

Evonik Financials & ESG KPI's

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As of Q4 2021 (March 3, 2022)

Financial KPI Group

in € million	2017 FY	2018 FY	2019 Q1	2019 Q2	2019 Q3	2019 Q4	2019 FY	2020 Q1	2020 Q2	2020 Q3	2020 Q4	2020 FY	2021 Q1	2021 Q2	2021 Q3	2021 Q4	2021 FY
External Sales	14,383	13,267	3,287	3,306	3,232	3,284	13,108	3,243	2,827	2,917	3,212	12,199	3,358	3,636	3,871	4,091	14,955
Growth (%)	13%	4%	1%	-3%	-3%	1%	-1%	-1%	-14%	-10%	-2%	-7%	4%	29%	33%	27%	23%
Volumes (%)	3%	1%	0%	-2%	-3%	0%	-1%	-1%	-12%	-5%	5%	-3%	5%	22%	16%	5%	11%
Prices (%)	2%	5%	1%	0%	-2%	-4%	-2%	-2%	-3%	-2%	-4%	-3%	3%	10%	15%	19%	12%
Exchange Rates (%)	-1%	-3%	0%	-1%	2%	1%	1%	0%	0%	-4%	-3%	-2%	-4%	-5%	0%	1%	-2%
Other (incl. M&A %)	9%	1%	0%	0%	0%	4%	1%	2%	1%	1%	0%	1%	0%	2%	2%	2%	2%
Adjusted EBITDA ¹	2,357	2,150	539	566	543	505	2,153	513	456	519	418	1,906	588	649	645	502	2,383
Margin (%)	16.4%	16.2%	16.4%	17.1%	16.8%	15.4%	16.4%	15.8%	16.1%	17.8%	13.0%	15.6%	17.5%	17.8%	16.7%	12.3%	15.9%
EBIT	1,225	1,049	296	319	219	252	1,086	247	188	245	139	819	308	380	373	113	1,173
Adjusted EBIT	1,486	1,361	315	340	293	253	1,201	273	202	269	146	890	336	398	387	217	1,338
Margin (%)	10.3%	10.3%	9.6%	10.3%	9.1%	7.7%	9.2%	8.4%	7.1%	9.2%	4.5%	7.3%	10.0%	10.9%	10.0%	5.3%	8.9%
Adjusted EPS	2.16	2.18	0.53	0.49	0.42	0.50	1.94	0.39	0.34	0.40	0.24	1.37	0.51	0.54	0.58	0.48	2.12
Free Cash Flow ²	511	526	159	-64	321	300	717	113	96	312	259	780	312	101	524	13	950
Cash Conversion Rate ³	22%	24%					33%					41%					40%
Capex (Cash outflow for investment in intangible assets, pp&e)	1,040	948	175	182	210	313	880	184	189	223	360	956	182	171	177	335	865
Capital employed (annual average)	13,257	13,299					14,035					14,600					14,799
ROCE (%) ⁴	11.2%	10.2%					8.6%					6.1%					9.0%
Dividend (€)	1.15	1.15					1,15					1.15					1.17
Employees (continuing operations)	36,523	32,623	32,522	32,370	32,570	32,423	32,423	32,770	32,621	32,822	33,106	33,106	32,745	32,661	32,891	33,004	33,004

¹ As from FY2018: continuing operations (excl. Methacrylates business); ² Excl. extraordinary carve out taxes of $\sim \in 245$ m in FY 2019 (MMA divestment); ³ Free cash flow conversion = FCF/adj. EBITDA; ⁴ ROCE ^restated since 2019: Goodwill relating to Evonik Degussa acquisition by RAG AG (before Evonik foundation), which was previously reported in "Other" is now allocated to the divisions

KPI Environment, Social, Governance

	2018 FY	2019 FY	2020 FY	2021 FY
Strategy & Growth				
Sales share with "Next Generation Solutions"	>30%	35%	37%	37% ^a
Value added in € million	4,740	5,994	4,069	4,707
Governance & Compliance	,	,		,
Training rate fighting money laundering	_		82%	96%
Training rate antitrust law	74%	82%	88%	83%
Training rate fighting corruption	83%	91%	88%	92%
Training rate code of conduct	77%	89%	89%	89%
Internal investigations	90	113	130	136
Disciplinary measures	106	60	110	152
Value Chain & Products				
Procurement volume (in € billion)	9.9	9.4	8.0	10.4
Production output (million metric tons)	11.03	9.16	8.93	9.54
Use of renewable raw materials in production	9.7%	7.9%	8.5%	9.7%
Raw material suppliers covered by TfS assessments		66%	73%	69%
No. of sustainability audits (Evonik/TfS)	380	335	289	300
No. of sustainability assessments (Evonik/TfS)	1,621	1,160	1,334	1,521
R&D expenses (€ million)	459	428	433	464
The environment				
Scope 1 greenhouse gas emissions (thousands metric tons CO_2)	5,689	4,923	4,860	4,826
Scope 2 greenhouse gas emissions (thousands metric tons CO $_2$)	882	563	571 ^b	642
Scope 3 greenhouse gas emissions (million metric tons CO_2)	21.0	17.8	20.0 ^b	21.9
% Reduction in greenhouse gas emissions Scope 1 & 2 (million metric tons CO $_2$) vs 2008	-31	-42	-43	-43
Total water intake (in million m ³)	490.2	523.6	561.4	599.7
Specific water intake (in m ³ freshwater / metric ton production)	31.8	32.4	36.5	41.3
Production waste (thousand metric tons)	393	325	311	354
Employees				
Early employee turnover	0.9%	0.9%	1.3%	2.2%
Continuing professional development per employee (hours)	16	8	12	5
Women at level "Executives" (circle 1)	12.3%	11.2%	15.9%	17.7%
Women at level "Senior management" (circle 2)	11.1%	12.6%	14.2%	17.6%
Women in management (circle 3)	25.6%	26.4%	27.1%	28.7%
Women in management (circles 1-3)	24.3%	25.2%	26.1%	27.9%
Safety				
Occupational health performance index	5.5	5.5	5.4	5.4
Accident frequency rate (no. of accidents / working hours) ^c	0.87	1.18	0.80	0.19
Incident frequency rate (no. of accidents / working hours) ^c	1.08	1.10	1.45	0.48

a: Update to follow until mid-year, ongoing analysis, no "fast close"; b: correction of data based on methodological improvements; c: reference value reduced from 1 mio. to now 200,000 working hours as from 2021 (for ESG KPI definitions please see separate "Definitions" page at the end of the file)



