

September 18, 2025

Changes to Executive Board

- **Chief Financial Officer Maike Schuh departs**
- **Chief Executive Officer Christian Kullmann takes over Schuh's responsibilities at Executive Board level**
- **Contract of Chief Human Resources Officer Thomas Wessel extended until 2028**

Essen, Germany. After ten years at Evonik, Maike Schuh is leaving the company at her own request. A trained lawyer, Schuh had been a member of the Executive Board since April 2023, responsible for the finance department. Previously, she ran the accounting unit, moving to the newly founded Performance Materials division in 2020 and taking over as Managing Director there in 2022.

Christian Kullmann will temporarily be responsible for the finance department at the Executive Board level. Dr. Claus Rettig will take over Schuh's operational duties until a successor is appointed, effective immediately. In this function, he reports to Kullmann. Rettig is currently Associated Member of the Executive Board and responsible for the region Asia-Pacific. He will take on his new duties on top of the existing ones.

"Maike Schuh has worked very successfully for the company in various functions and has achieved a lot," says Bernd Toenjes, Chairman of the Supervisory Board. "I regret her departure and thank her on behalf of the entire Supervisory Board for her work."

"We respect Maike's decision," says Kullmann. "I have known and appreciated her for ten years. With her expertise and experience – also in the operational business – she has made valuable contributions to our company. I wish Maike all the best for her new phase of life."

"I had ten good and exciting years at Evonik and I am happy and grateful for this time," says Maike Schuh. "The last few years in particular have not been easy, because we

have had to assert ourselves in an increasingly difficult environment. We have always succeeded in doing so. I wish Evonik and all our great employees all the best and every success for the future."

At its meeting today, the Supervisory Board extended the contract of Thomas Wessel by a further two years until August 31, 2028, as planned. Wessel is Chief Human Resources Officer and Labor Director. He is also responsible for infrastructure and sustainability, and has been a member of the Executive Board since 2011.

"With his wealth of experience, Thomas Wessel will ensure that the biggest transformation in the history of our company is implemented consistently and at the same time with social integrity," says Kullmann.

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Evonik: Leading beyond chemistry

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