

Annual Shareholders' Meeting of Evonik Industries AG, Essen

on Wednesday May 31, 2023, at 10 a.m. (Central European Summer Time — CEST)

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

Counter motions and Proposals for Election by Shareholders

Counter-motion on agenda item 2 by Dr. Beate Nicolaus

Shareholder Dr. Beate Nicolaus has submitted the following counter-motion pursuant to section 126 German Stock Corporation Act (Aktiengesetz; AktG):

Motion A to agenda item 2:

It is gratifying to experience the Executive Board and the Supervisory Board speaking out in favor of paying as high a dividend as possible, but an exhaustive payout of the business profits is quite an uncommon business practice – and rightly so! We are living in very volatile, fragile times, especially when it comes to the chemical, manufacturing industry. New developments do not only have to be followed closely, i.e. tracked, but also need to be shaped by the company itself. Likewise, it has become evident that supply chains still present us with major challenges – not only, as usually proclaimed by the media, because prices have risen, but also because prices, while you read at the front, suddenly fall at the back. A purchasing department that cannot realize favorable prices is not very competitive; like an air traffic controller who must have

their eyes highly concentrated everywhere, realizing the best price for the company is a major and responsible task. In this context, supporting projects may turn out useful (further digitization, personnel changes). If we realize (and recognize) that developments, whether on the energy market, in agro, chemical industry, mobility, must be accompanied or even key-led, it is immediately clear that a good budget must be available. Whether joint ventures, in-house research and development or acquisitions, without this will to modify, our business will revert from dynamism to stagnation. Especially as a highly-diverse company with a competitive edge, falling asleep at that level would be unfortunate. Yes, what a pity. A payout to the shareholders should never be exhaustive, but rather richly endowed with visions, projects and plans for further, good development. Therefore, shareholders investing their money in the company at a long term should generally be required to make reinvestments to a certain degree. And this is what I propose, with the above-mentioned rationale. Of course, I cannot specify the amount, although a dividend of 0.99 ct per share and thus a reserve of 18 ct seems more than reasonable to me. That would still be a payout of 82 percent, a rate still (too) high in my opinion.

I trust that many fellow-shareholders will join me in giving their consent to this counter-motion.

Best regards,

Dr. Beate Nicolaus