in € million	2017 FY ¹	2018 FY	2019 Q1	2019 Q2	2019 Q3	2019 Q4	2019 FY	2020 Q1	2020 Q2	2020 Q3	2020 Q4	2020 FY	2021 Q1	2021 Q2	2021 Q3	2021 Q4	2021 FY
Sales	3,244	3,380	842	867	861	810	3,381	852	747	777	848	3,225	907	922	934	947	3,710
Growth (%)	53%	4%	1%	-3%	2%	0%	0%	1%	-14%	-10%	5%	-5%	6%	23%	20%	12%	15%
Volumes (%)	4%	3%	-1%	-4%	1%	-1%	-1%	1%	-15%	-6%	9%	-3%	10%	24%	12%	0%	11%
Prices (%)	2%	3%	1%	2%	-1%	0%	1%	0%	1%	0%	-1%	0%	-1%	3%	7%	10%	5%
Exchange Rates (%)	-1%	-2%	1%	-1%	2%	1%	0%	0%	0%	-4%	-3%	-2%	-3%	-4%	1%	2%	-1%
Other (incl. M&A %)	48%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Adjusted EBITDA	857	908	225	226	232	203	886	239	202	214	201	857	273	242	224	181	920
Margin (%)	26.4%	26.9%	26.7%	26.1%	26.9%	25.1%	26.2%	28.1%	27.0%	27.5%	23.7%	26.6%	30.1%	26.2%	24.0%	19.1%	24.8%
EBIT	n.a.	n.a.	184	184	187	157	712	196	160	171	156	683	230	200	179	130	739
Adjusted EBIT	676	744	184	184	189	158	716	196	158	171	156	681	230	198	181	130	739
Margin (%)	20.8%	22.0%	21.9%	21.2%	22.0%	19.5%	21.2%	23.0%	21.2%	22.0%	18.4%	21.1%	25.4%	21.5%	19.4%	13.7%	19.9%
Capital expenditures	92	75	16	21	26	46	108	13	19	21	41	93	12	18	20	43	94
Capital employed (annual average)	3,494	3,912					4,396					4,244					4,168
ROCE (%) ²	19.4%	19.0%					16.3%					16.0%					17.7%
Employees	n.a.	n.a.	3,646	3,642	3,665	3,651	3,651	3,631	3,610	3,649	3,666	3,666	3,678	3,680	3,704	3,693	3,693

¹ First-time consolidation of acquired Air Products businesses as of 3 January 2017. Impact on sales: ~USD1.1 bn; adj. EBITDA: ~USD240 m

² ROCE restated since 2019: Goodwill relating to Evonik Degussa acquisition by RAG AG (before Evonik foundation), which was previously reported in "Other" is now allocated to the divisions



in € million	2017 FY	2018 FY	2019 Q1	2019 Q2	2019 Q3	2019 Q4	2019 FY	2020 Q1	2020 Q2	2020 Q3	2020 Q4	2020 FY	2021 Q1	2021 Q2	2021 Q3	2021 Q4	2021 FY
Sales	3,002	3,036	731	719	726	747	2,922	748	742	715	787	2,992	780	838	931	1,008	3,557
Growth (%)	-5%	1%	0%	-7%	-5%	-2%	-4%	2%	3%	-2%	5%	2%	4%	13%	30%	28%	19%
Volumes (%)	4%	5%	8%	-1%	-4%	2%	1%	3%	1%	-2%	8%	2%	1%	13%	19%	8%	10%
Prices (%)	-12%	1%	-7%	-5%	-3%	-5%	-5%	-1%	4%	8%	3%	4%	10%	5%	11%	18%	11%
Exchange Rates (%)	-1%	-5%	-1%	-1%	2%	1%	0%	0%	-2%	-8%	-7%	-4%	-7%	-5%	0%	2%	-2%
Other (incl. M&A %)	4%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%
Sales Animal Nutrition	1,564	1,574	374	353	345	365	1,438	398	384	330	362	1,474	404	417	461	507	1,789
Sales Health & Care	1,438	1,462	357	365	381	381	1,484	350	358	385	425	1,518	376	421	470	501	1,768
Adjusted EBITDA	498	550	113	121	119	109	462	118	168	140	133	560	143	183	192	200	717
Margin (%)	16.6%	18.1%	15.5%	16.8%	16.4%	14.6%	15.8%	15.8%	22.6%	19.6%	16.9%	18.7%	18.3%	21.8%	20.6%	19.8%	20.2%
EBIT	n.a.	n.a.	63	68	43	33	207	54	104	59	69	285	78	120	115	90	404
Adjusted EBIT	319	362	64	71	52	44	231	54	106	79	63	301	78	122	127	126	453
Margin (%)	10.6%	11.9%	8.8%	9.9%	7.2%	5.9%	7.9%	7.2%	14.2%	11.0%	8.0%	10.1%	10.0%	14.6%	13.6%	12.5%	12.7%
Capital expenditures	338	442	35	65	45	69	214	18	24	36	60	139	22	34	30	78	164
Capital employed (annual average)	2,664	2,808					3,974					3,914					3,893
ROCE (%) ¹	12.0%	12.9%					5.8%					7.7%					11.6%
Employees	n.a.	n.a.	5,427	5,410	5,339	5,322	5,322	5,280	5,271	5,257	5,295	5,295	5,281	5,323	5,386	5,453	5,453

¹ ROCE restated since 2019: Goodwill relating to Evonik Degussa acquisition by RAG AG (before Evonik foundation), which was previously reported in "Other" is now allocated to the divisions



