

Evonik Financials & ESG KPI's

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As of Q1 2022 (May 6, 2022)

Financial KPI Group

in € million	2017 FY	2018 FY	2019 FY	2020 Q1	2020 Q2	2020 Q3	2020 Q4	2020 FY	2021 Q1	2021 Q2	2021 Q3	2021 Q4	2021 FY	2022 Q1
External Sales	14,383	13,267	13,108	3,243	2,827	2,917	3,212	12,199	3,358	3,636	3,871	4,091	14,955	4,498
Growth (%)	13%	4%	-1%	-1%	-14%	-10%	-2%	-7%	4%	29%	33%	27%	23%	34%
Volumes (%)	3%	1%	-1%	-1%	-12%	-5%	5%	-3%	5%	22%	16%	5%	11%	4%
Prices (%)	2%	5%	-2%	-2%	-3%	-2%	-4%	-3%	3%	10%	15%	19%	12%	22%
Exchange Rates (%)	-1%	-3%	1%	0%	0%	-4%	-3%	-2%	-4%	-5%	0%	1%	-2%	4%
Other (incl. M&A %)	9%	1%	1%	2%	1%	1%	0%	1%	0%	2%	2%	2%	2%	4%
Adjusted EBITDA ¹	2,357	2,150	2,153	513	456	519	418	1,906	588	649	645	502	2,383	735
Margin (%)	16.4%	16.2%	16.4%	15.8%	16.1%	17.8%	13.0%	15.6%	17.5%	17.8%	16.7%	12.3%	15.9%	16.3%
EBIT	1,225	1,049	1,086	247	188	245	139	819	308	380	373	113	1,173	456
Adjusted EBIT	1,486	1,361	1,201	273	202	269	146	890	336	398	387	217	1,338	472
Margin (%)	10.3%	10.3%	9.2%	8.4%	7.1%	9.2%	4.5%	7.3%	10.0%	10.9%	10.0%	5.3%	8.9%	10.5%
Adjusted EPS	2.16	2.18	1.94	0.39	0.34	0.40	0.24	1.37	0.51	0.54	0.58	0.48	2.12	0.76
Free Cash Flow ²	511	526	717	113	96	312	259	780	312	101	524	13	950	133
Cash Conversion Rate ³	22%	24%	33%					41%					40%	
Capex (Cash outflow for investment in intangible assets, pp&e)	1,040	948	880	184	189	223	360	956	182	171	177	335	865	176
Capital employed (annual average)	13,257	13,299	14,035					14,600					14,799	
ROCE (%) ⁴	11.2%	10.2%	8.6%					6.1%					9.0%	
Dividend (€)	1.15	1.15	1,15					1.15					1.17	
Employees (continuing operations)	36,523	32,623	32,423	32,770	32,621	32,822	33,106	33,106	32,745	32,661	32,891	33,004	33,004	33,151

Tas from FY2018: continuing operations (excl. Methacrylates business). Excl. extraordinary carve out taxes of €245m in FY 2019 (MMA divestment); Free cash flow conversion = FCF/adj. EBITDA;

⁴ ROCE restated since 2019: Goodwill relating to Evonik Degussa acquisition by RAG AG (before Evonik foundation), which was previously reported in "Other" is now allocated to the divisions

KPI Environment, Social, Governance

	2018 FY	2019 FY	2020 FY	2021 FY
Strategy & Growth				
Sales share with "Next Generation Solutions"	>30%	35%	37%	37% ^a
Value added in € million	4,740	5,994	4,069	4,707
Governance & Compliance				
Training rate fighting money laundering			82%	96%
Training rate antitrust law	74%	82%	88%	83%
Training rate fighting corruption	83%	91%	88%	92%
Training rate code of conduct	77%	89%	89%	89%
Internal investigations	90	113	130	136
Disciplinary measures	106	60	110	152
Value Chain & Products				
Procurement volume (in € billion)	9.9	9.4	8.0	10.4
Production output (million metric tons)	11.03	9.16	8.93	9.54
Use of renewable raw materials in production	9.7%	7.9%	8.5%	9.7%
Raw material suppliers covered by TfS assessments		66%	73%	69%
No. of sustainability audits (Evonik/TfS)	380	335	289	300
No. of sustainability assessments (Evonik/TfS)	1,621	1,160	1,334	1,521
R&D expenses (€ million)	459	428	433	464
The environment				
Scope 1 greenhouse gas emissions (thousands metric tons CO 2)	5,689	4,923	4,860	4,826
Scope 2 greenhouse gas emissions (thousands metric tons CO 2)	882	563	571 ^b	642
Scope 3 greenhouse gas emissions (million metric tons CO 2)	21.0	17.8	20.0 ^b	21.9
% Reduction in greenhouse gas emissions Scope 1 & 2 (million metric tons CO 2) vs 2008	-31	-42	-43	-43
Total water intake (in million m³)	490.2	523.6	561.4	599.7
Specific water intake (in m³ freshwater / metric ton production)	31.8	32.4	36.5	41.3
Production waste (thousand metric tons)	393	325	311	354
Employees				
Early employee turnover	0.9%	0.9%	1.3%	2.2%
Continuing professional development per employee (hours)	16	8	12	5
Women at level "Executives" (circle 1)	12.3%	11.2%	15.9%	17.7%
Women at level "Senior management" (circle 2)	11.1%	12.6%	14.2%	17.6%
Women in management (circle 3)	25.6%	26.4%	27.1%	28.7%
Women in management (circles 1-3)	24.3%	25.2%	26.1%	27.9%
Safety				
Occupational health performance index	5.5	5.5	5.4	5.4
Accident frequency rate (no. of accidents / working hours) ^c	0.87	1.18	0.80	0.19
Incident frequency rate (no. of accidents / working hours) c	1.08	1.10	1.45	

a: Update to follow until mid-year, ongoing analysis, no "fast close"; b: correction of data based on methodological improvements; c: reference value reduced from 1 mio. to now 200,000 working hours as from 2021 (for ESG KPI definitions please see separate "Definitions" page at the end of the file)



