



Evonik makes life better day in, day out.

# Agenda

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1. Introduction of Evonik
2. Why have we started this initiative “Truckers Welcome”.
3. What measures can be introduced to make drivers feel welcome.
4. Results of the driver survey

# That's specialty chemicals. And that's where we're among the best in class.

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**> €15 billion**

sales\*

**€2.4 billion**

adjusted EBITDA\*

**€1.17**

dividend per share\*\*

**15.9%**

adjusted EBITDA margin\*

**~80%**

of sales from  
leading market positions

**€929 million**

investment in tangible assets

**>33,000**

employees

**106**

nationalities

**€2.12**

adjusted earnings  
per share\*

\* Fiscal 2021, ongoing activities

\*\* Proposal to the Annual General Meeting in May 2022

# No product is so perfect that you can't improve it.

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more fuel-efficient

fluffier

bouncier

healthier

more effective



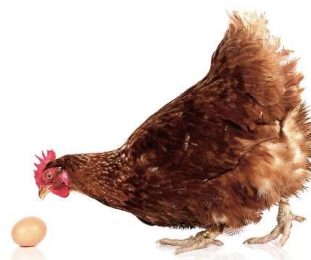
**TIRES**



**TOWELS**



**MATTRESSES**



**NUTRITION**



**TABLETS**

## Your contacts

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## Our approach

**Transport volume continually grows due to sales increase. Driver support upon loading is so important for truck availability and supply ability.**





EVONIK Driver Assistance  
Improvement Program

Action Trucker Welcome

Paolo Indiano – Category Manager Road Packed  
Bodo Ihnen – Logistics Service Provider Management  
Hanau, August 2022

## Extreme Driver Vacancy in Western Europe and USA

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- Around 1,5 millions truck drivers work in Germany, and one million of them are older than 45 years.  
Currently about 50.000 drivers retire each year.
- On 50.000 pensioners come only 10.000 newcomers in Germany.  
Missing drivers slow down the mileage of the trucks and the productivity of the carriers.
- Truck driver is the job with second highest vacancy in Europe and seventh highest vacancy in Germany. Truck drivers are so endangered if they are not supported accordingly.





Our concern

**Truck drivers need more active support from industrial shippers/receivers at loading/unloading points. Otherwise, this professional group will suffer more under vacancy.**

# Driver Assistance Program wants to make Evonik more attractive for Drivers

- Chemical plants of Evonik daily receive hundreds of drivers and daily load hundreds of trucks to all European destinations. 220.000 road transports of packed cargo were loaded in year 2021 in all European plants. 1.000 truck drivers in average are so daily entering chemical plants of Evonik in Europe.
- Truck drivers of forwarders and carriers are welcome in chemical plants of Evonik. Truck drivers carry goods to customers and are so essential part of supply chain.
- A Driver Assistance Program at corporate level in logistics operations is therefore necessary
  - ... to raise driver satisfaction
  - ... to increase driver productivity
  - ... to improve driver assistance
  - ... to ameliorate working conditions
  - ... to reduce waiting times
  - ... to accelerate loading procedure

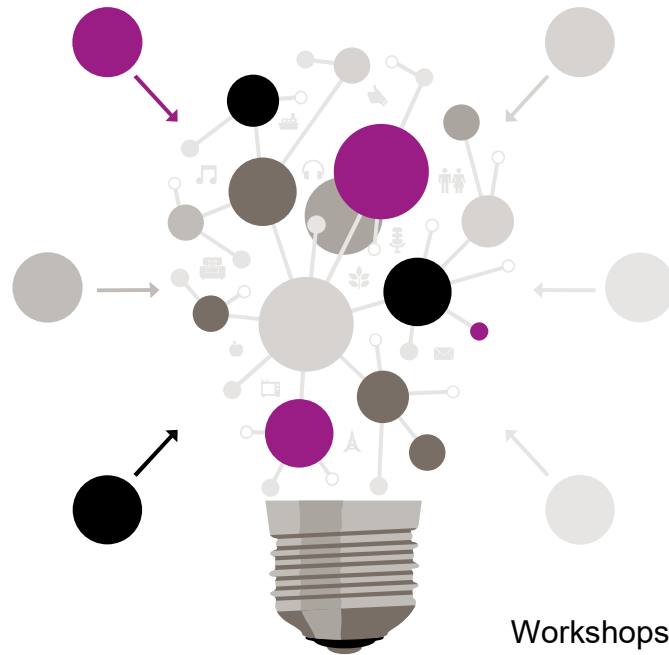


# Measurments for Driver Assistance Program

Investment in driver infrastructure at chemical sites (parking places, sleeping/resting/eating/washing)

Creation of drive through/drive in counter in chemical sites (quick checkin, easy access, fast lane for regular drivers)  
simplification/standardisation of registration process

Instruction to loading staff for efficient collaboration with truck drivers at loading points



Introduction of incentives for early/late loadings for forwarders/carriers

Implementation of preloading concept with drop trailers in connection with intermodal services

Analysis of retention time for trucks/drivers in main plants and main suppliers on quarterly basis

