

# COMBINED MANAGEMENT REPORT 2019

INCLUDING SUPPLEMENTARY  
SUSTAINABILITY INFORMATION



# REPORTING PROFILE

## COMBINED MANAGEMENT REPORT OF THE COVESTRO GROUP AND COVESTRO AG

The Combined Management Report pertains to both the Covestro Group and Covestro AG. The presentation of the business performance as well as the position of and the forecast for key data refer to the Covestro Group, except where otherwise indicated. Information that applies to Covestro AG only is identified accordingly. In the Report on Economic Position, the information disclosed pursuant to the German Commercial Code (HGB) with regard to Covestro AG is provided in a separate section. In addition, the nonfinancial statement pursuant to Section 315b HGB is an integrated part of the Group Management Report. A nonfinancial statement for Covestro AG does not have to be provided at this time.

## NONFINANCIAL REPORTING

Covestro provides comprehensive and transparent information on issues that are material to the company and our stakeholders. We measure our sustainability performance using both financial metrics and material nonfinancial indicators, all of which are published in the Group Management Report. Through this process, we aim to illustrate how environmental and societal considerations are closely linked to our long-term business success.

The Group Management Report and the supplementary sustainability information published in the online version of our Annual Report at [report.covestro.com](http://report.covestro.com) and in this document represent our annual sustainability reporting. The reporting period covers the period from January 1 to December 31, 2019. The Covestro Group's nonfinancial statement (NFS) in accordance with Sections 315b and 315c in conjunction with Sections 289c through 289e of the German Commercial Code (HGB) is integrated into the Group Management Report. The respective sections include the strategies we pursue in addressing environmental, labor and social issues as well as protecting human rights and fighting corruption and bribery, the due diligence processes followed, as well as the outcomes of these strategies. Nonfinancial performance indicators are reported only when these are important to the Covestro Group. As an integral part of the Group Management Report, the Group's NFS was audited with reasonable assurance by the auditor, KPMG AG Wirtschaftsprüfungsgesellschaft. The supplementary sustainability information that is identified separately in the online version of the Annual Report and in this document contributes additionally to the transparent reporting which enables us to meet the requirements of the "Core" option of the Global Reporting Initiative's (GRI) Sustainability Reporting Standards (SRS). The supplementary sustainability information was the subject of a separate audit conducted by KPMG AG Wirtschaftsprüfungsgesellschaft with limited assurance in accordance with ISAE 3000. The audit opinions are available online.

 Auditor's report on the Group Management Report

 Auditor's report on the supplementary sustainability information



Reference to content in the Group Management Report or Consolidated Financial Statements



Reference to online content not in the Group Management Report or supplementary sustainability information. The content of the information to which reference is made was not audited by KPMG AG Wirtschaftsprüfungsgesellschaft.



The supplementary sustainability information, which does not form part of the statutory audit of the annual financial statements but was the subject of a separate audit conducted by KPMG AG Wirtschaftsprüfungsgesellschaft with limited assurance in accordance with ISAE 3000, is identified as follows in this document:

**Supplementary Information >**

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**< Supplementary Information**

In this reporting period, we have separately referenced content that follows the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). A corresponding overview immediately precedes the GRI Index.

### **FORWARD-LOOKING STATEMENTS**

This Report may contain forward-looking statements based on current assumptions and forecasts made by the management of Covestro AG. Various known and unknown risks, uncertainties and other factors could lead to material differences between the actual future results, financial situation, development or performance of the Group and the estimates given here. These factors include those discussed in Covestro's public reports, which are available at [www.covestro.com](http://www.covestro.com). The Group assumes no liability whatsoever to update these forward-looking statements or to conform them to future events or developments.

### **ROUNDING**

As the indicators in this report are stated in accordance with commercial rounding principles, totals and percentages may not always be exact.

### **PERCENTAGE DEVIATIONS**

Percentage deviations are only calculated and reported if they are no more than 100%. Larger deviations are reported as >100%, >200%, etc. If a deviation changes from positive to negative or vice versa, or if it is greater than 1,000%, this is shown by a period.

### **EQUAL TREATMENT**

We consider equal treatment to be important. To ensure legibility, this Annual Report avoids gender-specific wordings. All terms should be taken to apply equally to all genders.

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# COVESTRO GROUP AT A GLANCE

## Company Profile

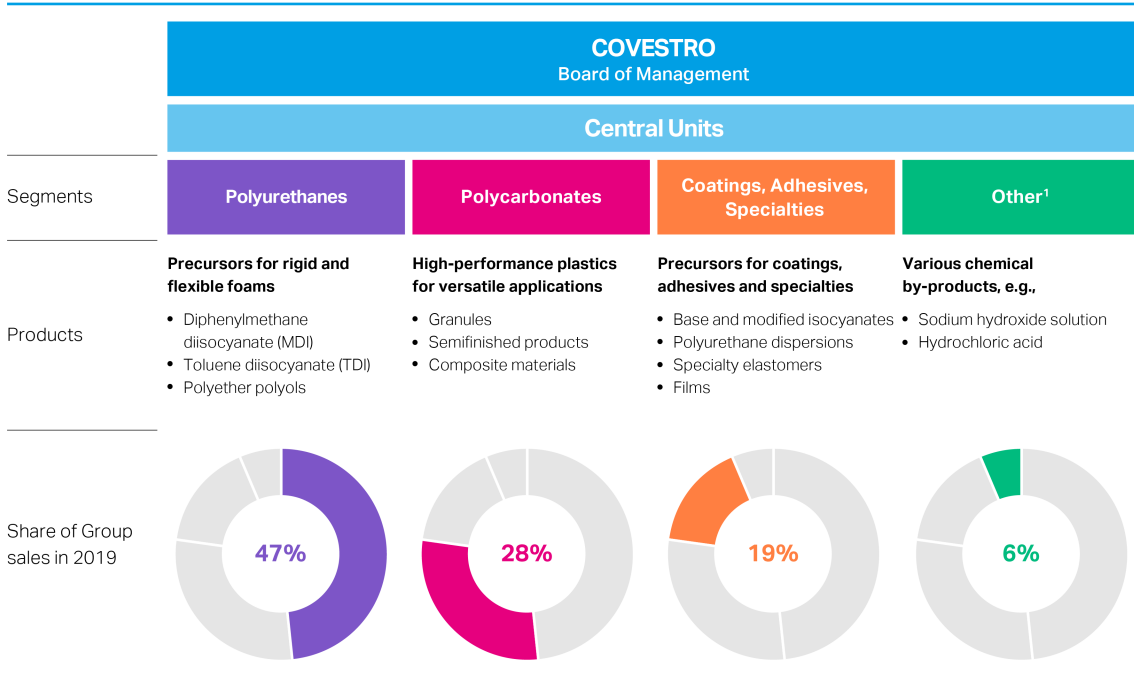
### Organization and Business Model

#### Organization

Covestro is one of the leading global suppliers of high-tech polymer materials and application solutions developed for these materials. Covestro AG, the parent company of the Covestro Group, is headquartered in Leverkusen (Germany). It is listed on the stock exchange in Germany and has been included in the leading German index DAX since 2018. In line with its product portfolio, Covestro is divided into three operational reporting segments: Polyurethanes (PUR), Polycarbonates (PCS), and Coatings, Adhesives, Specialties (CAS). The administrative functions are consolidated within the central units. As of December 31, 2019, the Covestro Group comprised 47 consolidated companies in 22 countries in addition to Covestro AG and employed around 17,201 employees\*.

[See note 5.1 "Scope of consolidation and investments" in the Notes to the Consolidated Financial Statements](#)

#### Group structure



<sup>1</sup> Business activities that cannot be assigned to the Polyurethanes, Polycarbonates, or Coatings, Adhesives, Specialties segments. These include, for instance, the marketing of by-products of chlorine production and use.

The Board of Management of Covestro AG manages the operational businesses and defines and pursues the corporate goals. Dr. Markus Steilemann has served as the company's Chief Executive Officer (CEO) since June 2018. Dr. Thomas Toepfer acts as Chief Financial Officer (CFO) and, additionally, has been Labor Director since January 2019. The Board of Management member responsible for Production and Technology as well as all production sites is Dr. Klaus Schäfer. Sucheta Govil joined Covestro's Board of Management in August 2019 and is responsible for the three divisions: Polyurethanes, Polycarbonates and Coatings, Adhesives, Specialties. She also took over Innovation, Marketing and Sales from Dr. Markus Steilemann, who had previously filled this position on an interim basis in addition to acting as CEO.

\* The number of employees on either permanent or temporary contracts refers to full-time equivalents (FTE). Part-time employees are included on a pro-rated basis in line with their contractual working hours.

The 12-member Supervisory Board advises and oversees the Board of Management. In accordance with the German Codetermination Act, half the members of the Supervisory Board are elected by the stockholders and half by the company's employees. Dr. Richard Pott holds the office of Chair of the Supervisory Board.

 [See "Declaration on Corporate Governance"](#)

## Business model

Covestro produces precursors for polyurethane foams and the high-performance plastic polycarbonate as well as precursors for coatings, adhesives, sealants and specialty products, including specialty films. Other precursors such as chlorine and by-products like styrene are also part of Covestro's product portfolio.

The company's materials are used in many areas of modern life – the array of products ranges from insulation for refrigerators and entire buildings through laptop and cell phone cases to scratch-resistant and fast-drying vehicle coatings and film coverings for personal identification cards. Covestro therefore covers a wide variety of sectors. The company's main customers are from the automotive, construction, wood processing and furniture industries, and from the electrical, electronics and household appliances industries. The products are also used in sectors such as sports and leisure, cosmetics and health, as well as in the chemical industry itself.

Going forward, Covestro aims to position the company even more broadly, thus further reducing the product range's exposure to cyclical fluctuations. Covestro's focus in this connection is on sustainability and innovation. To this end, we closely monitor developments in our sales and consumer markets and aim to increase our customer base. Together with customers as well as with business and scientific partners, Covestro works continuously to further advance products, technologies and application solutions.

 [Additional information is available at: www.covestro.com/en/products](http://www.covestro.com/en/products)

Global megatrends play a considerable role in this process: Progressing climate change, increasing mobility, a growing global population, and rising urbanization are changing the lives of billions of people. Consequently, the polymer industry will have to change. Companies like Covestro are facing new challenges and playing a part in developing innovative solutions as a result. The focus is primarily on the topics of renewable energy, energy-efficient transportation, and sustainable and affordable living.

Covestro's aim is to pave the way and support these trends with its materials. By replacing traditional materials with durable, light, more environmentally-compatible and cost-effective materials, Covestro makes significant contributions in areas such as lightweight construction in the automotive industry, increasing the energy efficiency of living spaces through the use of new insulating materials, promoting sustainable energy with specialty raw materials, and improving the shelf-life of food through better insulation along the entire refrigeration chain.

 [Additional information is available at: solutions.covestro.com/en/industries](http://solutions.covestro.com/en/industries)

## Segments

### Polyurethanes

In the PUR segment, Covestro primarily develops, produces and markets chemical precursors for the manufacture of polyurethane foams. These precursors are toluene diisocyanate (TDI), diphenylmethane diisocyanate (MDI) and polyether polyol, which are used in furniture production, construction and in the automotive industry. TDI-based flexible polyurethane foam is used in products such as mattresses, upholstered furniture and car seats, thus making day-to-day life more comfortable. MDI-based rigid polyurethane foam serves mainly to efficiently insulate buildings and refrigeration appliances. In doing so, it contributes to reduce energy consumption. Covestro was among the top suppliers in the global polyurethane industry in 2019. Our main competitors are BASF, Dow, Huntsman and Wanhua Chemical.

## Polycarbonates

In 2019, Covestro was also one of the leading global suppliers of polycarbonates. In the PCS segment, Covestro not only produces and distributes this high-performance plastic but also works to continually improve it. Polycarbonates are extraordinarily light, transparent, shatter resistant and moldable. Available as granules, composite materials and semifinished products, manufacturers use this versatile material in a wide variety of products such as vehicles (e.g., passenger compartment and vehicle lighting), buildings (e.g., roof structures), electrical and electronic devices (e.g., cords and laptop cases), as well as for medical equipment. Our main competitors include Lotte, Mitsubishi Chemicals, Saudi Basic Industries Corporation (SABIC) and Teijin.

## Coatings, Adhesives, Specialties

The CAS segment develops and produces substances that make finished products more aesthetically appealing and durable, and therefore increases their value. The focus is on both aliphatic and aromatic isocyanates, on their derivatives as well as on polyurethane dispersions. These are required for the production of coatings, adhesives, sealants and specialty products. The latter comprise specialty elastomers, high-quality films and precursors for cosmetics, textiles and medical products. These materials serve to protect, bond, seal or functionalize a wide variety of surfaces. The main areas of application are automotive and transportation, infrastructure and construction, wood processing and furniture. With more than 2,700 products and some 4,000 customers across the globe in the CAS segment, Covestro was among the world's top suppliers in the reporting period in this area as well. Our main competitors are DSM, Evonik Industries, Vencorex Chemicals and Wanhua Chemical.

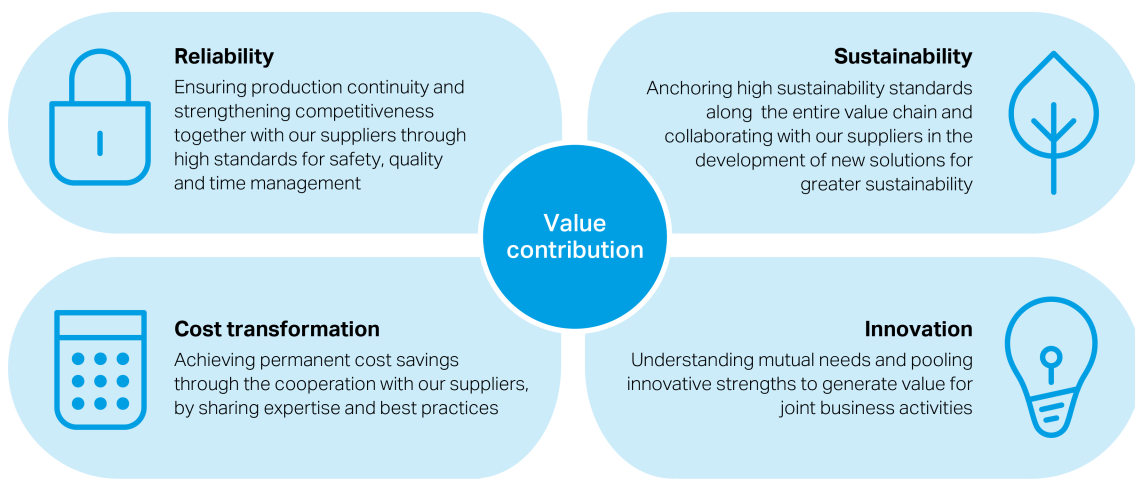
## Procurement

Procurement at Covestro is centrally steered and managed by the Procurement unit. Procurement is responsible for the timely global supply of goods and services to all divisions of the company at the best possible market conditions. This ensures that our Group's high quality standards are met. Furthermore, Procurement makes sure that Covestro's ethical and environmental principles are upheld throughout the entire procurement process. The basic tenets of our procurement policy are set forth in a directive that is binding on all employees throughout the Covestro Group.

The objective is to generate a competitive advantage for Covestro and make a decisive contribution to the overall value. In doing so, Covestro is guided by four strategic principles: reliability, sustainability, cost transformation and innovation. In addition, Procurement promotes the digitalization of purchasing processes and systems in the interest of improving the efficiency and effectiveness of the procurement process for Covestro and its suppliers.

 See "Sustainability in Supplier Management"

### Strategic principles in procurement



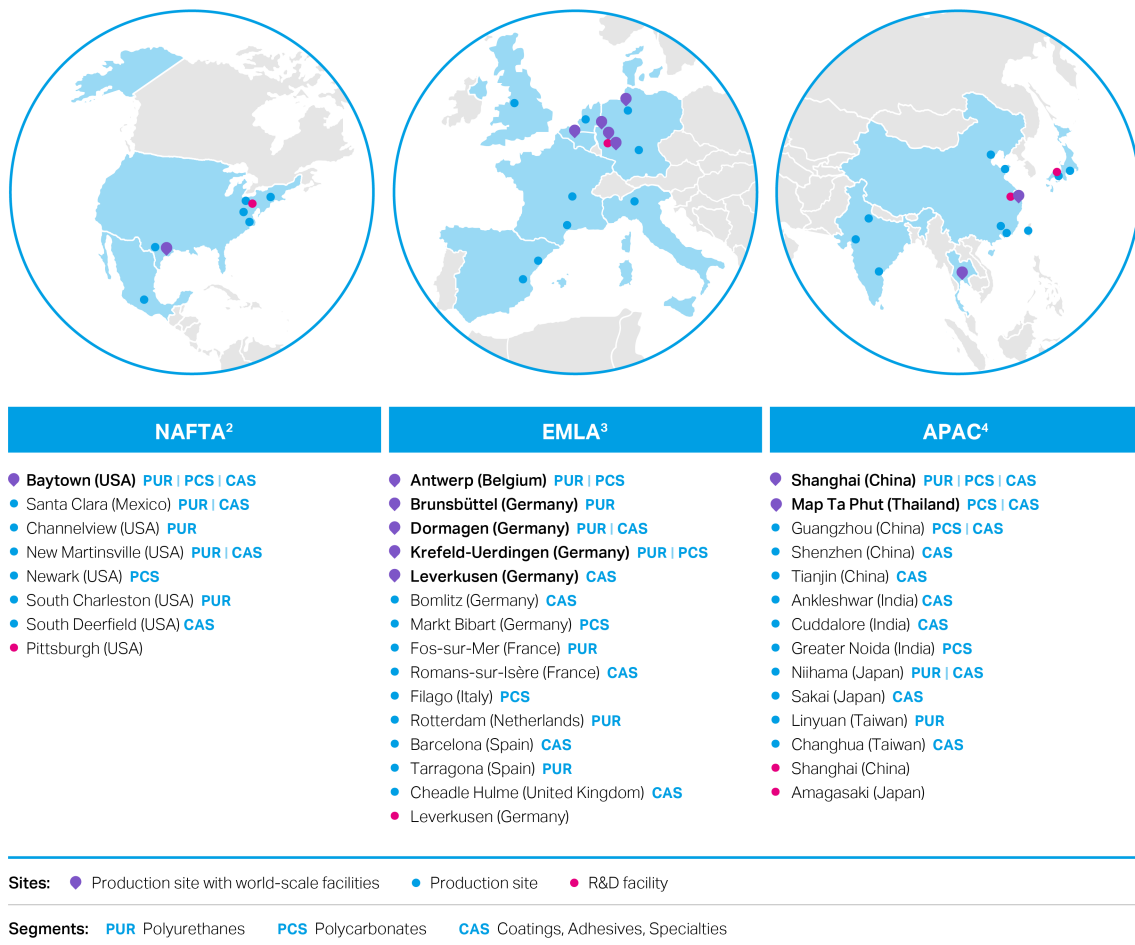
In 2019, goods and services were procured from some 15,000 suppliers (previous year: some 15,500) in 72 countries (previous year: 71) for approximately €9.4 billion (previous year: €10.1 billion). Distribution of purchasing volumes was balanced across the regions.

The main precursors for our products are petrochemical substances such as benzene, toluene, propylene/propylene oxide, phenol and acetone – which collectively account for approximately 35% of our purchasing value. Moreover, the operation of our production facilities requires large amounts of energy, which we primarily procure from external sources and in the form of electricity and steam. We endeavor to procure critical raw materials from within the Group or through joint ventures in order to reduce the dependency on external supply sources. To name just two examples: Covestro produces some chlorine in-house and procures propylene oxide through a joint venture. Apart from raw materials and energy, operations, logistics and investment projects also require technical goods and services. These activities are also centralized by Procurement to add value to Covestro. We regularly monitor the sustainability and quality of our suppliers and ensure that they comply with internal and external standards.

## Production sites and R&D facilities

Covestro operates production sites and research and development (R&D) facilities for various product groups throughout the world. The following chart shows the geographical distribution of Covestro's 33 production sites and four R&D facilities.

### Covestro production sites and R&D facilities<sup>1</sup>



<sup>1</sup> Excluding PCS sheets business and PUR systems house sites

<sup>2</sup> NAFTA: United States, Canada and Mexico region

<sup>3</sup> EMLA: Europe, Middle East, Africa and Latin America (excluding Mexico) region

<sup>4</sup> APAC: Asia and Pacific region



Covestro has 33 production sites located in Europe, North America and Asia, 8 of which have world-scale facilities. The latter are large-capacity production facilities that serve in particular to ensure that customers around the world are supplied reliably and efficiently. We operate additional plants in selected countries to manufacture polyurethane precursors and products for the Coatings, Adhesives, Specialties segment. Moreover, we operate production plants in selected countries where we compound polycarbonate resins to meet specific customer requirements.

Thanks to the integration of upstream production stages (backward integration), e.g., in its own production of chlorine, Covestro has continually optimized value creation. In addition, Covestro has put in place wide-ranging initiatives to secure and steadily improve performance in the areas of safety, costs and plant availability.

We invest continuously in our global production network in order to maintain our production facilities and their infrastructure, to optimize manufacturing processes, and to expand capacities in line with market developments. To do so, Covestro relies on advanced and environmentally friendly production processes and continually optimizes its technologies.

 See ["Cash flows from investing activities"](#)

Covestro conducts research and development at three major centers in Germany, North America and China. Customer-facing applications are generally developed in the relevant regions, while global, fundamental research and technology development is mainly conducted in Germany. We also operate a R&D facility in Japan that concentrates on the Japanese market. Covestro's global presence allows us to respond to regional trends and customer requirements.

## Marketing and sales

Industry-specific marketing and sales teams are responsible for building potential business with prospective and existing customers and continually analyzing markets and trends. Each operational reporting segment markets and distributes its own products through its own sales organization as well as through trading houses and local distributors. Major customers with global operations are an exception to this, as these are serviced directly by our key account managers. Marketing is conducted in close cooperation between the marketing, sales and application development teams. Chemical by-products such as sodium hydroxide solution are marketed primarily outside of the operational reporting segments. One exception is the by-product styrene, which is marketed directly by the PUR segment.

The central management of marketing activities in the Central Marketing function, which was reorganized in 2019, unlocks opportunities for us to tailor our products and services worldwide even more specifically to our customers' needs. The division provides support to operations with new marketing approaches, digital applications and innovative services. This allows us to continually improve workflows in marketing and marketing communications. We conduct extensive dialogue with our customers to determine their needs in order to best leverage the opportunities emerging from current trends and developments, such as digitalization, sustainability and the circular economy, and to increase value.

Three regional Supply Chain Centers for the EMLA, NAFTA and APAC regions support efficient order processing by providing assistance to our customers and processing sales orders – from order acceptance through shipment planning, to invoicing and complaint acceptance. Customer-oriented support in the individual regions allows us to process orders especially quickly and seamlessly. Covestro makes use of channels such as e-commerce platforms for receiving and processing orders. Our customers can place orders and check the status of their orders at any time in the [Order@Covestro](mailto:Order@Covestro) self-service portal.

The transportation of our products to customers is handled by logistics service providers that are selected and evaluated according to stringent safety, environmental and quality criteria. Alongside the protection of people and the environment, delivery reliability is particularly important to us. The preferred mode of transportation is rail or intermodal – in other words using a combination of different modes of transportation. When selecting the mode of transportation, we also consider resource efficiency and seek to reduce associated CO<sub>2</sub> emissions in particular. Customers are supplied from close-to-production warehouses, wherever permitted by transportation times and delivery reliability. In the case of longer distances and depending on the reliability of the mode of transport, our products are temporarily stored in regional distribution centers and then dispatched from there with shorter delivery times.

In order to ensure a high level of customer satisfaction, our foremost quality target is avoiding errors in all of our processes. Customer satisfaction is regularly gauged and analyzed worldwide in a global management system. In doing so, we consider customer satisfaction analyses and supplier assessments. Furthermore, we request feedback from our customers from which we derive corrective and preventive measures for the purpose of further increasing quality and customer satisfaction and lowering the error rate and the incidence of complaints. We modified our methodology for measuring and analyzing customer complaints this year, which also led to a change in the baseline for 2018 from 6.72 complaints per 1,000 deliveries to 5.15. In the reporting period, we only received 4.57 customer complaints per 1,000 deliveries, a reduction of 11%. In our effort to improve and accelerate complaint processing, we also hired additional staff, trained employees on how to improve the effectiveness of responses to customers, and surveyed customers on their experience with how their input was handled.

# Strategy

## Principles guiding our actions

### Purpose and mission

The world is facing tremendous global challenges, including advancing climate change, increasing mobility, a growing global population, and rising urbanization. Covestro is facing these challenges, uniting business success with sustainability. The goal is to realize Covestro's purpose: to make the world a brighter place.

We aim to promote innovation and growth with profitable products and technologies that benefit society and reduce the impact on the environment. This is our mission. In pursuing it, we rely on technologies that reduce energy consumption and emissions in our production processes. And we are replacing traditional materials such as glass and metal, which are manufactured less sustainably or have a less sustainable life cycle, with products and plastics we develop. We accomplish this by thinking ahead and, instead of fossil resources, develop alternative building blocks for our chemicals that are either omnipresent or far more sustainable.

The targeted development represents a key step in the path toward achieving an economic system that focuses on circularity. For Covestro, the circular economy primarily means finding efficient solutions so that products and materials are returned to the value cycle at the end of their use phase – as a whole, in the form of polymers or in molecular form. Throughout the process, we consider our entire portfolio to create new value from products and materials.

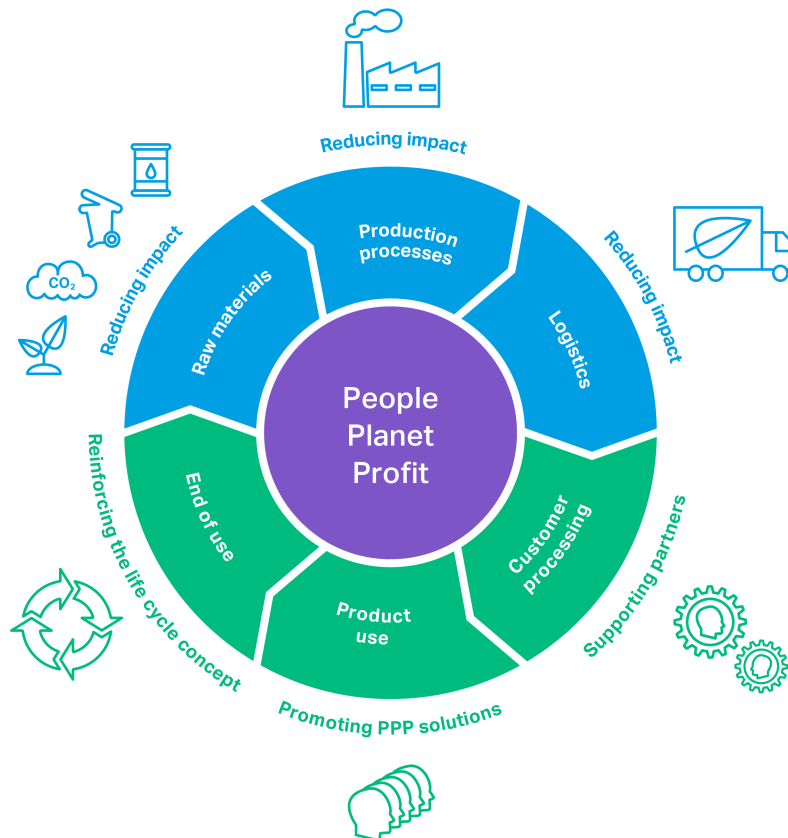
Therefore, we will conduct in-depth research into various recycling options in the coming years, based on our experience in chemistry and our innovative strength. Our goal is to bring these to market readiness as soon as possible. In addition to mechanical recycling, we are promoting the development of chemical and thermo-chemical procedures.

In this regard, we constantly pursue the goal of utilizing carbon within an optimally closed loop. In doing so, we aim to reduce CO<sub>2</sub> emissions and the use of resources throughout the entire value cycle. We are confident that our focus on circularity will produce long-term economic and environmental benefits. Chances for us arise, for example, from new business models, additional sales opportunities and close cooperation with our customers. Moreover, this strategic focus underscores our commitment to creating sustainable solutions for meeting the challenges of the future.

 [See "Circular Economy"](#)

In keeping with our purpose of making the world a brighter place, we want to make an equal contribution to increasing Covestro's overall value at social, environmental and economic levels. Our decisions and our actions always take into account the three Ps of sustainability: people, planet and profit. We are oriented toward a positive impact on at least two of the three Ps, while at the same time ensuring no harm is done to any of them. Covestro considers every decision, every action we take and the resulting consequences holistically, that is, throughout the entire value chain or value cycle.

Covestro's sustainability formula



Corporate values, corporate culture and corporate policies

Covestro is proud of its corporate values, summarized as C<sup>3</sup>: curious, courageous and colorful. Curiosity triggers deeper thinking and allows us to create innovative and unexpected solutions for our customers. Courage helps us identify opportunities where others see limitations. Diversity promotes employee engagement and creativity; multiple viewpoints make us successful. These values guide all of the Group's employees and are reflected in their daily thoughts and actions. We have also defined Covestro conduct guidelines in order to make the C<sup>3</sup> values a more integral part of our employees' work life.

The corporate culture is a key strategic pillar for Covestro and is based on the company's values and conduct guidelines. Moreover, a culture firmly rooted in the company enables the implementation of the strategy, therefore enabling the company's long-term success.

The corporate culture is influenced by all employees and in particular by the managers who are responsible for setting a good example through their conduct and embodying the culture. The expectations for this transformational leadership are clearly defined: We want values-based leadership driven by mindset as well as corporate values that enables employees to reach their fullest potential and channel it into achieving success for the company. We also ensure that our employees possess the necessary decision-making authority and that the work and safety conditions in place meet our high standards.