Specialty Additives

in € million	2017 FY ¹	2018 FY	2019 FY	2020 Q1	2020 Q2	2020 Q3	2020 Q4	2020 FY	2021 Q1	2021 Q2	2021 Q3	2021 Q4	2021 FY	2022 Q1
Sales	3,244	3,380	3,381	852	747	777	848	3,225	907	922	934	947	3,710	1,049
Growth (%)	53%	4%	0%	1%	-14%	-10%	5%	-5%	6%	23%	20%	12%	15%	16%
Volumes (%)	4%	3%	-1%	1%	-15%	-6%	9%	-3%	10%	24%	12%	0%	11%	-2%
Prices (%)	2%	3%	1%	0%	1%	0%	-1%	0%	-1%	3%	7%	10%	5%	14%
Exchange Rates (%)	-1%	-2%	0%	0%	0%	-4%	-3%	-2%	-3%	-4%	1%	2%	-1%	3%
Other (incl. M&A %)	48%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Adjusted EBITDA	857	908	886	239	202	214	201	857	273	242	224	181	920	252
Margin (%)	26.4%	26.9%	26.2%	28.1%	27.0%	27.5%	23.7%	26.6%	30.1%	26.2%	24.0%	19.1%	24.8%	24.0%
EBIT	n.a.	n.a.	712	196	160	171	156	683	230	200	179	130	739	205
Adjusted EBIT	676	744	716	196	158	171	156	681	230	198	181	130	739	205
Margin (%)	20.8%	22.0%	21.2%	23.0%	21.2%	22.0%	18.4%	21.1%	25.4%	21.5%	19.4%	13.7%	19.9%	19.5%
Capital expenditures	92	75	108	13	19	21	41	93	12	18	20	43	94	18
Capital employed (annual average)	3,494	3,912	4,396					4,244					4,168	
ROCE (%) ²	19.4%	19.0%	16.3%					16.0%					17.7%	
Employees	n.a.	n.a.	3,651	3,631	3,610	3,649	3,666	3,666	3,678	3,680	3,704	3,693	3,693	3,742

¹ First-time consolidation of acquired Air Products businesses as of 3 January 2017. Impact on sales: ~USD1.1 bn; adj. EBITDA: ~USD240 m

² ROCE restated since 2019: Goodwill relating to Evonik Degussa acquisition by RAG AG (before Evonik foundation), which was previously reported in "Other" is now allocated to the divisions



Nutrition & Care

in € million	2017 FY	2018 FY	2019 FY	2020 Q1	2020 Q2	2020 Q3	2020 Q4	2020 FY	2021 Q1	2021 Q2	2021 Q3	2021 Q4	2021 FY	2022 Q1
Sales	3,002	3,036	2,922	748	742	715	787	2,992	780	838	931	1,008	3,557	1,038
Growth (%)	-5%	1%	-4%	2%	3%	-2%	5%	2%	4%	13%	30%	28%	19%	33%
Volumes (%)	4%	5%	1%	3%	1%	-2%	8%	2%	1%	13%	19%	8%	10%	4%
Prices (%)	-12%	1%	-5%	-1%	4%	8%	3%	4%	10%	5%	11%	18%	11%	24%
Exchange Rates (%)	-1%	-5%	0%	0%	-2%	-8%	-7%	-4%	-7%	-5%	0%	2%	-2%	6%
Other (incl. M&A %)	4%	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%
Sales Animal Nutrition	1,564	1,574	1,438	398	384	330	362	1,474	404	417	461	507	1,789	556
Sales Health & Care	1,438	1,462	1,484	350	358	385	425	1,518	376	421	470	501	1,768	481
Adjusted EBITDA	498	550	462	118	168	140	133	560	143	183	192	200	717	222
Margin (%)	16.6%	18.1%	15.8%	15.8%	22.6%	19.6%	16.9%	18.7%	18.3%	21.8%	20.6%	19.8%	20.2%	21.4%
EBIT	n.a.	n.a.	207	54	104	59	69	285	78	120	115	90	404	150
Adjusted EBIT	319	362	231	54	106	79	63	301	78	122	127	126	453	155
Margin (%)	10.6%	11.9%	7.9%	7.2%	14.2%	11.0%	8.0%	10.1%	10.0%	14.6%	13.6%	12.5%	12.7%	14.9%
Capital expenditures	338	442	214	18	24	36	60	139	22	34	30	78	164	25
Capital employed (annual average)	2,664	2,808	3,974					3,914					3,893	
ROCE (%) ¹	12.0%	12.9%	5.8%					7.7%					11.6%	
Employees	n.a.	n.a.	5,322	5,280	5,271	5,257	5,295	5,295	5,281	5,323	5,386	5,453	5,453	5,540

¹ ROCE restated since 2019: Goodwill relating to Evonik Degussa acquisition by RAG AG (before Evonik foundation), which was previously reported in "Other" is now allocated to the divisions



Smart Materials

in € million	2017 FY ¹	2018 FY ²	2019 FY	2020 Q1	2020 Q2	2020 Q3	2020 Q4	2020 FY	2021 Q1	2021 Q2	2021 Q3	2021 Q4	2021 FY	2022 Q1
Sales	3,148	3,382	3,371	858	722	790	866	3,235	909	975	1,002	1,032	3,918	1,181
Growth (%)	1%	7%	0%	0%	-15%	-5%	4%	-4%	6%	35%	27%	19%	21%	30%
Volumes (%)	7%	-3%	-4%	-4%	-20%	-7%	4%	-7%	9%	33%	18%	7%	16%	9%
Prices (%)	1%	7%	3%	-1%	0%	-2%	-1%	-1%	-1%	0%	6%	10%	4%	16%
Exchange Rates (%)	-1%	-2%	0%	0%	0%	-4%	-3%	-2%	-4%	-4%	0%	1%	-2%	4%
Other (incl. M&A %)	-6%	5%	1%	5%	5%	8%	4%	6%	2%	6%	3%	1%	3%	2%
Sales Inorganics	2,117	2,325	2,312	597	528	566	623	2,315	631	686	700	738	2,754	843
Sales Polymers	1,031	1,057	1,059	260	193	224	243	920	278	289	302	294	1,164	338
Adjusted EBITDA	565	631	651	166	102	137	124	529	173	176	177	123	650	197
Margin (%)	17.9%	18.7%	19.3%	19.3%	14.1%	17.3%	14.3%	16.4%	19.0%	18.1%	17.7%	11.9%	16.6%	16.7%
EBIT	n.a.	n.a.	443	90	30	63	43	226	101	103	102	40	346	124
Adjusted EBIT	415	434	433	108	34	73	55	270	108	111	111	45	374	127
Margin (%)	13.2%	12.8%	12.8%	12.6%	4.7%	9.2%	6.4%	8.3%	11.9%	11.4%	11.1%	4.4%	9.5%	10.8%
Capital expenditures	286	243	303	83	98	105	180	466	59	87	78	155	379	45
Capital employed (annual average)	2,226	2,565	3,651					4,244					4,637	
ROCE (%) ³	18.6%	16.9%	11.9%					6.4%					8.1%	
Employees	n.a.	n.a.	7,065	7,615	7,607	7,610	7,874	7,874	7,783	7,765	7,731	7,742	7,742	7,826

