



Top 10 sustainability targets [102-14, 102-15](#)

C02

Sustainability areas of action	Top 10 strategic targets 2021 and beyond	KPIs for each area of action	Status 2020
<b>Strategy and growth</b> <a href="#">p. 11</a> 	<ul style="list-style-type: none"> <li>At least 35 percent of sales should come from Next Generation Solutions<sup>4</sup></li> </ul>	<ul style="list-style-type: none"> <li>Percentage of sales generated by Next Generation Solutions</li> </ul>	35%
<b>Governance and compliance</b> <a href="#">p. 25</a> 	<ul style="list-style-type: none"> <li>Percentage of women at the first and second management levels below the executive board: 30 percent at each level by year-end 2024</li> </ul>	<ul style="list-style-type: none"> <li>Women at the first and second management levels below the executive board</li> </ul>	26.9%/26.3%
<b>Value chain and products</b> <a href="#">p. 38</a> 	<ul style="list-style-type: none"> <li>100 percent of all raw materials suppliers where annual procurement volume is &gt;€100 thousand to be covered by TIS assessments by year-end 2025</li> <li>Generate more than €1 billion in additional sales<sup>5</sup> in our six innovation growth fields by 2025</li> </ul>	<ul style="list-style-type: none"> <li>Suppliers of raw materials covered by TIS assessments<sup>6</sup></li> <li>Sales growth in € million</li> </ul>	73% ... <sup>4</sup>
<b>The environment</b> <a href="#">p. 44</a> 	<ul style="list-style-type: none"> <li>Reduce greenhouse gas emissions                             <ul style="list-style-type: none"> <li>absolute scope 1 and scope 2 emissions by 50 percent by 2025 (reference base 2008)</li> <li>absolute scope 3 emissions from the upstream value chain—principally from the “raw material backpack”—by 15 percent by 2025 (reference base 2020)</li> </ul> </li> <li>Reduce both absolute and specific energy consumption by 5 percent by 2025 (reference base 2020)</li> </ul>	<ul style="list-style-type: none"> <li>Reduction in greenhouse gas emissions (scope 1 and 2/scope 3)</li> <li>Reduction in energy consumption in petajoules</li> </ul>	-44%/— —
<b>Employees</b> <a href="#">p. 78</a> 	<ul style="list-style-type: none"> <li>20 percent intercultural mix<sup>7</sup> in top management by 2023</li> <li>23 percent women in top and senior management by 2023</li> </ul>	<ul style="list-style-type: none"> <li>Intercultural mix in top management</li> <li>Percentage of female managers</li> </ul>	12.9% 15.9%/14.2%
<b>Safety</b> <a href="#">p. 90</a> 	<ul style="list-style-type: none"> <li>Safety                             <ul style="list-style-type: none"> <li>Accident frequency rate ≤ 0.26<sup>8</sup></li> <li>Incident frequency rate ≤ 0.40<sup>9</sup></li> </ul> </li> <li>Occupational health performance index ≥ 5.0</li> </ul>	<ul style="list-style-type: none"> <li>Accident frequency/incident frequency</li> <li>Occupational health performance index</li> </ul>	0.80/1.45 5.4

You can find a full overview of the status of our sustainability targets for 2020 on [p. 100](#). You can find an overview of the main sustainability indicators used for the Evonik Group [p. 99](#).

<sup>4</sup> Outside the scope of the limited assurance review by PwC. | <sup>5</sup> With products introduced in or after 2015. | <sup>6</sup> Annual procurement volume >€100 thousand. | <sup>7</sup> We do not publish the interim status. | <sup>8</sup> Employees whose nationality is not German [p. 87](#). | <sup>9</sup> New reference parameter from 2021 [p. 91](#).  
<sup>10</sup> Modified calculation basis from 2021 [p. 91](#).