in Carrillian	2017 FY ¹	2018 FY ²	0040 04	2010 00	2010 02	2010 01	2010 EV	0000 04		2022 02	2022 04		0004 04	0004 00	0004 00	0004 0 4	2024 EV
in € million	2017 F Y	2018 F 1	2019 Q1	2019 Q2	2019 Q3	2019 Q4	2019 FY	2020 Q1	2020 Q2	2020 Q3	2020 Q4	2020 FY	2021 Q1	2021 Q2	2021 Q3	2021 Q4	2021 FY
Sales	3,148	3,382	857	845	833	836	3,371	858	722	790	866	3,235	909	975	1,002	1,032	3,918
Growth (%)	1%	7%	4%	-2%	-1%	-3%	0%	0%	-15%	-5%	4%	-4%	6%	35%	27%	19%	21%
Volumes (%)	7%	-3%	-3%	-5%	-5%	-6%	-4%	-4%	-20%	-7%	4%	-7%	9%	33%	18%	7%	16%
Prices (%)	1%	7%	7%	4%	3%	-1%	3%	-1%	0%	-2%	-1%	-1%	-1%	0%	6%	10%	4%
Exchange Rates (%)	-1%	-2%	0%	0%	1%	1%	0%	0%	0%	-4%	-3%	-2%	-4%	-4%	0%	1%	-2%
Other (incl. M&A %)	-6%	5%	0%	-1%	0%	3%	1%	5%	5%	8%	4%	6%	2%	6%	3%	1%	3%
Sales Inorganics	2,117	2,325	585	576	567	584	2,312	597	528	566	623	2,315	631	686	700	738	2,754
Sales Polymers	1,031	1,057	272	269	266	252	1,059	260	193	224	243	920	278	289	302	294	1,164
Adjusted EBITDA	565	631	162	164	157	168	651	166	102	137	124	529	173	176	177	123	650
Margin (%)	17.9%	18.7%	18.9%	19.4%	18.8%	20.1%	19.3%	19.3%	14.1%	17.3%	14.3%	16.4%	19.0%	18.1%	17.7%	11.9%	16.6%
EBIT	n.a.	n.a.	107	107	102	128	443	90	30	63	43	226	101	103	102	40	346
Adjusted EBIT	415	434	110	112	99	112	433	108	34	73	55	270	108	111	111	45	374
Margin (%)	13.2%	12.8%	12.8%	13.3%	11.9%	13.4%	12.8%	12.6%	4.7%	9.2%	6.4%	8.3%	11.9%	11.4%	11.1%	4.4%	9.5%
Capital expenditures	286	243	36	53	72	142	303	83	98	105	180	466	59	87	78	155	379
Capital employed (annual average)	2,226	2,565					3,651					4,244					4,637
ROCE (%) ³	18.6%	16.9%					11.9%					6.4%					8.1%
Employees	n.a.	n.a.	7,141	7,154	7,145	7,065	7,065	7,615	7,607	7,610	7,874	7,874	7,783	7,765	7,731	7,742	7,742

¹ First-time consolidation of acquired Huber business as of 1 September 2017 (FY 2016 sales: ~USD300 m; adj. EBITDA: ~USD60 m)

² First-time consolidation of acquired PeroxyChem business as of 3 February 2020 (FY 2019 sales: ~USD300 m; adj. EBITDA: ~USD64 m); First-time consolidation of Porocel business as of 3 November 2020 (FY 2019 sales: ~USD100 m; adj. EBITDA: ~USD23 m) ³ ROCE restated since 2019: Goodwill relating to Evonik Degussa acquisition by RAG AG (before Evonik foundation), which was previously reported in "Other" is now allocated to the divisions



in € million	2017 FY	2018 FY	2019 Q1	2019 Q2	2019 Q3	2019 Q4	2019 FY	2020 Q1	2020 Q2	2020 Q3	2020 Q4	2020 FY	2021 Q1	2021 Q2	2021 Q3	2021 Q4	2021 FY
Sales	2,609	2,789	677	698	607	652	2,634	584	437	444	517	1,983	580	708	784	840	2,911
Growth (%)	11%	7%	-3%	-2%	-17%	0%	-6%	-14%	-37%	-27%	-21%	-25%	-1%	62%	77%	63%	47%
Volumes (%)	-2%	-1%	-2%	0%	-5%	8%	0%	-6%	-17%	-7%	-1%	-8%	-2%	20%	19%	6%	10%
Prices (%)	14%	9%	0%	-2%	-10%	-15%	-7%	-8%	-20%	-20%	-20%	-17%	7%	50%	58%	54%	40%
Exchange Rates (%)	-1%	-2%	0%	0%	1%	2%	1%	0%	0%	0%	0%	0%	-6%	-8%	-1%	2%	-3%
Other (incl. M&A %)	0%	1%	-1%	0%	-3%	5%	0%	0%	0%	0%	0%	0%	0%	0%	1%	1%	0%
Adjusted EBITDA	290	243	63	84	49	53	248	18	12	28	30	88	42	99	97	80	317
Margin (%)	11.1%	8.7%	9.3%	12.0%	8.1%	8.1%	9.4%	3.1%	2.7%	6.3%	5.8%	4.4%	7.2%	14.0%	12.4%	9.5%	10.9%
EBIT	n.a.	n.a.	16	51	16	17	101	-12	-21	-5	-9	-48	10	67	60	33	169
Adjusted EBIT	201	158	26	52	17	22	117	-12	-21	-5	-6	-45	10	66	63	50	188
Margin (%)	7.7%	5.7%	3.8%	7.4%	2.8%	3.4%	4.4%	-2.1%	-4.8%	-1.1%	-11.6%	-2.3%	1.7%	9.3%	8.0%	6.0%	6.5%
Capital expenditures	92	57	12	14	11	18	55	10	9	11	19	49	8	11	14	30	63
Capital employed (annual average)	818	919					1,296					1,293					1,209
ROCE (%) ¹	24.5%	17.2%					9.0%					-3.5%					15.6%
Employees	n.a.	n.a.	1,653	1,640	1,669	1,645	1,645	1,815	1,811	1,799	1,798	1,798	1,810	1,791	1,962	1,964	1,964

¹ ROCE restated since 2019: Goodwill relating to Evonik Degussa acquisition by RAG AG (before Evonik foundation), which was previously reported in "Other" is now allocated to the divisions



in € million	2017 FY	2018 FY	2019 Q1	2019 Q2	2019 Q3	2019 Q4	2019 FY	2020 Q1	2020 Q2	2020 Q3	2020 Q4	2020 FY	2021 Q1	2021 Q2	2021 Q3	2021 Q4	2021 FY
Sales	712	680	180	177	205	239	800	201	179	191	194	764	182	193	220	264	859
Growth (%)	2%	-4%					18%	12%	1%	-7%	-18%	-4%	-9%	8%	15%	36%	12%
Adjusted EBITDA	-238	-182	-24	-29	-14	-28	-94	-28	-28	0	-70	-128	-43	-51	-45	-82	-221
EBIT	n.a.	n.a.	-74	-91	-129	-83	-377	-81	-85	-43	-120	-327	-111	-110	-83	-180	-485
Adjusted EBIT	-378	-336	-69	-79	-64	-83	-296	-73	-75	-49	-122	-317	-90	-99	-95	-134	-416
Capital expenditures	173	151	25	33	43	60	162	60	39	50	60	209	81	21	35	29	165
Employees	n.a.	n.a.	14,655	14,523	14,752	14,740	14,740	14,429	14,322	14,507	14,473	14,473	14,193	14,102	14,108	14,152	14,152