The key principles guiding our actions have also been laid down in six policies applicable throughout the Covestro Group. These provide our employees with guidance in the areas of value creation, sustainability, innovation, human resources, HSEQ (Health, Safety, Environment and Quality) and compliance. The standards these contain are mandatory for all employees worldwide and provide the framework for all of our activities. Where required, further detail is provided with more specific guidelines on particular topics.

[Additional information is available at: www.covestro.com/en/sustainability/service-downloads/policies-commitments](http://www.covestro.com/en/sustainability/service-downloads/policies-commitments)

[Supplementary information >](#)

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## Company policies

### Creating value

Covestro aims to develop products and solutions that create value for customers, society and the environment, as well as employees and investors. We accomplish this with products that have superior material properties, environmental compatibility, user friendliness and cost effectiveness. In doing so, Covestro strives for resource efficiency over the whole life cycle, thus maximizing the value created from the resources used.

### Sustainability

Our aim is to combine economic success with environmental and social goals. This type of sustainable business activity is in line with our purpose of making the world a brighter place. Our decisions and our actions therefore take account of all three Ps of sustainability – people, planet and profit – and are based on the principle of avoiding negative impacts in all three of these areas. Our Group sustainability policy underpins this intention. Specific committees have been appointed at Covestro to define and manage important sustainability issues. These include the development and implementation of targets and action plans.

The UN Sustainable Development Goals (SDGs) are of considerable importance for Covestro and are therefore also reflected in our corporate strategy. Among other things, we have set out to systematically further align our research and development project portfolio even more closely with the SDGs. It is with this in mind that we published our voluntary “Corporate Commitment on our Contribution to the United Nations Sustainable Development Goals” on our website.

 [Additional information is available at: www.covestro.com/en/sustainability/what-drives-us/un-sustainable-development-goals](http://www.covestro.com/en/sustainability/what-drives-us/un-sustainable-development-goals)

### Innovation

Innovation is vital if we want to master the global challenges of our changing times, remain competitive and create value in the long term – in accordance with and inspired by the principles of sustainability. Accordingly, we are continuously developing new products, processes, applications and technologies that offer new perspectives. It is particularly important to us that each and every Covestro employee be involved in innovation.

### Employees

Covestro’s success is based on the exceptional skills and strong commitment of our employees. We therefore offer an attractive and safe work environment and promote both the professional and personal development of our employees. Curiosity, courage and diversity are the values that shape our corporate culture and enable our workforce to contribute to the success of the company. The core skills and leadership abilities that guide the professional development of our employees are aligned with these values.

### Health, Safety, Environment and Quality (HSEQ)

Occupational health, safety, environmental protection and quality are key factors in achieving our goals. We set high standards and always aim for continuous improvement. That is the primary goal of our integrated HSEQ management system, which is used to ensure implementation of our HSEQ Group guidelines in accordance with internationally recognized standards (OHSAS 18001, ISO 9001, ISO 14001 and ISO 50001).

### Compliance

Covestro’s corporate governance is characterized by a sense of responsibility as well as ethical principles. We expect strict compliance with all statutory requirements and Covestro’s voluntary commitments, which are anchored in internal regulations that apply to all employees worldwide.

## Voluntary commitments

Further codes additionally govern the behavior of and interaction between employees and suppliers with regard to relevant issues. In its voluntary commitment to responsible lobbying, Covestro has also created clear and binding rules for its involvement in the political sphere. In conjunction with a more comprehensive directive, this voluntary commitment applicable across the Group requires transparency and openness when working with representatives of political institutions. In addition to its externally published voluntary commitment, Covestro has signed up on a voluntary basis to the European Transparency Register. The purpose of this register is to record and monitor lobbying activities at the EU level, requiring companies to disclose certain information such as their activities in various areas of interest or the number of staff involved in lobbying, for example. Detailed regulations also apply to lobbying activities in the United States, including a duty to report all political interactions on a quarterly basis, which Covestro meets in full.

[Additional information is available at: www.covestro.com/en/sustainability/service-downloads/policies-commitments](http://www.covestro.com/en/sustainability/service-downloads/policies-commitments)

[< Supplementary information](#)

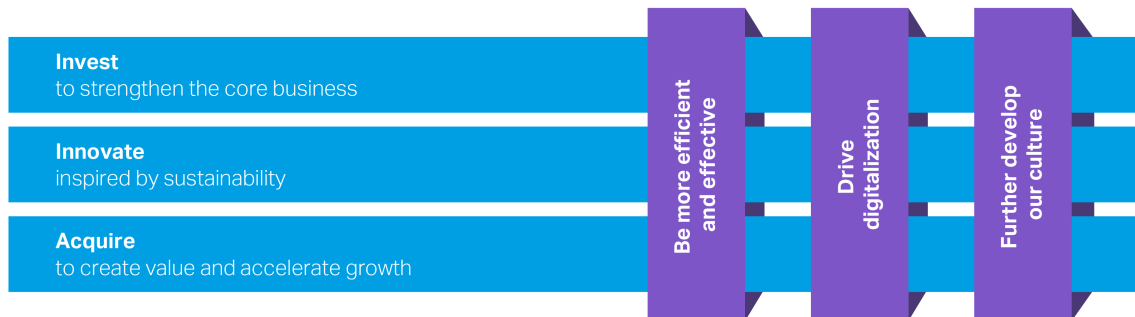
## Strategic goals and activities

### Group strategy

“To make the world a brighter place” is our overarching goal in line with our purpose. To this end, Covestro provides innovative products, technologies and application solutions. Our activities are aligned with the UN Sustainable Development Goals (SDGs) in support of global progress in environmental, economic and social issues. Experts agree that these goals have significant economic potential and could lead to profound changes and above-average growth worldwide in the industrial sectors important to Covestro.

Our current strategy was developed with a view primarily to taking full advantage of business opportunities resulting from global megatrends and sustainability issues. This is all part of our efforts to continue growing profitably in the years to come and to exceed global economic growth rates overall. We intend to achieve this using six strategic pillars.

### Strategic pillars



### Investing to strengthen the core business

Covestro expects to continue to see strong growth in its core markets and plans to optimally leverage this development to our benefit. We will therefore further expand production capacities in our core lines of business and, to this end, invest in excess of the depreciation level in the years to come. As a rule, this applies to production facilities across all product groups and at all major sites. We are adding the skilled staff and resources required to ensure optimal technical implementation of corresponding projects.

### **Innovating to promote greater sustainability**

Sustainability is a central concern, and it shapes our activities along the entire value chain. We consider sustainability particularly as an economic opportunity benefiting all interest groups. In the years to come, we intend to focus our research and development even more on sustainability issues such as electromobility as well as energy- and cost-efficient construction. Accordingly, we plan to invest even more heavily in R&D projects oriented toward the SDGs and the requirements of the circular economy.

[☞ See "Sustainability strategy" and "Circular Economy"](#)

### **Acquiring to create value and accelerate growth**

We are actively reviewing acquisition options in order to strengthen our portfolio. Acquisitions represent another way to participate in the rapid market growth that we anticipate in the years to come stemming from issues related to the future and sustainability. We carefully evaluate potential acquisitions to determine – with regard to our stockholders – whether they increase Covestro's enterprise value and the impact they may have on other stakeholders. Furthermore, acquisitions must also suit our existing lines of business, our entire company and our corporate culture. Our acquisition strategy also includes investing in start-ups. In this respect, we also ensure that we can contribute to the development of the company, which extends beyond making a financial investment.

[☞ See note 5.1 "Changes in the scope of consolidation" in the Notes to the Consolidated Financial Statements](#)

### **Becoming more efficient and effective**

To increase effectiveness and efficiency throughout the entire company, Covestro rolled out a Group-wide performance program in 2018 entitled Perspective. The program's primary objectives are to further refine work methods and cross-divisional processes, in addition to continually improving our competitive and cost position. These measures are expected to generate a long-term cost savings of approximately €350 million by 2021 at the latest, which in turn will be used to limit an increase in operating costs.

### **Driving digitalization**

With an extensive program, we aim to increasingly take advantage of the opportunities arising from digitalization. To achieve this goal, Covestro anchors digital technologies and work activities in production, along the supply chain, in research and development, in administrative functions and at all points of contact with the customer.

[☞ See "Use of digital technologies"](#)

### **Further developing our corporate culture**

In the coming years we intend to improve our corporate culture in such a way that it bolsters our efforts to successfully address future trends and meet market requirements. The purpose here is to tap into our internal potential to the fullest extent and reach our business goals by more intensively promoting innovative ideas and short chains of command, for example. Influenced by the responsible conduct of our managers, our culture provides our employees with the framework for their day-to-day activities and ensures that all employees internalize our C<sup>3</sup> values by integrating Covestro's newly defined conduct guidelines into their everyday activities. In this way, we aim to put every employee in a position to be able to achieve their best performance.

## Strategy of the individual segments

### Polyurethanes

In the years to come, demand for polyurethanes is expected to grow at an above-average rate compared to the global economy. In the Polyurethanes segment (PUR), we aim to provide the precursors needed to tap into this development.

The construction industry is one of the strategic industries where we are already strongly represented, and we intend to further expand this position. At the same time, we plan to take into account the growing need for sustainable solutions. In the future, our range of products should satisfy the demand for energy-efficient and affordable living spaces, mainly in the emerging economies. Considering the SDGs, there are some not yet fully developed segments that also warrant our attention – such as wind energy, where we provide materials for generation.

The PUR segment manufactures largely standardized products and the focus there is thus on increasing efficiency through cost management as well as product and process innovations. To achieve this, we are continually evaluating the potential for optimizing facilities and sites. In addition, we plan to develop new business models and improve existing ones.

### Polycarbonates

New forms of mobility call for innovative solutions. In the Polycarbonates segment (PCS), we are continually improving our product portfolio to address these new requirements. After all, materials with low weight, high-quality optics, and transparency are particularly in demand in the automotive industry, such as in the promising electromobility market.

We intend to further increase the share of stable-margin business by focusing on the applications with more stringent materials requirements, particularly in the automotive, health and electronics/LED areas. Furthermore, through innovations such as fiber-reinforced composite materials, we plan to consolidate the technological position of the PCS segment and generate even more growth in differentiated areas. With its distinct application expertise and global alignment, the segment should grow at a higher rate than that of the global economy.

### Coatings, Adhesives, Specialties

The Coatings, Adhesives, Specialties (CAS) segment specializes in manufacturing precursors for coatings and adhesives that are used in sectors such as the automotive, construction and furniture industries. We aim to secure and further build on our strong position. Of particular importance in achieving this are consistent cooperation along the entire value chain, the efficient expansion of our capacities and customer-oriented product development. Furthermore, we are working on products that are as environmentally friendly as possible, do not require the use of solvents and utilize alternative raw materials such as plant biomass.

Our specialties business produces high-quality films, specialty elastomers and precursors for cosmetics, textiles and medical products. As in past years, Covestro also plans to grow at an above-average rate in this area thanks to our superior technological knowledge and our expertise in chemical formulations. In this way, we aim to achieve new and profitable application areas for our products.



### Sustainability strategy

With increasing urgency, some segments of the public are demanding sustainable solutions to acute global problems such as advancing climate change. People expect industry to adapt business activities and ensure they are set up to be sustainable. On the one hand, this trend will increase demands on our business practices. On the other hand, it also unlocks new business opportunities. We intend to master both challenges while also equally taking into account all three dimensions of sustainability: people, planet and profit.

### Leveraging business opportunities

We are continually replacing conventional products with sustainable solutions. To this end, we developed an assessment methodology that was integrated into our innovation portfolio management system this reporting period. This methodology is now applied to all new projects without exception and enables us to identify all kinds of approaches, including unusual and novel ones, that help our products and technologies contribute to meeting the SDGs. Examples are solutions such as solar dryers or sanitation systems for developing regions.

 [See "Innovation" and "Inclusive Business"](#)

We intend to also focus particularly on the necessary conditions for facilitating innovation in a number of key strategic issues. One example is the circular economy, which will bring major opportunities for the plastics industry in the long term, as well as harboring risks. We will identify particular action items to focus on advancing further in line with a strategy program launched in the 2019 reporting period.

 [See "Circular Economy"](#)

### Optimizing business practices

Continually maintaining our sophisticated existing management systems is a key priority for garnering societal acceptance for the continuation of our business activity (license to operate). Examples are safety, environmental protection and product stewardship systems. We also proactively address new and increased requirements in various areas and work on continually improving Covestro. A particular focal point in the year under review was due diligence on human rights. We also made progress on a systematic approach to water risks by implementing our risk-based water approach at all sites exposed to major risks relating to water availability, quality or accessibility.

 [See "Environmental Protection" and "Due diligence on human rights"](#)

## Management

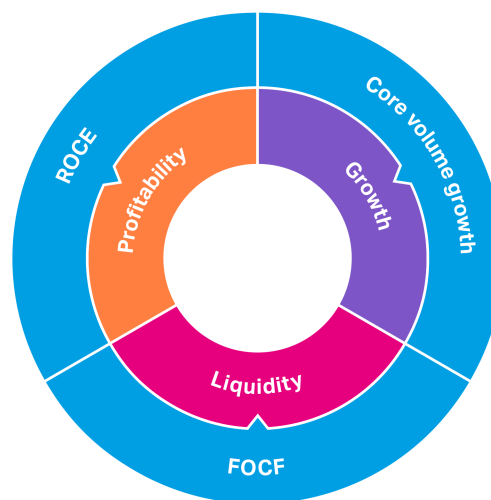
Covestro's management system is aligned with long-term, profitable growth and continuous value creation. The Board of Management, the main decision-maker for the company, is responsible for our global business and approving the planning derived from our corporate strategy. In order to plan, manage and monitor the development of our business, we use steering parameters which enable the company's business performance to be evaluated in a comprehensive and holistic manner. In addition, the Board of Management uses defined sustainability goals and selected nonfinancial performance indicators to govern the Group's sustainable orientation.

### Business performance

The Covestro Group assesses business performance using key management indicators in the areas of growth, liquidity and profitability.

#### Covestro's key management indicators

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Growth of the Covestro Group is measured in terms of the development of core volume growth\*. In contrast to sales, this indicator is less influenced by raw material prices or currency effects.

The ability to generate a cash surplus is measured by the free operating cash flow (FOCF). FOCF is an indicator of our company's capacity to finance itself and of its liquidity, and corresponds to the operating cash flow less the cash outflows for additions to property, plant, equipment and intangible assets. A positive FOCF serves to pay dividends and interest and to repay debt.

The return on capital employed (ROCE) is the indicator used to assess the profitability of the Covestro Group, measuring the return the company achieves on the capital it uses. If ROCE exceeds the weighted average cost of capital (WACC), i.e., the minimum return expected by equity and debt capital providers, the company has created value. ROCE is calculated annually at the end of each fiscal year.

Income after income taxes plus financial result, income tax, and depreciation and amortization (EBITDA) is the other indicator used to assess the operating profitability of Covestro and its reporting segments during the year.

\* Core volume growth refers to the core products in the Polyurethanes, Polycarbonates and Coatings, Adhesives, Specialties segments. It is calculated as the percentage change in externally sold volumes in thousand metric tons compared with the prior year. Covestro also takes advantage of business opportunities outside its core business, for example the sale of precursors and by-products such as hydrochloric acid, sodium hydroxide solution and styrene. These transactions are not included in core volume growth.

These management metrics also come into play in the Group's bonus system, which applies uniformly to all staff from the Board of Management to employees under collective bargaining agreements. The three areas of growth factors, liquidity and profitability each account for one-third of the final assessment and bonus calculation formula. As a result, all employees whose personal efforts contribute to Covestro's overall positive performance can share in the company's success.

## Sustainability

We believe that a major factor in Covestro's success is doing business sustainably. This requires us to integrate sustainability principles into all of our business activities on the one hand, while ensuring that we are sufficiently addressing the issues of greatest relevance to us and our stakeholders on the other hand. Sustainability issues are therefore also integral to corporate governance.

## Management and governance

The Sustainability unit advises the divisions by sharing its extensive technical expertise on topics such as life cycle assessment (LCA), human rights and the UN Sustainable Development Goals (SDGs). A network of sustainability officers guarantees access to this expertise for all divisions and all regions in which we operate.

Occupational health and safety and environmental protection are monitored using a Group-wide management system. Support is provided by a centralized team of experts with global responsibility for these issues.

[See "Integrated Management System for Occupational Health, Safety, Environmental Protection and Quality"](#)

At least once a year, sustainability and health, safety, environment and quality (HSEQ) are topics discussed at length by the Board of Management. The company's management monitors success, sets priorities and adjusts the allocation of resources when necessary.

Our principles are anchored in internal company policies. They provide concrete specifications on the important issues of value creation, sustainability, innovation, people, HSEQ and compliance. Binding, Group-wide directives that support meeting HSEQ targets are accessible to all employees in an internal Group database. Compliance with these directives is verified during annual internal audits. In addition, issues and action plans as well as target attainment are monitored in a management review. Global and local operating procedures for the relevant processes implement the content of company policies and directives in all operating units. Binding ethical and legal principles are anchored in our Corporate Compliance Policy (Directive). This policy includes important guidelines on fair and respectful working conditions and on fighting corruption. Covestro has implemented a reporting process so that employees can report potential compliance violations anonymously. The contents of the Corporate Compliance Policy are conveyed regularly through targeted communication measures and employee training sessions.

## Material topics

Particularly important issues are coordinated Group-wide. We regularly conduct a materiality analysis to identify the sustainability issues most important to Covestro. This process takes into account feedback and opinions from external and internal stakeholders. These results are reviewed in line with our sustainability approach.

[See "Disclosures on Sustainability Reporting"](#)

We analyzed and refined the process for determining and updating the material topics in the reporting period. Our objective is to more closely dovetail this approach with existing processes in other divisions such as Strategy and Risk Management to increase the relevance of the results. The new process will be implemented for the first time in 2020.

The issues identified in the materiality analysis in the previous year were reviewed by an internal committee and modified, where necessary, in the reporting period. This committee was composed of representatives of the Sustainability, HSEQ, Accounting and Compliance divisions.

The review indicated that some identified issues had become more relevant over time. No completely new issues were identified.

The circular economy has become increasingly important in public discussions. When the program on this topic was launched in early 2019, specific action items were identified and approved by the Board of Management that will provide Covestro's strategic direction on this issue.

[See "Circular Economy"](#)

The importance of human rights due diligence (HRDD) has increased further in the reporting period. In 2019, we therefore developed a project for establishing a Group-wide framework for HRDD. Covestro plans to systematically implement the recommendations stemming from this project in the coming years. The goal is to further stress the importance of this significant issue in the Group and, where necessary, build the capacity to more quickly address the requirements that will arise in the future.

[See "Due diligence on human rights"](#)

As in the previous year, the following issues were rated as having high or very high relevance for internal and external stakeholders:

#### **Innovative solutions for addressing climate change (mitigation and adaption)**

The advance of climate change is rising in prominence in public discussions, but the basic questions and challenges have not changed as compared with the previous year. In conjunction with our customers, Covestro continues to work full speed ahead on developing new and refining existing solutions to protect our climate and help people adapt to climate change.

[See "Innovation"](#)

#### **Innovative solutions that contribute to the SDGs**

As early as 2017, we began aligning our innovation activities more strongly with the SDGs. We validated the assessment methodology we developed, and integrated it into our innovation portfolio management system in the reporting period. It is now applied to all new projects without exception.

[See "Innovation"](#)

#### **Product stewardship**

Our tried-and-tested system for fulfilling our responsibility regarding safe handling of our products is presented in the "Product stewardship" section.

[See "Product Stewardship"](#)

#### **Occupational health and safety**

As a company in the chemical industry, we have a special responsibility with respect to safety and health. We manage this responsibility with our integrated HSEQ management system.

[See "Safety" and "Integrated Management System for Occupational Health, Safety, Environmental Protection and Quality"](#)

#### **Environmentally efficient operations**

The issue of environmental protection at our production and operation sites is another integral part of our integrated HSEQ management system.

[See "Integrated Management System for Occupational Health, Safety, Environmental Protection and Quality"](#)

#### **Sustainability in the supply chain**

For many years, we have been continually refining and expanding our processes to ensure a sustainable supply chain.

[See "Sustainability in Supplier Management"](#)

## Operationalization

In 2016, we set targets for key nonfinancial topics. We report on our progress in the relevant sections:

- Our project portfolio for research and development is aligned with the SDGs. By 2025, 80% of project expenditures for research and development will go toward areas that contribute to reaching these goals.  
[📄 See "Innovation"](#)
- All of our suppliers representing a regular purchasing volume of more than €100,000 per year comply with our sustainability requirements.  
[📄 See "Sustainability in Supplier Management"](#)
- Specific greenhouse gas emissions per metric ton of product manufactured are expected to be reduced by 50% from the 2005 benchmark by 2025.  
[📄 See "Environmental Protection"](#)
- We want ten million people in underserved markets to benefit from our solutions by 2025. The goal is to improve their standard of living primarily through affordable housing, sanitation and food security.  
[📄 See "Social Responsibility"](#)
- Our goal is to extract the maximum benefit from carbon. Increasing carbon productivity enables us to create more value with fewer carbon-based fossil resources. In addition to our efforts toward improving energy efficiency in our production processes, we consider our circular economy activities to be a key factor in this regard.  
[📄 See "Circular Economy"](#)

[Supplementary information >](#)

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## Stakeholder dialogue

We work closely with our stakeholders in a collaborative manner. After all, they evaluate the company not only in terms of legal aspects, but also with regard to our adherence to sustainable and ethical principles. To identify crucial sustainability issues, we continually analyze the interests, expectations and requirements of our key stakeholders and incorporate the results into our target program and into the management of opportunities and risks.

Open, ongoing discussion with our regional, national and global stakeholders is the foundation for mutual understanding and for societal acceptance of our business decisions. At the same time, these conversations provide us with new inspiration and crucial input.

The following chart provides an overview of our key stakeholder groups and communication channels.

**Covestro's transparent dialogue with important stakeholder groups**

| Stakeholder groups                     | Forms of dialogue  |
|--|--|
| <b>Customers</b>                       | <ul style="list-style-type: none"> <li>• Regular in-person exchanges via Sales and Marketing employees</li> <li>• Branding and market research, customer surveys</li> <li>• Representation at international industry trade shows</li> </ul>  |
| <b>Employees</b>                       | <ul style="list-style-type: none"> <li>• Town hall meetings with members of the Board of Management and senior executives</li> <li>• Ad-hoc mailings and presentations, company intranet, social media, internal campaigns</li> <li>• Dialogues between managers and employees, regular discussions between the Board of Management and Works Council</li> </ul>                         |
| <b>Suppliers</b>                       | <ul style="list-style-type: none"> <li>• Together for Sustainability initiative</li> <li>• Sustainability events and workshops with suppliers</li> <li>• Regular exchanges via Procurement employees</li> </ul>  |
| <b>Associations</b>                    | <ul style="list-style-type: none"> <li>• Active membership in German and international associations, e.g., Plastics Europe, American Chemistry Council (ACC) and China Petrochemical Industry Federation (CPCIF)</li> </ul>  |
| <b>Scientific community</b>            | <ul style="list-style-type: none"> <li>• Long-standing, collaborative relationships with leading German and international universities and public research institutions</li> </ul>   |
| <b>Investors, lenders and analysts</b> | <ul style="list-style-type: none"> <li>• Annual general meeting</li> <li>• Annual reporting, half-year and quarterly reporting</li> <li>• In-person events</li> <li>• Investor conferences, two of which per year are on sustainability topics</li> </ul>  |
| <b>Regulators</b>                      | <ul style="list-style-type: none"> <li>• Regular exchange with government agencies, ministries, politicians and important opinion leaders</li> </ul>   |
| <b>The public, neighbors and NGOs</b>  | <ul style="list-style-type: none"> <li>• Ad-hoc dialogue, e.g., in the event of investment projects in the community</li> <li>• Chempark neighborhood offices (Germany), community advisory panels (CAPs) (United States)</li> </ul>   |
| <b>Media</b>                           | <ul style="list-style-type: none"> <li>• Press releases, press conferences, background discussions, individual interviews</li> <li>• Communication through social media channels such as LinkedIn, Twitter, Facebook and YouTube</li> <li>• Annual and quarterly reports, as well as presentations and speeches from conferences and meetings (also available on our website)</li> </ul> |

Depending on the relevance of a particular issue, our various departments identify and prioritize key stakeholders and select the appropriate communication channels and frequency of contact.

## Contribution to the SDGs

In their entirety, the UN Sustainable Development Goals (SDGs) are vital for the development and improvement of living conditions throughout the world. We therefore place importance on not losing sight of these overarching SDGs. In our opinion, the SDGs are all equally important and are closely interconnected. We seek to contribute to and maximize our influence on reaching these goals. Above all, the SDGs are a source of inspiration for innovations and indicators for the future direction of our company.

We are aware that, as part of the chemical industry, Covestro bears a special responsibility. Therefore, we seek to make positive contributions to the SDGs, in all areas, but especially in particularly challenging ones, or at least ensure our activities do not have a negative impact.

Covestro already makes positive contributions to all 17 SDGs at different levels. Most of these contributions relate to our core products, who help save large amounts of energy during their use phase, and to our own workflows and business practices.

### Covestro's current contribution to UN Sustainable Development Goals (2017 internal study)<sup>1</sup>

|   | AREAS OF ACTIVITY |                        |  |                    |                   |
|---|-------------------|------------------------|--|--------------------|-------------------|
|   | R&D projects      | Core business products | Production, workflows, business ethics | Inclusive business | Social engagement |
| No Poverty                              |                   | ●                      | ●                                      | ●●                 | ●                 |
| Zero Hunger                             | ●                 | ●                      |  | ●●                 | ●●                |
| Good Health and Well-Being              | ●                 | ●●                     | ●●                                     | ●                  | ●                 |
| Quality Education                       |                   |                        | ●                                      | ●                  | ●●●               |
| Gender Equality                         |                   |                        | ●                                      |                    | ●●                |
| Clean Water and Sanitation              | ●                 | ●                      | ●●●                                    | ●                  | ●●                |
| Affordable and Clean Energy             | ●                 | ●●●                    | ●                                      |                    | ●●                |
| Decent Work and Economic Growth         | ●                 | ●●                     | ●●●                                    | ●                  | ●●                |
| Industry, Innovation and Infrastructure | ●                 | ●●                     | ●●                                     | ●●                 | ●●                |
| Reduced Inequalities                    |                   |                        | ●                                      | ●                  | ●                 |
| Sustainable Cities and Communities      | ●                 | ●●                     | ●                                      | ●●                 | ●                 |
| Responsible Consumption and Production  | ●                 | ●●●                    | ●●●                                    | ●●                 | ●                 |
| Climate Action                          | ●                 | ●●●                    | ●●                                     | ●                  | ●                 |
| Life Below Water                        |                   |                        | ●                                      |                    | ●                 |
| Life on Land                            |                   |                        | ●                                      |                    |                   |
| Peace, Justice and Strong Institutions  |                   |                        | ●                                      | ●                  |                   |
| Partnerships for the Goals              | ●                 | ●●                     | ●●                                     | ●●●                | ●●●               |

● Low ●● Medium ●●● High ● R&D focus projects (without measuring the contribution size)

Contribution size is only comparable within individual areas of activity.

Our focus in the year under review was mainly on aligning our research and development portfolio with the SDGs. We also aimed to raise overall awareness of the SDGs within the Covestro Group and to promote innovative thinking. We accomplished this with initiatives such as workshops at the Innovation Celebration employee event.

 [See "Innovation"](#)

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[< Supplementary information](#)



## Innovation

Innovation is a core element of Covestro's strategy and is part of our identity. Our understanding of innovation is broadly defined: We do not rely on traditional research and development alone, but rather also on the great potential for creativity throughout the entire company. We encourage all employees to promote innovation at Covestro.

In order to maintain and reinforce our position in the global arena, we work tirelessly at all levels to develop new products, improve established ones, and optimize manufacturing and processing procedures. Application areas, business models and business processes are also subject to ongoing review. We draw on decades of experience and demonstrable success in these endeavors.

### Innovation management

By managing innovation systematically throughout the Group, we ensure that our ongoing and planned activities and our project pipeline always satisfy the needs of our customers as well as user and consumer industries. Covestro uses a wide variety of tools to achieve this: For example, we use a standardized method to assess every research and development project and incorporate the resulting findings into ongoing and future projects. The global, digital platform *idea.lounge* is available for discussing and working on ideas from all parts of the company. Our company system for submitting suggestions, which is used to manage and track suggestions for improvement, was overhauled from the ground up; the new digital platform has been available to employees in Germany since June 2019.

At Innovation Celebrations, we recognize employee projects from around the world that reflect our broad understanding of innovation. The awards serve to recognize innovative ideas for products and applications, production and production processes, business models and commercialization, internal business processes, as well as patents and intellectual property.

We seek to align our research and development (R&D) portfolio with the UN Sustainable Development Goals (SDGs) and by 2025 aim to have 80% of project expenditures for research and development go toward areas that contribute to reaching these goals. To this end, we implemented a Covestro-wide assessment process for existing and new innovation projects that will be applied to the entire R&D project pipeline by 2021.

In fiscal 2019, our R&D expenditure amounted to €266 million (previous year: €276 million). As of December 31, 2019, 1,217 employees\* worldwide (previous year: 1,123) worked in R&D, most of them at the three major R&D centers in Leverkusen (Germany), Pittsburgh (United States), and Shanghai (China).

### Use of digital technologies

Covestro is committed to pursuing digitalization along with the associated new opportunities for the entire chemical and plastic value chain. Covestro utilizes the opportunities arising from digitalization with a comprehensive strategic program and primarily the intelligent use of data, thus setting new standards in cooperation with customers. We set up a senior-level Digital Governance Body to manage the Covestro-wide portfolio of digitalization projects. This decision-making body will directly implement the strategic program in a target-oriented way. We increasingly anchor digital technologies and work methods in production, along the supply chain, in research and development, in administrative functions and at all points of contact with customers as well as for developing new business models. The focus is on the specific benefit for our customers. In Production and Technology, Covestro conducts a program called "OSI2020" for the digitalization of technical, operational and maintenance-related activities.