¹ First-time consolidation of acquired Huber business as of 1 September 2017 (FY 2016 sales: ~USD300 m; adj. EBITDA: ~USD60 m)

² First-time consolidation of acquired PeroxyChem business as of 3 February 2020 (FY 2019 sales: ~USD300 m; adj. EBITDA: ~USD64 m); First-time consolidation of Porocel business as of 3 November 2020 (FY 2019 sales: ~USD100 m; adj. EBITDA: ~USD23 m)

³ ROCE restated since 2019: Goodwill relating to Evonik Degussa acquisition by RAG AG (before Evonik foundation), which was previously reported in "Other" is now allocated to the divisions



Performance Materials

in € million	2017 FY	2018 FY	2019 FY	2020 Q1	2020 Q2	2020 Q3	2020 Q4	2020 FY	2021 Q1	2021 Q2	2021 Q3	2021 Q4	2021 FY	2022 Q1
Sales	2,609	2,789	2,634	584	437	444	517	1,983	580	708	784	840	2,911	947
Growth (%)	11%	7%	-6%	-14%	-37%	-27%	-21%	-25%	-1%	62%	77%	63%	47%	63%
Volumes (%)	-2%	-1%	0%	-6%	-17%	-7%	-1%	-8%	-2%	20%	19%	6%	10%	6%
Prices (%)	14%	9%	-7%	-8%	-20%	-20%	-20%	-17%	7%	50%	58%	54%	40%	51%
Exchange Rates (%)	-1%	-2%	1%	0%	0%	0%	0%	0%	-6%	-8%	-1%	2%	-3%	6%
Other (incl. M&A %)	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	1%	1%	0%	1%
Adjusted EBITDA	290	243	248	18	12	28	30	88	42	99	97	80	317	97
Margin (%)	11.1%	8.7%	9.4%	3.1%	2.7%	6.3%	5.8%	4.4%	7.2%	14.0%	12.4%	9.5%	10.9%	10.2%
EBIT	n.a.	n.a.	101	-12	-21	-5	-9	-48	10	67	60	33	169	66
Adjusted EBIT	201	158	117	-12	-21	-5	-6	-45	10	66	63	50	188	66
Margin (%)	7.7%	5.7%	4.4%	-2.1%	-4.8%	-1.1%	-11.6%	-2.3%	1.7%	9.3%	8.0%	6.0%	6.5%	7.0%
Capital expenditures	92	57	55	10	9	11	19	49	8	11	14	30	63	12
Capital employed (annual average)	818	919	1,296					1,293					1,209	
ROCE (%) ¹	24.5%	17.2%	9.0%					-3.5%					15.6%	
Employees	n.a.	n.a.	1,645	1,815	1,811	1,799	1,798	1,798	1,810	1,791	1,962	1,964	1,964	1,975

¹ ROCE restated since 2019: Goodwill relating to Evonik Degussa acquisition by RAG AG (before Evonik foundation), which was previously reported in "Other" is now allocated to the divisions



Technology & Infrastructure (T&I)/Other

in € million	2017 FY	2018 FY	2019 FY	2020 Q1	2020 Q2	2020 Q3	2020 Q4	2020 FY	2021 Q1	2021 Q2	2021 Q3	2021 Q4	2021 FY	2022 Q1
Sales	712	680	800	201	179	191	194	764	182	193	220	264	859	283
Growth (%)	2%	-4%	18%	12%	1%	-7%	-18%	-4%	-9%	8%	15%	36%	12%	55%
Adjusted EBITDA	-238	-182	-94	-28	-28	0	-70	-128	-43	-51	-45	-82	-221	-33
EBIT	n.a.	n.a.	-377	-81	-85	-43	-120	-327	-111	-110	-83	-180	-485	-89
Adjusted EBIT	-378	-336	-296	-73	-75	-49	-122	-317	-90	-99	-95	-134	-416	-81
Capital expenditures	173	151	162	60	39	50	60	209	81	21	35	29	165	76
Employees	n.a.	n.a.	14,740	14,429	14,322	14,507	14,473	14,473	14,193	14,102	14,108	14,152	14,152	14,068

Group Income Statement

in € million	2017 FY	2018 FY	2019 FY	2020 Q1 ¹	2020 Q2 ¹	2020 Q3 ¹	2020 Q4 ¹	2020 FY ¹	2021 Q1 ¹	2021 Q2 ¹	2021 Q3 ¹	2021 Q4	2021 FY	2022 Q1
Sales	14,383	13,267	13,108	3,243	2,827	2,917	3,212	12,199	3,358	3,636	3,871	4,091	14,955	4,498
Cost of sales	-9,905	-9,271	-9,413	-2,322	-2,005	-2,128	-2,409	-8,865	-2,371	-2,564	-2,807	-3,185	-10,925	-3,277
Gross profit on sales	4,478	3,996	3,695	921	822	789	803	3,334	987	1,072	1,064	906	4,030	1,221
Selling expenses	-1,695	-1,563	-1,511	-395	-370	-352	-385	-1,501	-392	-416	-436	-473	-1,717	-492
Research and development expenses	-476	-437	-428	-109	-103	-104	-116	-433	-104	-111	-118	-131	-464	-112
General administrative expenses	-714	-599	-568	-150	-125	-133	-123	-531	-135	-123	-148	-140	-546	-130
Other operating income & expenses	-378	-358	-107	-25	-38	39	-42	-65	-50	-44	9	-51	-138	-33
Result from investments recognized at equity	10	10	5	5	2	6	2	15	2	2	2	2	8	2
Income before financial result and income taxes, continuing operations = EBIT	1,225	1,049	1,086	247	188	245	139	819	308	380	373	113	1,173	456
Financial Result	-203	-155	-132	-50	-25	-24	-36	-135	-21	-40	-37	10	-88	-12
Income before income taxes, continuing operations	1,022	894	954	197	163	221	103	684	287	340	336	123	1,085	444
Income taxes	-292	-186	-180	-57	-34	-69	-20	-181	-88	-113	-100	-16	-316	-126
Income after taxes, continuing operations	730	708	774	140	129	152	83	503	199	227	236	107	769	318
Income after taxes, discontinued operations	0	246	1,353	-6	-11	-	-7	-24	-7	-3	4	4	-2	-
Income after taxes	730	954	2,127	134	118	152	76	479	192	224	240	111	767	318
thereof attributable to non-controlling interests	17	22	21	4	4	3	3	14	6	6	5	5	21	4
Shareholders of EVONIK Industries AG (net income)	713	932	2,106	130	114	149	73	465	186	218	235	106	746	314
EPS	1.53	2.00	4.52	0.28	0.24	0.32	0.16	1.00	0.40	0.47	0.50	0.23	1.60	0.67