Group Income Statement

in € million	2017 FY	2018 FY	2019 Q1	2019 Q2	2019 Q3	2019 Q4	2019 FY	2020 Q1 ¹	2020 Q2 ¹	2020 Q3 ¹	2020 Q4 ¹	2020 FY ¹	2021 Q1 ¹	2021 Q2 ¹	2021 Q3 ¹	2021 Q4	2021 FY
Sales	14,383	13,267	3,287	3,306	3,232	3,284	13,108	3,243	2,827	2,917	3,212	12,199	3,358	3,636	3,871	4,091	14,955
Cost of sales	-9,905	-9,271	-2,312	-2,332	-2,343	-2,427	-9,413	-2,322	-2,005	-2,128	-2,409	-8,865	-2,371	-2,564	-2,807	-3,185	-10,925
Gross profit on sales	4,478	3,996	975	974	889	857	3,695	921	822	789	803	3,334	987	1,072	1,064	906	4,030
Selling expenses	-1,695	-1,563	-380	-385	-370	-376	-1,511	-395	-370	-352	-385	-1,501	-392	-416	-436	-473	-1,717
Research and development expenses	-476	-437	-107	-101	-107	-113	-428	-109	-103	-104	-116	-433	-104	-111	-118	-131	-464
General administrative expenses	-714	-599	-148	-136	-135	-149	-568	-150	-125	-133	-123	-531	-135	-123	-148	-140	-546
Other operating income & expenses	-378	-358	-34	-38	-60	25	-107	-25	-38	39	-42	-65	-50	-44	9	-51	-138
Result from investments recognized at equity	10	10	-10	5	2	8	5	5	2	6	2	15	2	2	2	2	8
Income before financial result and income taxes, continuing operations = EBIT	1,225	1,049	296	319	219	252	1,086	247	188	245	139	819	308	380	373	113	1,173
Financial Result	-203	-155	-54	-52	-7	-19	-132	-50	-25	-24	-36	-135	-21	-40	-37	10	-88
Income before income taxes, continuing operations	1,022	894	242	267	212	233	954	197	163	221	103	684	287	340	336	123	1,085
Income taxes	-292	-186	-27	-74	-54	-26	-180	-57	-34	-69	-20	-181	-88	-113	-100	-16	-316
Income after taxes, continuing operations	730	708	215	193	158	207	774	140	129	152	83	503	199	227	236	107	769
Income after taxes, discontinued operations	0	246	29	40	1,326	-43	1,353	-6	-11	-	-7	-24	-7	-3	4	4	-2
Income after taxes	730	954	244	233	1,484	164	2,127	134	118	152	76	479	192	224	240	111	767
thereof attributable to non-controlling interests	17	22	5	5	5	4	21	4	4	3	3	14	6	6	5	5	21
Shareholders of EVONIK Industries AG (net income)	713	932	239	228	1,479	160	2,106	130	114	149	73	465	186	218	235	106	746
EPS	1.53	2.00	0.51	0.49	3.17	0.34	4.52	0.28	0.24	0.32	0.16	1.00	0.40	0.47	0.50	0.23	1.60

¹ Restated as adjustments were allocated to respective line items (instead of allocated to other operating income & expenses)

Group Adjusted Income Statement

in € million	2017 FY	2018 FY	2019 Q1	2019 Q2	2019 Q3	2019 Q4	2019 FY	2020 Q1	2020 Q2	2020 Q3	2020 Q4	2020 FY	2021 Q1	2021 Q2	2021 Q3	2021 Q4	2021 FY
Sales	14,383	13,267	3,287	3,306	3,232	3,284	13,108	3,243	2,827	2,917	3,212	12,199	3,358	3,636	3,871	4,091	14,955
Adjusted EBITDA	2,357	2,150	539	566	543	505	2,153	513	456	519	418	1,906	588	649	645	502	2,383
Depreciation and amortization	-871	-789	-224	-226	-250	-252	-952	-240	-254	-250	-272	-1,016	-252	-251	-258	-285	-1,045
Adjusted EBIT	1,486	1,361	315	340	293	253	1,201	273	202	269	146	890	336	398	387	217	1,338
Adjusted net financial result	-176	-151	-53	-51	-63	-19	-185	-51	-25	-34	-36	-146	-21	-50	-37	11	-97
Depreciation and amortization on intangible assets	129	143	32	33	35	36	136	33	38	38	40	149	36	35	37	54	162
Adjusted Income before income taxes, continuing operations	1,439	1,353	294	322	265	270	1,152	255	215	273	150	893	351	383	387	282	1,403
Adjusted income taxes, continuing operations	-415	-317	-40	-90	-65	-34	-229	-70	-51	-84	-34	-239	-106	-124	-113	-54	-396
Adjusted income after taxes	1,024	1,036	254	232	200	236	923	185	164	189	116	654	245	259	274	229	1,007
Adjusted non-controlling interest	-17	-22	-5	-5	-5	-5	-21	-4	-4	-3	-2	-14	-6	-6	-5	-4	21
Adjusted net income	1,007	1,014	249	227	195	231	902	181	160	186	114	640	239	253	269	224	986
Adjusted EPS	2.16	2.18	0.53	0.49	0.42	0.50	1.94	0.39	0.34	0.40	0.24	1.37	0.51	0.54	0.58	0.48	2.12

Adjustments

in € million	2017 FY	2018 FY	2019 Q1	2019 Q2	2019 Q3	2019 Q4	2019 FY	2020 Q1	2020 Q2	2020 Q3	2020 Q4	2020 FY	2021 Q1	2021 Q2	2021 Q3	2021 Q4	2021 F
Restructuring	-25	-204	-4	-8	-6	0	-18	-1	-3	-25	15	-14	-3	-10	-5	-3	-20
Impairment losses/reversal of impairment losses	-82	7	-13	0	-34	0	-47	0	0	-2	6	4	0	0	0	-27	-27
Acquisition / divestment of shareholdings	-89	-31	-4	-4	-17	-5	-30	-22	-1	-9	-5	-37	-4	-2	-5	-2	-13
Other	-65	-84	2	-9	-17	4	-20	-3	-10	12	-23	-24	-21	-6	-4	-72	-105
=Adjustments	-261	-312	-19	-21	-74	-1	-115	-26	-14	-24	-7	-71	-28	-18	-14	-104	-165