\* The number of employees on either permanent or temporary contracts refers to full-time equivalents (FTE). Part-time employees are included on a pro-rated basis in line with their contractual working hours.

Covestro recognizes digitalization as a comprehensive ongoing development that includes various priorities and advances at different speeds. We have already used data analysis for a number of years for production processes and continually invest in employees and infrastructure to systematically promote digitalization – thereby improving the efficiency of work and production processes using modern data processing and the intelligent interconnection of systems. A key element of the digitalization strategy was launched when the Covestro Solution Center, a forward-looking portal for our products, went online. This includes new, digital channels of communication with our customers. We are additionally working on the vision and implementation of a comprehensive, customer-centered effort to digitize the entire supply chain.

In 2019, we built on our in-house developed digital trading platform Asellion to launch the Covestro Direct Store, which customers can visit to purchase our standard products. Selected business entities have already entirely or partially shifted their sales to the platform, which is now integrated into the SAP processing system. Meanwhile, we are cooperating closely with customers in other industries on a global scale. The goal of this collaboration is to implement the customers' requests with regard to the design and functionality of our digital sales channels.

In this connection, Covestro is also continuing to ramp up the continuing digitalization of research and development. Key initiatives here are the installation of a supercomputer at the Leverkusen site and the establishment of a company-wide data analysis platform in R&D.




### Strategic partnerships and collaborations

To remain innovative, Covestro not only closely cooperates with its customers around the world, it also collaborates with partners from academia and industry under the banner of open innovation, which is of great strategic importance for the company. Bilateral cooperations and collaboration in large, publicly funded consortiums characterize the partnerships with research facilities and universities as well as with companies along the value chain.

Covestro maintains long-standing and strategic partnerships with various universities. This includes cooperating with renowned partners throughout the world, such as RWTH Aachen University (Germany), Tongji University in Shanghai (China), and Carnegie Mellon University in Pittsburgh (United States).

### Academic collaborations

Overview of Covestro's top three university cooperations

|  |                     |   |   |   |
|--|---------------------|---|---|---|
| <p><b>University cooperation</b></p> <p>Important tool for talent recruiting and implementation of innovation strategy</p> <hr/> <p><b>Effectiveness and efficiency of R&amp;D</b></p> | <p><b>EMEA</b></p>  | <br>RWTH Aachen University     | <p><b>Focus areas:</b></p> <ul style="list-style-type: none"> <li>• Process development</li> <li>• Basic research</li> </ul>  | <p><b>Examples:</b></p> <ul style="list-style-type: none"> <li>• Chemical catalysis in various projects (CAT Catalytic Center, QuinCAT)</li> <li>• Electrochemistry (endowed professorship)</li> </ul>      |
|  | <p><b>NAFTA</b></p> | <br>Carnegie Mellon University | <p><b>Focus areas:</b></p> <ul style="list-style-type: none"> <li>• Digital technologies and machine learning</li> <li>• Application development</li> </ul>   | <p><b>Examples:</b></p> <ul style="list-style-type: none"> <li>• Academia start-up cooperation</li> <li>• Open innovation competitions (Pittsburgh Penguins Make-a-thon, Hackathon)</li> </ul>              |
|  | <p><b>APAC</b></p>  | <br>Tongji University          | <p><b>Focus areas:</b></p> <ul style="list-style-type: none"> <li>• R&amp;D projects in electric-vehicle batteries, 3D printing and sustainability</li> <li>• Start-up incubation and talent development</li> </ul> | <p><b>Examples:</b></p> <ul style="list-style-type: none"> <li>• Commercialization of developments and industry/academia events</li> <li>• Open innovation competitions (Make-a-thon, Hackathon)</li> </ul> |

On the industrial side, we are working with start-up companies and established partners that support us in our efforts to develop alternative, non-fossil resources and biobased processes. A prerequisite for making biobased raw materials usable is their direct contribution to resource optimization compared to traditional processes. In 2019, we therefore acquired an equity investment in the Erlangen-based German start-up Hydrogenious LOHC Technologies GmbH in an effort to actively promote the development of an international infrastructure for hydrogen as an alternative source of energy.

Our innovation project aimed at manufacturing biobased aniline is another example of this. We are now able to manufacture the basic chemical aniline, which is important for Covestro, on the pilot plant scale from biomass, rather than following the traditional method using benzene, a raw material based on crude oil. This procedure is the result of cooperation between University of Stuttgart (Germany), the CAT Catalytic Center at RWTH Aachen University (Germany), and Bayer AG, Leverkusen (Germany).

In addition to making alternative biobased raw materials usable in order to improve resource efficiency and expanding the CO<sub>2</sub> technology platform to close the carbon cycles, electrochemical processes represent a good starting point for visionary, circular economy solutions aimed at the energy-efficient manufacturing of basic chemicals. In pursuit of this goal, Covestro collaborated with RWTH Aachen University (Germany) and the Jülich Research Center (Germany) to establish the ELECTRA industrial electrochemical competence center.

Alliance Management, a central unit at Covestro, provides support throughout the Group in planning and implementing cooperations and networks and for positioning the issues of innovation and sustainability at the state, federal and European policy levels.

## Innovation in the individual segments

### Polyurethanes

In the Polyurethanes (PUR) segment, we are continually working on innovating polyurethane industry products with newly developed materials and process improvements throughout their entire life cycle – particularly core applications comprising rigid and flexible polyurethane foam, and composite materials. Our customers in the household appliances, furniture and automotive industries along with many other sectors can rely on our modern technologies and the highly motivated experts in our global network for developing their applications. The large number of new patent applications for our innovative technologies underscores Covestro's leadership role in the collaboration with other companies in the polyurethane industry.

Furthermore, we develop sustainable, circular approaches to flexible foam applications by working with industrial and scientific partners to continually improve the recycling of flexible polyurethane foam. This represents an important step toward turning polyurethane-based products into potential sources of raw materials for future production. An example of putting this into practice is our participation in the pan-European PReSmart research project, which involves nine companies and academic institutions from six countries.

Covestro is also systematically conducting research in the PUR segment to determine how CO<sub>2</sub> can be used intelligently as an alternative raw material to crude oil. Covestro has developed a new type of polyol for use as a component in flexible polyurethane foam that is manufactured on an industrial scale and contains as much as 20% CO<sub>2</sub>. Applications including mattresses and materials for sports flooring containing the product sold under the brand name cardyon® are already on the market.

Furthermore, Covestro is working to expand the technology platform for the future production of molecules and products using CO<sub>2</sub> such as elastic textile fibers. One application in the textile industry is nearly ready for market launch. Our achievements in research into the CO<sub>2</sub> technology and its broad application potential have attracted notice even outside the chemical industry: The innovation made it to the finals of the 2019 German Future Prize awarded annually by the President of Germany.

In fiscal 2019, we also continued to develop and refine flame-retardant insulation materials for the construction industry and further optimize insulation for the refrigeration appliance sector. By continually improving the insulating properties of refrigerators and refrigerated containers, our materials contribute to sustainably optimizing the refrigeration chain in the global food supply.

Moreover, with the help of new, digital technologies, we also significantly increased productivity in the manufacturing of insulating panels and elements, for instance in designing fixed plastic rakes, at our customers in the past fiscal year. Using digital technologies also conserved resources in research and development. We have had initial success in calculating catalysts for new raw materials and their processing.

In terms of state-of-the-art composite elements for automotive industry applications, our improved solutions for filling hollow spaces helped cut noise in the passenger compartment of vehicles.

Our development of novel polyurethane products for infusion technologies is another example of our innovation performance in the past fiscal year. For the first time, Covestro delivered polyurethane raw materials to China for the construction of wind turbines. The polyurethane resin developed and produced by Covestro was used to manufacture rotor blades for wind turbines, which were installed in a wind farm in eastern China.

### Polycarbonates

In the Polycarbonates segment (PCS), we are developing products including new polycarbonate-based material solutions and customized products tailored to meet increasingly complex customer requirements in the mobility, health and electronics/LED technologies areas. The key here is to lower the weight of the components and final products, improve their energy efficiency and safety, and realize completely new design possibilities.

The trend toward modern and integrated light elements – made possible by LED technology – is a theme that can be traced through all industries, but particularly in the field of mobility. Due to their transparency and thermal stability, polycarbonates are the ideal material for innovative solutions.

In the automotive sector, the growing number of driving assistance systems, sensors and camera systems can be seamlessly integrated with our sensor-transparent materials under the Makrolon® brand. We also support the new requirements for electric drive systems by developing new flame-retardant products, e.g. for ultra-light honeycomb crash absorption structures for protecting batteries, vehicles and passengers. At K 2019, the world's leading plastics trade fair, we showcased a comprehensive vehicle passenger compartment concept featuring innovative and functional materials solutions addressing current mobility trends such as autonomous driving, electric drives and car sharing.

New applications for polycarbonates and polycarbonate blends for use in the global expansion of the 5G technology were also presented at the K 2019 plastics trade fair. Seamless integration of an expanded network of antennae and base stations into the cityscapes of the future is planned to increase public acceptance of these systems. Covestro is working with university students at the Umeå Institute of Design in Umeå (Sweden) and with Deutsche Telekom AG, Bonn (Germany), to this end. In a pilot project, the partners tested creative design concepts for small 5G antennae and base stations, including adaptation of their color and surface texture. Covestro has also developed a multi-layer film solution made of polycarbonate and polymethyl methacrylate (PMMA) for use in manufacturing 5G-ready smartphones. Thanks to the innovation and a new manufacturing process, the back of the smartphone appears glass-like without being fragile.

In 2019, too, we provided consistent support in the lighting market for the growing trend toward LED technology. Our newly developed products combine outstanding optical properties with exceptional longevity. In this way, Covestro supports the trend toward maintenance-free, efficient LED lighting.

Our innovations in the field of health applications are also worth noting. We designed a new clear-transparent material that meets the exacting requirements for manufacturing diagnostic ampoules, thus improving occupational safety for medical technology staff when conducting time-sensitive blood analyses. In addition, our newly developed carbon-fiber reinforced Makrolon® allows us to manufacture radiolucent disposable surgery instruments more efficiently.

For the electronics industry, our new product portfolio meets customers' stringent standards concerning optical and high-gloss display properties. With the new materials, it is now possible to realize larger displays with three-dimensional design. We have also made consistent advancements in the field of high-performance materials. At our Markt Bibart site, we commercially produce our continuous fiber-reinforced thermoplastic (CFRTP) composites, thus combining the stiffness and strength of carbon-fiber or fiberglass with the flexibility and efficient processability of thermoplastics. This makes applications lighter, increasingly stable and even more aesthetically pleasing. These composites unlock entirely new design possibilities in key areas such as IT, mobility and consumer products.

### Coatings, Adhesives, Specialties

The Coatings, Adhesives, Specialties segment (CAS) serves a large number of specialized industries. Together with our customers and partners, we introduced significant innovations in 2019, focusing on efficiency, sustainability and promoting our specialties.

At the European Coatings Show in Nuremberg (Germany), we introduced a raw material for the first time that increases the efficiency of high-performance coatings with extremely fast curing times. It is already being used commercially by various leading manufacturers, including producers of vehicle repair coatings. Another example is a new generation of automotive production line paints developed by Covestro with a partner consortium of other paint industry companies and leading automobile manufacturers. The new paints are based on Covestro's technologies and materials. In the construction industry as well, speed plays a role, so the parking garages at the new airport in Beijing (China) were coated with a fast-curing formula developed by Covestro. In addition, Covestro also presented water-based crosslinking agents with very fast curing times for use with wood.

We continually work on improving our portfolio of crosslinking and binding agents, which set new standards in occupational safety and industrial hygiene. For instance, in 2019 we developed additional products whose residual monomer content is again lower, therefore making their application even safer. In 2019, we also continued to improve sustainability by promoting biobased raw materials for manufacturing purposes, which help conserve additional resources and improve the user's carbon footprint. Examples of this are three Impranil® eco products for textile coating we developed to contain up to 56% renewable raw materials.

An initial plant-based product for cosmetics under the Baycusan® brand was brought to market by Covestro to meet the growing needs of the cosmetics industry, which gravitates toward natural ingredients. Based on our most recent research findings, we are also marketing polyurethane-based film formers with enhanced biodegradability over conventional raw materials to cosmetics companies.

In a joint research project with the Technical University of Denmark (Danmarks Tekniske Universitet, DTU) and partners from the wind energy industry, our CAS segment is developing a raw material for coatings that is suitable for use during extreme weather.

The area of thermoplastic special elastomers is capitalizing on customized solutions for the electronics industry, such as cell phone cases. Intelligent combinations of materials in the area of specialty films have been developed for security cards and medical technologies in close cooperation with our customers. These set new standards and generate above-average growth.

In the field of additive manufacturing, or 3D printing, Covestro is addressing continually growing demands and successfully pursuing the large-scale production of a material that allows customers to conduct 3D printing on an industrial scale.

## Employees

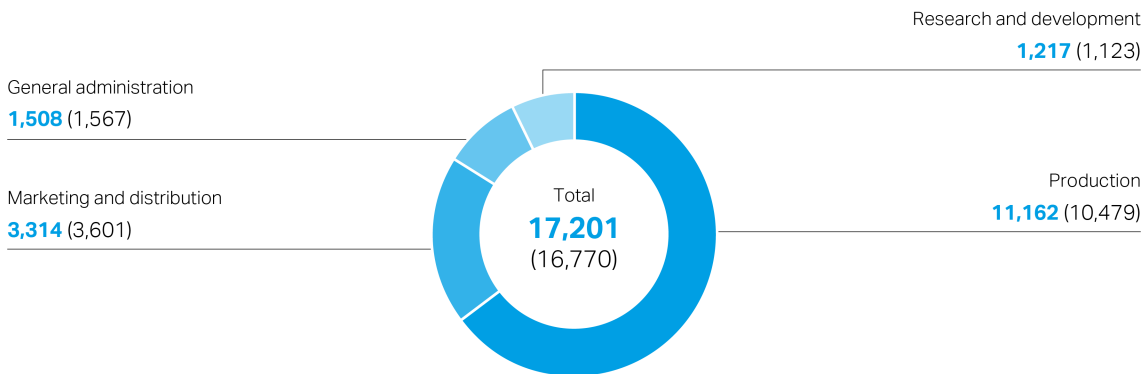
The multifaceted abilities and personal efforts of all employees contribute materially to Covestro's success. Every employee has both the freedom and a mandate to act and contribute in line with the company's goals, values and culture. Covestro thus promotes a working environment that is shaped by unconventional thinking, effective exchange of knowledge, creative problem-solving, constructive feedback and collegial cooperation. We aim to empower each of our employees to work to their full potential. Our managers are responsible for facilitating and supporting these objectives in close collaboration with our employees. In this way, we can work together to make an ongoing contribution to the company's success.

As of December 31, 2019, Covestro had 17,201 employees worldwide (previous year: 16,770). At the reporting date, the Group also had 550 employees in vocational training worldwide (previous year: 541), 531 of whom were based in Germany (previous year: 516).

[See note 9 "Personnel Expenses and Employee Numbers" in the Notes to the Consolidated Financial Statements](#)

### Employees by corporate function<sup>1</sup>

in FTE (prior-year figure in parentheses)



<sup>1</sup> The number of employees on either permanent or temporary contracts is stated in full-time equivalents (FTE). Part-time employees are included on a pro-rated basis in line with their contractual working hours.

### Human resources profile and focus

Digitalization, demographic change and the trend toward individualization are changing our work and the ways we do it. Our human resources activities focus on the development and implementation of initiatives that sustainably support our business success, while at the same time encouraging the professional development and engagement of individual employees.

Promoting performance and opportunities for individual contributions are priorities, as are building and developing the individual skills and expertise of our workforce for the long term. These activities are founded on leadership and management responsibility in line with Covestro's corporate culture and values. Our leaders set standards for working toward success, developing future-oriented skills and conducting personal interactions based on mutual respect. We treat health and safety in the workplace with very high priority. In addition, we focus in particular on further reinforcing diversity and inclusion.

The Board of Management is regularly involved in setting goals for Covestro's human resources (HR) activities. In terms of its structure and its content, the HR organization is positioned in line with the previously mentioned goals, and together with a global personnel management system, it includes the necessary processes.

## Hiring and retaining highly qualified employees

It is a strategic challenge for Covestro to be an attractive employer worldwide. We aim to retain qualified employees for the long term, ensure their professional and personal development and hire new talent.

When recruiting new employees, the Employer Branding and Recruiting teams rely increasingly on digital channels. The company reaches out to different target groups worldwide through social media and digital platforms such as LinkedIn and Glassdoor to introduce Covestro as an employer. In order to open up dialogue with our target groups and solicit applications, we now participate in two other important platforms in addition to Facebook: Instagram in Germany and WeChat in China. A major initial step was taken with the launch of career sites in 2018. In the reporting period, this initiative continued: multilingualism was improved by adding languages, and the sites were made easier to find thanks to search engine optimization. In 2019, applicants were again at the center of our recruiting activities. We more firmly integrated our employer brand into Covestro's overall image. These activities, including our global online application management system, were received very well, as indicated by applicant surveys such as the Potentialpark survey.

We engage in numerous activities to maintain our overall attractiveness and significance as an employer brand. In addition, we pursue active HR marketing at all sites to attract employees and count on direct dialogue in the process. To achieve this, we maintain close contacts with leading universities, are involved in international networks of students, and take part in career fairs. Covestro participates in selected initiatives and networks such as the global student association Enactus and the UNITECH International European engineering network. In conjunction with the United Nations Environment Programme, Covestro is the main sponsor of the Young Champions of the Earth initiative. Furthermore, we hold career events, workshops and tours at various Covestro sites. In fiscal 2019, we also advertised career paths at Covestro during the world-class plastics trade fairs K 2019 and Chinaplas, and at video game trade fair Gamescom.

In addition to the vocational training options we offer in Germany, we bring in high-school and college students to take part in numerous professional internships worldwide each year. This gives them insight into our company's operations as well as personal experience with Covestro as an employer. Furthermore, Covestro offers varied trainee programs for university graduates. For specific job profiles, we actively approach candidates and introduce them to entry-level and career development opportunities.

We also hold global competitions, award ceremonies and other events to encourage special achievements and outstanding commitment. For example, Covestro was a leading partner company in the Carbon Footprint Challenge 2019, which awarded prizes for ideas for reducing the industrial sector's carbon footprint. This competition was hugely successful. Teams of students from 55 countries submitted over 350 different suggestions featuring ideas for ways to optimize the carbon footprint of processes and products in the future. More than 1,600 Covestro employees reviewed the top 25 ideas in advance, and evaluated and commented on these on an internal idea platform. We are proud that this Covestro-wide project received the 2019 HR Excellence Award in the higher-education marketing category.

As an employer, Covestro again received major awards in the reporting period, such as first place for the second consecutive time in an industry comparison in the Verband angestellter Akademiker und leitender Angestellter der chemischen Industrie e.V. (VAA) study in Germany, first place in Mexico's Súper Empresas 2019, and designations as a Great Place to Work in India, and Top Employer in China. We see this success both as commendation for a good job done and as motivation for the future.

## Promoting and developing employees

Well educated and trained staff is crucial for ensuring that the company can further develop and is essential to the company's success. We believe in the concept of lifelong learning, so we support our employees in continuing their professional and personal education throughout all phases of their careers.

To this end, we offer a wide range of customized continuing education options for all employees through our in-house learning concept. It holds numerous in-person classes worldwide along with virtual training sessions, each of which focuses on a different target group. Digital transformation through the implementation of Workday Learning and an integrated skills management system for helping employees develop their competencies were in the spotlight in 2019 to support the corporate strategy. The goal is to provide employees with better learning pathways for their continuing education needs and to harmonize educational content globally.

In the area of personnel development, Covestro uses a model with clearly defined core and leadership skills that serves as a reference for all employees. This is intended to ensure that managers and employees use the same vocabulary and uniform criteria when assessing performance. This model is used to conduct sound career planning, performance assessment and potential assessment for employees. Moreover, the requirement profile for top management at Covestro was also refined this year to emphasize the main aspects of leadership behavior expected and to align it more closely with our corporate culture. We have also converted our performance assessment approach into an ongoing dialogue between staff and supervisors held during the year, thus ensuring the timely adjustment of goals and priorities. In addition, performance meetings are held between staff and supervisors in which individual strengths and improvement opportunities as well as professional perspectives within the Group are discussed. Managers and employees alike can take the initiative at any time and run a development dialogue on an ad hoc basis. The contents of these discussions are integrated into the ongoing human resources planning conferences to optimally develop employees in their own best interests and those of the company.

Maintaining a constant dialogue between the employees and management is a key concern for us. To this end, employees can use an application in the human resources system to provide or actively request feedback across hierarchical levels, a feature intended to further reinforce the feedback culture within the company. In the fourth quarter of 2019, we also launched the ENGAGE initiative worldwide to measure and improve employee engagement. All employees can provide feedback several times a year by filling out a voluntary, anonymous online survey with standardized questions. This is our effort to understand what is important to our employees. Subsequently, the results are discussed by employees and managers, who then collaborate to develop action items to continually improve working conditions. The majority of our workforce participated in the first survey.

## Compensating employees transparently and competitively

Offering fair compensation in line with the market is an essential prerequisite for recruiting, retaining and motivating qualified employees. Covestro therefore combines a base salary reflecting the duties of a position with performance-related compensation components and extensive additional benefits to create an internationally competitive pay package, about which employees are informed transparently.

Tasks and responsibilities are classified on the basis of a job evaluation conducted without considering the individuals in the positions. In the area of managerial functions, an internationally recognized evaluation method is used if the job evaluation has not already been stipulated by a local collective agreement. Based on this classification, the amount of the base salary in all countries is aligned with standard compensation levels in the respective region. Regular compensation benchmarking is conducted to ensure this orientation is maintained for the long term.



Through the Group-wide Covestro Profit Sharing Plan (Covestro PSP) bonus program that has been in place since 2016, we have made it possible for our employees to participate in the success of the company each year with a uniformly calculated bonus payment. In addition, employees in managerial functions participate in the global compensation program Prisma, which bases payments on the Covestro share price, including in comparison to that of our competitors, and in this way rewards the long-term changes in the company's share price. Furthermore, a global budget is available from which supervisors can promptly grant Individual Performance Awards to recognize outstanding conduct, commitment and performance of their employees in regard to our corporate values.

 See note 21 "Other Provisions" in the Notes to the Consolidated Financial Statements

As in previous years, the stock participation program Covestment was once again offered in 2019 and provides employees with the opportunity to purchase Covestro stocks at a discount. In 2019, the program was again expanded to additional countries. Employees in China, France, Japan, Switzerland and Slovakia were given the opportunity to participate for the first time. Around 97% of Covestro employees worldwide now have the chance to acquire Covestro stock at favorable terms and 41% of all eligible employees made use of this right. The participation ratio within the three major countries was 50% in Germany, 33% in the United States, and 59% in China.

### Promoting diversity and inclusion

At Covestro we work to make the world a brighter place. For this reason, we promote diversity and inclusion as foundations for innovation and growth. We value differences and advocate for an integrated working environment in which various skills, talents, experiences, and points of view are welcome, and everyone is treated with dignity and respect, both within and outside of our company. It is our firm conviction that a diverse staff and integrated workplace are key drivers of innovation, sustainability and employee engagement, because diverse teams are more creative and are better at decision-making. Diversity and inclusion therefore contribute directly to the continued success of the company. In addition, Covestro has signed the Ten Principles of the UN Global Compact and Germany's Diversity Charter, an initiative under the patronage of Federal Chancellor Dr. Angela Merkel.

Covestro is advancing the topics of diversity and inclusion as an important part of its corporate culture. Targets and an enhanced understanding of diversity and inclusion are being further solidified in global action plans and regional implementation teams. The inclusion of different perspectives results in more balanced decisions and thus contributes substantially to Covestro's success.

### Designing the best working conditions and work models

The health, safety and professional and personal dedication of our employees are extremely important to us. Continuous monitoring of and improvements to occupational safety, combined with the range of programs and initiatives aimed at promoting health, serve as the fundamental principles for designing optimal working conditions. Human resources management is supported in this task by the areas of Health, Safety, Environment and Quality (HSEQ) together with Law, Intellectual Property and Compliance (LIPC), and Corporate Audit. They assist Covestro in ensuring that all internal guidelines and relevant requirements of compliance and labor laws are met.

 See "Integrated Management System for Occupational Health, Safety, Environmental Protection and Quality"

We also offer modern working conditions to our employees, so that they can be successful in a changing working environment and balance their professional and personal interests. In many countries, we exceed our legal obligations, e.g., by offering solutions such as flexible working hours, part-time work and working from home if this is compatible with operational requirements. A direct dialogue with our employees is also particularly important to us. In this regard, we take into account national and international notification duties.

Our social responsibility as a company and an employer is based on our corporate values and our unreserved commitment to supporting and fostering human rights in our sphere of influence. At Covestro, social responsibility also includes creating working conditions that are based on mutual respect and appreciation among employees and particularly ensure safety in the workplace. Our sustainable personnel policy also features a strong social safety net for our employees.

Moreover, Covestro actively raises awareness of healthy lifestyles with a robust committee structure for workplace health management and a range of initiatives and projects tailored to the individual needs of our employees. This is particularly true in regard to the challenges facing us as a result of demographic change, the raising of the retirement age in many countries, and digital transformation.

We offer comprehensive workplace health management that is continuously expanded in response to surveys. The intention is to ensure that all employees have access to adequate and affordable health offerings such as sports programs, regular medical check-ups, help in overcoming illness and on-site medical care. The nature and scope of the health promotion programs differ around the world with regard to the respective country-specific level of development and access to national health systems. We offer our employees comprehensive measures aimed at preventing illness, in many cases exceeding statutory requirements.

### **New, flexible working environments for improved contact and communication**

Work environments, contents and working methods are undergoing constant changes due to digital transformation and the increasing level of momentum and complexity at our workplace. In order to meet these ever-changing requirements, Covestro provides a modern working environment that promotes flexible ways of working. This applies particularly to cases such as moving into or creating new workspaces. We have already proven at many sites that this flexible working concept is successful, including in Brazil, Hong Kong, Switzerland, Taiwan and Thailand as well as in our new offices in Shanghai (China), which we moved into in early 2019. In addition, a new office building is currently being built in Leverkusen (Germany). It is expected to be completed in 2020 and house 750 employees. Special emphasis at Covestro is placed on a working environment that promotes learning and development while supporting agility and the exchange of knowledge. To achieve this, we provide not only the appropriate facilities, but also the IT infrastructure and media technology that works simply and intuitively.

We call this our C<sup>3</sup> way of working, based on our C<sup>3</sup> values. At the heart of this philosophy is our conviction that every person, regardless of their place in the hierarchy, requires a suitable working environment to perform their various job duties and to be able to work effectively. As such, we are invested in efforts to promote a change of perspectives and creativity in the company. Open-plan office environments combined with flexible work concepts encourage contact and the exchange of information across team and departmental boundaries and therefore strengthen communication and interdisciplinary cooperation.

Our managers play a special role in this system. In addition to the established leadership standards and modern work methods, they are increasingly called upon to collaborate with their employees to develop flexible and customized solutions to support Covestro's efforts to extract maximum potential from this new work environment.

[Supplementary information >](#)

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### **People strategy and processes**

Covestro's people strategy is derived from our corporate strategy. Its targets are guided by our corporate goals, our corporate values and our understanding of Covestro's culture. The overarching goals are set by the Head of HR in conjunction with Covestro's Board of Management. The HR organization plays a key part in our company's success by promoting the strategic action areas of employee engagement, skills development, leadership, and work environment. It creates the framework for professional development and support for our entire staff. Based on this people strategy, all divisions in the company set specific job-related goals which are agreed with the next level(s) of management. Monitoring, coaching and reviews, as well as any necessary changes, are carried out in the regular meetings between employees and line managers.

To assure agility in the HR function, we are continually developing our organization, our processes and our system environment. In 2018, we introduced a cloud-based HR management system for the first time. In the reporting period, it was expanded to include additional functionality, e.g., an additional module for managing training and continuing education activities.

## Employee metrics in detail

### Diversity and internationality

As of December 31, 2019, Covestro had 17,201 employees worldwide comprising 84 different nationalities, 76.5% of whom were male and 23.5% were female. Twelve nationalities were represented at executive management level.

The majority of Covestro's employees (56.3%) worked in Europe, the Middle East, Africa and Latin America (EMLA region). The Asia-Pacific region (APAC) accounted for 26.8% of our employees, while 16.9% of the workforce was based in the United States, Canada and Mexico (NAFTA region).

The company-wide Diversity and Inclusion program aims to further develop and promote diversity in the Group. This includes professional succession planning that takes diversity targets into account.

### Employees<sup>1</sup> by employment status, region and gender in 2019

|                                    | EMLA         |              | NAFTA      |              | APAC         |              | Total         |
|------------------------------------|--------------|--------------|------------|--------------|--------------|--------------|---------------|
|                                    | Women        | Men          | Women      | Men          | Women        | Men          |               |
| Employees with permanent contracts | 2,015        | 7,498        | 629        | 2,255        | 1,300        | 3,256        | 16,954        |
| Employees with temporary contracts | 59           | 111          | 2          | 19           | 37           | 20           | 247           |
| <b>Total</b>                       | <b>2,074</b> | <b>7,609</b> | <b>631</b> | <b>2,274</b> | <b>1,337</b> | <b>3,276</b> | <b>17,201</b> |

<sup>1</sup> The number of employees on either permanent or temporary contracts is stated in full-time equivalents (FTE). Part-time employees are included on a pro-rated basis in line with their contractual working hours.

### Employees with permanent contracts<sup>1</sup> by type of employment and gender in 2019

|              | Women        | Men           | Total         |
|--------------|--------------|---------------|---------------|
| Part-time    | 720          | 1,944         | 2,664         |
| Full-time    | 3,408        | 11,274        | 14,682        |
| <b>Total</b> | <b>4,128</b> | <b>13,218</b> | <b>17,346</b> |

<sup>1</sup> The number of employees (headcount) is stated irrespective of their degree of employment.

