

# Status of our sustainability targets for 2020

## Target attainment in 2020

This table shows the targets we set for the reporting period. Except where otherwise indicated, they refer to 2020. The traffic lights show progress towards achieving the targets.

### Strategy and growth p. 11

- Complete the sustainability analysis 2.0 by year-end 2020

### Governance and compliance p. 25

- 27.3 percent women at the first management level below the executive board and 25 percent at the second management level by year-end 2020

### Value chain and products 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
- Increase sales of products and applications developed in the past five years to 16 percent in the mid term<sup>a</sup>
- More than €1 billion additional sales<sup>b</sup> in the six innovation growth fields by 2025
- Establish a risk estimate for > 99 percent of substances placed on the market in quantities of > 1 metric ton p.a. by the end of 2020 (reference base 2018).

### The environment p. 63




- Reduce absolute scope 1 and scope 2 emissions by 50 percent by 2025 (reference base: 2008)
- Reduce absolute scope 3 emissions from the upstream value chain—principally from the “raw material backpack” by 15 percent by 2025 (reference base: 2020)
- Develop site-specific action plans for sites that are potentially exposed to water stress as part of a global water management system

### Employees p. 78

- Increase flexibilization of worktime<sup>c</sup>

### Safety p. 90

- Accident frequency rate ≤ 1.30
- Incident frequency rate ≤ 1.10
- Occupational health performance index ≥ 5.0

-  Target not achieved
-  Target partially achieved or target horizon extends beyond 2020
-  Target achieved

<sup>a</sup> This target has not been carried forward to 2021 because we will be using absolute indicators in the future. In our view, relative indicators such as the percentage of sales generated with products and applications introduced in the past five years do not adequately reflect Evonik's innovative capability.

<sup>b</sup> With products introduced in or after 2015.

<sup>c</sup> For example by:  
- encouraging greater use of the PAIRfect job-sharing platform  
- concluding a collective agreement on lifetime working and demographic change with a €750 demographic change contribution.