

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

Under section 161 of the German Stock Corporation Act (AktG), the executive board and supervisory board of Evonik Industries AG are required to annually submit a declaration that the company has been, and is, in compliance with the recommendations of the Government Commission on the German Corporate Governance Code, as published by the Federal Ministry of Justice in the official section of the Federal Gazette (Bundesanzeiger), and which recommendations have not been, or are not being, applied, together with the associated reasons. The declaration has to be made permanently available to the public on the company's website.

The executive board and supervisory board of Evonik Industries AG hereby submit the following declaration pursuant to section 161 of the German Stock Corporation Act:

Since submitting its last declaration of conformity in December 2019, the company has fully complied with all recommendations of the German Corporate Governance Code in the version dated February 7, 2017, as published in the Federal Gazette on April 24, 2017, respectively.

Further, the company has complied with the recommendations of the German Corporate Governance Code in the version dated December 16, 2019, as published in the Federal Gazette on March 20, 2020, with one exception, and will continue to do so.

According to recommendation C.5, members of the management board of a listed company should not hold more than two supervisory board mandates in non-group listed companies or similar functions. Ms. Angela Titzrath is the chief executive officer of the listed company Hamburger Hafen und Logistik Aktiengesellschaft, and Mr. Peter Spuhler is the chief executive officer of the listed company Stadler Rail AG (Switzerland). In addition to their mandates on the company's supervisory board, the two aforementioned supervisory board members each hold other mandates covered by the recommendation. The supervisory board has satisfied itself that both members have sufficient time to perform their respective mandates. In addition, their extensive experience in corporate management and their high level of economic and international expertise make valuable contributions to the fulfilment of the competence profile and the effective work of the supervisory board. Taking into account all relevant aspects, deviation from recommendation C.5 is therefore considered justifiable in these cases.

Essen, December 2020

The Executive Board

The Supervisory Board