The percentages of male and female employees by employee group have remained largely constant.

### Percentage of employees<sup>1</sup> by employee group and gender in 2019

| Employee group    | Women        | Men          | Total         |
|-------------------|--------------|--------------|---------------|
| Senior management | 2.5%         | 9.6%         | 12.1%         |
| Junior management | 6.7%         | 16.6%        | 23.3%         |
| Skilled workers   | 14.3%        | 50.3%        | 64.6%         |
| <b>Total</b>      | <b>23.5%</b> | <b>76.5%</b> | <b>100.0%</b> |
| Trainees          | 16.5%        | 83.5%        | 100.0%        |

<sup>1</sup> The number of employees on either permanent or temporary contracts is stated in full-time equivalents (FTE). Part-time employees are included on a pro-rated basis in line with their contractual working hours.

### Percentage of employees<sup>1</sup> by employee group and age group in 2019

| Employee group    | < 30 years   | 30 to 49 years | ≥ 50 years   | Total         |
|-------------------|--------------|----------------|--------------|---------------|
| Senior management | 0.0%         | 6.0%           | 6.1%         | 12.1%         |
| Junior management | 1.2%         | 15.0%          | 7.1%         | 23.3%         |
| Skilled workers   | 11.7%        | 33.1%          | 19.8%        | 64.6%         |
| <b>Total</b>      | <b>12.9%</b> | <b>54.1%</b>   | <b>33.0%</b> | <b>100.0%</b> |

<sup>1</sup> The number of employees on either permanent or temporary contracts is stated in full-time equivalents (FTE). Part-time employees are included on a pro-rated basis in line with their contractual working hours.

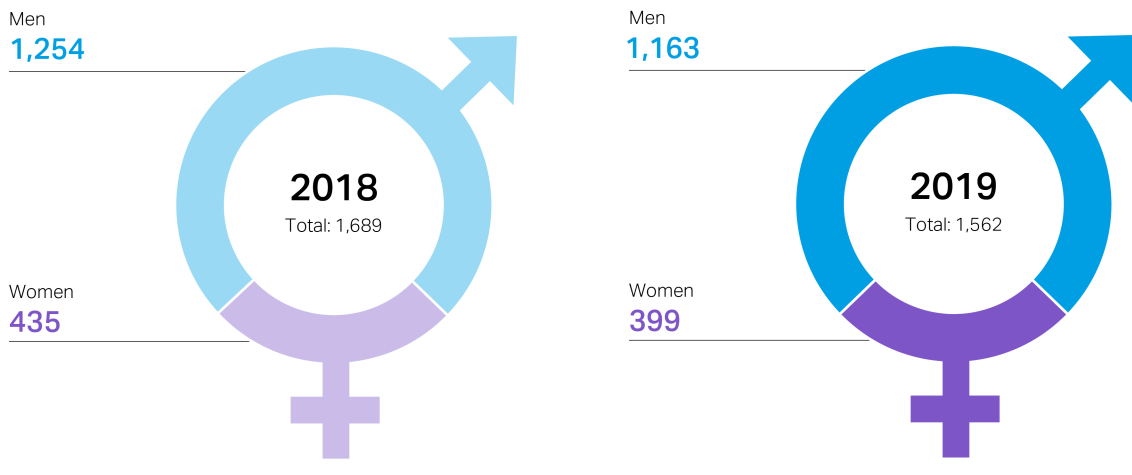
## Work-life balance

We support work-life balance for our employees. For instance, partnerships with day care centers and financial support for vacation care for school-age children are among the solutions we offer to make combining work with family responsibilities easier. The programs offered by Covestro can differ from site to site.

Provided it is compatible with operational requirements, we allow our employees to take extended leave from work for personal projects such as scientific research, university studies or other purely personal reasons. Employees around the world take advantage of this offer from time to time.

## Attracting and retaining qualified employees

### New hires, total 2018/2019



In the reporting year, 1,562 new employees were hired worldwide, a large share of whom are based in the EMLA region.

We welcome applications from all candidates, regardless of their ethnic origin, nationality, religion, ideology, gender, age, disability, appearance and/or sexual identity. We are committed to the principle of treating all applicants fairly and avoiding discrimination of any kind.

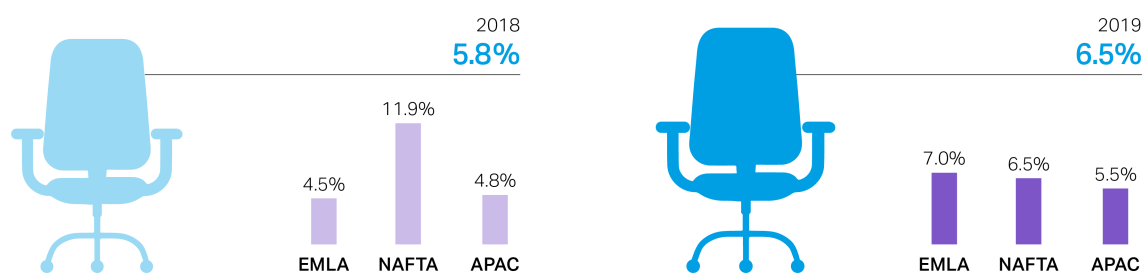
### New hires<sup>1</sup> by age group, gender and region in 2019

|                | EMLA       |              | NAFTA      |              | APAC       |              | Total        |               |
|----------------|------------|--------------|------------|--------------|------------|--------------|--------------|---------------|
|                | Absolute   | %            | Absolute   | %            | Absolute   | %            | Absolute     | %             |
| <b>Women</b>   | <b>203</b> | <b>13.0%</b> | <b>43</b>  | <b>2.8%</b>  | <b>153</b> | <b>9.8%</b>  | <b>399</b>   | <b>25.6%</b>  |
| < 30 years     | 103        | 6.6%         | 19         | 1.2%         | 56         | 3.6%         | 178          | 11.4%         |
| 30 to 49 years | 92         | 5.9%         | 20         | 1.3%         | 85         | 5.4%         | 197          | 12.6%         |
| ≥ 50 years     | 8          | 0.5%         | 4          | 0.3%         | 12         | 0.8%         | 24           | 1.6%          |
| <b>Men</b>     | <b>616</b> | <b>39.4%</b> | <b>240</b> | <b>15.4%</b> | <b>307</b> | <b>19.6%</b> | <b>1,163</b> | <b>74.4%</b>  |
| < 30 years     | 297        | 19.0%        | 84         | 5.4%         | 132        | 8.4%         | 513          | 32.8%         |
| 30 to 49 years | 264        | 16.9%        | 125        | 8.0%         | 157        | 10.0%        | 546          | 34.9%         |
| ≥ 50 years     | 55         | 3.5%         | 31         | 2.0%         | 18         | 1.2%         | 104          | 6.7%          |
| <b>Total</b>   | <b>819</b> | <b>52.4%</b> | <b>283</b> | <b>18.2%</b> | <b>460</b> | <b>29.4%</b> | <b>1,562</b> | <b>100.0%</b> |

<sup>1</sup> The number and percentage of employees on either permanent or temporary contracts is calculated on the basis of full-time equivalents (FTE). Part-time employees are included on a pro-rated basis in line with their contractual working hours. Percentages represent the distribution of new hires.

Covestro promotes young talent through internships, vocational training and trainee programs. Worldwide, the company employed 463 interns in total in 2019.

## Turnover rate, total 2018/2019



Employee turnover rates in the different regions and age groups varied widely in some cases. Independent research indicates that younger people often change jobs more readily than other age groups and that turnover rates are higher in the APAC region than in the NAFTA or EMLA regions. Furthermore, greater fluctuation in the EMLA region compared with 2018 was due to the divestiture of the PUR systems house business during the reporting year. In the NAFTA region, portfolio changes in 2018 led to a higher turnover rate last year.

## Employee turnover<sup>1</sup> by age group, gender and region in 2019

|                | EMLA       |             | NAFTA      |             | APAC       |             | Total        |             |
|----------------|------------|-------------|------------|-------------|------------|-------------|--------------|-------------|
|                | Absolute   | %           | Absolute   | %           | Absolute   | %           | Absolute     | %           |
| <b>Women</b>   | <b>195</b> | <b>9.0%</b> | <b>51</b>  | <b>8.1%</b> | <b>98</b>  | <b>7.5%</b> | <b>344</b>   | <b>8.4%</b> |
| < 30 years     | 48         | 11.8%       | 6          | 6.5%        | 27         | 15.0%       | 81           | 11.9%       |
| 30 to 49 years | 93         | 8.1%        | 20         | 6.6%        | 68         | 6.5%        | 181          | 7.3%        |
| ≥ 50 years     | 54         | 8.6%        | 25         | 10.8%       | 3          | 3.7%        | 82           | 8.7%        |
| <b>Men</b>     | <b>518</b> | <b>6.5%</b> | <b>133</b> | <b>6.0%</b> | <b>151</b> | <b>4.7%</b> | <b>802</b>   | <b>6.0%</b> |
| < 30 years     | 118        | 8.8%        | 22         | 8.5%        | 39         | 8.9%        | 179          | 8.8%        |
| 30 to 49 years | 147        | 4.3%        | 31         | 3.2%        | 93         | 3.8%        | 271          | 4.0%        |
| ≥ 50 years     | 253        | 7.6%        | 80         | 8.1%        | 19         | 5.3%        | 352          | 7.6%        |
| <b>Total</b>   | <b>713</b> | <b>7.0%</b> | <b>184</b> | <b>6.5%</b> | <b>249</b> | <b>5.5%</b> | <b>1,146</b> | <b>6.5%</b> |

<sup>1</sup> The number and percentage of employees is calculated on the basis of full-time equivalents (FTE). The turnover rate is calculated as the ratio of the total of all employer- and employee-initiated terminations, the end of fixed-term contracts, retirements and deaths to the average number of employees (FTEs).

## Compliance and compensation

Covestro regards fair and respectful working conditions as essential. We provide information, advice and resources to prevent violations of laws or corporate guidelines. If any breach is suspected, employees can contact their Compliance Officer at any time, anonymously if they wish. All suspected breaches of compliance are recorded using standard Group-wide criteria. This applies to all labor law-related matters such as working conditions, possible cases of discrimination and potential violations of the rights to exercise freedom of association and collective bargaining, as well as generally with regard to human rights. If material risks arise from legal disputes and proceedings, these are published in the Notes to the Consolidated Financial Statements.

In the year under review, around 55% of our employees worldwide were subject to collective bargaining or company agreements. At various country subsidiaries, the interests of the workforce are represented by elected employee representatives who have a right to be consulted on certain decisions affecting the workforce.

Covestro offers its employees competitive compensation and attaches importance to equal pay irrespective of gender and other diversity criteria. As of December 31, 2019, around 78% of the workforce had access to a company pension plan. At all locations, personnel policy is aligned with the statutory requirements, such as those for severance, pre-retirement and retirement payments. For instance, in Germany employees are able to transfer salary and time components (converted into money) into a long-term account. The accumulated balance can then be used at a later date for certain legally defined purposes such as pre-retirement leave.

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# Protection of People and the Environment

## Integrated Management System for Occupational Health, Safety, Environmental Protection and Quality

Covestro's stated aims are to take preventive measures to protect employees, suppliers and service providers, ensure uninterrupted operations and continually improve quality. The head of the integrated HSEQ management system is commissioned directly by the Board of Management. The integrated management system implemented throughout the Group pertains to the topics of health, safety, environment and quality (HSEQ). The system ensures implementation of the specifications of the HSEQ Group guidelines and is based on internationally recognized standards governing occupational safety (OHSAS 18001), the environment (ISO 14001), energy (ISO 50001) and quality (ISO 9001). Adherence to processes and workflows is regularly verified through internal audits, annual self-assessments and external certifications. The insights we gain from these measures are incorporated into our annual management review. Every process is thus subject to ongoing monitoring and is updated as required. Our existing HSEQ management system corresponds to the requirements of the current ISO 9001:2015 and ISO 14001:2015 standards. In 2019, based on the new ISO standards, it was also successfully reviewed, audited and had its certification upheld by an external certification body. Specific targets in line with the aforementioned ISO standards have been defined. More details on these targets are available in the relevant sections below.

The integrated management system comprises the following three sub-sections:

### Occupational health and safety

In the area of occupational health and safety, globally applicable processes and workflows include detailed rules governing the safety of production facilities and manufacturing processes, the investigation of accidents and environmental as well as transportation incidents, health care and occupational safety, and emergency management at Covestro. The rules stipulated by international standards such as OHSAS 18001 comprise the minimum requirements applicable worldwide and are supplemented with additional regulations if needed. These are intended to prevent accidents and incidents at the workplace or on transportation routes that could have adverse consequences for people or the environment. We also offer support to our customers, for example by providing training on the safe handling of our products in and outside of our facilities.

### Environment and energy

Minimum environmental and energy standards applicable worldwide were specified to ensure that our high standards for resource conservation and emissions reduction are met. These requirements are based on internationally recognized standards and rules such as ISO 14001 (environmental management) and ISO 50001 (energy management). Each year we analyze and evaluate the effects of our activities on the environment. From our environmental performance assessment, we derive measures to reduce and minimize environmental impacts. Global process and workflow descriptions help us implement these measures throughout the Group. In the year under review, the energy efficiency system we introduced in 2008 based on ISO 50001 was reviewed, audited and had its certification confirmed for the eighth time at the main German production sites by an independent certification body.

### Quality

We have very high expectations when it comes to the quality of the raw materials we use, and set standards for their processing into high-tech plastics and polyurethane precursors. Within the framework of our integrated HSEQ management system, our quality management activities meet the requirements of the current, newly revised ISO 9001:2015 standard. In doing so, we are creating the underlying conditions for addressing the customers' needs to a large degree with regard to our products and services.

[Supplementary information >](#)

### Audits and certifications

Our binding Group regulations designed to ensure HSEQ targets are accessible to all employees in an internal Group database and are reviewed annually in internal audits and by external certification bodies. This can result in changes to the management system. Coverage of our business activities with certified HSEQ management systems is as follows:

#### Certification of HSEQ management systems according to external standards (%)<sup>1</sup>

|  | 2018 | 2019 |
|--|------|------|
| Certified according to various quality management standards such as ISO 9001 | 100  | 100  |
| ISO 14001 certified/EMAS validated (environment)                             | 96   | 96   |
| OHSAS 18001 certified (occupational safety)                                  | 89   | 89   |
| ISO 50001 certified (energy)   | 48   | 46   |

<sup>1</sup> In percent of business activities based, on energy consumption

[< Supplementary information](#)



## Safety

The continuous improvement of a safe work environment is both a high priority and a key component of Covestro's corporate responsibility and corporate culture. Our primary goals include preventing injuries, disruptions at plants and accidents during transportation, as well as safeguarding the health of our employees in the workplace and during work-related activities. This also applies to partner companies (contractors) who work for our company within the scope of operational activities. Detailed rules and regular checks are instrumental in meeting these goals, as are safe production processes, plants and transportation. There is an equal focus on protecting the environment and the well-being of those who come into contact with our products. In addition, we continued the SafeGuard program, which allows us to address all aspects of safety of importance to Covestro in a comprehensive and global manner. Please continue reading for details on SafeGuard.

### Occupational health and safety

An integrated information management system (IIMS) implemented throughout the Group exists for reporting and processing work incidents and potential hazards. The classification follows the U.S. OSHA Standard 1904 "Recording and Reporting Occupational Injuries and Illness." The IIMS makes it possible to identify trends in a timely manner so that corresponding short-term corrective and long-term improvement measures can be implemented if necessary. Covestro's safety experts, supported by external expertise if needed, analyze the background circumstances and the consequences of an incident. The results of the root cause analysis conducted after an incident occurs and the corrective measures taken are published throughout the Group in order to raise employees' safety awareness. As a result, everybody can better assess comparable hazards and situations as well as proactively remedy them.

Covestro processes workplace accidents involving the company's own staff and contractors as part of the recordable incident rate (RIR) and lost time recordable incident rate (LTRIR), as per OSHA 1904. This process involves determining a ratio of the number of all recordable incidents (RIR) or those with lost time (LTRIR) compared to the number of hours worked (standardized to 200,000 working hours per year).

We calculate the number of hours our employees work per year by multiplying the Group's headcount by the average annual number of working hours at country level reported by the OECD or other valid sources.

The number of hours worked by our contractors is calculated using a methodology revised in October 2019 that includes various categories for recording working hours. These categories are broken down by electronic or manual timekeeping or are obtained using supplier invoices. The figure can also be calculated based on valid assumptions (estimates). At very small sites with fewer than 50 Covestro employees, no contractor working hours are counted, so these are not included in the RIR calculation. We apply controls and other measures at the global level as well as individual site level to prevent possible errors in calculating contractor working hours. Implementation of the new system will continue in 2020.

### Work-related accidents

|   | 2018 <sup>1</sup> | 2019 |
|---|-------------------|------|
| <b>Lost time recordable incident rate (LTRIR)</b> |                   |      |
| in relation to Covestro employees                 | 0.20              | 0.19 |
| in relation to contractor employees <sup>2</sup>  | 0.10              | 0.18 |
| <b>Recordable incident rate (RIR)</b>             |                   |      |
| in relation to Covestro employees                 | 0.38              | 0.29 |
| in relation to contractor employees <sup>2</sup>  | 0.24              | 0.26 |
| <b>Fatal injuries</b>                             |                   |      |
| in relation to Covestro employees                 | 0                 | 0    |
| in relation to contractor employees               | 0                 | 0    |

<sup>1</sup> The figures reported for 2018 are maximum values that are only comparable to the 2019 values to a limited extent.

<sup>2</sup> Employees of partner companies contracted by Covestro whose accidents occurred on one of our company premises

We continuously work to keep the incidence of accidents as low as possible in the future as well. In recent years, for example, we have developed a comprehensive plan to prevent accidents by contractor employees. It includes measures such as special safety programs for contractor employees and the consistent inclusion of outside companies in ongoing safety activities at our sites. In recent years, we have reached a safety plateau with our own employees. In other words, the accident figures as compared with the previous year show only minor positive or negative changes. We continued the SafeGuard program in 2019 with an eye to breaking through this plateau and ushering in a long-term positive trend. Continuation of the program will help us work toward zero accidents.

In 2019, we again used a defined set of criteria with regard to an event's potential in order to evaluate events which could have led to a High Potential Event (HPE) under other circumstances. These events classified as HPEs are thus treated as comparable with events that have actually occurred; they require a detailed cause analysis and must be communicated. Promoting safety awareness among employees is essential for minimizing hazards during day-to-day operations. A training program based on the experiences of the airline industry, Team Resource Management Training, was developed in 2019 and provided a new way to enhance employee awareness of safety issues. It concentrates on nontechnical skills that affect human behavior and collaboration by teams, including situational awareness, decision-making, communication and stress management.

Furthermore, the CEO Safety Award was awarded for the eleventh time. All employees were once again called upon to submit suggestions for improving safety. The ideas submitted were evaluated by a jury of in-house experts, and Covestro CEO Dr. Markus Steilemann presented awards to the winners at the global Covestro Safety Day in September 2019.

### Process and plant safety

We aim to ensure the safety of processes and plants in a way that avoids unacceptable risks to our employees, our neighbors and the environment. We therefore conduct extensive, systematic safety inspections at regular intervals. A globally standardized key performance indicator (KPI), loss of primary containment (LoPC), applies to all Covestro plants and is an early indicator integrated into Group-wide safety reporting.

In 2019, Covestro implemented the German Chemical Industry Association's (Verband der Chemischen Industrie, VCI) November 2017 guidelines on documenting plant safety performance indicators. The new reporting criteria are therefore aligned with the updated and globally harmonized definition by the ICCA (International Council of Chemical Associations). A LoPC event comprises

- the release of chemicals classified according to the Globally Harmonized System of Classification and Labeling of Chemicals (GHS) within one hour of exceeding the defined volume thresholds;
- a reportable injury according to OSHA criteria to an employee or contractor as a result of product release or the release of energy;
- the release of energy (e.g., fire, explosion) that leads to damage with direct costs totaling more than €2,500;
- an evacuation officially declared outside the plant.

We use the LoPC incident rate (LoPC IR) to determine the number of LoPC incidents per 200,000 working hours per year by Covestro employees and contractors. The considerably lowered volume thresholds mean that less significant incidents will now also be systematically documented and investigated as LoPC events. As expected, this led to an increase in the LoPC IR from 0.35 in the previous year to 0.66 currently, according to the new definition.

Every LoPC incident as well as minor and near-miss incidents are carefully analyzed to determine their causes, and the results and corrective actions taken are publicized throughout the Group. The criteria (e.g. very low threshold or nonhazardous substance releases) were selected so that even releases of substances or energy that have no impact on employees, neighbors or the environment are systematically recorded. This contributes to maintaining the integrity of our facilities. The global exchange of experiences relevant to safety are intended to help maintain the existing high standard of procedural and plant safety within the company. Globally binding standard processes and their uniform implementation also contribute to this effort, which has led to the rollout of a mandatory IT application for technical change management at key production sites.

## Environmental and transportation safety

Next to the continuous improvement of process and plant safety and safety in the workplace, we are constantly working on making the transportation of our products safer. We report all incidents at all sites operated by Covestro worldwide in line with our internal directives. These are documented according to defined criteria such as quantity of loss of containment, material hazard class, degree of personal injury and blocked transportation routes. In the case of hazardous materials, we voluntarily record and categorize all leaks starting with as little as 50 kilograms. Global events on transportation safety are held at regular intervals. Here, corrective measures are developed and implemented based on actual incidents and tried-and-tested approaches are exchanged.

[Supplementary information >](#)

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## Safety and incident prevention

Our safety management systems comply with globally applicable requirements and standards. We continue to consistently refine our safety management efforts in line with our corporate culture. We focus not only on the safety and health of our employees at work every day, but also on preventing potential environmental and health impacts as a result of leaks from production facilities or accidents while transporting hazardous goods and other materials. Our integrated HSEQ management system plays a key part in achieving these goals.

In the long term, we aim to prevent workplace accidents and occupational illnesses entirely. This is why we regularly analyze incident rates by site, by region and by incident hotspots. The fluctuations we observe provide an indication of the structural differences that need to be discussed with the sites and business units when analyzing, then deciding on and adapting measures to local requirements.

## Avoiding hazards

Maintenance and inspections as well as technical alterations frequently necessitate potentially dangerous work. Such work is carried out during planned system downtimes – either individually or as a bundle of changes – and is organized using work permits. In addition to a detailed description of the work to be done, these include an assessment of the hazards and an outline of the required safety and protective measures. Everyone involved in the work is informed of this and must sign to confirm they have received this information. The responsible plant and technical operatives involved – plus additional safety officers, if necessary – monitor compliance with the measures and the safe performance of the work.

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[< Supplementary information](#)

## Environmental Protection

Environmental protection and the efficient use of resources are fundamental drivers guiding the actions of Covestro as an energy-intensive company, both in terms of our own business activities with substantial energy demand and the development of innovative product solutions. We continually strive to use materials and energy more efficiently and to reduce emissions and waste generated. Our innovative products also support the efforts of our customers in many industries such as the automotive, construction, wind turbine operation and electronics sectors, as well as the furniture, sports and textile industries, to improve their own resource efficiency and cut emissions. Environmental protection KPIs are reported for all fully consolidated companies. Since these figures are calculated only at the end of the year, they include the group of companies consolidated as it stands at year-end.

### Energy consumption

Covestro's energy consumption includes the primary energy used in production and during electricity and steam generation by the company as well as the purchase of additional electricity, steam and refrigeration energy and process heat. It also comprises the energy lost during the generation and distribution of electricity and steam. All told, these figures make up Covestro's equivalent primary energy consumption.

The use of energy and materials and the level of greenhouse gases emitted are closely related to the quantity of materials we produce. In 2019, total energy consumption in the Group increased slightly by 0.3% while equivalent primary energy consumption fell by 1.0%, with a decrease of 0.5% in production volumes. As a result, the equivalent primary energy consumption for a given production volume (energy efficiency) improved by 0.5%. Our continued long-term positive trend indicating an overall 36.0% improvement in energy efficiency compared to the base year 2005 is attributable to factors including our ongoing efficiency improvement programs and the global energy efficiency system implemented by Covestro.

### Energy consumption in the Covestro Group

|   | 2018        | 2019        |
|---|-------------|-------------|
| Equivalent primary energy consumption <sup>1</sup><br>(TJ)                                  | 75,553      | 74,786      |
| Production volume <sup>2</sup><br>(million metric tons)                                     | 14.87       | 14.80       |
| <b>Specific energy consumption (energy efficiency)<sup>3</sup><br/>(MWh per metric ton)</b> | <b>1.41</b> | <b>1.40</b> |

<sup>1</sup> Sum of all individual energies used at our main production sites (responsible for more than 95% of our energy consumption), converted into primary energy

<sup>2</sup> All in-spec key products, which in addition to our core products also include products such as precursors and by-products, manufactured at our main production sites (responsible for more than 95% of our energy consumption)

<sup>3</sup> Quotient of equivalent primary energy and in-spec production volume at our main production sites

Of particular note are the optimization of our polycarbonate plant in Map Ta Phut (Thailand), which achieved a reduction of 15,000 MWh of primary energy (steam), as well as the Baytown (United States) site, which reduced primary energy consumption by 20,000 MWh (electricity). We retrofitted the chlorine electrolysis system at that location to bring it up to the latest technical standard of the manufacturing process used there.

### Greenhouse gas emissions

Along with governments, non-governmental organizations and other private-sector companies, Covestro supports implementation of the results of the 21st UN Climate Change Conference, which took place in Paris at the end of 2015, and is committed to the UN Sustainable Development Goals (SDGs).

Covestro calculates greenhouse gas emissions according to the internationally recognized standards of the Greenhouse Gas Protocol (GHG Protocol). The calculations include both direct emissions from the burning of fossil fuels and indirect emissions from the procurement and consumption of energy generated outside the company such as electricity, heating or refrigeration energy. In addition to CO<sub>2</sub>, all other relevant greenhouse gases are also documented. The emissions factors for the calculation of CO<sub>2</sub> equivalents for the global warming potential were taken from the 5th Assessment Report by the Intergovernmental Panel on Climate Change (IPCC) dated 2014. Additionally, a completely revised and updated greenhouse gas regulation was used in 2019.

In 2019, these specific emissions totaled 0.3901 metric tons of CO<sub>2</sub> equivalents per metric ton of product. Compared with the base year 2005, this corresponds to a cumulative drop of 46.1%, and a decrease of 10.2% compared to the previous year. We have used a calculation methodology based on the market-based method pursuant to the current GHG Protocol since 2018.

### Covestro Group greenhouse gas emissions<sup>1</sup>

|   | 2018   | 2019   |
|---|--------|--------|
| Specific greenhouse gas emissions<br>(metric tons of CO <sub>2</sub> equivalents per metric ton of production volume <sup>2</sup> ) | 0.4342 | 0.3901 |

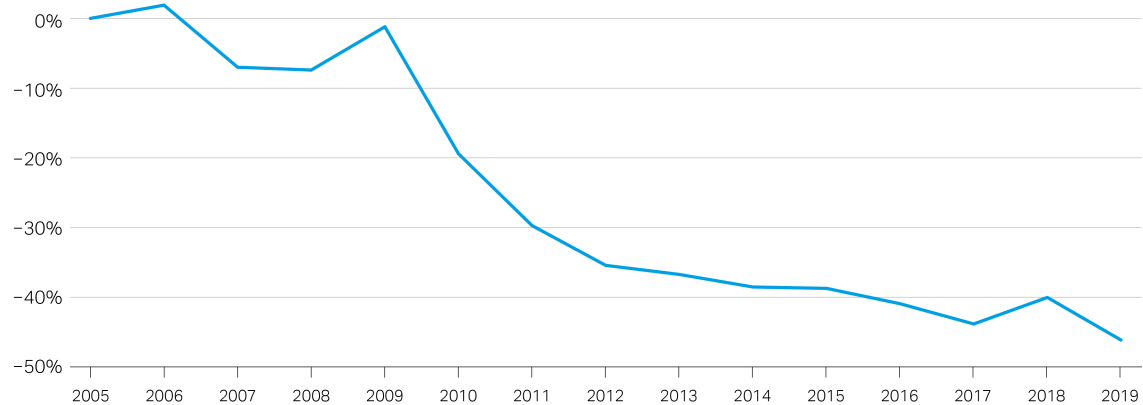
<sup>1</sup> Portfolio-adjusted based on the financial control approach of the GHG Protocol; global warming potential (GWP) factors up to 2018 correspond to the IPCC Second Assessment Report and from 2019 onward to the IPCC Fifth Assessment Report. Applying these factors to 2018 would produce an emissions figure that is 1.1% lower.

<sup>2</sup> Total greenhouse gas emissions (Scope 1 and 2, GHG Protocol) at the main production sites, which are responsible for more than 95% of our energy consumption (total of 5.8 million metric tons of CO<sub>2</sub> equivalents in 2019) divided by the in-spec production volumes for key products. Market-based emissions factors were mostly used when calculating specific Scope 2 greenhouse gas emissions; wherever these were not available, calculation was based on country-specific emissions factors from a generally accepted source (e.g. International Energy Agency, IEA).

Key drivers of the reduction are the developments at two major production sites in the United States and China. Compared with the previous year, we obtained energy such as steam and electricity externally with a significantly lower carbon footprint at these sites. This puts us back on the path to reaching our greenhouse gas goal of halving emissions by 2025.

### Development of specific greenhouse gas emissions

(Cumulative annual change in the specific greenhouse gas emissions per metric ton of product manufactured, compared with the base year 2005 – expressed in %)<sup>1</sup>



<sup>1</sup> The calculation methods for fiscal 2018 onward were changed to the current market-based method, in accordance with the Scope 2 Guidance of the GHG Protocol. Values recognized from 2005 to 2017 are calculated throughout in accordance with the methods established in the GHG Protocol and which were in effect until 2014. When calculating changes in percentage points from 2017 to 2018, the value for 2017 was recalculated on the basis of the market-based method for comparability purposes.