¹ Restated as adjustments were allocated to respective line items (instead of allocated to other operating income & expenses)

Group Adjusted Income Statement

in € million	2017 FY	2018 FY	2019 FY	2020 Q1	2020 Q2	2020 Q3	2020 Q4	2020 FY	2021 Q1	2021 Q2	2021 Q3	2021 Q4	2021 FY	2022 Q1
Sales	14,383	13,267	13,108	3,243	2,827	2,917	3,212	12,199	3,358	3,636	3,871	4,091	14,955	4,498
Adjusted EBITDA	2,357	2,150	2,153	513	456	519	418	1,906	588	649	645	502	2,383	735
Depreciation and amortization	-871	-789	-952	-240	-254	-250	-272	-1,016	-252	-251	-258	-285	-1,045	-263
Adjusted EBIT	1,486	1,361	1,201	273	202	269	146	890	336	398	387	217	1,338	472
Adjusted net financial result	-176	-151	-185	-51	-25	-34	-36	-146	-21	-50	-37	11	-97	-12
Depreciation and amortization on intangible assets	129	143	136	33	38	38	40	149	36	35	37	54	162	41
Adjusted Income before income taxes, continuing operations	1,439	1,353	1,152	255	215	273	150	893	351	383	387	282	1,403	501
Adjusted income taxes, continuing operations	-415	-317	-229	-70	-51	-84	-34	-239	-106	-124	-113	-54	-396	-141
Adjusted income after taxes	1,024	1,036	923	185	164	189	116	654	245	259	274	229	1,007	360
Adjusted non-controlling interest	-17	-22	-21	-4	-4	-3	-2	-14	-6	-6	-5	-4	21	-4
Adjusted net income	1,007	1,014	902	181	160	186	114	640	239	253	269	224	986	356
Adjusted EPS	2.16	2.18	1.94	0.39	0.34	0.40	0.24	1.37	0.51	0.54	0.58	0.48	2.12	0.76

Adjustments														
in € million	2017 FY	2018 FY	2019 FY	2020 Q1	2020 Q2	2020 Q3	2020 Q4	2020 FY	2021 Q1	2021 Q2	2021 Q3	2021 Q4	2021 FY	2022 Q1
Restructuring	-25	-204	-18	-1	-3	-25	15	-14	-3	-10	-5	-3	-20	0
Impairment losses/reversal of impairment losses	-82	7	-47	0	0	-2	6	4	0	0	0	-27	-27	0
Acquisition / divestment of shareholdings	-89	-31	-30	-22	-1	-9	-5	-37	-4	-2	-5	-2	-13	-2
Other	-65	-84	-20	-3	-10	12	-23	-24	-21	-6	-4	-72	-105	-14
=Adjustments	-261	-312	-115	-26	-14	-24	-7	-71	-28	-18	-14	-104	-165	-16

Group Balance Sheet

Assets

in € million	2017 FY	2018 FY	2019 FY	2020 Q1	2020 Q2	2020 Q3	2020 FY	2021 Q1	2021 Q2	2021 Q3	2021 FY	2022 Q1
Intangible assets	6,105	6,134	5,858	6,241	6,068	5,904	5,877	5,990	5,891	5,982	6,045	6,063
Property, plant and equipment	6,495	6,785	6,435	6,589	6,568	6,492	6,588	6,630	6,648	6,707	6,963	6,974
Right of use assets (capitalized leasing)			640	691	667	643	668	661	640	623	608	616
Investments recognized at equity	47	46	45	55	73	76	75	81	78	80	81	79
Financial assets	327	233	625	516	556	571	607	566	578	559	581	568
Deferred tax assets	1,226	1,419		1,694	1,719	1,792	2,004	1,793	1,715	1,641	1,755	1,589
Other income tax assets	14	16		12	12	13	13	14	14	15	16	16
Other receivables	296	56	82	82	116	119	102	102	127	160	125	119
Non-current assets	14,510	14,689	15,415	15,880	15,779	15,610	15,934	15,837	15,691	15,767	16,174	16,024
Inventories	2,038	2,304	1,884	1,983	2,080	1,965	1,806	1,996	2,151	2,351	2,548	2,863
Other income tax assets	154	180	325	334	215	148	211	198	200	135	199	157
Trade accounts receivable	1,755	1,686	1,569	1,678	1,464	1,455	1,455	1,721	1,799	1,877	1,954	2,345
Other receivables	313	295	387	437	301	283	231	304	346	353	382	474
Financial assets	166	140	1,278	1,141	944	766	697	435	295	379	571	573
Cash and cash equivalents	1,004	988	1,165	999	864	1,043	563	936	520	821	456	647
Current assets	5,430	5,593	6,608	6,572	5,868	5,660	4,963	5,590	5,311	5,916	6,110	7,059
Assets held for sale	0	0	0	0	0	0	0	0	0	0	0	0
Current assets	5,430	5,593	6,608	6,572	5,868	5,660	4,963	5,590	5,311	5,916	6,110	7,059
Total assets	19,940	20,282	22,023	22,452	21,647	21,170	20,897	21,427	21,002	21,683	22,284	23,083

Liabilities

in € million	2017 FY	2018 FY	2019 FY	2020 Q1	2020 Q2	2020 Q3	2020 FY	2021 Q1	2021 Q2	2021 Q3	2021 FY	2022 Q1
Issued capital	466	466	466	466	466	466	466	466	466	466	466	466
Reserves	6,965	7,263	8,504	8,675	8,331	7,828	7,546	8,449	8,216	8,698	8,823	9,712
Equity attributable to shareholders of Evonik Industries AG	7,431	7,729	8,970	9,141	8,797	8,294	8,012	8,915	8,682	9,164	9,289	10,178
Equity attributable to non-controlling interests	88	96	90	89	88	87	87	84	77	82	83	83
Total equity	7,519	7,825	9,060	9,230	8,885	8,381	8,099	8,999	8,759	9,246	9,372	10,261
Provisions for pensions and other post-employment benefits	3,817	3,732	3,967	3,787	3,994	4,274	4,618	3,879	3,770	3,569	3,766	3,166
Other provisions	788	855	779	773	774	765	715	641	673	679	657	631
Deferred tax liabilities	541	557	537	555	523	552	586	580	582	591	628	644
Other income tax liabilities	225	223	320	298	309	315	275	253	261	260	195	202
Financial liabilities	3,706	3,689	3,713	3,171	3,628	3,595	3,564	3,592	3,553	3,631	3,531	2,795
Other payables	57	47	93	111	110	134	114	117	112	138	143	141
Non-current liabilities	9,134	9,103	9,409	8,695	9,338	9,635	9,872	9,062	8,951	8,868	8,920	7,579
Other provisions	968	1,047	778	824	603	644	744	815	626	789	892	984
Other income tax liabilities	50	64	59	55	71	53	136	209	229	266	211	230
Financial liabilities	438	395	918	1,785	1,138	1,034	434	411	426	378	477	1,373
Trade accounts payable	1,449	1,493	1,324	1,294	1,201	1,105	1,273	1,470	1,496	1,600	2,022	2,139
Other payables	382	355	475	569	411	418	339	461	515	536	390	517
	3,287	3,354	3,554	4,527	3,424	3,254	2,926	3,366	3,292	3,569	3,992	5,243
Liabilities associated with assets held for sale	0	0	0	0	0	0	0	0	0	0	0	0
Current liabilities	3,287	3,354	3,554	4,527	3,424	3,254	2,926	3,366	3,292	3,569	3,992	5,243
Total equity and liabilities	19,940	20,282	22,023	22,452	21,647	21,170	20,897	21,427	21,002	21,683	22,284	23,083

