

Update to the declaration of conformity with the German Corporate Governance Code pursuant to section 161 of the German Stock Corporation Act (AktG)

The executive board and supervisory board of Evonik Industries AG (hereinafter the “company”) submitted their latest declaration of conformity with the German Corporate Governance Code pursuant to section 161 of the German Stock Corporation Act in December 2022. This declaration is hereby updated to include the following exception:

According to recommendation B.3, the first-time appointment of management board members should be for a period of not more than three years. The company’s supervisory board does not consider this fixed limit to be expedient; rather, within the legally defined limits, the appropriate term for first-time appointments should be based on the circumstances of the individual case. In particular, the individual qualifications and experience of the person to be appointed to the executive board should be taken into account, including, for example, those acquired through long-term management positions at the company.

In all other respects, the declaration of conformity of December 2022 continues to apply without restriction.

Essen, March 2023

The Executive Board

The Supervisory Board