Covestro develops products whose manufacture results in lower CO<sub>2</sub> emissions than those of conventional products – by using CO<sub>2</sub> as a raw material, for instance. In this context, the company began marketing an innovative binder in 2018 for which a key component is produced using as much as 20% CO<sub>2</sub>. This conserves the same quantity of petrochemical raw materials and improves our carbon footprint.

## Water, effluents and waste

Covestro takes a holistic view of water as a resource. We not only take our water consumption and the related problems of water scarcity and water quality into consideration but also the wastewater we generate and the growing concern of plastic waste in the oceans. This is underscored in our Corporate Commitment on Water.

In 2017, we therefore initiated a risk assessment of our production sites to examine water availability, quality and accessibility. In our production activities, we strive to use water several times and to recycle it. Covestro primarily generates wastewater from once-through cooling systems and production. All wastewater is subject to strict monitoring and analysis according to the applicable legal regulations before it is discharged into disposal channels.

For economic considerations alone, Covestro's manufacturing processes are already as efficient as possible when it comes to the use of materials, so only relatively little waste is produced as a result. Ongoing observation and evaluation of the manufacturing processes minimize material consumption and disposal volumes as much as possible. This is achieved by safe disposal channels with separation according to the type of waste and economically expedient recycling processes. However, production fluctuations, building demolition and refurbishment, and land remediation can also influence waste volumes and recycling paths. The total waste volume produced rose in 2019, mainly due to nonhazardous waste from stepped-up construction and demolition activity at the Dormagen and Uerdingen sites in Germany. On the other hand, the volume of hazardous waste produced fell in the reporting year. One of the main reasons for this is the production-related waste at our production facilities in Baytown (United States) and Dormagen. We determine specific opportunities for waste reduction with targeted projects and put these into practice within the context of our existing manufacturing processes. For instance, a new procedure is currently being tested at our Dormagen site in the manufacturing process for our bulk TDI product, which significantly reduces the resulting process waste volumes. After its successful implementation, the findings can subsequently be transferred to additional plants at other Covestro sites. The next proposed step is to equip our large-scale TDI production facility in Shanghai (China) with this technology.

Covestro also supports the reuse and treatment of its materials in accordance with economic and environmental criteria. Some of the waste created by our production processes with a high heating value is burned as fuel to generate steam for our production facilities.

Our commitment to the topic of sustainability plays an increasingly vital role with regard to the purchasing of packaging materials. The responsible unit has implemented measures to address this. Covestro reviews in principle whether and to what extent used or reconditioned packaging can be used in the place of new packaging. For instance, Covestro uses PCR (post consumer regrind) plastic barrels for waste transportation. Drums made of recycled polyethylene (PE) replace PE drums from newly produced material. Thus, Covestro uses fewer raw materials, reduces emissions and has established the initial building blocks for a circular economy in the area of transportation and packaging.

Covestro supports initiatives such as Operation Clean Sweep (OCS), which focuses on preventing plastic particles from entering waterways and oceans. We have introduced global measures to minimize to the greatest extent possible the loss of plastic pellets on the way from production to the finished product at our customers' locations. In 2018, we urged our partners in the supply chain to join the initiative; at the same time, we are continually monitoring the progress. In 2019, Covestro in cooperation with the PlasticsEurope association and other members started work on a proposal for an external certification system. We are reviewing how we can make OCS part of the sustainability issues covered by contracts with logistics partners.

[Supplementary information >](#)

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### **Environmental protection goals**

We aim to use all natural resources as efficiently as possible while reducing emissions into the environment to the greatest extent possible. The management tool we use for this purpose is our continuously updated integrated management system. Sophisticated data management systems also help us identify and realize potential efficiency improvements and keep the environmental impact of our production activities to a minimum.

Covestro aims to halve direct and indirect emissions of greenhouse gases per metric ton of product by 2025 compared with the 2005 base year levels. In addition, our goal is to halve the specific energy consumption of our production facilities by 2030 compared with the same base year. This improvement in energy efficiency is a key lever for significantly lowering our specific greenhouse gas emissions.

### **Optimizing energy consumption**

Our production volume fell by 0.5% in 2019. Energy consumption also decreased over the same period. Although total energy input rose by 0.3%, the calculation-based equivalent primary energy consumption stated below fell by 1.0%. As a result, the specific energy consumption figure improved by 0.5% over the previous year. Compared with the base year 2005, this represents an improvement of 36.0%.

Along with other factors, our STRUCTese® energy efficiency system contributed significantly to this result over the years.

This system developed by Covestro compares actual energy consumption in production with the realistic potential optimum. Eliminating inefficiencies results in permanent energy savings. STRUCTese® comprises many different steps that can be used to identify potential improvement measures – from analysis to monitoring and benchmarking. These are known at Covestro as STRUCTese® projects. The system, which has been gradually rolled out since 2008, is now used in many of our energy-intensive production facilities worldwide and will be implemented in other facilities in the future.

Equivalent primary energy consumption comprises the fuels used directly at Covestro for generating energy (primary energy) plus externally sourced energy (secondary energy), such as electricity, steam and refrigeration. The latter are converted into the energy required to generate them.

## Energy consumption by type of energy

|  | 2018          | 2019          |
|--|---------------|---------------|
| <b>Primary energy consumption for the in-house generation of electricity and steam (net, TJ)</b> | <b>6,438</b>  | <b>7,348</b>  |
| Natural gas  | 7,223         | 7,676         |
| (Natural gas sold to external third parties)   | -83           | -98           |
| Coal   | 0             | 0             |
| Liquid fuels   | 156           | 183           |
| Waste  | 764           | 934           |
| Other <sup>1</sup>   | -1,705        | -1,445        |
| <b>Secondary energy consumption (net, TJ)</b>  | <b>50,190</b> | <b>49,465</b> |
| Electricity <sup>2</sup>   | 24,458        | 24,145        |
| (Electricity sold to external third parties)   | -1,390        | -1,985        |
| Steam  | 23,937        | 22,293        |
| (Steam sold to external third parties)   | -569          | -556          |
| Steam from waste heat (process heat)   | 1,298         | 2,481         |
| Refrigeration energy   | 497           | 546           |
| (Refrigeration energy sold to third parties)   | -128          | -32           |
| <b>Total energy consumption (TJ)</b>   | <b>56,628</b> | <b>56,814</b> |
| Equivalent primary energy consumption <sup>3</sup> (TJ)  | 75,553        | 74,786        |
| Production volume <sup>4</sup> (million metric tons)   | 14.87         | 14.80         |
| Specific energy consumption <sup>5</sup> (MWh per metric ton of product)                         | 1.41          | 1.40          |

<sup>1</sup> E.g., hydrogen

<sup>2</sup> Secondary energy consumption for electricity is based on the raw material mix of the country concerned.

<sup>3</sup> Sum of all individual energy figures translated into primary energy at our main production sites, which account for more than 95% of our energy consumption. Secondary energy usage is recalculated to equivalent primary energy consumption at all sites based on specified factors aligned with figures (literature values) for best-in-class energy generation plants operating at maximum efficiency.

<sup>4</sup> Sum of the in spec key products at our main production sites, which account for more than 95% of our energy consumption

<sup>5</sup> Specific energy consumption: quotient of equivalent primary energy and in-spec production volume at our main production sites (1 MWh = 3,600 MJ)

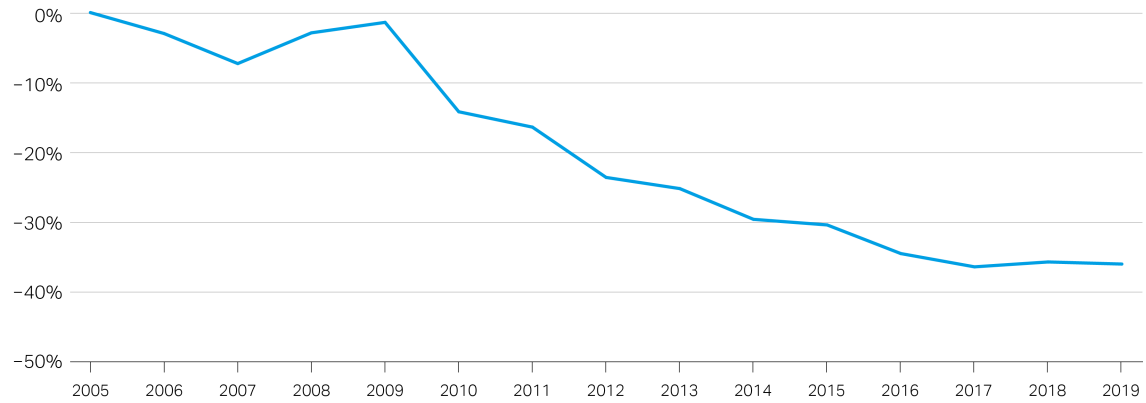
Every year, projects are implemented under STRUCTese® that bring about lasting energy savings. An example is the optimization of the polycarbonate plant in Map Ta Phut (Thailand) in which recycled solvents can be reused within the plant from this year onward. Steam usage was therefore cut by more than 15,000 MWh of primary energy in 2019, which is the equivalent of reducing emissions by some 4,500 metric tons of CO<sub>2</sub>. At the Baytown (United States) site, the electrolytic cells for chlorine production have been continually retrofitted to the newest technology used at the site since 2016, which lowered electricity requirements by around 20,000 MWh of primary energy in 2019 alone and reduced CO<sub>2</sub> emissions by some 3,000 metric tons. Covestro carried out various other projects in 2019, resulting in annual savings totaling 145,000 MWh of primary energy corresponding to 28,000 metric tons of CO<sub>2</sub> emissions. Combined, all the projects implemented since the introduction of STRUCTese® in 2008 result in lasting annual reductions totaling 2.22 million MWh of primary energy and 680,000 metric tons of CO<sub>2</sub>.



These energy savings become evident particularly when viewing the significant fall in specific energy consumption in production since fiscal 2005 (see chart).

### Development of specific energy consumption

(Change in specific primary energy consumption per metric ton of product, compared with the baseline year, in %)<sup>1</sup>



<sup>1</sup> (Equivalent primary energy consumption/production volume)/(equivalent primary energy consumption 2005/production volume 2005)

### Greenhouse gas emissions in detail

Direct emissions from our plants (Scope 1) are determined at of Covestro's production locations and relevant administrative sites. Emissions are calculated based on the specific activity rates, e.g. of the fuels used, and the relevant material parameters. In addition to CO<sub>2</sub>, the calculation includes nitrous oxide (N<sub>2</sub>O), methane (CH<sub>4</sub>) and partly fluorinated hydrocarbons.

Indirect emissions (Scope 2) are calculated in accordance with the methods outlined in the GHG Protocol and are based on the energy used and the corresponding production site-specific emissions factor. If there is no specific factor available, the International Energy Agency's (IEA) country-specific emissions factor is used among others for the calculation. The factors are taken from the IEA Emissions Factors (2018 Edition), ©2019 IEA Online Data Services. Since the 2018 reporting year, Scope -2 emissions have been reported using the location-based method and the market-based method in accordance with the most recent requirements of the GHG Protocol (dual reporting). The new form of presentation does not affect comparability with prior-year figures with regard to the two long-term corporate goals of lowering specific energy consumption and specific greenhouse gas emissions.

Total greenhouse gas (GHG) emissions fell by 10.3% from the previous year, with direct greenhouse gas emissions up by 2.4% and indirect greenhouse gas emissions down by 13.2%. At our major production sites, which account for over 95% of our energy consumption, the production volume fell by 0.5% in 2019. Specific emissions consequently decreased by 10.2% compared with the previous year.

## Greenhouse gas emissions<sup>1</sup> (million metric tons of CO<sub>2</sub> equivalents)

|   | 2018        | 2019        |
|---|-------------|-------------|
| Direct greenhouse gas emissions <sup>2</sup>  | 1.26        | 1.29        |
| Indirect greenhouse gas emissions calculated using the location-based method (GHG Protocol 2015) <sup>3</sup>                           | 5.27        | 4.66        |
| Indirect greenhouse gas emissions calculated using the market-based method (GHG Protocol 2015) <sup>3</sup>                             | 5.32        | 4.62        |
| <b>Total greenhouse gas emissions, comprising Scope 1 and 2 emissions according to the market-based method of the 2015 GHG Protocol</b> | <b>6.58</b> | <b>5.91</b> |
| Specific greenhouse gas emissions (metric tons of CO <sub>2</sub> equivalents per metric ton of product) <sup>4</sup>                   | 0.4342      | 0.3901      |

<sup>1</sup> Portfolio-adjusted based on the GHG Protocol; financial control approach; global warming potential (GWP) factors correspond to the IPCC Fifth Assessment Report. Up to 2018, the IPCC Second Assessment Report was applied. Applying these factors to 2018 would produce an emissions figure that is 1.1% lower.

<sup>2</sup> In 2019, 58.5% of emissions were CO<sub>2</sub> emissions, 39.8% were N<sub>2</sub>O emissions, 1.6% consisted of partly fluorinated hydrocarbons, and 0.1% was CH<sub>4</sub>.

<sup>3</sup> In combustion processes, CO<sub>2</sub> typically makes up more than 99% of all greenhouse gas emissions; this is why we restrict ourselves to CO<sub>2</sub> when calculating indirect emissions.

<sup>4</sup> Total greenhouse gas emissions (Scope 1 and 2) at the main production sites, which are responsible for more than 95% of our energy consumption. These emissions totaled 5.8 million metric tons of CO<sub>2</sub> equivalents in 2019, divided by the in-spec production volumes for key products at the sites. Regarding the determination of specific Scope 2 emissions, market-based emission factors according to the GHG Protocol were used in a majority of instances. If they were not available, country-specific emission factors from a generally accepted source were used for calculation purposes.

## Other direct emissions into the air

In addition to greenhouse gases, Covestro's business activities result in other emissions into the air, e.g., from burning fossil fuels in order to generate electricity and steam. Emissions are also recorded and analyzed as part of determining the Group's environmental impact. The impacts are assessed annually in the environmental management process with the Chief Technology Officer (CTO). While carbon monoxide emissions (-11.3%) and nitrogen oxides (-14.4%) fell, sulfur dioxide emissions remained at the previous year's level. Dust emissions increased by 19.7%. The reported figure for NMVOC emissions rose by 11.3% year over year. The key reason for this increase was a data collection methodology we refined this year that now for the first time includes measurement of diffuse NMVOC emissions from improper seals or leaks, as well as those from defined direct sources (such as chimneys or ventilation ducts). The data is collected according to the locally applicable official standards in each case.

## Other important direct air emissions (1,000 metric tons p.a.)

|                    | 2018   | 2019   |
|--------------------|--------|--------|
| CO                 | 0.32   | 0.28   |
| NO <sub>x</sub>    | 0.69   | 0.59   |
| SO <sub>x</sub>    | 0.06   | 0.06   |
| Dust               | 0.09   | 0.11   |
| NMVOC <sup>1</sup> | 0.14   | 0.16   |
| ODS <sup>2</sup>   | 0.0004 | 0.0001 |

<sup>1</sup> Non-methane volatile organic compounds

<sup>2</sup> Ozone-depleting substances

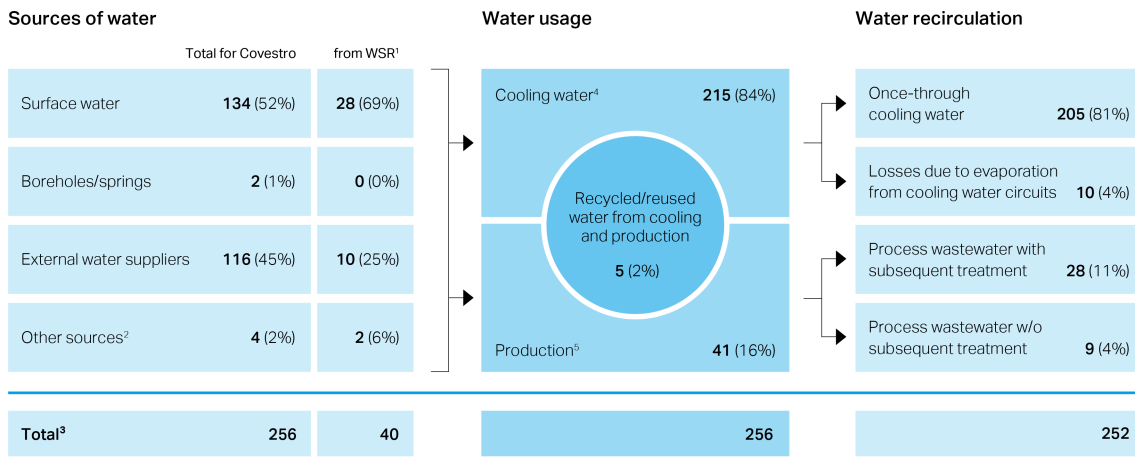
## Water consumption and usage

For our production sites, the availability of and access to clean water is vital. As part of our Corporate Commitment on Water issued in 2017, we initiated and have continually updated a risk assessment of our production sites covering water availability, quality and accessibility.

Once again in this reporting period, we refined our risk-based water approach and implemented it at all sites currently exposed to a high risk of water stress. Water stress includes water scarcity as well as other factors such as water quality and access to water. 16% of our total water consumption is at sites located in current water stress regions.

By analyzing local water management at sites, risks can be spotted at an early stage and potential for improvement can be identified. For instance, the production site in Antwerp launched a program to decrease water consumption and increase the percentage of recycled water used.

### Use of water in 2019 (million cubic meters)



<sup>1</sup> Water stress regions

<sup>2</sup> E.g., rainwater

<sup>3</sup> Differences between the volumes of water drawn and discharged can be explained in part through unquantified evaporation, leaks, water used as a raw material in products, and condensate from the use of steam as a source of energy.

<sup>4</sup> Also includes water for irrigation purposes

<sup>5</sup> Total from production processes, sanitary wastewater, and rinsing and purification in production

At 256 million cubic meters, total water consumption in the Group is lower than in the previous year. Once-through cooling water accounts for 80.2% of this figure, which consequently represents most of the water used by Covestro in 2019. This water is only heated and does not come into contact with products. It can be returned to the water cycle without further treatment in line with the relevant official permits. The total volume of once-through cooling water was 205 million cubic meters in the reporting year.

Some of the water used can be recycled in various ways. For instance, recycled water can be used again in the same process multiple times, e.g., for cleaning or cooling purposes. It is also possible to reuse water from upstream processes in subsequent steps. This permits corresponding quantities of fresh water to be conserved each year. In the reporting period, the volume of recycled water used stood at approximately 5 million cubic meters, around the same share as the prior year.

### Wastewater

Our goal is to minimize wastewater emissions, which depend largely on our production volumes and the current product portfolio, as much as possible.

The volume of process wastewater decreased by 6.4% year over year. The proportion of process wastewater purified at a wastewater treatment plant operated by Covestro or a third party amounted to 74.8% worldwide. Following careful analysis, another 24.9% was categorized as environmentally safe and returned to the water cycle. The remainder (around 0.3%) was disposed of mainly through incineration. In the reporting year, the percentage of evaporation losses dropped by 10.8% to 10 million cubic meters.

Total organic carbon (TOC) emissions into wastewater decreased by 5.1% compared with the previous year, while the volume of phosphates discharged was down 7.3%. The amount of nitrogen compounds discharged also fell by 7.0%, and the volume of inorganic salts discharged into wastewater was down 6.2%. During the year under review, the volume of heavy metals emitted rose by 1.8%.

### Emissions into water (1,000 metric tons p.a.)

|                  | 2018   | 2019   |
|------------------|--------|--------|
| Phosphor         | 0.03   | 0.03   |
| Nitrogen         | 0.25   | 0.23   |
| TOC <sup>1</sup> | 0.54   | 0.51   |
| Heavy metals     | 0.0035 | 0.0035 |
| Inorganic salts  | 761    | 714    |
| COD <sup>2</sup> | 1.62   | 1.53   |

<sup>1</sup> Total organic carbon

<sup>2</sup> Chemical oxygen demand, calculated value based on TOC values (TOC x 3 = COD)

Work on the Re-Salt joint project aimed at recycling salt-laden industrial process wastewater promoted by the German Federal Ministry of Education and Research (BMBF) since 2016 is coming to a close. A pilot plant has been successfully operated at the Uerdingen site since mid-2019 that increases the salt concentration in process wastewater. In addition, insights into quality assurance gleaned from the project have already been transferred to the Caojing site in China. Salt-laden process wastewater is not used by Covestro there, but instead supplied to an external electrolyzer operator who in turn uses it to manufacture chlorine.

### Waste and recycling

In nearly all countries the law stipulates exhaustive reporting on waste volumes and waste streams, a requirement complied with accordingly by Covestro's sites. In Germany, for example, there are waste-tracking procedures between the waste producer and the waste disposer that enable end-to-end traceability of the waste flows. We classify waste in the individual waste categories and the corresponding methods of disposal according to the locally applicable definitions. Based on this documentation, we prepare and evaluate our waste balance, which is published annually.

### Waste generated (1,000 metric tons p.a.)

|   | 2018       | 2019       |
|---|------------|------------|
| <b>Total waste generated</b>                    | <b>194</b> | <b>236</b> |
| of which non-hazardous waste generated          | 71         | 122        |
| of which hazardous waste generated <sup>1</sup> | 123        | 114        |
| of which hazardous waste from production        | 116        | 109        |

<sup>1</sup> Definition of hazardous waste in accordance with the local laws in each instance

### Waste by means of disposal (1,000 metric tons p.a.)

|  | 2018       | 2019       |
|--|------------|------------|
| <b>Total volume of waste disposed of<sup>1</sup></b> | <b>192</b> | <b>234</b> |
| of which incinerated                                 | 111        | 106        |
| of which recycled                                    | 55         | 74         |
| of which hazardous waste removed to landfill         | 5          | 6          |
| of which non-hazardous waste removed to landfill     | 13         | 42         |
| Other <sup>2</sup>                                   | 8          | 6          |

<sup>1</sup> A variance between the volume of waste generated and waste disposed of may arise due to the different times the waste is generated/disposed of and any resulting internal temporary storage.

<sup>2</sup> E.g., passed on to third parties (such as providers/waste disposal companies)

[< Supplementary information](#)

# Responsibility along the Value Chain

## Sustainability in Supplier Management

Covestro regards adherence to sustainability standards within the supply chain as a fundamental factor in value creation and also an important lever for minimizing risks. For this reason, Covestro sets not only economic standards but also social, ethical and environmental standards, as well as those related to corporate responsibility when selecting new suppliers and in our relationships with existing suppliers. All required standards are defined in Covestro's Supplier Code of Conduct, which is available online in 13 languages and provides the basis for collaboration. The Code is derived from the principles of the UN Global Compact and our position on human rights. It is integrated across the Covestro Group into the electronic ordering systems and contracts. Furthermore, new and renewed supply agreements in particular generally contain special clauses requesting suppliers to adhere to the sustainability requirements contained in the Code of Conduct and entitling Covestro to verify their compliance.

 See "Due diligence on human rights"

 Additional information is available at: [www.supplier-code-of-conduct.covestro.com](http://www.supplier-code-of-conduct.covestro.com)

Covestro has set ambitious and measurable targets through 2025 aimed at systematically promoting sustainability in supplier management. All suppliers must comply with our code of conduct, which they commit to by accepting the conditions of our purchase orders or contracts. Relevant suppliers accounting for a repeat purchasing value exceeding €100,000 per year are also assessed. They comply with Covestro's sustainability requirements by meeting the minimum result as defined by us in the supplier assessments described below. In the year under review, around 95% of our total purchasing value was attributable to the aforementioned relevant suppliers. In addition, we work closely with our strategically most important suppliers to improve their sustainability performance. We have also incorporated this into our sustainability goals.

### Evaluation methods and processes of the Together for Sustainability (TfS) initiative

Covestro is a member of Together for Sustainability AISBL, a joint initiative undertaken by the chemical industry that now numbers 22 companies. The nonprofit organization was founded in 2011 and pursues the goal of establishing a program of global standards for responsibly sourcing goods and services and standardizing supplier assessment methods worldwide. Covestro supports all criteria by the TfS initiative concerning the areas of ethics, employee rights, human rights, health and safety, and the environment.

As a member of TfS, Covestro is responsible for monitoring and auditing the sustainability performance of its suppliers. To support this, TfS offers the infrastructure for supplier assessments by third parties using online assessments and on-site audits. The results of these supplier assessments can be shared via an online platform. In the year under review, Covestro once again played an active role in all TfS work groups in designing and improving the TfS program and the associated assessment process.

A standardized TfS assessment process evaluates how well suppliers maintain the required sustainability standards. Covestro uses a structured prioritization process to select the suppliers to be evaluated and initiates either an online assessment or an on-site audit for these suppliers – provided that there are no current results. In prioritizing the suppliers for these assessments, Covestro considers a combination of country and material risks. The risk assessment for country and material groups that we use for our risk analysis is based on recognized external sources.

EcoVadis SAS (EcoVadis), an established external provider accredited by TfS, conducts the online assessments. It evaluates suppliers' business practices with regard to their sustainable orientation. The questionnaire suppliers complete for the online assessment is based on internationally recognized sustainability standards and includes 21 sustainability criteria grouped into the categories environmental protection, labor and human rights, ethics, and sustainable procurement. The questionnaire's section on sustainable procurement also inquires on the extent to which the sustainability standards of upstream suppliers are considered.

The questionnaire is dynamically adapted by EcoVadis depending on factors such as the industrial sector, company size and country risk. Suppliers must document the responses provided to the questionnaire with corresponding supporting documents. The EcoVadis analysts assess supplier responses and supporting documents in consideration of international standards, such as the United Nations Global Compact, and consolidate the data into a scorecard available online that shows results by category. This scorecard provides information including a detailed overview of identified strengths and improvement areas as well as a weighted overall result for the suppliers analyzed.

External, independent auditors trained and accredited by TfS conduct on-site audits of selected companies – and follow-up audits, if needed – based on the TfS sustainability criteria. For the purpose of monitoring the quality of the audits, the initiating TfS member takes part in audits selected on a random basis and evaluates them using a standardized checklist.

Covestro analyzes and documents the online assessments and on-site audits, and – in the event of non-compliance with our sustainability requirements – jointly defines with suppliers specific improvement measures and corresponding targets. Covestro continuously verifies the implementation of the required improvements.

The following table shows the status of the supplier assessments.

#### Key data from the sustainability assessments of Covestro's suppliers

|   | 2018         | 2019         |
|---|--------------|--------------|
| <b>Share of relevant purchasing value from suppliers meeting Covestro's sustainability criteria<sup>1,2</sup></b> | <b>80%</b>   | <b>81%</b>   |
| <b>Supplier assessments conducted in the reporting year<sup>2</sup></b>   | <b>736</b>   | <b>778</b>   |
| of which through online assessments   | 712          | 760          |
| of which through on-site audits   | 24           | 18           |
| <b>Total supplier assessments conducted<sup>2</sup></b>   | <b>1,584</b> | <b>1,638</b> |
| of which through online assessments   | 1,400        | 1,478        |
| of which through on-site audits   | 184          | 160          |
| Supplier assessments meeting Covestro's sustainability requirements   | 1,074        | 1,133        |

<sup>1</sup> Only suppliers accounting for a repeat purchasing value exceeding €100,000 per year are taken into account.

<sup>2</sup> Online assessments (conducted by external, independent, TfS-accredited provider EcoVadis) and on-site audits (conducted by external, independent TfS-accredited auditors) of Covestro's suppliers, both initiated by Covestro and shared within the TfS initiative, are taken into account. Only assessments of our active suppliers that are no more than three years old are taken into account.

#### Results of online assessments and on-site audits

At the end of 2019, 81% (previous year: 80%) of our relevant purchasing value was attributable to suppliers whose externally determined results\* meet our sustainability requirements. Furthermore, 56% of our strategically most important suppliers who conducted a repeat assessment in 2019 have improved over their previous results.

In 2019, assessment results considered critical by Covestro were identified for nine suppliers; in other words, they failed to meet the required minimum result by a significant margin. This corresponds to 1% of all suppliers assessed (previous year: 1%). Covestro responds to such infractions with specific action plans and demands that the suppliers in question implement appropriate corrective measures; follow-up audits are conducted to verify compliance. None of the audits conducted revealed any indication of child or forced labor.

As in the previous year, Covestro had no cause to terminate a supplier relationship in the reporting year because the assessment revealed an unsatisfactory performance or a serious sustainability deficit, e.g., human rights violations like child labor or forced labor.

\* The results provided by the external providers EcoVadis SAS and Together for Sustainability AISBL were not subject to the audit by KPMG AG Wirtschaftsprüfungsgesellschaft.

## Sustainability training and dialogue

For Covestro, it is important for our own procurement staff, in particular, to have a comprehensive understanding of the significance of sustainability in the supply chain. Awareness was raised among employees again in 2019 in company-wide sustainability training plus region- and country-specific training on assessment methods and processes.

We continued promoting the implementation of four strategic principles in procurement (reliability, sustainability, cost transformation and innovation) in 2019. In addition, Regional Program Managers were posted in each of the EMLA, NAFTA and APAC regions in the previous year. They work to promote the permanent establishment and optimization of our sustainability program.

 [See "Procurement"](#)

Dialogue and close collaboration are essential in enabling suppliers to successfully comply with Covestro's sustainability requirements. We therefore offer our suppliers a range of opportunities for training and dialogue. This provides the foundation for building reliable relationships and enables us to identify and eliminate issues at an early stage. Continually improving our suppliers' sustainability performance is a priority for Covestro and is supported by the TfS initiative, which regularly organizes supplier days and promotes further training, among other activities. TfS provides a wide range of information materials and various online training courses on its website.