Group	Cas	h Fl	low S	Stat	temen	t
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in € million	2017 FY	2018 FY	2019 FY	2020 Q1	2020 Q2	2020 Q3	2020 Q4	2020 FY	2021 Q1	2021 Q2	2021 Q3	2021 Q4	2021 FY	2022 Q1
Income before financial result and income taxes, continuing operations = EBIT	1,225	1,049	1,086	247	188	245	139	819	308	380	373	113	1,173	456
Depreciation, amortization, impairment losses/reversal of impairment losses on non-current assets	923	787	984	240	256	254	268	1,018	251	250	260	312	1,073	264
Result from investments recognized at equity	-10	-10	-5	-5	-2	-6	-2	-15	-2	-2	-2	-2	-8	-2
Gains/losses on disposal of non current assets	-73	3	-13	15	-5	-13	-7	-10	-1	22	0	22	43	1
Change in inventories	-97	-242	129	-90	-123	78	205	70	-158	-161	-181	-175	-675	-278
Change in trade accounts receivable	-56	75	41	-94	198	-46	-4	54	-229	-91	-62	-67	-449	-362
Change in trade accounts payable and current advance payments received from customers	192	15	-62	-18	-98	-70	156	-30	210	30	84	356	680	150
Change in provisions for pensions and other post-employment benefits	-202	-229	-60	18	3	1	-36	-14	25	17	10	31	83	21
Change in other provisions	-6	158	-294	23	-224	41	27	-133	47	-103	163	100	207	66
Change in miscellaneous assets/liabilities	22	26	-15	54	-10	39	-50	33	67	-18	40	-113	-23	34
Cash inflows/outflows from interest	-65	-	-	-	-	-	-	-	-	-	-	-	-	-
Cash inflows from dividends	11	12	15	13	10	0	4	27	11	6	1	1	19	11
Tax payments relating to carve-out of the methacrylates business	-	-	-245	-	-	-	-	-	-	-	-	-	-	-
Cash inflows/outflows for income taxes	-313	-170	-209	-106	92	12	-81	-83	-35	-58	15	-230	-308	-52
Cash flow from operating activities, continuing operations	1.551	1.474	1.352	297	285	535	619	1.736	494	272	701	348	1.815	309
Cash flow from operating activities, discontinued operations	0	286	-31	0	-9	0	0	-9	0	0	0	0	0	0
				-								-		
Cash flow from operating activities	1,551	1,760	1,321	297	276	535	619	1,727	494	272	701	348	1,815	309
Cash outflows for investments in intangible assets, property, plant and equipment, investment property	-1,040	-948	-880	-184	-189	-223	-360	-956	-182	-171	-177	-335	-865	-176
Cash outflows for investments in shareholdings	-4,137	-39	-427	-298	-11	-4	-161	-474	-6	0	-42	-36	-85	-11
Cash outflows for loss from divestments of shareholdings	-	-	-	-	-	-	-	-	-78	-67	0	0	-145	-
Cash outflows for divestments in intangible assets, property, plant and equipment,	-	-	-	-	-	-	-	-	-	-	-	-21	-21	-
Cash inflows from divestments of intangible assets, property, plant and equipment, investment property	12	16	25	6	6	20	13	45	7	1	0	1	9	3
Cash inflows/outflows from divestments of businesses and other shareholdings	-10	68	2,208	40	5	20	0	65	-	1	1	0	2	-
Cash inflows/outflows relating to securities, deposits and loans	17	-24	-1,223	146	222	212	140	720	204	73	-99	-155	23	-9
Cash inflows from interest		43	52	6	8	13	3	30	2	5	3	2	12	3
Cash lines is in interest									_					
Cash flow from investing activities, continuing operations	-5,181	-884	-245	-284	41	38	-365	-570	-53	-158	-315	-544	-1,070	-190
Cash flow from investing activities, continuing operations Cash flow from investing activities, discontinued operations	-5,181 0	-884 -89	-245 -47	-284 0	41 0	38 0	-365 0	-570	-53	-158 0	- 315 0	-544 0	-1,070 0	-190 0
Cash flow from investing activities, discontinued operations Cash flow from investing activities	0	-89	-47	0	0	0	0	0	0	0	0	0	0	0
Cash flow from investing activities, discontinued operations Cash flow from investing activities Cash inflows/outflows relating to capital contributions	- 5,181	-89 - 973	-47 -292	- 284	0 41	38	- 365	- 570	-53	- 158	-315	- 544	-1,070	0
Cash flow from investing activities, discontinued operations Cash flow from investing activities Cash inflows/outflows relating to capital contributions Cash outflows for dividends to shareholders of Evonik Industries AG	0 -5,181 0 -536	-89 -973 2 -536	-47 -292 4 -536	0 -284 3 0	0 41 -1 -266	0 38	0 -365 0 0	0 - 570 2 -536	-53	0 -158 0 -536	0 -315 0 0	0 - 544 0 0	0 -1,070 0 -536	- 190
Cash flow from investing activities, discontinued operations Cash flow from investing activities Cash inflows/outflows relating to capital contributions Cash outflows for dividends to shareholders of Evonik Industries AG Cash outflows for dividends to non-controlling interests	0 - 5,181	-89 -973 2 -536 -16	-47 -292	- 284	0 41 -1	0 38 0 -270	0 -365	0 - 570 2 -536 -16	-53 -0	0 -158	0 -315	0 - 544 0	0 -1,070	- 190
Cash flow from investing activities, discontinued operations Cash flow from investing activities Cash inflows/outflows relating to capital contributions Cash outflows for dividends to shareholders of Evonik Industries AG Cash outflows for dividends to non-controlling interests Cash infows/outflows from changes in ownership interests in subsidiaries without loss of control	0 -5,181 0 -536 -14	-89 -973 2 -536	-47 -292 4 -536 -12	0 -284 3 0 -6	0 41 -1 -266 -7	0 38 0 -270 0	0 -365 0 0 -3	0 - 570 2 -536	-53 - 0 -6	0 -158 0 -536 -14	0 -315 0 0	0 - 544 0 0 0 -1	0 -1,070 0 -536 -21	0 -190 0 -2
Cash flow from investing activities, discontinued operations Cash flow from investing activities Cash inflows/outflows relating to capital contributions Cash outflows for dividends to shareholders of Evonik Industries AG Cash outflows for dividends to non-controlling interests Cash infows/outflows from changes in ownership interests in subsidiaries without loss of control Cash outflows for the purchase of treasury shares	0 -5,181 0 -536 -14 0	-89 -973 2 -536 -16 0	-47 -292 4 -536 -12 0	3 0 -6 0	-1 -266 -7 0	0 38 0 -270 0	0 -365 0 0 -3 0	0 -570 2 -536 -16 0	- 53 - 0 -6 0	0 -158 0 -536 -14 0	0 -315 0 0 0	0 -544 0 0 -1 0	0 -1,070 0 -536 -21 0	0 -190 0 -2 0
Cash flow from investing activities, discontinued operations Cash flow from investing activities Cash inflows/outflows relating to capital contributions Cash outflows for dividends to shareholders of Evonik Industries AG Cash outflows for dividends to non-controlling interests Cash infows/outflows from changes in ownership interests in subsidiaries without loss of control Cash outflows for the purchase of treasury shares Cash inflows from the sale of treasury shares	0 -5,181 0 -536 -14 0 -19 20	-89 -973 2 -536 -16 0 -17 13	-47 -292 4 -536 -12 0 -17 13	0 -284 3 0 -6 0 -15	-1 -266 -7 0 -1 12	0 38 0 -270 0 0 0	0 -365 0 0 -3 0 0	0 -570 2 -536 -16 0 -16 12	- 53 - 0 -6 0 -15	0 -158 0 -536 -14 0	0 -315 0 0 0 0 0	0 -544 0 0 0 -1 0 0	0 -1,070 0 -536 -21 0 -15	0 -190 0 -2 0 -16 0
Cash flow from investing activities, discontinued operations Cash flow from investing activities Cash inflows/outflows relating to capital contributions Cash outflows for dividends to shareholders of Evonik Industries AG Cash outflows for dividends to non-controlling interests Cash infows/outflows from changes in ownership interests in subsidiaries without loss of control Cash outflows for the purchase of treasury shares Cash inflows from the sale of treasury shares Cash inflows from the addition of financial liabilities	0 -5,181 0 -536 -14 0 -19 20 700	-89 -973 2 -536 -16 0 -17 13 61	-47 -292 4 -536 -12 0 -17 13 110	0 -284 3 0 -6 0 -15 0 228	0 41 -1 -266 -7 0 -1 12 631	0 38 0 -270 0 0 0 0	0 -365 0 0 -3 0 0 0 135	0 -570 2 -536 -16 0 -16 12 1,039	-53 - 0 -6 0 -15 0 81	0 -158 0 -536 -14 0 0 12 3	0 -315 0 0 0 0 0 0 0 0 0	0 -544 0 0 0 -1 0 0 0 38	0 -1,070 0 -536 -21 0 -15 12 655	0 -190 0 -2 0 -16 0 156
Cash flow from investing activities, discontinued operations Cash flow from investing activities Cash inflows/outflows relating to capital contributions Cash outflows for dividends to shareholders of Evonik Industries AG Cash outflows for dividends to non-controlling interests Cash inflows/outflows from changes in ownership interests in subsidiaries without loss of control Cash outflows for the purchase of treasury shares Cash inflows from the sale of treasury shares Cash inflows from the addition of financial liabilities Cash outflows for repayment of financial liabilities	0 -5,181 0 -536 -14 0 -19 20	-89 -973 2 -536 -16 0 -17 13	-47 -292 4 -536 -12 0 -17 13	0 -284 3 0 -6 0 -15	-1 -266 -7 0 -1 12	0 38 0 -270 0 0 0	0 -365 0 0 -3 0 0	0 -570 2 -536 -16 0 -16 12	0 -53 - 0 -6 0 -15 0 81 -129	0 -158 0 -536 -14 0 0	0 -315 0 0 0 0 0 0 0 0 0 0 533 -573	0 -544 0 0 0 -1 0 0	0 -1,070 0 -536 -21 0 -15	0 -190 0 -2 0 -16 0