Group Balance Sheet

Assets

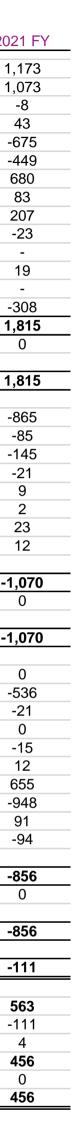
in € million	2017 FY	2018 FY	2019 Q1	2019 Q2	2019 Q3	2019 FY	2020 Q1	2020 Q2	2020 Q3	2020 FY	2021 Q1	2021 Q2	2021 Q3	2021 FY
Intangible assets	6,105	6,134	5,909	5,828	5,955	5,858	6,241	6,068	5,904	5,877	5,990	5,891	5,982	6,045
Property, plant and equipment	6,495	6,785	6,309	6,287	6,349	6,435	6,589	6,568	6,492	6,588	6,630	6,648	6,707	6,963
Right of use assets (capitalized leasing)			608	601	595	640	691	667	643	668	661	640	623	608
Investments recognized at equity	47	46	37	39	42	45	55	73	76	75	81	78	80	81
Financial assets	327	233	225	234	223	625	516	556	571	607	566	578	559	581
Deferred tax assets	1,226	1,419	1,340	1,568	1,947		1,694	1,719	1,792	2,004	1,793	1,715	1,641	1,755
Other income tax assets	14	16	15	12	10		12	12	13	13	14	14	15	16
Other receivables	296	56	49	49	53	82	82	116	119	102	102	127	160	125
Non-current assets	14,510	14,689	14,492	14,618	15,174	15,415	15,880	15,779	15,610	15,934	15,837	15,691	15,767	16,174
Inventories	2,038	2,304	2,096	2,090	2,087	1,884	1,983	2,080	1,965	1,806	1,996	2,151	2,351	2,548
Other income tax assets	154	180	182	194	217	325	334	215	148	211	198	200	135	199
Trade accounts receivable	1,755	1,686	1,716	1,644	1,653	1,569	1,678	1,464	1,455	1,455	1,721	1,799	1,877	1,954
Other receivables	313	295	290	332	447	387	437	301	283	231	304	346	353	382
Financial assets	166	140	114	88	1,298	1,278	1,141	944	766	697	435	295	379	571
Cash and cash equivalents	1,004	988	1,079	529	1,532	1,165	999	864	1,043	563	936	520	821	456
Current assets	5,430	5,593	5,477	4,897	7,234	6,608	6,572	5,868	5,660	4,963	5,590	5,311	5,916	6,110
Assets held for sale	0	0	1,554	1,588	0	0	0	0	0	0	0	0	0	0
Current assets	5,430	5,593	7,031	6,485	7,234	6,608	6,572	5,868	5,660	4,963	5,590	5,311	5,916	6,110
Total assets	19,940	20,282	21,523	21,103	22,408	22,023	22,452	21,647	21,170	20,897	21,427	21,002	21,683	22,284

Liabilities

in € million	2017 FY	2018 FY	2019 Q1	2019 Q2	2019 Q3	2019 FY	2020 Q1	2020 Q2	2020 Q3	2020 FY	2021 Q1	2021 Q2	2021 Q3	2021 FY
Issued capital	466	466	466	466	466	466	466	466	466	466	466	466	466	466
Reserves	6,965	7,263	7,427	6,906	7,970	8,504	8,675	8,331	7,828	7,546	8,449	8,216	8,698	8,823
Equity attributable to shareholders of Evonik Industries AG	7,431	7,729	7,893	7,372	8,436	8,970	9,141	8,797	8,294	8,012	8,915	8,682	9,164	9,289
Equity attributable to non-controlling interests	88	96	97	96	100	90	89	88	87	87	84	77	82	83
Total equity	7,519	7,825	7,990	7,468	8,536	9,060	9,230	8,885	8,381	8,099	8,999	8,759	9,246	9,372
Provisions for pensions and other post-employment benefits	3,817	3,732	3,447	3,804	4,640	3,967	3,787	3,994	4,274	4,618	3,879	3,770	3,569	3,766
Other provisions	788	855	815	800	814	779	773	774	765	715	641	673	679	657
Deferred tax liabilities	541	557	494	500	494	537	555	523	552	586	580	582	591	628
Other income tax liabilities	225	223	246	267	431	320	298	309	315	275	253	261	260	195
Financial liabilities	3,706	3,689	4,187	4,181	3,660	3,713	3,171	3,628	3,595	3,564	3,592	3,553	3,631	3,531
Other payables	57	47	73	73	88	93	111	110	134	114	117	112	138	143
Non-current liabilities	9,134	9,103	9,262	9,625	10,127	9,409	8,695	9,338	9,635	9,872	9,062	8,951	8,868	8,920
Other provisions	968	1,047	1,042	684	749	778	824	603	644	744	815	626	789	892
Other income tax liabilities	50	64	62	43	106	59	55	71	53	136	209	229	266	211
Financial liabilities	438	395	525	589	1,009	918	1,785	1,138	1,034	434	411	426	378	477
Trade accounts payable	1,449	1,493	1,336	1,336	1,284	1,324	1,294	1,201	1,105	1,273	1,470	1,496	1,600	2,022
Other payables	382	355	382	422	597	475	569	411	418	339	461	515	536	390
	3,287	3,354	3,347	3,074	3,745	3,554	4,527	3,424	3,254	2,926	3,366	3,292	3,569	3,992
Liabilities associated with assets held for sale	0	0	924	936	0	0	0	0	0	0	0	0	0	0
Current liabilities	3,287	3,354	4,271	4,010	3,745	3,554	4,527	3,424	3,254	2,926	3,366	3,292	3,569	3,992
Total equity and liabilities	19,940	20,282	21,523	21,103	22,408	22,023	22,452	21,647	21,170	20,897	21,427	21,002	21,683	22,284

