

Annual Shareholders' Meeting of Evonik Industries AG, Essen

on Monday August 31, 2020 at 10 a.m. (Central European Summer Time — CEST)

Venue: Rellinghauser Straße 1 – 11, 45128 Essen, Germany (Building 5, Main Hall)

Proposal on the allocation of the net profit by the Executive Board

The Executive Board proposes that the net profit of Evonik Industries AG for fiscal year 2019 amounting to €950,000,000.00 to the extent the net profit still exists in consideration of €0.57 per no-par value share entitled to dividend already paid on June 2, 2020, shall be allocated as follows:

- Advance payment already paid on the net profit of €0.57 per share entitled to the dividend = €265,620,000.00
- Payment of a dividend of €0.58 per no-par value share entitled to the dividend = €270,280,000.00
- Allocation to other revenue reserves = €0.00
- Amount carried forward = €414,100,000.00

Net profit = €950,000,000.00

The dividend will be paid on September 3, 2020.

This proposal for the allocation of the profit is based on the capital stock of €466,000,000.00 divided into 466,000,000 no-par value shares—entitled to a dividend on February 19, 2020 (date of establishment of the annual financial statements). The number of shares entitled to the dividend and thus the total amount of the dividend could decrease in the period up to the date on which the resolution on the allocation of the net profit is passed. In this case, the

Executive Board and Supervisory Board will submit an amended resolution proposal for the allocation of the net profit, which will, however, propose an unchanged distribution of €0.58 per no-par value share entitled to the dividend, and a corresponding increase in the amount to be carried forward.

May 11, 2020

The Executive Board