

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 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 (hereinafter the company) hereby submit the following declaration pursuant to section 161 of the German Stock Corporation Act:

Since submitting its last declaration of conformity in December 2020, including the update of September 2021, the company has fully complied with all 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 the following exceptions, 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 comparable functions. Ms. Angel Titzrath is the chief executive officer of the listed company Hamburger Hafen und Logistik Aktiengesellschaft. In addition to her mandate on the company's supervisory board, she has other mandates covered by the recommendation. The supervisory board has satisfied itself that Ms. Titzrath has sufficient time to perform her mandate. In addition, her extensive experience in corporate management and her high level of economic and international expertise make valuable contributions to the fulfillment of the profile of skills and the effective work of the supervisory board. Taking into account all relevant aspects, the deviation from recommendation C.5 is therefore considered justifiable.

With effect from the end of the annual shareholders' meeting on June 2, 2021, Mr. Peter Spuhler resigned from the company's supervisory board. The declaration of an exception from recommendation C.5 with respect to him has not been required since then and will not be necessary in the future.

According to recommendation C.5, members of the management board of a listed company should not accept the chairmanship of the supervisory board of a non-group listed company. Mr. Christian Kullmann, chairman of the company's executive board, was elected chairman of the supervisory board of Borussia Dortmund GmbH & Co. KGaA with effect from September 25, 2021. Mr. Kullmann has been a member of this board since May 2007 and was its deputy chairman from August 2019. In this function, he already prepared and chaired meetings of the supervisory board and the annual shareholders' meeting of Borussia Dortmund GmbH & Co. KGaA in November 2020 due to the absence of the previous chairman of the supervisory board. Mr. Kullmann is familiar with the special nature and challenges of professional soccer within the framework of a listed company and is also familiar with the tasks entailed by the position of chairman of the supervisory board. In addition, the company is linked to Borussia Dortmund both through a

shareholding and through the current sponsorship agreement and therefore has an interest in Mr. Kullmann assuming this mandate. The company's supervisory board has also examined the time requirements and strategic aspects of this mandate. Taking into account the above aspects, the deviation from recommendation C.5 is therefore considered justifiable.

Essen, December 2021

The Executive Board

The Supervisory Board