Group Cash Flow Statement

in € million	2017 FY	2018 FY	2019 Q1	2019 Q2	2019 Q3	2019 Q4	2019 FY	2020 Q1	2020 Q2	2020 Q3	2020 Q4	2020 FY	2021 Q1	2021 Q2	2021 Q3	2021 Q4	2021 I
Income before financial result and income taxes, continuing operations = EBIT	1,225	1,049	296	319	219	252	1,086	247	188	245	139	819	308	380	373	113	1,17
Depreciation, amortization, impairment losses/reversal of impairment losses on non-current assets	923	787	221	227	286	250	984	240	256	254	268	1,018	251	250	260	312	1,07
Result from investments recognized at equity	-10	-10	10	-5	-2	-8	-5	-5	-2	-6	-2	-15	-2	-2	-2	-2	-8
Gains/losses on disposal of non current assets	-73	3	-5	0	4	-12	-13	15	-5	-13	-7	-10	-1	22	0	22	43
Change in inventories	-97	-242	-65	-15	23	186	129	-90	-123	78	205	70	-158	-161	-181	-175	-675
Change in trade accounts receivable	-56	75	-166	40	103	64	41	-94	198	-46	-4	54	-229	-91	-62	-67	-449
Change in trade accounts payable and current advance payments received from customers	192	15	27	6	-123	28	-62	-18	-98	-70	156	-30	210	30	84	356	680
Change in provisions for pensions and other post-employment benefits	-202	-229	-23	-12	-34	9	-60	18	3	1	-36	-14	25	17	10	31	83
Change in other provisions	-6	158	24	-367	46	3	-294	23	-224	41	27	-133	47	-103	163	100	207
Change in miscellaneous assets/liabilities	22	26	80	-2	6	-100	-15	54	-10	39	-50	33	67	-18	40	-113	-23
Cash inflows/outflows from interest	-65	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cash inflows from dividends	11	12	Ζ	5	3	5	15	13	10	0	4	27	11	6	1	1	19
Tax payments relating to carve-out of the methacrylates business	-	-	-67	-	-128	-117	-245	-	-	-	-	-	-	-	-	-230	-
Cash inflows/outflows for income taxes	-313	-170		-78	0	-64	-209	-106	92	12	-81	-83	-35	-58	15		-308
Cash flow from operating activities, continuing operations	1,551	1,474	334	118	403	496	1,352	297	285	535	619	1,736	494	272	701	348	1,81
Cash flow from operating activities, discontinued operations	0	286	25	14	52	-122	-31	0	-9	0	0	-9	0	0	0	0	0
Cash flow from operating activities	1,551	1,760	359	132	455	374	1,321	297	276	535	619	1,727	494	272	701	348	1,81
	1,551	1,700	553	152	400	5/4	1,521	231	210	000	013	1,121	434	<i>L1 L</i>	701	340	1,01
Cash outflows for investments in intangible assets, property, plant and equipment, investment property	-1,040	-948	-175	-182	-210	-313	-880	-184	-189	-223	-360	-956	-182	-171	-177	-335	-865
Cash outflows for investments in shareholdings	-4,137	-39	-10	-9	-34	-374	-427	-298	-11	-4	-161	-474	-6	0	-42	-36	-85
Cash outflows for loss from divestments of shareholdings	-	-	-	-	-	-	-	-	-	-	-	-	-78	-67	0	0	-145
investment property	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-21	-21
Cash inflows from divestments of intangible assets, property, plant and equipment, investment property	12	16	9	0	10	6	25	6	6	20	13	45	7	1	0	1	9
Cash inflows/outflows from divestments of businesses and other shareholdings	-10	68	0	-5	2,205	10	2,208	40	5	20	0	65	-	1	1	0	2
Cash inflows/outflows relating to securities, deposits and loans	17	-24	-13	0	-1,203	-8	-1,223	146	222	212	140	720	204	73	-99	-155	23
Cash inflows from interest	-	43	4	12	5	31	52	6	8	13	3	30	2	5	3	2	12
			•			01	02	0			U			0	0		
Cash flow from investing activities, continuing operations	-5,181	-884	-185	-184	773	-648	-245	-284	41	38	-365	-570	-53	-158	-315	-544	-1,07
Cash flow from investing activities, continuing operations Cash flow from investing activities, discontinued operations	-5,181 0	-884 -89	-185 -10	-184 -21	773 -16	-648 0	-245 -47	-284 0	41 0	38 0	-365 0	-570 0	-53 0	-158 0	-315 0	-544 0	-1,07 0
Cash flow from investing activities, discontinued operations	0	-89	-10	-21	-16	0	-47	0	0	0	0	0	0	0	0	0	0
	,					_		-	41 0 41	38 0 38	-365 0 -365	-	-53 0 -53			_	0
Cash flow from investing activities, discontinued operations Cash flow from investing activities	0 -5,181	-89	-10 -195	-21	-16	0 -648	-47	0 -284	0 41	0	0	0 - 570	0 - 53	0 -158	0	0	0 -1,07
Cash flow from investing activities, discontinued operations Cash flow from investing activities Cash inflows/outflows relating to capital contributions	0 -5,181 0	-89 -973 2	-10	-21 -205 1	-16	0 -648 0	-47 -292 4	0 -284 3	0 41 -1	0 38 0	0	0 - 570 2	0	0 -158 0	0 - 315 0	0	0 -1,07 0
Cash flow from investing activities, discontinued operations Cash flow from investing activities Cash inflows/outflows relating to capital contributions Cash outflows for dividends to shareholders of Evonik Industries AG	0 -5,181 0 -536	-89 -973 2 -536	-10 -195 0 0	-21 -205 1 -536	-16 757 3 -	0 -648	-47 -292 4 -536	0 -284	0 41	0	0 -365 0 0	0 - 570 2 -536	0 - 53 - 0	0 -158	0	0	0 -1,07 0 -536
Cash flow from investing activities, discontinued operations Cash flow from investing activities Cash inflows/outflows relating to capital contributions Cash outflows for dividends to shareholders of Evonik Industries AG Cash outflows for dividends to non-controlling interests	0 -5,181 0	-89 -973 2 -536 -16	-10 -195	-21 -205 1 -536 -5	-16	0 -648 0	-47 -292 4	0 -284 3	0 41 -1	0 38 0	0	0 - 570 2	0 - 53	0 -158 0	0 - 315 0	0	0 -1,07 0 -536 -21
Cash flow from investing activities, discontinued operations Cash flow from investing activities Cash inflows/outflows relating to capital contributions Cash outflows for dividends to shareholders of Evonik Industries AG Cash outflows for dividends to non-controlling interests Cash infows/outflows from changes in ownership interests in subsidiaries without loss of control	0 -5,181 0 -536 -14 0	-89 -973 2 -536 -16 0	-10 -195 0 0	-21 -205 1 -536 -5 0	-16 757 3 -	0 -648 0 0 -1 0	-47 -292 4 -536 -12 0	0 -284 3 0 -6 0	0 41 -1 -266 -7 0	0 38 0	0 -365 0 0	0 - 570 2 -536 -16 0	0 -53 - 0 -6 0	0 -158 0	0 - 315 0	0	0 -1,07 0 -536 -21 0
Cash flow from investing activities, discontinued operations Cash flow from investing activities Cash inflows/outflows relating to capital contributions Cash outflows for dividends to shareholders of Evonik Industries AG Cash outflows for dividends to non-controlling interests Cash infows/outflows from changes in ownership interests in subsidiaries without loss of control Cash outflows for the purchase of treasury shares	0 -5,181 0 -536 -14 0 -19	-89 -973 2 -536 -16 0 -17	-10 -195 0 0	-21 -205 1 -536 -5 0 -6	-16 757 3 -	0 -648 0 0 -1 0 0	-47 -292 4 -536 -12 0 -17	0 -284 3	0 41 -1 -266 -7 0 -1	0 38 0	0 -365 0 0	0 -570 -536 -16 0 -16	0 - 53 - 0	0 -158 0 -536 -14 0 0	0 - 315 0	0	0 -1,07 0 -536 -21 0 -15
Cash flow from investing activities, discontinued operations Cash flow from investing activities Cash inflows/outflows relating to capital contributions Cash outflows for dividends to shareholders of Evonik Industries AG Cash outflows for dividends to non-controlling interests Cash infows/outflows from changes in ownership interests in subsidiaries without loss of control Cash outflows for the purchase of treasury shares Cash inflows from the sale of treasury shares	0 -5,181 0 -536 -14 0 -19 20	-89 -973 2 -536 -16 0 -17 13	-10 -195 0 0 -5 0 -11 0	-21 -205 1 -536 -5 0 -6 13	-16 757 3 - -1 0 0 0	0 -648 0 0 -1 0 0 0 0	-47 -292 4 -536 -12 0 -17 13	0 -284 3 0 -6 0 -15 0	0 41 -1 -266 -7 0 -1 12	0 38 0 -270 0 0 0 0 0 0	0 -365 0 0 -3 0 0 0 0	0 -570 -536 -16 0 -16 12	0 -53 - 0 -6 0 -15 0	0 -158 0	0 -315 0 0 0 0 0 0 0 0 0	0 -544 0 0 -1 0 0 0 0	0 -1,07 0 -536 -21 0 -15 12
Cash flow from investing activities, discontinued operations Cash flow from investing activities Cash inflows/outflows relating to capital contributions Cash outflows for dividends to shareholders of Evonik Industries AG Cash outflows for dividends to non-controlling interests Cash inflows/outflows from changes in ownership interests in subsidiaries without loss of control Cash outflows for the purchase of treasury shares Cash inflows from the sale of treasury shares Cash inflows from the addition of financial liabilities	0 -5,181 0 -536 -14 0 -19 20 700	-89 -973 2 -536 -16 0 -17 13 61	-10 -195 0 0 -5 0 -11 0 45	-21 -205 1 -536 -5 0 -6 13 172	-16 757 3 - -1 0 0 0 0 -64	0 -648 0 0 -1 0 0 0 0 -43	-47 -292 4 -536 -12 0 -17 13 110	0 -284 3 0 -6 0 -15 0 228	0 41 -1 -266 -7 0 -1 12 631	0 38 0 -270 0 0 0 0 0 0 45	0 -365 0 0 -3 0 0 0 0 135	0 -570 -536 -16 0 -16 12 1,039	0 -53 - 0 -6 0 -15 0 81	0 -158 0 -536 -14 0 0 0 12 3	0 -315 0 0 0 0 0 0 0 0 533	0 -544 0 0 -1 0 0 0 0 38	0 -1,07 0 -536 -21 0 -15 12 655
Cash flow from investing activities, discontinued operations Cash flow from investing activities Cash inflows/outflows relating to capital contributions Cash outflows for dividends to shareholders of Evonik Industries AG Cash outflows for dividends to non-controlling interests Cash inflows/outflows from changes in ownership interests in subsidiaries without loss of control Cash outflows for the purchase of treasury shares Cash inflows from the sale of treasury shares Cash inflows from the financial liabilities Cash outflows for repayment of financial liabilities	0 -5,181 0 -536 -14 0 -19 20 700 -201	-89 -973 2 -536 -16 0 -17 13 61 -192	-10 -195 0 0 -5 0 -11 0	-21 -205 1 -536 -5 0 -6 13 172 -72	-16 757 3 - -1 0 0 0 -64 -132	0 -648 0 0 -1 0 0 0 0 -43 -10	-47 -292 4 -536 -12 0 -17 13 110 -295	0 -284 3 0 -6 0 -15 0 228 -356	0 41 -1 -266 -7 0 -1 12 631 -778	0 38 0 -270 0 0 0 0 0 45 -170	0 -365 0 0 -3 0 0 0 0 135 -852	0 -570 -536 -16 0 -16 12 1,039 -2,156	0 -53 - 0 -6 0 -15 0 81 -129	0 -158 0 -536 -14 0 0 12 3 -56	0 -315 0 0 0 0 0 0 0 533 -573	0 -544 0 0 -1 0 0 0 0	0 -1,07 0 -536 -21 0 -15 12 655 -948
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Cash flow from investing activities, discontinued operations Cash flow from investing activities Cash inflows/outflows relating to capital contributions Cash outflows for dividends to shareholders of Evonik Industries AG Cash outflows for dividends to non-controlling interests Cash inflows/outflows from changes in ownership interests in subsidiaries without loss of control Cash outflows for the purchase of treasury shares Cash inflows from the sale of treasury shares Cash inflows from the financial liabilities Cash outflows for repayment of financial liabilities	0 -5,181 0 -536 -14 0 -19 20 700 -201	-89 -973 2 -536 -16 0 -17 13 61 -192	-10 -195 0 0 -5 0 -11 0 45	-21 -205 1 -536 -5 0 -6 13 172 -72	-16 757 3 - -1 0 0 0 -64 -132	0 -648 0 0 -1 0 0 0 0 -43 -10	-47 -292 4 -536 -12 0 -17 13 110 -295	0 -284 3 0 -6 0 -15 0 228 -356	0 41 -1 -266 -7 0 -1 12 631 -778	0 38 0 -270 0 0 0 0 0 45 -170	0 -365 0 0 -3 0 0 0 0 135 -852	0 -570 -536 -16 0 -16 12 1,039 -2,156	0 -53 - 0 -6 0 -15 0 81 -129	0 -158 0 -536 -14 0 0 12 3 -56	0 -315 0 0 0 0 0 0 0 533 -573	0 -544 0 0 -1 0 0 0 0 38	0 - 1,07 0 -536 -21 0 -15 12 655 -948 91
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Group Net Financial Position