Cash flow from investing activities, discontinued operations Cash flow from investing activities Cash inflows/outflows relating to capital contributions Cash outflows for dividends to shareholders of Evonik Industries AG Cash outflows for dividends to non-controlling interests Cash infows/outflows from changes in ownership interests in subsidiaries without loss of control Cash outflows for the purchase of treasury shares Cash inflows from the sale of treasury shares Cash inflows from the addition of financial liabilities	0 -5,181 0 -536 -14 0 -19 20 700 -201	-89 -973 2 -536 -16 0 -17 13 61 -192	-47 -292 4 -536 -12 0 -17 13 110 -295	0 -284 3 0 -6 0 -15 0 228 -356	0 41 -1 -266 -7 0 -1 12 631 -778	0 38 0 -270 0 0 0 0 0 45 -170	0 -365 0 0 -3 0 0 0 0 135 -852	0 -570 2 -536 -16 0 -16 12 1,039 -2,156	-53 - 0 -6 0 -15 0 81	0 -158 0 -536 -14 0 0 12 3 -56	0 -315 0 0 0 0 0 0 0 0 0	0 -544 0 0 0 -1 0 0 0 0 38 -190	0 -1,070 0 -536 -21 0 -15 12 655 -948	0 -190 0 -2 0 -16 0 156
Cash flow from investing activities, discontinued operations Cash flow from investing activities Cash inflows/outflows relating to capital contributions Cash outflows for dividends to shareholders of Evonik Industries AG Cash outflows for dividends to non-controlling interests Cash inflows/outflows from changes in ownership interests in subsidiaries without loss of control Cash outflows for the purchase of treasury shares Cash inflows from the sale of treasury shares Cash inflows from the addition of financial liabilities Cash outflows for repayment of financial liabilities Cash inflows/outflows in connection with financial transactions Cash outflows for interest	0 -5,181 0 -536 -14 0 -19 20 700 -201 73	-89 -973 2 -536 -16 0 -17 13 61 -192 8 -121	-47 -292 4 -536 -12 0 -17 13 110 -295 -1 -114	0 -284 3 0 -6 0 -15 0 228 -356 -8 -15	0 41 -1 -266 -7 0 -1 12 631 -778 -15 -23	0 38 0 -270 0 0 0 0 45 -170 23 -12	0 -365 0 0 -3 0 0 0 135 -852 14 -27	0 -570 2 -536 -16 0 -16 12 1,039 -2,156 14 -77	0 -53 - 0 -6 0 -15 0 81 -129 12 -16	0 -158 0 -536 -14 0 0 12 3 -56 77 -18	0 -315 0 0 0 0 0 0 0 0 0 533 -573 -5	0 -544 0 0 -1 0 0 0 0 38 -190 7 -22	0 -1,070 0 -536 -21 0 -15 12 655 -948 91 -94	0 -190 0 -2 0 -16 0 156 -60 1 -14
Cash flow from investing activities, discontinued operations Cash flow from investing activities Cash inflows/outflows relating to capital contributions Cash outflows for dividends to shareholders of Evonik Industries AG Cash outflows for dividends to non-controlling interests Cash inflows/outflows from changes in ownership interests in subsidiaries without loss of control Cash outflows for the purchase of treasury shares Cash inflows from the sale of treasury shares Cash inflows from the addition of financial liabilities Cash outflows for repayment of financial liabilities Cash inflows/outflows in connection with financial transactions	0 -5,181 0 -536 -14 0 -19 20 700 -201 73	-89 -973 2 -536 -16 0 -17 13 61 -192 8	-47 -292 4 -536 -12 0 -17 13 110 -295 -1	0 -284 3 0 -6 0 -15 0 228 -356 -8	0 41 -1 -266 -7 0 -1 12 631 -778 -15	0 38 0 -270 0 0 0 0 0 45 -170 23	0 -365 0 0 -3 0 0 0 0 0 135 -852 14	0 -570 2 -536 -16 0 -16 12 1,039 -2,156 14	0 -53 - 0 -6 0 -15 0 81 -129 12	0 -158 0 -536 -14 0 0 12 3 -566 77	0 -315 0 0 0 0 0 0 0 0 533 -573 -5	0 -544 0 0 0 -1 0 0 0 0 38 -190	0 -1,070 0 -536 -21 0 -15 12 655 -948 91	0 -190 0 -2 0 -16 0 156 -60
Cash flow from investing activities, discontinued operations Cash flow from investing activities Cash inflows/outflows relating to capital contributions Cash outflows for dividends to shareholders of Evonik Industries AG Cash outflows for dividends to non-controlling interests Cash inflows/outflows from changes in ownership interests in subsidiaries without loss of control Cash outflows for the purchase of treasury shares Cash inflows from the sale of treasury shares Cash inflows from the addition of financial liabilities Cash outflows for repayment of financial liabilities Cash inflows/outflows in connection with financial transactions Cash outflows for interest Cash flow from financing activities, continuing operations	0 -5,181 0 -536 -14 0 -19 20 700 -201 73 -	-89 -973 2 -536 -16 0 -17 13 61 -192 8 -121	-47 -292 4 -536 -12 0 -17 13 110 -295 -1 -114	0 -284 3 0 -6 0 -15 0 228 -356 -8 -15	0 41 -1 -266 -7 0 -1 12 631 -778 -15 -23	0 38 0 -270 0 0 0 0 45 -170 23 -12	0 -365 0 0 -3 0 0 0 0 135 -852 14 -27	0 -570 2 -536 -16 0 -16 12 1,039 -2,156 14 -77	0 -53 - 0 -6 0 -15 0 81 -129 12 -16	0 -158 0 -536 -14 0 0 12 3 -566 77 -18	0 -315 0 0 0 0 0 0 0 533 -573 -5 -38	0 -544 0 0 -1 0 0 -1 0 0 38 -190 7 -22	0 -1,070 0 -536 -21 0 -15 12 655 -948 91 -94	0 -190 0 -2 0 -16 0 156 -60 1 -14
Cash flow from investing activities, discontinued operations Cash flow from investing activities Cash inflows/outflows relating to capital contributions Cash outflows for dividends to shareholders of Evonik Industries AG Cash outflows for dividends to non-controlling interests Cash inflows/outflows from changes in ownership interests in subsidiaries without loss of control Cash outflows for the purchase of treasury shares Cash inflows from the sale of treasury shares Cash inflows from the addition of financial liabilities Cash outflows for repayment of financial liabilities Cash inflows/outflows in connection with financial transactions Cash outflows for interest Cash flow from financing activities, continuing operations	0 -5,181 0 -536 -14 0 -19 20 700 -201 73 -	-89 -973 2 -536 -16 0 -17 13 61 -192 8 -121	-47 -292 4 -536 -12 0 -17 13 110 -295 -1 -114	0 -284 3 0 -6 0 -15 0 228 -356 -8 -15	0 41 -1 -266 -7 0 -1 12 631 -778 -15 -23	0 38 0 -270 0 0 0 0 45 -170 23 -12	0 -365 0 0 -3 0 0 0 0 135 -852 14 -27	0 -570 2 -536 -16 0 -16 12 1,039 -2,156 14 -77	0 -53 - 0 -6 0 -15 0 81 -129 12 -16	0 -158 0 -536 -14 0 0 12 3 -566 77 -18	0 -315 0 0 0 0 0 0 0 533 -573 -5 -38	0 -544 0 0 -1 0 0 -1 0 0 38 -190 7 -22	0 -1,070 0 -536 -21 0 -15 12 655 -948 91 -94	0 -190 0 -2 0 -16 0 156 -60 1 -14
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Cash flow from investing activities, discontinued operations Cash flow from investing activities Cash inflows/outflows relating to capital contributions Cash outflows for dividends to shareholders of Evonik Industries AG Cash outflows for dividends to non-controlling interests Cash inflows/outflows from changes in ownership interests in subsidiaries without loss of control Cash outflows for the purchase of treasury shares Cash inflows from the sale of treasury shares Cash inflows from the addition of financial liabilities Cash outflows for repayment of financial liabilities Cash inflows/outflows in connection with financial transactions Cash outflows for interest Cash flow from financing activities, continuing operations Cash flow from financing activities, discontinued operations Cash flow from financing activities Change in cash and cash equivalents	0 -5,181 0 -536 -14 0 -19 20 700 -201 73 - 23 0	-89 -973 2 -536 -16 0 -17 13 61 -192 8 -121 -798 -3	-47 -292 4 -536 -12 0 -17 13 110 -295 -1 -114 -848 -8	0 -284 3 0 -6 0 -15 0 228 -356 -8 -15 -169 0	0 41 -1 -266 -7 0 -1 12 631 -778 -15 -23 -448 0	0 38 0 -270 0 0 0 0 45 -170 23 -12 -384 0	0 -365 0 0 -3 0 0 -3 0 0 0 135 -852 14 -27 -733 0	0 -570 2 -536 -16 0 -16 12 1,039 -2,156 14 -77 -1,734 0	0 -53 - 0 -6 0 -15 0 81 -129 12 -16 -73 0	0 -158 0 -536 -14 0 0 12 3 -56 77 -18 -532 0	0 -315 0 0 0 0 0 0 0 0 533 -573 -5 -38 -83 0	0 -544 0 0 -1 0 0 -1 0 0 38 -190 7 -22 -168 0	0 -1,070 0 -536 -21 0 -15 12 655 -948 91 -94 -856 0	0 -190 0 -2 0 -16 0 156 -60 1 -14 65
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Group Net Financial Position