[Supplementary information >](#)

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## Procurement of key products

In 2019, the purchasing value of Covestro's main sites in Germany, the United States and China accounted for just under 80% of Covestro's global purchasing value. Most of this amount (around 78%) went to local suppliers in the individual countries.

## Worldwide supplier assessment through the TfS initiative

Since the start of the industry initiative in 2011, the now 22 members of TfS have evaluated the sustainability performance of a total of 12,200 suppliers through online assessments and have performed 2,030 on-site audits.

All of the results from the online assessments and audits are available to members of the initiative on an online platform, thereby enabling continual monitoring of suppliers with a view to improvements. The TfS initiative also benefits our suppliers because their standardized assessment can be viewed by all TfS members. This means they do not have to complete multiple assessment surveys by various (potential) customers.

In 2019, TfS members across the globe conducted a total of 4,499 online assessments and 309 on-site audits.

At the TfS Steering Committee meeting held in Shanghai in February 2019, the next steps for the fruitful cooperation between TfS and China Petroleum and the Chemical Industry Federation (CPCIF) were the main topic of conversation. The first company with headquarters in the Asia-Pacific region was also welcomed as a new TfS member at this meeting.

In May 2019, agenda items at the annual general meeting of the TfS initiative included determining the new president and Steering Committee. At that meeting, Covestro's Chief Procurement Officer, Dirk Jan de With, was elected to the TfS Steering Committee.

 [Additional information is available at: www.tfs-initiative.com](http://www.tfs-initiative.com)

## Conflict minerals

The Dodd-Frank Act in the United States obligates companies to disclose the origin of certain raw materials to ensure that “conflict minerals” such as tin, tungsten, tantalum and gold from the Democratic Republic of Congo or neighboring states do not enter their products through the supply chain. Covestro uses tin-containing compounds in production and therefore monitors all suppliers

Using a structured survey process, we verify that our suppliers and their upstream suppliers are obtaining tin-containing material free from conflict minerals. Confirmations of conflict mineral-free procurement are documented centrally in the respective material/supplier pairs in our database.

Our requirements regarding conflict minerals are clearly communicated in our Supplier Code of Conduct. Covestro has obtained confirmations of compliance regarding conflict minerals from 100% of suppliers from which it actively purchases such minerals (46 material/supplier pairs) and which are potentially affected by this issue. We update the list of potentially affected suppliers on an ongoing basis and monitor the validity of all existing supplier confirmations. To date, there have been no critical results and no need for action regarding this issue.

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[< Supplementary information](#)



## Product Stewardship

Product stewardship for Covestro means the comprehensive evaluation of health, safety and environmental risks. We want to ensure that our products are safe throughout their entire life cycle – from research to production and marketing and for their intended use by the customer through to disposal.

Monitoring the quality of our products and their suitability for particular applications is anchored in our operational units. Safe transportation, qualification for specifically regulated applications and marketability are centrally managed at Covestro, as is the obligation to report to the Board of Management on these matters.

The safe use and application of our products has high priority. We greatly value conveying product safety information transparently and comprehensively. In addition to the documents required by law, we therefore provide supplementary information and offer training as part of the global product strategy of the International Council of Chemical Associations (ICCA). Furthermore, experts in all areas of the company work closely with suppliers, customers, industry associations and the public. Covestro aims to ensure the effective communication and observance of health, safety and environmental information along the entire supply chain.

### Management of product stewardship

Product stewardship involves both compliance with statutory requirements and voluntary commitment. Here we also take into account the precautionary principle as explained in Principle 15 of the Rio Declaration of the United Nations and communication COM(2000) 1 of the European Commission. This important means of protecting consumers and the environment within the context of risk management may be used in special cases in which, according to an objective and comprehensive scientific evaluation, material or irreversible harm to people and the environment may occur, but the risk of this cannot be established with sufficient certainty. In this, we follow the general principles of the European Commission for application of the precautionary principle. These include especially the proportionality of the measures taken, examination of the benefits and costs of all relevant options, as well as the review of the measures taken in light of new scientific developments. Arbitrary decisions cannot be justified by invoking the precautionary principle.

As a contribution to the safe handling and use of chemicals, risk assessments are carried out applying recognized scientific principles such as those described by the European Chemicals Agency (ECHA) in its Guidance on Information Requirements and Chemical Safety Assessment. A determination is made based on a hazard assessment and exposure estimation as to which additional information is required for the risk characterization of a product.

All product groups at Covestro undergo a multiple-step product safety assessment process. At first, we identify chemicals that are subject to statutory regulations and document the corresponding regulations. We then examine the risk potential of our products. During this process, we also identify substances for which only limited use or marketing are permitted based on the applicable laws and regulations. These include, for example, substances classified as being of very high concern in accordance with the European Regulation on the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) and substances covered by the European regulation on greenhouse gases. Substance compositions are checked against rules sets that would reliably indicate noncompliance with regulatory requirements. Should the assessment or new findings reveal that it is not safe to use a certain chemical, we take the necessary risk mitigation measures. Those can range from technical measures such as protective gear and revised application recommendations to the withdrawal of support for a certain application and substitution of a substance. In this case, an adequate replacement must be sought which can be produced in an economical and technically feasible way. Finally, we produce the legally required safety data sheets, technical data sheets and labeling for the chemicals, including for chemicals that are not subject to this legal obligation, thus exceeding statutory requirements.

We collect, document and analyze all information about the safe and compliant use of our products in a global information system, which provides the basis for further improvements. This includes product monitoring and reporting on product-related and compliance incidents. Our global regulations for the Group contain rules and guidance on when and how this information is to be used. For example, we have been able to improve the information on the safe handling of our products and provide customers with specific training. Furthermore, computer-based training for our employees along with workshops help embed the understanding and importance of product stewardship in the company.

For 2019, we know of no material incidents of noncompliance with regulations and voluntary codes concerning the health and safety impacts of products and services, nor of any significant noncompliance with regulations and voluntary codes relating to product information and labeling.

Fundamentally, the optimization of products and processes is an ongoing task of the chemical industry and is integral to our commitments as part of the Responsible Care initiative. This is an initiative by the chemical industry that aims for continual improvement by companies in the areas of environment, safety and health, regardless of the legal requirements. We also participate in the further development of scientific risk assessments through our involvement in associations and initiatives. International associations such as the European Chemical Industry Council (CEFIC) and the International Council of Chemical Associations (ICCA) are working to improve the scientific assessment of chemicals and research new testing methods. Moreover, they monitor implementation of legal regulations. Covestro is actively involved in industry association activities. Furthermore, we endorse the initiatives of the World Health Organization (WHO) and the EU to improve health and the environment, for example with the further development of human biomonitoring through an alliance with the German Chemical Industry Association (Verband der Chemischen Industrie, VCI) and the German Federal Ministry of the Environment.

### **Implementation of regulations and voluntary programs pertaining to chemicals**

Covestro adheres to the applicable regulations pertaining to chemicals, such as REACH in Europe and the Toxic Substances Control Act (TSCA) in the United States. These regulations are aimed at protecting human health and the environment from the risks posed by chemicals and shape our activities as a manufacturer, importer and user of chemicals. We have established internal regulations to adequately address the range and complexity of the relevant requirements.

Substances registered according to REACH are assessed by regulators. This can result, for example, in additional testing requirements, new risk management measures, or inclusion in the REACH authorization procedure. A number of Covestro substances are also affected by this procedure, which restricts the use of particularly hazardous substances or can lead to their substitution or prohibition. The planned restriction on diisocyanates currently being discussed in the EU committees is one example of a potential restriction. Although diisocyanates will still be available on the market, their use in the workplace will require specific training and the implementation of (risk) management measures in the future. Covestro supports this and advocates a practical and effective arrangement, for example regarding the preparation of training materials. As a member of the European chemical industry, we made a voluntary commitment to review and improve the REACH registration dossiers by 2026.

In addition, Covestro pursues the goal of completing the assessment of the hazard potential for all substances used around the world in quantities exceeding one metric ton per annum by the end of 2020. We thus exceed statutory requirements. In addition, we ensure that substance assessments comparable to those meeting the high standards of REACH or the TSCA will also be applied at Covestro sites that are not subject to these regulations. The relevant procedure is established in the corporate regulation "Product Stewardship" in the annex entitled "Substance Information and Availability." When it comes to purchased substances, we are dependent on information provided by our suppliers. In this regard, however, we expect that the availability of data will also continue to be limited in the future, particularly outside of the EU.

Another example of our commitment to Responsible Care is the worldwide support we provide for customers for safely handling large quantities of reactive products through tank-farm safety assessments.

Covestro has also committed to compliance with animal welfare policies during toxicological and ecotoxicological testing.

 Additional information is available at:

[www.productsafetyfirst.covestro.com/en/resources/resources/detail-pages/statement-on-animal-studies](http://www.productsafetyfirst.covestro.com/en/resources/resources/detail-pages/statement-on-animal-studies)

We support the Global Product Strategy (GPS), a voluntary commitment by the chemical industry initiated by the ICCA. Its objective is to improve knowledge about chemical products, especially in emerging and developing countries, and thus increase safety in the handling of these products. GPS is accessible at Covestro through the Product Safety First internet portal and is available worldwide. On this website, we inform our customers and other interest groups about safety-relevant properties and the safe handling of our products.

### Substances that are the subject of public debate

Covestro is following the scientific discussion about the chemical bisphenol A (BPA), a main feedstock for various plastics. Critics, but also some authorities, are concerned that risks could result for users and the environment if traces of BPA are released from products. At this time, these concerns are primarily being discussed in the context of the European chemical regulation REACH.

Based on numerous scientifically valid and high-quality studies, Covestro is confident that BPA can be safely used in all areas of application supported to date. This assessment is supported, e.g., in the case of food safety, by the latest evaluations from the responsible European and American authorities, namely the European Food Safety Authority (EFSA) and the Food and Drug Administration (FDA). By participating in regulatory processes, Covestro is actively working to dispel uncertainties and answer open questions. In addition, we continue to advocate for making the discussion more objective based on all of the scientific data and in cooperation with the PlasticsEurope association, the American Chemistry Council (ACC) and the China Petroleum and Chemical Industry Federation (CPCIF). Covestro is involved in the debate, providing information to customers and the public on this issue through associations, on the Covestro website and through direct contacts.

## Circular Economy

Limited natural resources and advancing climate change are two key drivers of the circular economy. For Covestro, the circular economy primarily means finding efficient solutions so that products and materials are returned to the value cycle at the end of their use phase – as a whole, in the form of polymers or in molecular form. In this way, we aim to create new value from products and materials. We take a holistic approach so that implementing circularity also reduces our resource consumption and greenhouse gas emissions. In addition to developing new processes, we therefore strongly promote the concept of circularity by taking this principle into account when designing products, purchasing materials, generating and using energy and raw materials, and developing new business models. Specifically, this means that materials such as plastics do not end up as waste, but instead continue to be used, for example, in multi-use systems. Plastics in recycled form can also be put to a completely new use. One example is the production of a polycarbonate based on a recyclate made from used polycarbonate water bottles that is used in the electronics industry in laptops, copiers, printers and similar applications.

For us, however, the circular economy does not end with recycling and reusing our own products and materials. We also develop processes and solutions for recycling materials such as solid waste and waste gases generated during production processes.

The transformation of an economy that, to date, is primarily oriented toward linear business models into a circular economy provides enormous opportunities for Covestro, for example through the development of new technologies, partnerships and business models. Alongside these opportunities, we are also keeping an eye on the circular economy's potential for disruption of the entire value chain. Against this backdrop, Covestro launched the global Circular Economy strategy program in early 2019. The first step was the development of strategic recommendations for the further implementation of the circular economy at Covestro by various Group functions and in all divisions. We established global teams for this purpose throughout the Group and conducted workshops in China, Europe and the United States. Based on the recommendations from the Circular Economy strategy program, the Board of Management decided to move forward with Covestro's strategic orientation in this area with an initial focus on the following elements:

- Specifically considering used plastic products as a possible source of raw materials in addition to other alternative sources such as CO<sub>2</sub> and biomass
- Developing innovative and resource-efficient processes for converting used plastics into feedstock for industrial production
- Actively promoting a way of doing business aligned with circularity by advancing existing and initiating new partnerships and business models along the entire value chain

Moreover, Covestro undertook additional initiatives to further develop and implement the circular economy within the Group. For instance, we launched an internal Start-up Challenge in which Covestro employees were called on to develop global ideas for sustainable product solutions. Out of 234 ideas submitted, all six finalists fell in the circular economy category.

Covestro also joined the PReSmart research consortium, which began its work in 2019. Along with various value chain partners, Covestro is researching ways to improve the recycling of polyurethane plastics. Our common goal is to develop a circular product cycle for these materials. In 2019, Covestro also became a member of the Consortium for a Circular Carbon Economy in North Rhine-Westphalia. This consortium works intensively on researching the interconnection of the waste, chemicals and energy sectors in North Rhine-Westphalia in order to create new chemical products from locally available raw material resources. Along with industry partners, Covestro launched another initiative as part of the Circularise PLASTICS project in the year under review. The key question of this project is investigating how blockchain technologies can contribute to transparency and traceability in plastics recycling.

In China, we further expanded our portfolio of recycled polycarbonate products in 2019. Using a mechanical recycling process, we already produce more than ten different types of polymer granules and polymer blends for the Asian market. These products contain 20% to 50% recycled materials and are mainly used in the consumer electronics industry.

As part of a partnership with customers in the United States, polyurethane foams from our research and development activities that would otherwise have to be disposed of as waste are obtained and recycled. Moreover, we entered into a research partnership with the non-profit organization Mattress Recycling Council in California (United States) in which we intend to improve and expand mattress recycling in the United States.

Covestro is currently evaluating various options at different levels for measuring and accounting for circularity. In 2019, we continued to pursue an approach to carbon productivity to extract the maximum benefit from carbon. The approach aims to make the disconnection of value creation from the use of fossil resources measurable. Circularity can contribute to this goal through the multiple reuse of the carbon contained in products. In principle, this methodology can be applied at the product, company and economy levels. Currently, we are evaluating whether this could also be a suitable indicator for measuring the implementation of circularity in companies, in individual sectors or in economies as a whole. We commissioned an external study on this topic and hope to obtain further insight as a result.

In addition, we have worked on accounting issues relating to the circular economy in the chemical industry and our production processes as part of our Circular Economy strategy program. Among other things, we concentrated on the mass balance approach to enable allocation of secondary raw materials used to the individual products. We advocate the development of suitable processes that allow for transparent accounting for the recycled portion of material and product flows.

At the social policy level, Covestro is involved in Circular Economy Initiative Deutschland (CEID), which receives public-sector support and is spearheaded by the National Academy of Science and Engineering (acatech). CEID is working on developing a common vision of Germany's path to a future-proof circular economy. Covestro is a member of the steering committee and actively participates in working groups for circular business models and battery and packaging cycles.

At the European level, Covestro is a signatory to the Circular Plastics Alliance declaration and will support the common goal aiming for European business to use at least 10 million metric tons of recycled plastics annually by 2025.

In China, we engaged in the discussion on the circular economy at various levels. Covestro is a member of the China Plastics Reuse and Recycling Association (CPRRA) and also active in the China Circular Economy Association (CCEA). We additionally participated in cooperative bilateral events in China on the circular economy, such as the 6th Sino-German Environment Forum on the topic of circular economies for plastics.

At the international level, Covestro participates in the Alliance to End Plastic Waste (AEPW) network.

 [See "Alliance to End Plastic Waste"](#)

In fiscal 2020, Covestro will define additional steps and conditions for the company in order to structurally and technologically advance its focus on the circular economy.

## Social Responsibility

Covestro is a signatory to the UN Global Compact charter and participates in the industry-led Responsible Care initiative and in global sustainability forums such as the World Business Council for Sustainable Development (WBCSD). We publish voluntary corporate commitments on important topics on our website, thus undertaking to comply with certain standards.

 [Additional information is available at: www.covestro.com/en/sustainability/service-downloads/policies-commitments](http://www.covestro.com/en/sustainability/service-downloads/policies-commitments)

### Due diligence on human rights

Covestro is committed to respecting human rights on the basis of the United Nations Guiding Principles on Business and Human Rights. We advocate for compliance with the various national action plans and laws on human rights due diligence. In doing so, we openly take responsibility as a company for respecting human rights in all of the Covestro Group's activities, at subsidiaries and throughout global supply chains and value chains, as well as for guarding against violations of human rights.

The principles of our due diligence on human rights are delineated in various voluntary commitments, company policies and our Supplier Code of Conduct. In these documents, we have specified key international conventions and principles as the basis of our conduct. We expect our employees and business partners around the world to conduct themselves in accordance with these principles.

A key component of our due diligence on human rights lies in zero tolerance of child labor, forced labor and human trafficking. We made a public statement on the latter in the reporting period in our updated document "Corporate Commitment against Slavery and Human Trafficking."

Covestro has also incorporated various sub-aspects of human rights in its management systems. This includes issues such as safety, product stewardship, compliance and human resources policy.

 [See "Employees", "Safety", "Product Stewardship" and "Compliance"](#)

Covestro regards adherence to sustainability standards within the supply chain as a fundamental factor in value creation and an important lever for minimizing risks. In our Supplier Code of Conduct, we therefore require our suppliers to also protect the human rights of their employees and treat them with dignity and respect. We conduct detailed sustainability assessments of our suppliers that also focus on compliance with human rights due diligence.

 [See "Sustainability in Supplier Management"](#)

 [Additional information is available at: www.supplier-code-of-conduct.covestro.com](http://www.supplier-code-of-conduct.covestro.com)

Due to the growing importance of the issue of human rights due diligence, we systematically analyzed and assessed the risks of human rights issues in the year under review. The initial step was to identify and prioritize material human rights risks and their occurrence in our value chain (human rights risk assessment). Human rights risks are defined as any potential risk to those potentially affected that could arise from our business activity, supply chain or our products. The conducted risk analysis covered our own sites as well as the supply chain and the use phase of our products. In a workshop with selected departments, the potential risks were outlined, discussed and prioritized according to recognized criteria to be worked on further.

 [See "Material topics"](#)

The risks were prioritized in two steps:

- Step 1: Identification and categorization of potentially unfavorable consequences for human rights. These include consequences that Covestro might have caused, under certain circumstances might have contributed to, or might be associated with indirectly in the course of its business activities.
- Step 2: Setting of priorities and identification of topics of particular relevance to Covestro (salient issues). For this purpose, both the severity of a possible human rights violation as well as Covestro's degree of influence (leverage) were assessed.

This risk analysis resulted in the identification of 11 topics with a high to very high priority for Covestro. Based on this risk analysis and a status-quo comparison of existing processes and structures for selected topics, we developed a concept for a comprehensive human rights management system which will be promoted further in 2020.

A comprehensive human rights due diligence concept and its development status were presented to the Board of Management in the reporting period.

### **Alliance to End Plastic Waste**

As a founding member of the Alliance to End Plastic Waste, Covestro is expanding its commitment against the uncontrolled disposal of plastic waste in the environment. This global network of companies strives to minimize, manage and reuse plastic waste – and above all, prevent plastic waste from entering the environment. By the end of 2023, USD 1.5 billion (around €1.4 billion) is expected to have been provided for this purpose by the network. More than 40 companies from the chemical, plastic, consumer goods and waste disposal sectors currently participate in this initiative.

For Covestro, this alliance represents an important step toward promoting innovation, establishing strategic partnerships, transforming ideas for waste recycling into economically viable and sustainable solutions, and encouraging sustainable consumer habits. The objective is to use plastic waste as a raw material to keep the volume of plastic waste that enters waterways and the environment to a minimum.

The measures Covestro itself takes are key, since both the Alliance and its members concentrate primarily on specific actions. In 2020, our contribution to the Alliance's mission will be assessed for the first time using a newly developed list of criteria by the Alliance. Information about verified initiatives and projects will subsequently be published as long as they are not confidential.

### **Inclusive Business**

We collaborate globally with customers as well as governmental and non-governmental organizations under the auspices of the Covestro Inclusive Business initiative to develop affordable solutions based on our technologies and products to benefit underserved populations and regions. Our employees focused on three regions (India, Southeast Asia and East/South Africa) and worked on improving the living conditions of underprivileged and mostly low-income people by implementing new innovative solutions for affordable housing, a secure food supply, as well as water and sanitary facilities. In cooperation with partners, we develop affordable products based on our raw material technologies tailored to user needs. One area of activity is post-harvest losses in the food industry in developing countries. Post-harvest losses are all losses occurring after the harvest (e.g., as a result of improper storage) and are an economic challenge particularly for smallholder farmers. Solar food dryers and cold storage, which are developed with industry partners within Inclusive Business, contribute substantially toward improving the financial situation of these farmers by reducing post-harvest losses. At the same time, innovative solutions help open up new markets for our company.

It is important to clearly distinguish between Inclusive Business activities and donation activities. This is mainly achieved by working with partners to focus on the joint development of new and affordable solutions whose financing is ultimately assumed by governmental and non-governmental organizations. Our work in consortia also ensures that the relevant segments of the population ultimately profit from the jointly produced end products.

In line with the UN Sustainable Development Goals (SDGs), Covestro is pursuing the goal of improving the lives of ten million people in underserved developing and emerging countries by 2025. The Board of Management is informed annually about these global activities. By 2019, we reached more than 650,000 people with Inclusive Business solutions. We arrive at this number for the installed solutions by considering the people that could potentially benefit from our projects as part of their work or daily life based on local conditions. These include farmers and their families, schoolchildren or the people employed for the installation. The data is collected with the help of participating governmental and non-governmental organizations as well as third-party sources of data for determining average family sizes in the respective countries.

In Africa, the focus has been mainly on post-harvest solutions, especially food drying. The initiative enabled initial solar dryers to be implemented successfully in Tanzania and the Seychelles. We can also look back on a successful start in South Africa, including the launch of a long-term partnership with Tshwane University of Technology (TUT). Students at TUT will now work with our support on various drying methods using solar dryers in the next three years. The goal is to enable local production of solar dryers in Africa in 2020. In the coming fiscal year, we will expand our focus in Africa to securing the supply of drinking water.

In India, Nepal and Sri Lanka, we have installed various solutions ranging from sanitary facilities and affordable housing units to drying or cooling systems for preserving food.

The Inclusive Business team in Southeast Asia also concentrates on post-harvest products as well as drinking water supply and sanitary facilities. We successfully partnered with Blue Dragon Children's Foundation on a pilot project on sanitary facilities at Muong Mun Secondary School. The project facilitates the supply of water to disadvantaged children from ethnic minorities in the Dien Bien province in Vietnam. A water distillation system by our Melbourne-based partner company F Cubed Ltd. in Australia and our specialty films are used to supply over 600 students with drinking water.

### **Social engagement and dialogue**

Social and societal matters are of great significance to Covestro. We address our responsibility to society comprehensively through corporate citizenship as well as ongoing constructive dialogue with authorities, neighbors, stakeholders and organizations interested in Covestro. More specifically, we maintain constant contact with authorities and conduct regular plant tours as well as operating neighborhood offices. Donations, support programs and special partnerships are further expressions of Covestro's active commitment to society.

### **Access to education, technology and a better life**

Covestro would like to facilitate access to education, technology and a better life, and achieve the SDGs faster through our social engagement. As one of the world's largest polymer companies, Covestro uses its position to work with different organizations in numerous regions in the world to advance projects for protecting the environment, improving the welfare of society, and stimulating the economy. To achieve this, a central unit in the company supports Group-wide efforts to plan and implement cooperative efforts with partners and donation management in order to provide more resources for meeting the SDGs.



# REPORT ON ECONOMIC POSITION

## Economic Environment

### Global economy

At 2.5%, the global economy grew at a slower pace in 2019 than in the previous year. All regions saw weaker year-over-year growth. The drivers here were the escalation of trade disputes, especially between the United States and China, and the associated effects on investment activity and exports. The downturn was modest on the whole in the Middle East and Africa as well as China and the Asia-Pacific region. In contrast, North America, Latin America, Europe and especially export-oriented Germany experienced much lower growth rates than in the prior year.

### Economic environment

|                                  | Growth <sup>1</sup> 2018 | Growth <sup>1</sup> 2019 |
|----------------------------------|--------------------------|--------------------------|
|                                  | %                        | %                        |
| <b>World</b>                     | <b>+3.1</b>              | <b>+2.5</b>              |
| <b>Europe</b>                    | <b>+2.1</b>              | <b>+1.4</b>              |
| of which Western Europe          | +1.8                     | +1.2                     |
| of which Germany                 | +1.5                     | +0.5                     |
| of which Eastern Europe          | +3.3                     | +2.5                     |
| Middle East                      | +2.4                     | +1.1                     |
| Latin America                    | +0.4                     | -0.2                     |
| Africa                           | +2.7                     | +2.6                     |
| <b>North America<sup>2</sup></b> | <b>+2.8</b>              | <b>+2.2</b>              |
| of which United States           | +2.9                     | +2.3                     |
| <b>Asia-Pacific</b>              | <b>+4.7</b>              | <b>+4.3</b>              |
| of which China                   | +6.6                     | +6.2                     |

<sup>1</sup> Real growth of gross domestic product; source: IHS (Global Insight), as of January 2020

<sup>2</sup> North America (not including Central America): Canada, Mexico, United States

### Main customer industries\*

In 2019, automotive production worldwide was down 5%. Despite a decline in sales of some 8%, China remained the largest sales market for the automotive industry. With the exception of Eastern Europe, which saw minimal growth, all regions recorded sharp downturns.

In 2019, growth in the global construction industry, at approximately 2%, was weaker than in the previous year. An ongoing recovery in Eastern Europe and Latin America as well as the continued stability of the investment climate in North America stood in contrast to diminishing growth in Western Europe and China.

The global electrical, electronics and household appliances industry expanded by some 4% in 2019. All regions reported a year-over-year slowdown in growth that was mild in North America and Europe, and significant in the Asia-Pacific region. Nonetheless, growth rates were positive, except in Latin America.

In 2019, the global furniture industry grew by about 2%, roughly the same as last year. All regions generated positive growth rates, although Asia-Pacific stands out as the main driver at around 3%.

\* Covestro's estimate, based on the following sources: LMC Automotive Limited, B+L, CSIL (Centre for Industrial Studies), Oxford Economics

## Business Development of the Covestro Group

### Key Data Covestro Group

|   | 4th quarter<br>2018 <sup>1</sup> | 4th quarter<br>2019 | Change      | 2018 <sup>1</sup> | 2019         | Change       |
|---|----------------------------------|---------------------|-------------|-------------------|--------------|--------------|
|   | € million                        | € million           | %           | € million         | € million    | %            |
| <b>Core volume growth<sup>2</sup></b>   | <b>+1.7%</b>                     | <b>+3.8%</b>        |             | <b>+1.5%</b>      | <b>+2.0%</b> |              |
| Sales   | 3,272                            | 2,864               | -12.5       | 14,616            | 12,412       | -15.1        |
| Change in sales   |                                  |                     |             |                   |              |              |
| Volume  | +2.9%                            | -0.7%               |             | +2.3%             | +0.8%        |              |
| Price   | -9.3%                            | -13.3%              |             | +4.5%             | -17.3%       |              |
| Currency  | +0.3%                            | +1.5%               |             | -3.0%             | +1.9%        |              |
| Portfolio   | -1.0%                            | 0.0%                |             | -0.4%             | -0.5%        |              |
| <b>EBITDA</b>   | <b>293</b>                       | <b>278</b>          | <b>-5.1</b> | <b>3,200</b>      | <b>1,604</b> | <b>-49.9</b> |
| Depreciation and amortization   | 153                              | 185                 | +20.9       | 620               | 752          | +21.3        |
| EBIT  | 140                              | 93                  | -33.6       | 2,580             | 852          | -67.0        |
| Financial result  | (24)                             | (26)                | +8.3        | (104)             | (91)         | -12.5        |
| Net income  | 79                               | 37                  | -53.2       | 1,823             | 552          | -69.7        |
| Operating cash flows  | 641                              | 637                 | -0.6        | 2,376             | 1,383        | -41.8        |
| Cash outflows for additions to property, plant, equipment and intangible assets | 278                              | 307                 | +10.4       | 707               | 910          | +28.7        |
| <b>Free operating cash flow</b>   | <b>363</b>                       | <b>330</b>          | <b>-9.1</b> | <b>1,669</b>      | <b>473</b>   | <b>-71.7</b> |
| Net financial debt <sup>3</sup>   |                                  |                     |             | 348               | 989          | >100         |
| <b>ROCE</b>   |                                  |                     |             | <b>+29.5%</b>     | <b>+8.4%</b> |              |

<sup>1</sup> Reference information was not restated, see note 2.1 "Financial reporting standards applied for the first time in the reporting period."

<sup>2</sup> Reference values calculated on the basis of the definition of the core business effective March 31, 2019.

<sup>3</sup> As of December 31, 2019, compared with December 31, 2018

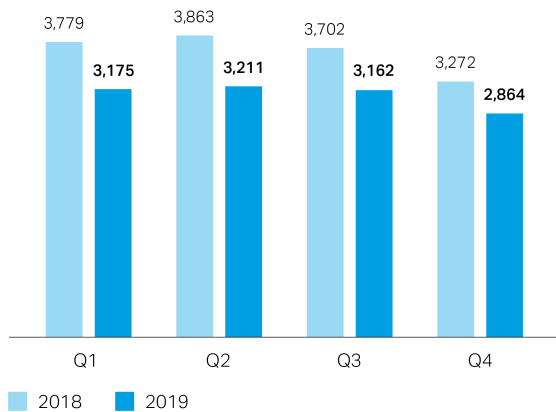
The Group's core volumes in 2019 as a whole rose by 2.0% over the prior-year period. The Polycarbonates and Polyurethanes segments reported growth rates of 2.7% and 2.3%, respectively. In the Coatings, Adhesives, Specialties segment, core volumes declined by 1.0% over the prior-year period.