in € million	2017 FY	2018 FY	2019 Q1	2019 Q2	2019 Q3	2019 FY	2020 Q1	2020 Q2	2020 Q3	2020 FY	2021 Q1	2021 Q2	2021 Q3	2021 FY
Non-current financial liabilities	-3,694	-3,683	-4180	-4179	-3654	-3,712	-3,169	-3,627	-3,593	-3,564	-3,588	-3,549	-3,627	-3,527
Current financial liabilitites	-351	-230	-343	-458	-825	-806	-1,661	-1,063	-980	-368	-326	-337	-235	-232
Financial debt	-4,045	-3,913	-4,523	-4,637	-4,479	-4,518	-4,830	-4,690	-4,573	-3,932	-3,914	-3,886	-3,862	-3,759
- Cash and cash equivalents	1,004	988	1,079	529	1,532	1,165	999	864	1,043	563	936	520	821	456
- Current securities	9	8	8	7	1,188	1,203	1,031	820	609	466	254	196	300	446
- Other financial assets	9	10	17	20	25	9	22	12	11	17	20	0	0	0
Financial assets	1,022	1,006	1,104	556	2,745	2,377	2,052	1,696	1,663	1,046	1,210	716	1,121	902
Net financial debt/cash as stated on the balance sheet	-3,023	-2,907	-3,419	-4,081	-1,734	-2,141	-2,778	-2,994	-2,910	-2,886	-2,704	-3,170	-2,741	-2,857
Net financial debt/cash, discontinued operations			-18	-12	1									
Net financial debt/cash including discontinued operations		-2,907	-3,437	-4,093	-1,734	-2,141	-2,778	-2,994	-2,910	-2,886	-2,704	-3,170	-2,741	-2,857

