


**Thomas Wessel (CHRO)**

Chief Human Resources Officer and Industrial Relations Director  
 of Evonik Industries AG

January 26, 1963, born in Herten, Germany

**EDUCATION**

- |                  |  |
|------------------|--|
| <b>1979-1981</b> | Vocational training as an Industrial Clerical Officer at Bergbau AG Lippe, Herne |
| <b>1983-1985</b> | Trained as a Personnel Officer (IHK), Gelsenkirchen                              |
| <b>1986-1988</b> | Further training in Human Resources Management (VWA), Bochum                     |

**CAREER**

- |  |   |
|--|---|
| <b>1982-1988</b>                       | Human Resources Department, Bergbau AG Lippe, Herne   |
| <b>1988-1996</b>                       | Human Resources Policy Issues Department, RAG Aktiengesellschaft, Essen   |
| <b>1997-2001</b>                       | Head of Human Resources Policy Issues Department, RAG Aktiengesellschaft, Essen   |
| <b>2001-2002</b>                       | Deputy Head of Human Resources Division and Head of Human Resources Policy/Controlling Department, RAG Aktiengesellschaft, Essen  |
| <b>2002-2006</b>                       | Head of Human Resources Division, RAG Aktiengesellschaft, Essen<br>Member of the Management Board of RAG Beteiligungs-GmbH, Essen |
| <b>2006-2009</b>                       | Chairman of the Management Board, RAG BILDUNG GmbH, Essen   |
| <b>2009-2011</b>                       | Member of the Management Board and Chief Human Resources Officer of Evonik Degussa GmbH, Essen                                    |
| <b>Since<br/>September 1,<br/>2011</b> | Chief Human Resources Officer and Industrial Relations Director of Evonik Industries AG, Essen                                    |

## MEMBERSHIPS

- a)** Evonik Nutrition & Care GmbH  
Evonik Resource Efficiency GmbH  
Evonik Performance Materials GmbH  
Evonik Technology & Infrastructure GmbH (Chair)  
Pensionskasse Degussa VVaG (Chair)  
Vivawest GmbH  
Vivawest Wohnen GmbH
- 
- b)** Gesellschaft zur Sicherung von Bergmannswohnungen mbH
- 

a) Membership of other statutory supervisory boards

b) Membership of comparable German and foreign supervisory bodies of business enterprises pursuant to Section 125 Paragraph 1 Sentence 5 of the German Stock Corporation Act (AktG)