Proxy authorization and instructions form
Postal vote

Please send the fully completed form, together with the vote form respectively voting instructions form if applicable, timely to Evonik Industries AG, c/o ADEUS Aktienregister-Service-GmbH, Postbox 57 03 64, 22772 Hamburg, Germany, or scanned via email to the email address hv-service.evonik@adeus.de.

In the case of postal vote respectively proxy authorization the registration must also be filed in due form and time. The deadline for registration is 12:00 midnight (Central European Summer Time – CEST) on May 27, 2026 (receipt by us).

Please enter your name, address and shareholder number here:

Name(s) and first name(s) of the shareholder(s)

Shareholder number

Number and street or Postbox of the shareholder(s)

Postal code

City and country

1

or

2

Postal vote

☐ I/We vote via postal vote as set forth following.
(Please use the attached vote form to cast a vote.)

Proxy authorization and voting instructions

2a Proxy authorization and voting instructions to voting proxies designated by Evonik Industries AG*

☐ I/We hereby authorize as proxy each of the voting proxies designated by Evonik Industries AG, Oliver Schmitt and Sebastian Schulte-Ontrop (both employees of Evonik Industries AG), both of whom are entitled to delegate this authorization as proxy, to vote at the Annual Shareholders' Meeting of Evonik Industries AG taking place on June 3, 2026, in accordance with my/our instructions issued on the attached instructions form without disclosing my/our name(s). *Please use the attached instructions form to issue voting instructions.*

** The voting proxies designated by Evonik Industries AG will only make use of your proxy authorization if they have received explicit instructions on how to vote. In doing so, they will only accept instructions the subject of which is covered by the attached voting instructions form. In particular, instructions regarding proposing motions or raising objections will be ignored. Proxy authorization and voting instructions to the voting proxies designated by Evonik Industries AG must – if submitted by post, i.e. not granted via the Online-Service, Email or Telefax – be received by us until 12:00 midnight (CEST), June 2, 2026. This also applies to changes of already issued instructions respectively the revocation of a proxy.*

2b Proxy authorization and, where applicable, voting instructions to an intermediary, a shareholders' association, proxy advisor or person with equivalent status

☐ I/We hereby authorize the intermediary, shareholders' association, proxy advisor within the meaning of Section 134a Paragraph 1 No. 3, Paragraph 2 No. 3 AktG or other person with equivalent status named below, with the right to delegate this authorization as proxy, where applicable, according to my/our attached instructions, without disclosing my/our name(s). If I/we did not provide voting instructions, the voting right shall be exercised in accordance with the voting suggestions of the respective intermediary, shareholders' association, proxy advisor or other person with equivalent status. *Please use the attached instructions form to issue voting instructions.*

In the event that registration has not yet taken place, this shall be done by the intermediary, shareholders' association, proxy advisor or person with equivalent status.

Name and registered office of the intermediary/shareholders' association/proxy advisor/person with equivalent status

Please send this fully completed form with the voting instructions, where applicable, in good time to the intermediary, shareholders' association, proxy advisor or other person with equivalent status of your choice, so that the intermediary, shareholders' association, proxy advisor or other person with equivalent status can register no later than May 27, 2026 (receipt by us). Before submitting the proxy authorization, please make sure whether, and on what conditions, the intermediary, shareholders' association, proxy advisor or other person with equivalent status is prepared to exercise your voting rights.

Should the authorized intermediary, shareholders' association, proxy advisor or other person with equivalent status not be willing to act as proxy of my/our voting rights, I/we hereby authorize as proxy the voting proxies designated by Evonik Industries AG as listed under 2a above to vote in accordance with my/our instructions issued on the attached instructions form and pursuant to the conditions stated under 2a if this form has been forwarded to Evonik Industries AG in time *(delete this sentence if not desired).*

or

3

Representation by an authorized party

☐ The proxy named below is authorized to exercise my/our meeting related shareholder rights at the Annual Shareholders' Meeting. The proxy is entitled to delegate this authority.

Last name and first name of the authorized person

Postbox, or number and street

Postal code

City and country

If different from shareholder:
Name(s) of the person making the declaration, including first name(s)

Signature(s) (voluntarily)

Proxy authorization and instruction form
Postal vote

Voting form respectively instructions form – in the case of 1, 2a and, where applicable, 2b, please fill out and attach to the postal vote respectively proxy authorization and instructions form.

Please cast votes respectively issue instructions for **all** agenda items.

☐ I/We cast votes/issue instructions for the management's proposals on all items of the agenda, provided that **individual instructions** are not issued below. This also applies to any votes on shareholder counter-motions that are made accessible at www.evonik.com/annual-shareholders-meeting.

Agenda items	For the management's proposal*	Against the management's proposal*	Abstention*
2. Allocation of the net profit	☐	☐	☐
3. Formal approval of the actions of the members of the Executive Board**	☐	☐	☐
4. Formal approval of the actions of the members of the Supervisory Board**	☐	☐	☐
5. Appointment of the auditor			
5.1 for the financial reporting (annual, interim financial report and any additional financial information)	☐	☐	☐
5.2 for any required sustainability reporting	☐	☐	☐
6. Approval of the remuneration report	☐	☐	☐
7. Approval of the remuneration system for the Executive Board Members	☐	☐	☐
8. Authorized Capital 2026, cancellation of Authorized Capital 2022 and Amendment of Sec. 4 of Articles of Incorporation	☐	☐	☐
9. Authorization to issue warrant/option bonds, Conditional Capital 2026, Cancellation of Conditional Capital 2022 and Amendment of Sec. 4 of Articles of Incorporation	☐	☐	☐
10. Cancellation of self-retention of financial loss liability insurance Supervisory Board and amendment of Sec. 15 Articles of Incorporation	☐	☐	☐

* Refers to the resolution proposed by the management and announced in the invitation to the Annual Shareholders' Meeting published on April 16, 2026 in the federal gazette. The agenda items here are shown in abbreviated form.

** If there is a separate vote on the formal approval of the actions the voting proxies designated by Evonik Industries AG will vote uniformly on the formal approval of the actions of all members of the Executive Board or Supervisory Board proposed by the management in accordance with the boxes you have checked. The same applies to voting by postal vote.

Shareholder counter-motions

Any shareholder counter-motions requiring disclosure, received no later than 12:00 midnight (Central European Summer Time – CEST) on May 19, 2026, will be made accessible on the internet at www.evonik.com/annual-shareholders-meeting.

	For the motion	Against	Abstention		For the motion	Against	Abstention		For the motion	Against	Abstention
Motion A	☐	☐	☐	Motion D	☐	☐	☐	Motion G	☐	☐	☐
Motion B	☐	☐	☐	Motion E	☐	☐	☐		☐	☐	☐
Motion C	☐	☐	☐	Motion F	☐	☐	☐		☐	☐	☐

If you have any questions regarding the Annual Shareholders' Meeting, please do not hesitate to contact the shareholders' hotline which is available from Monday to Friday from 9 a.m. to 5 p.m. (except on public holidays) on telephone number +49 1802 – 739 376 (€ 0.06 per call from all German networks).

Name(s) and first name(s) of the shareholder(s)

Shareholder number

Number and street or Postbox of the shareholder(s)

Postal code

City and country