Adjusted EBIT	Earnings before financial result and taxes, after adjustments. Earnings indicator showing Evonik's operating earnings performance irrespective
Adjusted EBITDA	Earnings before financial result, taxes, depreciation and amortization, after adjustments. Earnings indicator showing Evonik's operating earning of its assets and its investment profile. This is a cash flow-related indicator which is used in particular in the adjusted EBITDA margin to show comparison with competitors.
Adjusted net income	We use adjusted net income to assess the earnings power of the continuing operations, especially on a long-term view, and to forecast futur EBITDA after adjustment for special items. The financial result is then adjusted for income and expenses in connection with the acquisition/d and expense items that, by nature or amount, do not form part of typical current financing activities. Further, we deduct amortization of intang acquisitions, and adjust income tax for taxes on special items.
Adjustements	Evonik refers to the special items that are factored out when calculating the operational performance indicators adjusted EBITDA and adjusted restructuring, impairment losses/reversals of impairment losses, income and expenses in connection with the purchase/disposal of investment expense items that, due to their nature or amount, do not reflect the typical operating business.
Free Cash Flow	The free cash flow is a measure of the company's internal financing capacity. It shows the cash that is available to pay dividends, make acquire flow is calculated from the cash flow from operating activities, continuing operations, less outflows for capital expenditures on intangible asset
ROCE	The return on capital employed is a measure of the profitability of capital employed. It is calculated by dividing adjusted EBIT by the average

ESG KPI Definitions	
Value added in € million	We use an impact valuation to regularly measure and analyze the direct and indirect impacts from an economic, ecological, and social persp analytical approaches. We anticipate that this will allow early identification of potential future opportunities and risks, make our business mode of the long-term value that our business activities create for society. We aim to assign a monetary value to individual indicators such as conti employment impacts, and global warming so they can be compared. Most of the factors used for this are publicly available.
Sales share with "Next Generation Solutions"	Sales share of products with superior sustainability benefits to customers ("Next Generation Solutions"); derived from sustainability analysis of and content of the WBCSD Portfolio Sustainability Assessments (PSA) For more information please see Evonik website: Responsibility - Value Chain & Products - Sustainability Analysis
Internal Investigations	Internal investigations are initiated when there is a suspected violation of compliance rules (including the code of conduct, antitrust law and the corruption). Since 2018, the scope of reporting has covered all internal investigations in the Evonik Group. Before that, only the areas covere included.
Disciplinary Measures	Disciplinary measures are taken as a result of an internal investigation. A disciplinary measure can result in an employee's dismissal, warning or further awareness enhancement. In rare cases, legal proceedings (civil or criminal) had to be initiated.
Raw Material Suppliers Covered by TfS Assessments	This number indicates how many raw material suppliers have been covered by TfS assessments in that year. The chemical industry set up th in 2011 with the goal to harmonize global standards in the supply chain to create transparency and make it easier for both suppliers and cust sustainability performance. This includes assessing the suppliers' quality, grade of environmental protection, safety, health, energy managem Evonik is one of the founding members of this initiative.
Greenhouse Gas Emissions	Scope 1: Evonik's direct energy and process-related emissions; Scope 2: Purchased energy (net, total purchased power and steam - sale of power and steam to third parties; market-based approach); Scope 3: Indirect emissions, including emissions from the production of purchased raw materials, packaging materials, capital goods, energy emissions from inbound shipments of raw materials, from the disposal of production waste, business trips, commuting by employees, Evonik offices and emissions from the disposal and recycling of products sold.
Early Employee Turnover	Turnover of newly hired employees within the first year of employment
Management circles/ levels	Management circle 1 = executive functions, i.e., top management functions in the Evonik Group Management circle 2 = senior management functions, i.e., key functions in the divisions, regions, service units, and corporate functions Management circle 3 = further management functions
Occupational Health Performance Index	This index shows the extent to which internal requirements have been implemented and goals achieved. It is calculated from two parameters occupational medicine, health promotion and emergency medical management. Both the quality and the scope of the measures are taken in
Specific water intake in m3 freshwater per metric ton production	Freshwater usage in relation to production.
Total water intake	Evonik's consumption of freshwater is the total of drinking water, groundwater, surface water, and recycled water. Total water intake is the su water).

ctive of the structure of its assets.

arnings performance irrespective of the structure now the relationship to sales as a basis for

ture development. The calculation starts from n/divestment of shareholdings and other income angible assets, as they mainly result from

usted EBIT as adjustments. They include nents in companies, and other income and

cquisitions and repay borrowing. The free cash assets, property, plant and equipment.

ge capital employed in the reporting period.

rspective. This supplements our established nodel more resilient, and improve understanding ontinuing development of employees,

s of our businesses based on the principles

d the rules on fighting and preventing ered by the House of Compliance were

ning or reprimand, transfer to a different position

the Together for Sustainability (TfS) initiative customers to reliably assess and evaluate gement, the assessment of potential risk factors.

rgy-related emissions outside scopes 1 and 2, nik's fleet of vehicles, enregy requierements for

ers from each of the following areas: in into account. The index is calculated annually.

e sum of total freshwater and salt water (sea