in € million	2017 FY	2018 FY	2019 FY	2020 Q1	2020 Q2	2020 Q3	2020 FY	2021 Q1	2021 Q2	2021 Q3	2021 FY	2022 Q1
Non-current financial liabilities	-3,694	-3,683	-3,712	-3,169	-3,627	-3,593	-3,564	-3,588	-3,549	-3,627	-3,527	-2,776
Current financial liabilitites	-351	-230	-806	-1,661	-1,063	-980	-368	-326	-337	-235	-232	-1,106
Financial debt	-4,045	-3,913	-4,518	-4,830	-4,690	-4,573	-3,932	-3,914	-3,886	-3,862	-3,759	-3,882
- Cash and cash equivalents	1,004	988	1,165	999	864	1,043	563	936	520	821	456	647
- Current securities	9	8	1,203	1,031	820	609	466	254	196	300	446	441
- Other financial assets	9	10	9	22	12	11	17	20	0	0	0	0
Financial assets	1,022	1,006	2,377	2,052	1,696	1,663	1,046	1,210	716	1,121	902	1,088
Net financial debt/cash as stated on the balance sheet	-3,023	-2,907	-2,141	-2,778	-2,994	-2,910	-2,886	-2,704	-3,170	-2,741	-2,857	-2,794
Net financial debt/cash, discontinued operations		-				-					-	
Net financial debt/cash including discontinued operations		-2,907	-2,141	-2,778	-2,994	-2,910	-2,886	-2,704	-3,170	-2,741	-2,857	-2,794