In fiscal 2019, Group sales were down by 15.1% year over year to €12,412 million (previous year: €14,616 million). This is largely due to lower selling prices, which reduced sales by 17.3%. The main driver here is greater competitive pressure in all segments. The increase in total volumes sold gave sales a 0.8% boost and the effects of exchange rate developments also had a positive impact on sales of 1.9%. In contrast, changes in the portfolio had an overall negative effect on sales of 0.5%. The sale of the U.S. polycarbonate sheets business in the third quarter of 2018 and of the European polyurethane systems house business in the fourth quarter of 2019 had a negative effect. In contrast, the step acquisition of shares of Japan-based DIC Covestro Polymer Ltd. and its subsequent full inclusion in the Group's consolidated financial statements in the second quarter of 2019 had a positive effect on sales.

The Polyurethanes and Polycarbonates segments' sales were down in fiscal 2019. Sales in the Polyurethanes segment declined by 21.5% to €5,779 million (previous year: €7,362 million), and in the Polycarbonates segment sales decreased by 14.3% to €3,473 million (previous year: €4,051 million). At €2,369 million, sales in the Coatings, Adhesives, Specialties segment remained at the previous year's level (€2,361 million).

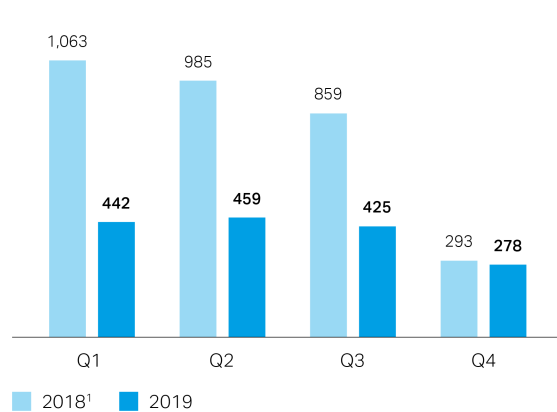
### Covestro Group Quarterly sales

€ million



### Covestro Group Quarterly EBITDA

€ million



<sup>1</sup> Reference information was not restated, see note 2.1 "Financial reporting standards applied for the first time in the reporting period."

The Group's EBITDA in 2019 as a whole decreased 49.9% over the prior-year period to €1,604 million (previous year: €3,200 million).

[See "Results of Operations"](#)

In the Polyurethanes segment, EBITDA slid by 63.2% to €648 million (previous year: €1,763 million). The Polycarbonates segment's EBITDA fell by 48.3% to €536 million (previous year: €1,036 million). At €469 million, EBITDA in the Coatings, Adhesives, Specialties segment was up by 1.1% on the prior-year figure (previous year: €464 million).

In 2019 as a whole, depreciation, amortization and impairment losses rose by 21.3% to €752 million (previous year: €620 million). This development was mainly due to the application of the IFRS 16 standard, which resulted in an effect totaling €124 million. Depreciation, amortization and impairment losses amounted to €732 million (previous year: €599 million) in depreciation of property, plant and equipment and €20 million (previous year: €21 million) in amortization of intangible assets. This included €28 million (previous year: €7 million) in impairment losses and €1 million (previous year: €0 million) in reversals of impairment losses.

[See „Alternative Performance Measures“ and note 2.1 „Financial reporting standards applied for the first time in the reporting period“ in the Notes to the Consolidated Financial Statements](#)

In the 2019 fiscal year, the Covestro Group's EBIT dropped by 67.0% to €852 million (previous year: €2,580 million).

Operating cash flows sank by 41.8% to €1,383 million in fiscal 2019 (previous year: €2,376 million). EBITDA declined, while income tax payments decreased and freed-up working capital increased.

In the reporting period, free operating cash flow was down by 71.7% to €473 million (previous year: €1,669 million) due to a decrease in operating cash flows and increase in cash outflows for additions to property, plant, equipment and intangible assets. These outflows totaled €910 million in 2019 (previous year: €707 million).

### Calculation of the return on capital employed

ROCE measures profitability and is calculated as the ratio of EBIT after imputed income taxes (NOPAT = net operating profit after taxes) to the average capital employed. Imputed taxes are determined by multiplying the effective tax rate by EBIT. If ROCE exceeds the weighted average cost of capital (WACC), the company is earning a premium on its cost of capital.

The value contribution is the difference between NOPAT and the cost of capital. The latter is calculated by multiplying the average capital employed by WACC. A positive value contribution means that value has been generated.

In fiscal 2019, ROCE was 8.4% (previous year: 29.5%), exceeding WACC of 6.8% (previous year: 6.7%), which meant Covestro earned a premium over capital costs. This resulted in a positive value contribution of €120 million, which was, however, well below the prior-year figure of €1,474 million.

#### Covestro value management indicators at a glance

|                          | <b>2018</b> | <b>2019</b> |
|--------------------------|-------------|-------------|
|                          | € million   | € million   |
| NOPAT                    | 1,907       | 624         |
| Average capital employed | 6,468       | 7,406       |
| WACC                     | +6.7%       | +6.8%       |
| ROCE                     | +29.5%      | +8.4%       |
| Value contribution       | 1,474       | 120         |

## Material transactions

The increasing competitive pressure that had already become apparent in the fourth quarter of 2018 led to a sharp decrease in margins again in fiscal 2019. A drop in selling prices led mainly to EBITDA being reduced nearly by half compared with the previous year.

Effective April 1, 2019, Covestro increased its interest in DIC Covestro Polymer Ltd. (DCP), Tokyo (Japan), by another 30% to 80% as part of a step acquisition of shares. The shares previously recognized using the equity method of accounting were remeasured at their fair value. This resulted in a gain of €19 million, which was recognized in other operating income. DCP has been fully consolidated since April 1, 2019.

In the second quarter of 2019, Covestro's Polyurethanes segment signed an agreement to divest the European systems house business. This transaction was completed in the fourth quarter of 2019. The gain on the disposal of this business totaling €34 million was recognized in other operating income.

In the third quarter of 2019, Covestro's Polycarbonates segment signed an agreement to divest the European polycarbonate sheets business. Writedowns of assets totaling €26 million in connection with the disposal negatively affected EBIT. Of this amount, €21 million related to impairment losses on noncurrent assets.

## Overall assessment of target attainment and business performance

### Target attainment

In the 2018 Annual Report, the Covestro Group published a forecast for key performance indicators in fiscal 2019. In view of the business performance of the first nine months of fiscal 2019, Covestro AG's Board of Management elected to concretize the forecast for 2019 as a whole in the reporting for the period ended September 30, 2019. The earlier forecast of volume growth in the low-to-mid-single-digit percentage range was narrowed to the low-single-digit percentage range. Also concretized were the bandwidths for expected FOCF and ROCE performance. After initial projections of FOCF between €300 million and €700 million, this range was narrowed to between €300 million and €500 million in October 2019. The original ROCE forecast of 8% to 13% was narrowed to 8% to 10% in October 2019.

### Target attainment 2019

|   | 2018                  | Forecast 2019 <sup>1</sup>  | Narrowed forecast 2019 <sup>2</sup>   | Target attainment 2019 |
|---|-----------------------|---|---|------------------------|
| <b>Core volume growth</b>                 | <b>+1.5%</b>          | <b>Low- to mid-single-digit-percentage range increase</b>   | <b>Low-single-digit-percentage range increase</b>   | <b>+2.0%</b>           |
| of which Polyurethanes                    | +0.8%                 | Low- to mid-single-digit-percentage range increase  | Low-single-digit-percentage range increase  | +2.3%                  |
| of which Polycarbonates                   | +3.0%                 | Low- to mid-single-digit-percentage range increase  | Low-single-digit-percentage range increase  | +2.7%                  |
| of which Coatings, Adhesives, Specialties | +2.3%                 | Low- to mid-single-digit-percentage range increase  | Low-single-digit-percentage range decrease  | -1.0%                  |
| <b>Free operating cash flow</b>           | <b>€1,669 million</b> | <b>Between €300 million and €700 million</b>  | <b>Between €300 million and €500 million</b>  | <b>€473 million</b>    |
| of which Polyurethanes                    | €972 million          | Increase in cash outflows for additions to property, plant, equipment and intangible assets, which will exceed the expected net cash provided by operating activities | Increase in cash outflows for additions to property, plant, equipment and intangible assets, which will exceed the expected net cash provided by operating activities | €32 million            |
| of which Polycarbonates                   | €468 million          | Decline in FOCF, although the trend here will likely be much more positive than for the Group as a whole  | Decline in FOCF, although the trend here will likely be much more positive than for the Group as a whole  | €404 million           |
| of which Coatings, Adhesives, Specialties | €203 million          | FOCF around the prior-year level  | FOCF slightly below the prior-year level  | €191 million           |
| <b>ROCE</b>                               | <b>+29.5%</b>         | <b>Between 8% and 13%</b>   | <b>Between 8% and 10%</b>   | <b>+8.4%</b>           |

<sup>1</sup> Published on February 25, 2019 (Annual Report 2018)

<sup>2</sup> Published on October 28, 2019 (Quarterly Statement as of September 30, 2019)

Covestro therefore met the projections for all key performance indicators for the Covestro Group in the forecast for fiscal 2019 originally issued and narrowed in October 2019. At 2.0%, our core volume growth met our forecast target. At €473 million, free operating cash flow for fiscal 2019 was in the announced range, as well as ROCE at 8.4%.

### Overall assessment of business performance

Fiscal 2019 was a challenging year for Covestro, with business down significantly from fiscal 2018. The trend apparent in the second half of 2018 continued in the year under review and is primarily the result of a decline in selling prices. These developments halved EBITDA compared with the previous year's figure. Despite weaker demand from the automotive industry, core volumes expanded overall. Free operating cash flow also declined to €473 million (previous year: €1,669 million) on account of the lower EBITDA. In the interest of supporting our long-term growth and maintaining our facilities, we increased our cash outflows for additions to property, plant, equipment and intangible assets as planned to €910 million (previous year: €707 million).

## Business Development by Segment

### Polyurethanes

#### Key data Polyurethanes

|   | 4th quarter<br>2018 <sup>1</sup> | 4th quarter<br>2019 | Change       | 2018 <sup>1</sup> | 2019         | Change       |
|---|----------------------------------|---------------------|--------------|-------------------|--------------|--------------|
|   | € million                        | € million           | %            | € million         | € million    | %            |
| <b>Core volume growth<sup>2</sup></b>   | <b>+2.4%</b>                     | <b>+3.6%</b>        |              | <b>+0.8%</b>      | <b>+2.3%</b> |              |
| Sales   | 1,597                            | 1,336               | -16.3        | 7,362             | 5,779        | -21.5        |
| Change in sales   |                                  |                     |              |                   |              |              |
| Volume  | +2.5%                            | -0.2%               |              | +0.9%             | +1.5%        |              |
| Price   | -17.6%                           | -16.9%              |              | +1.9%             | -24.7%       |              |
| Currency  | +0.2%                            | +1.5%               |              | -3.1%             | +1.8%        |              |
| Portfolio   | 0.0%                             | -0.7%               |              | 0.0%              | -0.1%        |              |
| Sales by region   |                                  |                     |              |                   |              |              |
| EMLA  | 678                              | 546                 | -19.5        | 3,182             | 2,487        | -21.8        |
| NAFTA   | 474                              | 394                 | -16.9        | 1,947             | 1,680        | -13.7        |
| APAC  | 445                              | 396                 | -11.0        | 2,233             | 1,612        | -27.8        |
| <b>EBITDA</b>   | <b>111</b>                       | <b>123</b>          | <b>+10.8</b> | <b>1,763</b>      | <b>648</b>   | <b>-63.2</b> |
| EBIT  | 27                               | 24                  | -11.1        | 1,412             | 250          | -82.3        |
| Operating cash flows  | 393                              | 282                 | -28.2        | 1,386             | 575          | -58.5        |
| Cash outflows for additions to property, plant, equipment and intangible assets | 171                              | 168                 | -1.8         | 414               | 543          | +31.2        |
| <b>Free operating cash flow</b>   | <b>222</b>                       | <b>114</b>          | <b>-48.6</b> | <b>972</b>        | <b>32</b>    | <b>-96.7</b> |

<sup>1</sup> Reference information was not restated, see note 2.1 "Financial reporting standards applied for the first time in the reporting period."

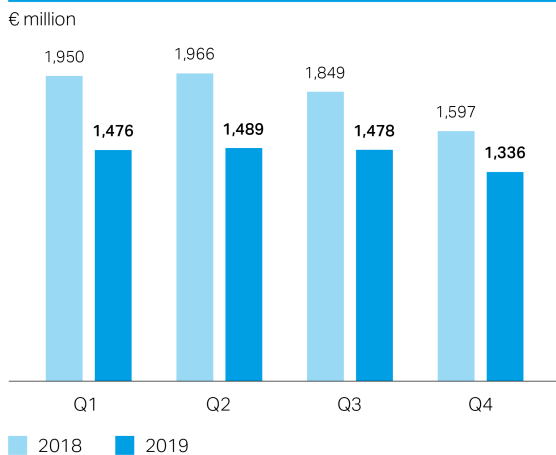
<sup>2</sup> Reference values calculated on the basis of the definition of the core business effective March 31, 2019.

In fiscal 2019, core volumes in Polyurethanes rose by 2.3% over the prior-year period. An increase in volumes sold in the furniture and construction industries and in the electrical, electronics and household appliances industry more than offset weaker demand, especially from the automotive industry.

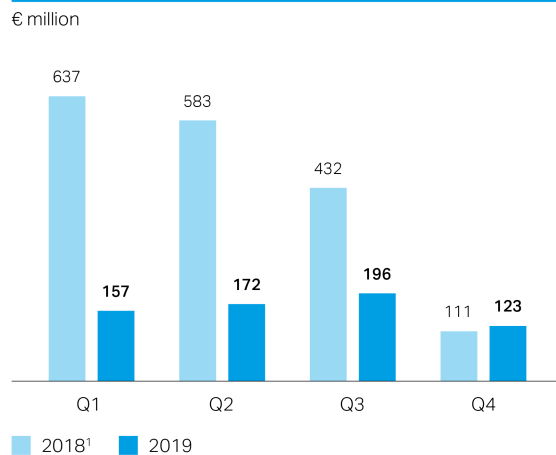
The Polyurethanes segment's sales were down 21.5% to €5,779 million (previous year: €7,362 million). The decrease in average selling prices reduced sales by 24.7%. In contrast, the growth in total volumes sold and exchange rate movements increased sales by 1.5% and 1.8%, respectively. Moreover, the portfolio effect from the sale of the European systems house business in the fourth quarter of 2019 had a negative effect of 0.1% on sales.

Sales in the EMLA region declined by 21.8% to €2,487 million (previous year: €3,182 million) on account of significantly lower average selling prices. However, total volumes sold increased somewhat. Changes in exchange rates and the aforementioned portfolio effect had no notable impact on sales. The NAFTA region's sales fell by 13.7% to €1,680 million (previous year: €1,947 million). Considerably lower selling prices and a minor decrease in total volumes sold combined to negatively affect sales. Conversely, exchange rate movements improved sales slightly. The APAC region's sales declined by 27.8% to €1,612 million (previous year: €2,233 million) due to a clear drop in average selling prices. The increase in total volumes sold and changes in exchange rates had a mildly positive effect on sales.

### Polyurethanes Quarterly sales



### Polyurethanes Quarterly EBITDA



<sup>1</sup> Reference information was not restated, see note 2.1 "Financial reporting standards applied for the first time in the reporting period."

EBITDA was down by 63.2% from the prior-year period to €648 million (previous year: €1,763 million). Lower selling prices cut deeply into margins despite a decline in raw material prices. In contrast, higher volumes sold had a positive effect on EBITDA. Moreover, insurance reimbursements were recognized in other operating income in the amount of €63 million. Gains from the sale of the European systems house business totaling €34 million served to increase earnings.

EBIT declined to €250 million (previous year: €1,412 million).

Free operating cash flow was down by 96.7% year over year to €32 million (previous year: €972 million), mostly due to a decrease in EBITDA and increase in cash outflows for property, plant and equipment. In addition, increased working capital freed up had a positive effect.

## Polycarbonates

### Key data Polycarbonates

|   | 4th quarter<br>2018 <sup>1</sup> | 4th quarter<br>2019 | Change       | 2018 <sup>1</sup> | 2019         | Change       |
|---|----------------------------------|---------------------|--------------|-------------------|--------------|--------------|
|   | € million                        | € million           | %            | € million         | € million    | %            |
| <b>Core volume growth<sup>2</sup></b>   | <b>+1.6%</b>                     | <b>+3.5%</b>        |              | <b>+3.0%</b>      | <b>+2.7%</b> |              |
| Sales   | 924                              | 814                 | -11.9        | 4,051             | 3,473        | -14.3        |
| Change in sales   |                                  |                     |              |                   |              |              |
| Volume  | +4.2%                            | 0.0%                |              | +3.8%             | +2.4%        |              |
| Price   | -2.3%                            | -13.5%              |              | +9.7%             | -16.5%       |              |
| Currency  | +0.3%                            | +1.6%               |              | -3.4%             | +2.0%        |              |
| Portfolio   | -3.8%                            | 0.0%                |              | -1.7%             | -2.2%        |              |
| Sales by region   |                                  |                     |              |                   |              |              |
| EMLA  | 301                              | 270                 | -10.3        | 1,347             | 1,146        | -14.9        |
| NAFTA   | 200                              | 160                 | -20.0        | 817               | 734          | -10.2        |
| APAC  | 423                              | 384                 | -9.2         | 1,887             | 1,593        | -15.6        |
| <b>EBITDA</b>   | <b>133</b>                       | <b>95</b>           | <b>-28.6</b> | <b>1,036</b>      | <b>536</b>   | <b>-48.3</b> |
| EBIT  | 88                               | 39                  | -55.7        | 861               | 300          | -65.2        |
| Operating cash flows  | 235                              | 204                 | -13.2        | 654               | 613          | -6.3         |
| Cash outflows for additions to property, plant, equipment and intangible assets | 70                               | 84                  | +20.0        | 186               | 209          | +12.4        |
| <b>Free operating cash flow</b>   | <b>165</b>                       | <b>120</b>          | <b>-27.3</b> | <b>468</b>        | <b>404</b>   | <b>-13.7</b> |

<sup>1</sup> Reference information was not restated, see note 2.1 "Financial reporting standards applied for the first time in the reporting period."

<sup>2</sup> Reference values calculated on the basis of the definition of the core business effective March 31, 2019

In 2019 as a whole, core volumes in Polycarbonates rose by 2.7% over the prior-year period. The electrical, electronics and household appliances industries and the construction industry were the main contributors to this growth.

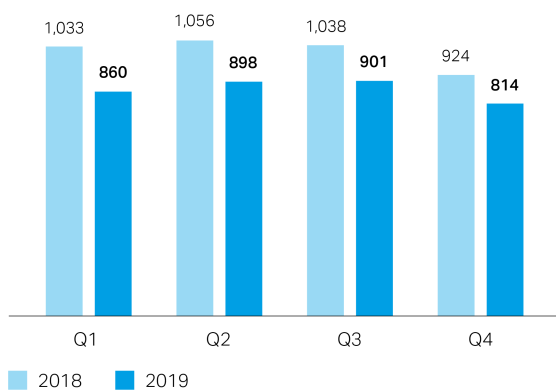
The Polycarbonates segment's sales declined by 14.3% to €3,473 million in 2019 (previous year: €4,051 million). The key driver here was the year-over-year decrease in selling price levels, which reduced sales by 16.5%. In contrast, the expansion of total volumes and exchange rate movements had a positive effect on sales of 2.4% and 2.0%, respectively. Moreover, the portfolio effect from the sale of the U.S. sheets business in the third quarter of 2018 also impacted sales in fiscal 2019 with a negative effect of 2.2%.

In the EMLA region, sales were down by 14.9% to €1,146 million (previous year: €1,347 million). Significantly lower selling prices and slight decline in total volumes sold adversely affected sales, while changes in exchange rates overall did not have any notable impact. Sales in the NAFTA region declined by 10.2% to €734 million (previous year: €817 million), driven by a significant drop in average selling prices and the aforementioned portfolio effect, which had a strongly negative effect on sales. This stood in contrast to the slightly positive effects from the increase in total volumes sold and exchange rate movements. In the APAC region, sales decreased by 15.6% to €1,593 million (previous year: €1,887 million). Lower selling prices had a considerable negative effect on sales, whereas total volumes sold had a significantly positive effect. Exchange rate changes improved sales slightly.



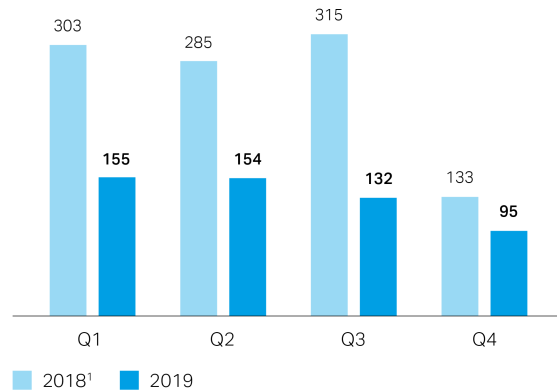
### Polycarbonates Quarterly sales

€ million



### Polycarbonates Quarterly EBITDA

€ million



<sup>1</sup> Reference information was not restated, see note 2.1 "Financial reporting standards applied for the first time in the reporting period."

In 2019, EBITDA in the Polycarbonates segment decreased by 48.3% compared with the prior-year period, dropping to €536 million (previous year: €1,036 million), mostly on account of the negative change in selling prices. Moreover, the portfolio effect from the sale of the U.S. sheets business also reduced earnings. Conversely, lower raw material prices and higher volumes sold had a positive effect on EBITDA.

EBIT decreased by 65.2% to €300 million (previous year: €861 million). Writedowns of assets totaling €26 million in connection with the disposal of the U.S. sheets business negatively affected EBIT. Of this amount, €21 million related to impairment losses on noncurrent assets.

Free operating cash flow decreased by 13.7% year over year to €404 million (previous year: €468 million), mostly as a result of the lower EBITDA. Greater cash outflows for additions to property, plant and equipment also had a negative effect, whereas increased working capital freed up had a positive effect.

## Coatings, Adhesives, Specialties

### Key data Coatings, Adhesives, Specialties

|   | 4th quarter<br>2018 <sup>1</sup> | 4th quarter<br>2019 | Change       | 2018 <sup>1</sup> | 2019         | Change      |
|---|----------------------------------|---------------------|--------------|-------------------|--------------|-------------|
|   | € million                        | € million           | %            | € million         | € million    | %           |
| <b>Core volume growth<sup>2</sup></b>   | <b>-2.2%</b>                     | <b>+6.2%</b>        |              | <b>+2.3%</b>      | <b>-1.0%</b> |             |
| Sales   | 534                              | 533                 | -0.2         | 2,361             | 2,369        | +0.3        |
| Change in sales   |                                  |                     |              |                   |              |             |
| Volume  | +0.3%                            | +0.1%               |              | +3.5%             | -2.1%        |             |
| Price   | 0.0%                             | -4.2%               |              | +0.6%             | -1.1%        |             |
| Currency  | +0.6%                            | +1.9%               |              | -2.6%             | +2.3%        |             |
| Portfolio   | 0.0%                             | +2.0%               |              | 0.0%              | +1.2%        |             |
| Sales by region   |                                  |                     |              |                   |              |             |
| EMLA  | 240                              | 224                 | -6.7         | 1,117             | 1,052        | -5.8        |
| NAFTA   | 129                              | 129                 | 0.0          | 519               | 562          | +8.3        |
| APAC  | 165                              | 180                 | +9.1         | 725               | 755          | +4.1        |
| <b>EBITDA</b>   | <b>63</b>                        | <b>62</b>           | <b>-1.6</b>  | <b>464</b>        | <b>469</b>   | <b>+1.1</b> |
| EBIT  | 39                               | 32                  | -17.9        | 371               | 352          | -5.1        |
| Operating cash flows  | 107                              | 170                 | +58.9        | 309               | 349          | +12.9       |
| Cash outflows for additions to property, plant, equipment and intangible assets | 36                               | 55                  | +52.8        | 106               | 158          | +49.1       |
| <b>Free operating cash flow</b>   | <b>71</b>                        | <b>115</b>          | <b>+62.0</b> | <b>203</b>        | <b>191</b>   | <b>-5.9</b> |

<sup>1</sup> Reference information was not restated, see note 2.1 "Financial reporting standards applied for the first time in the reporting period."

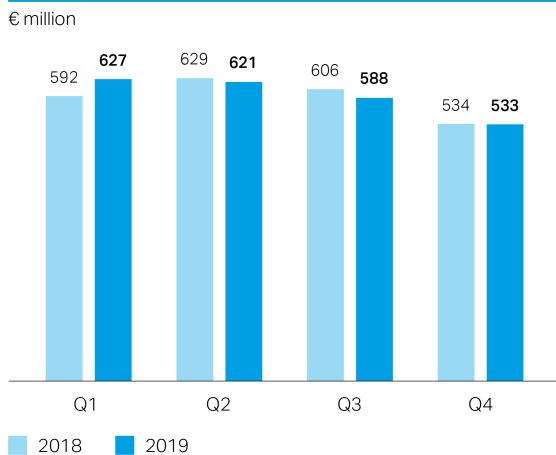
<sup>2</sup> Reference values calculated on the basis of the definition of the core business effective March 31, 2019.

In the 2019 fiscal year, core volumes in Coatings, Adhesives, Specialties were down 1.0% from the prior year. This development was driven primarily by weaker automotive industry demand for coating precursors.

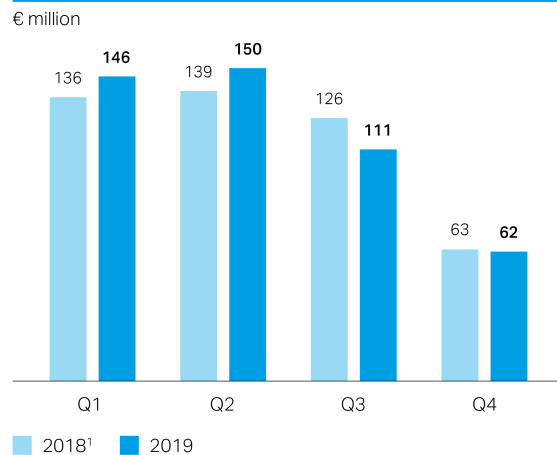
At €2,369 million, the Coatings, Adhesives, Specialties segment's sales remained stable year over year (previous year: €2,361 million). A decrease in total volumes sold and lower selling prices had negative effects on sales of 2.1% and 1.1%, respectively. In contrast, exchange rate movements had a positive impact of 2.3%. The step acquisition of shares and subsequent full consolidation of Japan-based DIC Covestro Polymer Ltd. also gave sales a 1.2% boost.

Sales in the EMLA region dropped by 5.8% to €1,052 million (previous year: €1,117 million) as a result of a sharp decline in total volumes sold. Changes in average selling prices and exchange rates collectively had no notable effect on sales. In the NAFTA region, sales grew by 8.3% to €562 million (previous year: €519 million). The growth in total volumes sold and higher selling price levels resulted in a slight improvement in sales. In addition, exchange rate fluctuations had a significant positive impact on sales. Sales in the APAC region increased by 4.1% to €755 million (previous year: €725 million). A modest positive effect from total volumes sold and exchange rate movements compensated for the minimal decrease in average selling prices. Moreover, the portfolio effect from the step acquisition of shares and subsequent full consolidation of Japan-based DIC Covestro Polymer Ltd. improved sales slightly.

Coatings, Adhesives, Specialties  
Quarterly sales



Coatings, Adhesives, Specialties  
Quarterly EBITDA



<sup>1</sup> Reference information was not restated, see note 2.1 "Financial reporting standards applied for the first time in the reporting period."

EBITDA was up by 1.1% from the prior-year period to €469 million (previous year: €464 million). Lower selling prices were not balanced out by a decline in raw material prices and therefore cut into margins. Lower volumes likewise adversely influenced EBITDA. Conversely, exchange rate effects and the portfolio effect of the step acquisition of shares of Japan-based DIC Covestro Polymer Ltd. improved sales. In addition, the one-time gain from the remeasurement of shares of DIC Covestro Polymer Ltd. in Japan previously accounted for under the equity method had a positive effect on EBITDA of €19 million.

EBIT sank by 5.1% to €352 million (previous year: €371 million).

Free operating cash flow decreased by 5.9% to €191 million (previous year: €203 million). The main reason for this was the increase in cash outflows for additions to property, plant and equipment, which stood in contrast to the overall lower funds tied up in working capital.

## Results of Operations

### Covestro Group summary income statement

|   | 2018 <sup>1</sup> | 2019       | Change       |
|---|-------------------|------------|--------------|
|   | € million         | € million  | %            |
| Sales   | 14,616            | 12,412     | -15.1        |
| Cost of goods sold  | (9,918)           | (9,658)    | -2.6         |
| Selling expenses  | (1,408)           | (1,380)    | -2.0         |
| Research and development expenses                                     | (276)             | (266)      | -3.6         |
| General administration expenses                                       | (491)             | (372)      | -24.2        |
| Other operating expenses (-) and income (+)                           | 57                | 116        | >100         |
| <b>EBIT</b>   | <b>2,580</b>      | <b>852</b> | <b>-67.0</b> |
| Financial result  | (104)             | (91)       | -12.5        |
| <b>Income before income taxes</b>                                     | <b>2,476</b>      | <b>761</b> | <b>-69.3</b> |
| Income taxes  | (647)             | (204)      | -68.5        |
| <b>Income after income taxes</b>                                      | <b>1,829</b>      | <b>557</b> | <b>-69.5</b> |
| of which attributable to noncontrolling interest                      | 6                 | 5          | -16.7        |
| <b>of which attributable to Covestro AG stockholders (net income)</b> | <b>1,823</b>      | <b>552</b> | <b>-69.7</b> |

<sup>1</sup> Reference information was not restated, see note 2.1 "Financial reporting standards applied for the first time in the reporting period."

Group sales in the reporting year dropped by 15.1% to €12,412 million (previous year: €14,616 million).