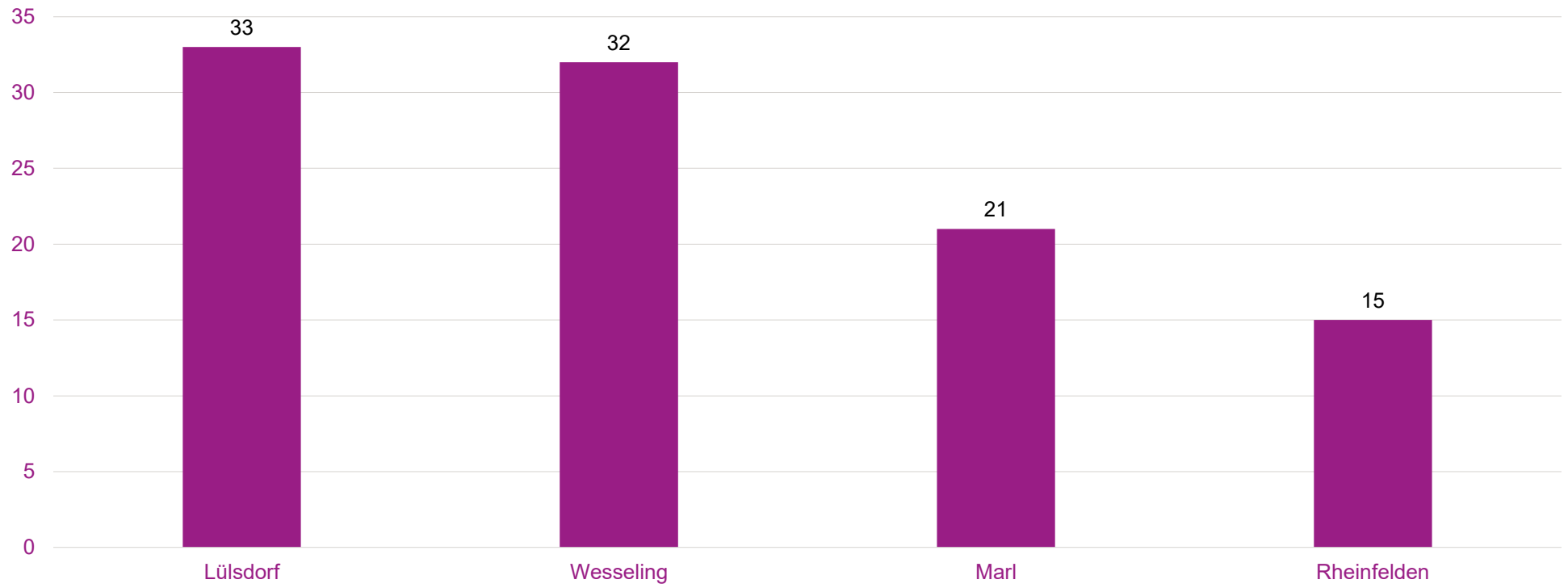
Workshops with suppliers in main plants for efficient collaboration twice yearly

Our conclusion

**If drivers are not satisfied at loading points, carriers will possibly avoid these loading points and look for other shipment sources.**

## Anzahl der befragten Fahrer/-Innen

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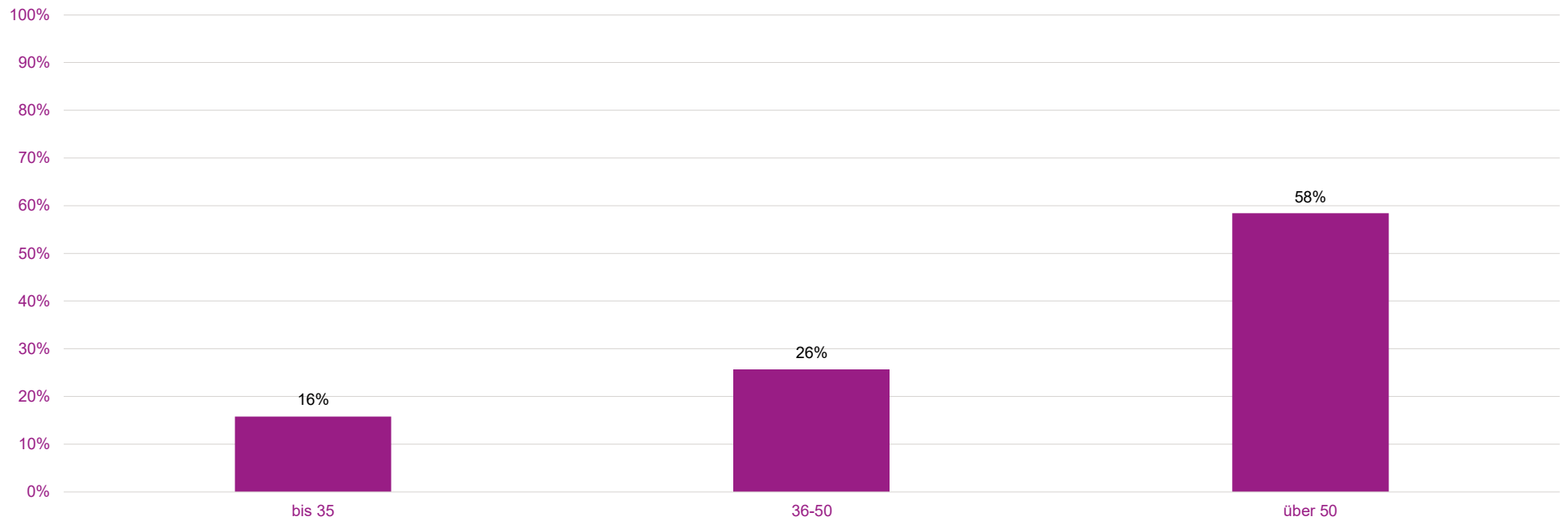
## Geschlechterverteilung der Fahrer/-innen

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## Altersklassen der Fahrer/-innen

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**EVONIK**

**Leading Beyond Chemistry**