	tions
Adjusted EBIT	Earnings before financial result and taxes, after adjustments. Earnings indicator showing Evonik's operating earnings performance irrespective of the structure of its assets.
Adjusted EBITDA	Earnings before financial result, taxes, depreciation and amortization, after adjustments. Earnings indicator showing Evonik's operating earnings performance irrespective of the structure of its assets and its investment profile. This is a cash flow-related indicator which is used in particular in the adjusted EBITDA margin to show the relationship to sales as a basis for comparison with competitors.
Adjusted net income	We use adjusted net income to assess the earnings power of the continuing operations, especially on a long-term view, and to forecast future development. The calculation starts fror EBITDA after adjustment for special items. The financial result is then adjusted for income and expenses in connection with the acquisition/divestment of shareholdings and other income and expense items that, by nature or amount, do not form part of typical current financing activities. Further, we deduct amortization of intangible assets, as they mainly result from acquisitions, and adjust income tax for taxes on special items.
Adjustements	Evonik refers to the special items that are factored out when calculating the operational performance indicators adjusted EBITDA and adjusted EBIT as adjustments. They include restructuring, impairment losses/reversals of impairment losses, income and expenses in connection with the purchase/disposal of investments in companies, and other income and expense items that, due to their nature or amount, do not reflect the typical operating business.
Free Cash Flow	The free cash flow is a measure of the company's internal financing capacity. It shows the cash that is available to pay dividends, make acquisitions and repay borrowing. The free cash flow is calculated from the cash flow from operating activities, continuing operations, less outflows for capital expenditures on intangible assets, property, plant and equipment.
ROCE	The return on capital employed is a measure of the profitability of capital employed. It is calculated by dividing adjusted EBIT by the average capital employed in the reporting period.
Value added in € million	We use an impact valuation to regularly measure and analyze the direct and indirect impacts from an economic, ecological, and social perspective. This supplements our established analytical approaches. We anticipate that this will allow early identification of potential future opportunities and risks, make our business model more resilient, and improve understanding of the long-term value that our business activities create for society. We aim to assign a monetary value to individual indicators such as continuing development of
Sales share with "Next Generation Solutions"	employees, employment impacts, and global warming so they can be compared. Most of the factors used for this are publicly available. Sales share of products with superior sustainability benefits to customers ("Next Generation Solutions"); derived from sustainability analysis of our businesses based on the principles and content of the WBCSD Portfolio Sustainability Assessments (PSA) For more information please see Evonik website: Responsibility - Value Chain & Products - Sustainability Analysis
Internal Investigations	Internal investigations are initiated when there is a suspected violation of compliance rules (including the code of conduct, antitrust law and the rules on fighting and preventing
	corruption). Since 2018, the scope of reporting has covered all internal investigations in the Evonik Group. Before that, only the areas covered by the House of Compliance were included.
Disciplinary Measures	corruption). Since 2018, the scope of reporting has covered all internal investigations in the Evonik Group. Before that, only the areas covered by the House of Compliance were
Disciplinary Measures Raw Material Suppliers Covered by TfS Assessments	corruption). Since 2018, the scope of reporting has covered all internal investigations in the Evonik Group. Before that, only the areas covered by the House of Compliance were included. Disciplinary measures are taken as a result of an internal investigation. A disciplinary measure can result in an employee's dismissal, warning or reprimand, transfer to a different

Management circles/ levels Management circle 1 = executive functions, i.e., top management functions in the Evonik Group Management circle 2 = senior management functions, i.e., key functions in the divisions, regions, service units, and corporate functions

Management circle 3 = further management functions

Occupational Health Performance Index

This index shows the extent to which internal requirements have been implemented and goals achieved. It is calculated from two parameters from each of the following areas: occupational medicine, health promotion and emergency medical management. Both the quality and the scope of the measures are taken into account. The index is calculated

freshwater per metric ton

Specific water intake in m3 Freshwater usage in relation to production.

Early Employee Turnover Turnover of newly hired employees within the first year of employment

production Total water intake

Evonik's consumption of freshwater is the total of drinking water, groundwater, surface water, and recycled water. Total water intake is the sum of total freshwater and salt water (sea water).