There was a 2.6% decrease in the cost of goods sold to €9,658 million (previous year: €9,918 million) on account of lower raw material prices. The ratio of the cost of goods sold to sales increased to 77.8% (previous year: 67.9%).

Selling expenses were down by 2.0% to €1,380 million (previous year: €1,408 million), yielding a ratio of selling expenses to sales of 11.1% (previous year: 9.6%). Research and development (R&D) expenses of €266 million decreased by 3.6% (previous year: €276 million). As a share of sales, this produced an R&D ratio of 2.1% (previous year: 1.9%). The funds were used mainly for developing new application solutions for our products and improving products and process technologies. The R&D projects are aligned to sustainability aspects.

General administration expenses saw a decrease of 24.2% to €372 million (previous year: €491 million).

A decline in provisions for short-term variable compensation had a positive effect on all functional costs.

Other operating income exceeded other operating expenses by €116 million (previous year: €57 million). This included items such as a gain from the sale of the European systems house business in the fourth quarter of 2019 amounting to €34 million, insurance reimbursements of €63 million, and a gain of €19 million from the remeasurement of shares of Japan-based DIC Covestro Polymer Ltd. previously accounted for under the equity method.

In the reporting period, EBIT amounted to €852 million, down 67.0% (previous year: €2,580 million). As a result, the EBIT margin decreased to 6.9% (previous year: 17.7%).

In fiscal 2019, the financial result was €-91 million (previous year: €-104 million). The key component of the financial result is the net interest expense totaling €-45 million (previous year: €-47 million). A negative effect from the application of IFRS 16 in the amount of €21 million is included in net interest expense. Conversely, lower hedging costs had a positive effect on net interest expense. Including the financial result, income before income taxes declined 69.3% to €761 million (previous year: €2,476 million). Due to earnings, the income tax expense dropped by 68.5% to €204 million (previous year: €647 million). After taxes and noncontrolling interests, net income was down 69.7% and amounted to €552 million (previous year: €1,823 million).

## Financial Position

### Covestro Group summary statement of cash flows

|   | 4th quarter<br>2018 <sup>1</sup> | 4th quarter<br>2019 | 2018 <sup>1</sup> | 2019         |
|---|----------------------------------|---------------------|-------------------|--------------|
|   | € million                        | € million           | € million         | € million    |
| <b>EBITDA</b>   | <b>293</b>                       | <b>278</b>          | <b>3,200</b>      | <b>1,604</b> |
| Income taxes paid   | (69)                             | (31)                | (574)             | (296)        |
| Change in pension provisions  | 8                                | 26                  | 26                | 49           |
| (Gains) losses on retirements of noncurrent assets                              | (10)                             | (35)                | (45)              | (51)         |
| Change in working capital/other noncash items                                   | 419                              | 399                 | (231)             | 77           |
| <b>Cash flows from operating activities</b>                                     | <b>641</b>                       | <b>637</b>          | <b>2,376</b>      | <b>1,383</b> |
| Cash outflows for additions to property, plant, equipment and intangible assets | (278)                            | (307)               | (707)             | (910)        |
| <b>Free operating cash flow</b>   | <b>363</b>                       | <b>330</b>          | <b>1,669</b>      | <b>473</b>   |
| <b>Cash flows from investing activities</b>                                     | <b>(254)</b>                     | <b>(252)</b>        | <b>(346)</b>      | <b>(838)</b> |
| <b>Cash flows from financing activities</b>                                     | <b>(373)</b>                     | <b>(57)</b>         | <b>(2,402)</b>    | <b>(668)</b> |
| <b>Change in cash and cash equivalents due to business activities</b>           | <b>14</b>                        | <b>328</b>          | <b>(372)</b>      | <b>(123)</b> |
| <b>Cash and cash equivalents at beginning of period</b>                         | <b>846</b>                       | <b>422</b>          | <b>1,232</b>      | <b>865</b>   |
| Change in cash and cash equivalents due to changes in scope of consolidation    | –                                | –                   | –                 | (1)          |
| Change in cash and cash equivalents due to exchange rate movements              | 5                                | (2)                 | 5                 | 7            |
| <b>Cash and cash equivalents at end of period</b>                               | <b>865</b>                       | <b>748</b>          | <b>865</b>        | <b>748</b>   |

<sup>1</sup> Reference information was not restated, see note 2.1 "Financial reporting standards applied for the first time in the reporting period."

### Cash flows from operating activities/free operating cash flow

Operating cash flows sank to €1,383 million (previous year: €2,376 million). A reduction in EBITDA stood in contrast to greater freed-up working capital and lower income tax payments. Cash outflows for additions to property, plant, equipment and intangible assets increased, resulting in free operating cash flow of €473 million (previous year: €1,669 million).

### Cash flows from investing activities

In fiscal 2019, net cash used in investing activities totaled €838 million (previous year: €346 million). This item mainly reflected cash outflows for additions to property, plant, equipment and intangible assets of €910 million (previous year: €707 million) and cash inflows from the sale of the European systems house business of €51 million.

Capital expenditures in 2019 were targeted at plant maintenance and improvement as well as at new capacities in all three segments. An investment in the Shanghai (China) site safeguards and optimizes the chlorine supply. At Polyurethanes, after the successful completion of the MDI investment in Brunsbüttel (Germany), the strategically relevant capital expenditures pertained to the expansion of MDI capacity in Tarragona (Spain); at Polycarbonates, to the expansion of capacity at the site in Shanghai (China); and at Coatings, Adhesives, Specialties, to the expansion of global production capacities for Specialty Films.

### Cash outflows for additions to property, plant, equipment and intangible assets

|                                  | 2018 <sup>1</sup> | 2019       |
|----------------------------------|-------------------|------------|
| Polyurethanes                    | 414               | 543        |
| Polycarbonates                   | 186               | 209        |
| Coatings, Adhesives, Specialties | 106               | 158        |
| Others/Consolidation             | 1                 | –          |
| <b>Covestro Group</b>            | <b>707</b>        | <b>910</b> |

<sup>1</sup> Reference information was not restated, see note 2.1 "Financial reporting standards applied for the first time in the reporting period."

## Cash flows from financing activities

Net cash outflow for the Covestro Group's financing activities in 2019 amounted to €668 million (previous year: €2,402 million). These mainly included the dividend payout for Covestro AG totaling €438 million (previous year: €436 million).

## Net financial debt

|                                | Dec. 31, 2018 <sup>1</sup> | Dec. 31, 2019 |
|--------------------------------|----------------------------|---------------|
|                                | € million                  | € million     |
| Bonds                          | 996                        | 997           |
| Liabilities to banks           | 24                         | 10            |
| Lease liabilities <sup>2</sup> | 193                        | 735           |
| Liabilities from derivatives   | 12                         | 10            |
| Receivables from derivatives   | (12)                       | (15)          |
| <b>Financial liabilities</b>   | <b>1,213</b>               | <b>1,737</b>  |
| Cash and cash equivalents      | (865)                      | (748)         |
| <b>Net financial debt</b>      | <b>348</b>                 | <b>989</b>    |

<sup>1</sup> Reference information was not restated, see note 2.1 "Financial reporting standards applied for the first time in the reporting period."

<sup>2</sup> As of December 31, 2019, this also contains the lease liabilities from initial application of IFRS 16.

In fiscal 2019, net financial debt increased by €641 million to €989 million (previous year: €348 million). This rise was mainly attributable to the initial application of the IFRS 16 financial reporting standard and the resulting increase in lease liabilities. Moreover, cash and cash equivalents decreased to €748 million (previous year: €865 million).

## Financial management

The main purpose of financial management is to ensure solvency at all times, continuously optimize capital costs and reduce the risks of financing measures. Financial management for the Covestro Group is performed centrally by Covestro AG.

Covestro AG currently holds a Baa1 investment-grade rating with a stable outlook from the rating agency Moody's Investors Service, London (United Kingdom).

Covestro AG operates a Debt Issuance Program as a framework with a total volume of €5,000 million to facilitate obtaining flexible financing from the capital market. The company is thus in the position to issue fixed- and variable-rate bonds as well as to undertake private placements. Covestro AG successfully placed several bonds from its Debt Issuance Program in March 2016. The outstanding bonds with a total volume of €1,000 million are fixed-rate bonds maturing in October 2021 (1.00% coupon, €500 million) and September 2024 (1.75% coupon, €500 million), and carry a Baa1 rating from Moody's Investors Service.

The liquidity acquired in this way is intended to be used for general financing needs. Covestro AG agreed a syndicated revolving credit facility with a banking consortium totaling €1,500 million with a term until September 2022. No loans were drawn against this syndicated credit facility as of December 31, 2019.

The Covestro Group pursues a prudent debt management strategy to ensure flexibility, drawing on a balanced financing portfolio. This portfolio is based for the most part on bonds, syndicated credit facilities and bilateral loan agreements.

As a company with international operations, Covestro is exposed to financial opportunities and risks. These are continuously monitored within the context of Covestro's financial management activities. Derivative financial instruments are used to minimize risks.

Please see the "Opportunities and Risks Report" for further details of financial opportunities and risks.

## Net Assets

### Covestro Group summary statement of financial position

|                                     | Dec. 31, 2018 <sup>1</sup> | Dec. 30, 2019 |
|-------------------------------------|----------------------------|---------------|
|                                     | € million                  | € million     |
| Noncurrent assets <sup>2</sup>      | 5,801                      | 6,791         |
| Current assets                      | 5,283                      | 4,727         |
| <b>Total assets</b>                 | <b>11,084</b>              | <b>11,518</b> |
| <b>Equity</b>                       | <b>5,375</b>               | <b>5,254</b>  |
| Noncurrent liabilities <sup>3</sup> | 3,126                      | 4,129         |
| Current liabilities                 | 2,583                      | 2,135         |
| <b>Liabilities</b>                  | <b>5,709</b>               | <b>6,264</b>  |
| <b>Total equity and liabilities</b> | <b>11,084</b>              | <b>11,518</b> |

<sup>1</sup> Reference information was not restated, see note 2.1 "Financial reporting standards applied for the first time in the reporting period."

<sup>2</sup> As of January 1, 2019, this also contains the right-of-use assets from initial application of IFRS 16.

<sup>3</sup> As of January 1, 2019, this also contains the lease liabilities from initial application of IFRS 16.

Total assets were up by €434 million compared with December 31, 2018, to €11,518 million as of December 31, 2019 (previous year: €11,084 million).

Noncurrent assets increased by €990 million to €6,791 million (previous year: €5,801 million) and accounted for 59.0% (previous year: 52.3%) of total assets. This change is largely attributable to the increase in property, plant and equipment by €877 million, which in turn resulted mainly from the recognition of right-of-use assets in accordance with the initial application of IFRS 16. Current financial liabilities declined by €556 million to €4,727 million (previous year: €5,283 million) and therefore accounted for 41.0% (previous year: 47.7%) of total assets. Active working capital management was the main driver here, resulting in a decline in inventories and trade accounts receivable.

Equity as of December 31, 2019, decreased by €121 million to €5,254 million (previous year: €5,375 million). The equity ratio amounted to 45.6% as of the reporting date (previous year: 48.5%). Income after income taxes was insufficient to offset the equity-reducing effects of the dividend distribution and the remeasurement of pension obligations.

Noncurrent liabilities increased by €1,003 million to €4,129 million as of the reporting date (previous year: €3,126 million) and accounted for 65.9% (previous year: 54.8%) of liabilities. This was mainly due to an increase in provisions for pensions and other post-employment benefits by €520 million and noncurrent financial liabilities by €435 million. In contrast, current liabilities decreased by €448 million to €2,135 million (previous year: €2,583 million) and accounted for 34.1% (previous year: 45.2%) of liabilities. The chief reason was a decline in other provisions by €290 million.

### Net defined benefit liability for post-employment benefits

|   | Dec. 31, 2018 | Dec. 31, 2019 |
|---|---------------|---------------|
|   | € million     | € million     |
| <b>Net defined benefit liability for post-employment benefits</b> | <b>1,444</b>  | <b>1,963</b>  |

The net defined benefit liability for post-employment benefits (pension obligations less plan assets) increased by €519 million in the reporting year to €1,963 million (previous year: €1,444 million). An increase in the value of the plan assets was unable to offset actuarial losses primarily resulting from the lowering of the discount rate in Germany and the United States.

## Alternative Performance Measures

Throughout its financial reporting, Covestro uses alternative performance measures (APMs) to assess the business performance of the Group. These are not defined in the International Financial Reporting Standards (IFRSs). These non-IFRS indicators should be considered a supplement to, not a replacement for, the performance measures determined in accordance with IFRSs. The calculation methods and reconciliation of the non-IFRS sales and earnings APMs to the figures reported in the financial statements are presented below. The calculation methods for the APMs may vary from those of other companies, thus limiting the extent of the overall comparability. These alternative performance measures should not be viewed in isolation or employed as an alternative to the financial indicators determined in accordance with IFRSs and presented in the consolidated financial statements for purposes of assessing Covestro's net assets, financial position and results of operations.

The following are the alternative performance measures relevant to the Covestro Group:

- EBITDA
- Return on capital employed (ROCE)
- Free operating cash flow (FOCF)
- Net financial debt

Covestro uses ROCE to assess profitability in the context of the company's internal management system. EBITDA is also calculated as an additional indicator of profitability. FOCF is a key factor in the presentation of the liquidity position that indicates the company's ability to generate a cash surplus and finance its activities. Net financial debt gauges the Group's financial condition and financing requirements.

### EBITDA

EBIT is a measure used in the calculation of EBITDA. EBIT represents the share of the income after income taxes plus financial result and income taxes attributable to Covestro's core business after elimination of the influence of variable tax rates and/or various financing activities.

#### Calculation of EBIT

|                                   | 2018 <sup>1</sup> | 2019          |
|-----------------------------------|-------------------|---------------|
|                                   | € million         | € million     |
| <b>Sales</b>                      | <b>14,616</b>     | <b>12,412</b> |
| Cost of goods sold                | (9,918)           | (9,658)       |
| <b>Gross profit</b>               | <b>4,698</b>      | <b>2,754</b>  |
| Selling expenses                  | (1,408)           | (1,380)       |
| Research and development expenses | (276)             | (266)         |
| General administration expenses   | (491)             | (372)         |
| Other operating income            | 123               | 181           |
| Other operating expenses          | (66)              | (65)          |
| <b>EBIT</b>                       | <b>2,580</b>      | <b>852</b>    |
| Financial result                  | (104)             | (91)          |
| <b>Income before income taxes</b> | <b>2,476</b>      | <b>761</b>    |
| Income taxes                      | (647)             | (204)         |
| <b>Income after income taxes</b>  | <b>1,829</b>      | <b>557</b>    |

<sup>1</sup> Reference information was not restated, see note 2.1 "Financial reporting standards applied for the first time in the reporting period."



EBITDA is EBIT plus amortization and impairment losses on intangible assets, and depreciation and impairment losses on property, plant and equipment, less impairment loss reversals. In addition, EBITDA is adjusted for possible distortions arising from various depreciation/amortization methods and measurement options, and therefore represents earnings from operating business activities.

### Calculation of EBITDA

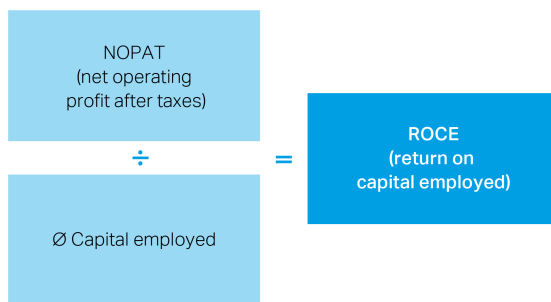
|   | 2018 <sup>1</sup> | 2019         |
|---|-------------------|--------------|
|   | € million         | € million    |
| <b>EBIT</b>   | <b>2,580</b>      | <b>852</b>   |
| Depreciation, amortization, impairment losses and impairment loss reversals | 620               | 752          |
| <b>EBITDA</b>   | <b>3,200</b>      | <b>1,604</b> |

<sup>1</sup> Reference information was not restated, see note 2.1 "Financial reporting standards applied for the first time in the reporting period."

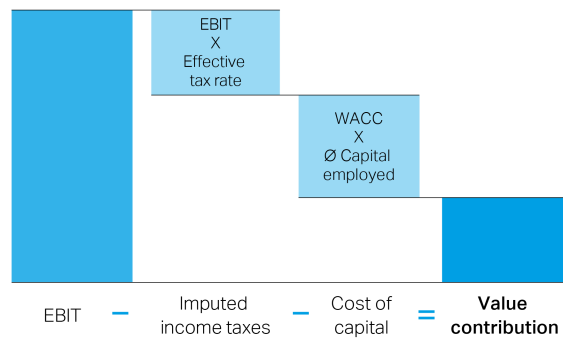
## Return on capital employed (ROCE)

The foremost objective of the Covestro Group is to steadily increase enterprise value. Value is generated if Group earnings exceed the cost of capital. Covestro uses return on capital employed (ROCE) as the central value-based management metric. ROCE measures profitability and is calculated as the ratio of EBIT, adjusted for special items as needed, after imputed income taxes (NOPAT = net operating profit after taxes) to the average capital employed. If ROCE exceeds the weighted average cost of capital (WACC), the company is generating a premium on its cost of capital.

### Calculation of the return on capital employed



### Calculation of the value contribution



## Calculation of average capital employed

The capital employed is the interest-bearing capital required by the company for its operations. It is calculated from operating noncurrent and current assets less non-interest-bearing liabilities. Non-interest-bearing liabilities include, for example, trade accounts payable and current provisions. The average capital employed is determined using the capital employed at the beginning and end of the relevant period.

### Calculation of average capital employed

|   | Dec. 31,<br>2017 <sup>1,2</sup> | Effects of<br>IFRS 9 and<br>IFRS 15 | Jan. 01,<br>2018 <sup>2</sup> | Dec. 31,<br>2018 <sup>2</sup> | Effects of<br>IFRS 16 | Jan. 01,<br>2019 | Dec. 31,<br>2019 |
|---|---------------------------------|-------------------------------------|-------------------------------|-------------------------------|-----------------------|------------------|------------------|
|   | € million                       | € million                           | € million                     | € million                     | € million             | € million        | € million        |
| Goodwill  | 253                             | -                                   | 253                           | 256                           | -                     | 256              | 264              |
| Other intangible assets   | 81                              | -                                   | 81                            | 77                            | -                     | 77               | 114              |
| Property, plant and equipment <sup>3</sup>                            | 4,296                           | -                                   | 4,296                         | 4,409                         | 660                   | 5,069            | 5,286            |
| Investments accounted for using the equity method                     | 208                             | -                                   | 208                           | 214                           | -                     | 214              | 192              |
| Other noncurrent financial assets <sup>4</sup>                        | 8                               | -                                   | 8                             | 8                             | -                     | 8                | 7                |
| Other receivables <sup>5</sup>  | 297                             | 61                                  | 358                           | 361                           | -                     | 361              | 376              |
| Deferred taxes <sup>6</sup>   | 224                             | 4                                   | 228                           | 256                           | -                     | 256              | 221              |
| Inventories   | 1,913                           | (33)                                | 1,880                         | 2,213                         | -                     | 2,213            | 1,916            |
| Trade accounts receivable   | 1,882                           | (18)                                | 1,864                         | 1,786                         | -                     | 1,786            | 1,561            |
| Claims for income tax refunds   | 138                             | -                                   | 138                           | 55                            | -                     | 55               | 104              |
| Assets held for sale <sup>7,8</sup>                                   | -                               | -                                   | -                             | -                             | -                     | 1                | 12               |
| <b>Gross capital employed</b>   | <b>9,300</b>                    | <b>14</b>                           | <b>9,314</b>                  | <b>9,635</b>                  | <b>660</b>            | <b>10,296</b>    | <b>10,053</b>    |
| Other provisions <sup>9</sup>   | (755)                           | 28                                  | (727)                         | (721)                         | -                     | (721)            | (422)            |
| Other liabilities <sup>10</sup>                                       | (215)                           | (65)                                | (280)                         | (234)                         | -                     | (234)            | (206)            |
| Deferred tax liabilities <sup>11</sup>                                | (160)                           | (6)                                 | (166)                         | (153)                         | -                     | (153)            | (206)            |
| Trade accounts payable  | (1,618)                         | 37                                  | (1,581)                       | (1,637)                       | -                     | (1,637)          | (1,507)          |
| Income tax liabilities  | (235)                           | -                                   | (235)                         | (279)                         | -                     | (279)            | (164)            |
| Liabilities directly related to assets held for sale <sup>12,13</sup> | -                               | -                                   | -                             | -                             | -                     | -                | (8)              |
| <b>Capital employed</b>   | <b>6,317</b>                    | <b>8</b>                            | <b>6,325</b>                  | <b>6,611</b>                  | <b>660</b>            | <b>7,272</b>     | <b>7,540</b>     |
| <b>Average capital employed</b>                                       |                                 |                                     |                               | <b>6,468</b>                  |                       |                  | <b>7,406</b>     |

<sup>1</sup> Reference information was not restated for financial reporting standards IFRS 9 and IFRS 15.

<sup>2</sup> Reference information was not restated, see note 2.1 "Financial reporting standards applied for the first time in the reporting period."

<sup>3</sup> As of January 1, 2019, this also contains the lease liabilities from initial application of IFRS 16.

<sup>4</sup> Other noncurrent financial assets were adjusted for nonoperating assets.

<sup>5</sup> Other receivables were adjusted for nonoperating and financial receivables.

<sup>6</sup> Deferred taxes were adjusted for deferred taxes from defined benefit plans and similar obligations.

<sup>7</sup> Assets held for sale have been included in the calculation of capital employed since January 1, 2019. The prior-year figures were not restated.

<sup>8</sup> Assets held for sale were adjusted for nonoperating and financial assets.

<sup>9</sup> Other provisions were adjusted for provisions for interest payments.

<sup>10</sup> Other liabilities were adjusted for nonoperating and financial liabilities.

<sup>11</sup> Deferred tax liabilities were adjusted for deferred tax liabilities from defined benefit plans and similar obligations.

<sup>12</sup> Liabilities directly related to assets held for sale have been included in the calculation of capital employed since January 1, 2019. The prior-year figures were not restated.

<sup>13</sup> Liabilities directly related to assets held for sale were adjusted for nonoperating and financial liabilities.

## Calculation of the net operating profit after taxes (NOPAT) and capital costs

NOPAT is the operating result (EBIT) after imputed income taxes. The imputed income taxes are determined by multiplying the effective tax rate by EBIT.

WACC reflects the expected return on the company's capital comprising both equity and debt. The cost of equity factors used in WACC are calculated by addition of the risk-free interest rate and the risk premium for an equity investment. Covestro uses the returns on long-term German government bonds as the risk-free interest rate. We derive this risk premium from capital market information for comparable listed companies. The cost of debt factors is calculated by addition of the risk-free interest rate and a risk premium on debt capital that Covestro calculates using the financing costs of comparable companies, less the tax benefit of interest incurred on borrowed capital. Calculation of the cost of capital generally has a long-term perspective; short-term fluctuations are evened out. The capital cost factor for the Covestro Group was 6.8% in fiscal 2019 (previous year: 6.7%).

## Calculation of the value contribution

The absolute value generation of the company is measured by the metric value contribution. This is the difference between NOPAT and the cost of capital. The latter is calculated by multiplying the average capital employed by WACC. A positive value contribution means that value has been generated.

### Calculation of the value contribution

|                                   | 2018 <sup>1</sup> | 2019         |
|-----------------------------------|-------------------|--------------|
|                                   | € million         | € million    |
| EBIT                              | 2,580             | 852          |
| Effective tax rate <sup>2</sup>   | +26.1%            | +26.8%       |
| Imputed income taxes <sup>3</sup> | (673)             | (228)        |
| <b>NOPAT</b>                      | <b>1,907</b>      | <b>624</b>   |
| WACC                              | +6.7%             | +6.8%        |
| Average capital employed          | 6,468             | 7,406        |
| <b>Cost of capital</b>            | <b>(433)</b>      | <b>(504)</b> |
| <b>Value contribution</b>         | <b>1,474</b>      | <b>120</b>   |
| <b>ROCE</b>                       | <b>+29.5%</b>     | <b>+8.4%</b> |

<sup>1</sup> Reference information was not restated, see note 2.1 "Financial reporting standards applied for the first time in the reporting period."

<sup>2</sup> The calculation of the effective tax rate is presented in note 11 "Taxes."

<sup>3</sup> The imputed income taxes used in the calculation of NOPAT are determined by multiplying EBIT by the effective tax rate.

## Free operating cash flow (FOCF)

FOCF is the operating cash flow less cash outflows for additions to property, plant, equipment and intangible assets. Free operating cash flow serves in particular to pay dividends and interest and to repay debt.

### Calculation of free operating cash flow

|   | 2018 <sup>1</sup> | 2019         |
|---|-------------------|--------------|
|   | € million         | € million    |
| <b>EBITDA</b>   | <b>3,200</b>      | <b>1,604</b> |
| Income taxes paid   | (574)             | (296)        |
| Change in pension provisions  | 26                | 49           |
| (Gains) losses on retirements of noncurrent assets                              | (45)              | (51)         |
| Change in other working capital, other noncash items                            | (231)             | 77           |
| <b>Operating cash flows</b>   | <b>2,376</b>      | <b>1,383</b> |
| Cash outflows for additions to property, plant, equipment and intangible assets | (707)             | (910)        |
| <b>Free operating cash flow</b>   | <b>1,669</b>      | <b>473</b>   |

<sup>1</sup> Reference information was not restated, see note 2.1 "Financial reporting standards applied for the first time in the reporting period."

## Net financial debt

Net financial debt equals the sum of all financial liabilities less cash and cash equivalents, current financial assets and receivables from financial derivatives.

### Net financial debt

|                                | Dec. 31, 2018 <sup>1</sup> | Dec. 31, 2019 |
|--------------------------------|----------------------------|---------------|
|                                | € million                  | € million     |
| Bonds                          | 996                        | 997           |
| Liabilities to banks           | 24                         | 10            |
| Lease liabilities <sup>2</sup> | 193                        | 735           |
| Liabilities from derivatives   | 12                         | 10            |
| Receivables from derivatives   | (12)                       | (15)          |
| <b>Financial liabilities</b>   | <b>1,213</b>               | <b>1,737</b>  |
| Cash and cash equivalents      | (865)                      | (748)         |
| Current financial assets       | -                          | -             |
| <b>Net financial debt</b>      | <b>348</b>                 | <b>989</b>    |

<sup>1</sup> Reference information was not restated, see note 2.1 "Financial reporting standards applied for the first time in the reporting period."

<sup>2</sup> As of January 1, 2019, this also contains the lease liabilities from initial application of IFRS 16.

## Effects of IFRS 16 (Leases)

Initial application of the IFRS 16 accounting standard in the reporting period did not result in any changes in the method for calculating the alternative performance measures relevant to Covestro.

The effects of the initial application of IFRS 16 in the reporting period on the alternative performance measures are presented in the following table:

### Effects of the initial application of IFRS 16 on the alternative performance measures

|   | Dec.31, 2019 | thereof<br>IFRS 16<br>effects <sup>1</sup> |
|---|--------------|--|
|   | € million    | € million                                  |
| <b>EBITDA</b>   | <b>1,604</b> | <b>131</b>                                 |
| Depreciation, amortization, impairment losses and impairment loss reversals | 752          | 124  |
| EBIT  | 852          | 7  |
| Imputed income taxes  | 228          | 2  |
| NOPAT   | 624          | 5  |
| Capital employed  | 7,540        | 570  |
| Average capital employed  | 7,406        | 615  |
| <b>ROCE</b>   | <b>+8.4%</b> | <b>-0.7%</b>                               |
| <b>Free operating cash flow</b>   | <b>473</b>   | <b>130</b>                                 |
| <b>Net financial debt</b>   | <b>989</b>   | <b>575</b>                                 |

<sup>1</sup> Effects of the initial application of IFRS 16 in the 2019 fiscal year

## Results of Operations, Financial Position and Net Assets of Covestro AG

Covestro AG is the parent company and strategic management holding company of the Covestro Group. The principal management functions for the entire Group are performed by the Board of Management. These include strategic planning for the Group, resource allocation and executive and financial management. Covestro AG's net assets, financial position and results of operations are largely determined by the business performance of its subsidiaries.

The financial statements of Covestro AG are prepared in accordance with the German Commercial Code (HGB) and the German Stock Corporation Act (AktG). The company, headquartered in Leverkusen (Germany), is registered in the commercial register of the Local Court of Cologne under No. HRB 85281.

There is a control and profit and loss transfer agreement between Covestro AG and Covestro Deutschland AG, Leverkusen (Germany). All profit not subject to a prohibition on transfer is transferred in full to Covestro AG at the end of the year. Losses are absorbed in full. Other retained earnings recognized during the term of the agreement must be released upon request by Covestro AG and used to compensate a net loss for the year or transferred as profit.

### Results of operations

#### Covestro AG income statements according to the German Commercial Code

|   | 2018       | 2019       |
|---|------------|------------|
|   | € million  | € million  |
| Income from investments in affiliated companies - net | 745        | 695        |
| Interest expense - net                                | (18)       | (14)       |
| Other financial income - net                          | (6)        | (3)        |
| Net sales   | 23         | 21         |
| Cost of services provided                             | (22)       | (19)       |
| General administration expenses                       | (79)       | (48)       |
| Other operating income                                | 25         | –          |
| Other operating expenses                              | (1)        | (3)        |
| <b>Income before income taxes</b>                     | <b>667</b> | <b>629</b> |
| Income taxes  | (171)      | (6)        |
| <b>Net income</b>                                     | <b>496</b> | <b>623</b> |
| Retained earnings brought forward from prior year     | 3          | 1          |
| Allocation to other retained earnings                 | (60)       | (185)      |
| <b>Distributable profit</b>                           | <b>439</b> | <b>439</b> |

In fiscal 2019, Covestro AG generated net income of €623 million (previous year: €496 million), which stemmed largely from income from investments in affiliated companies totaling €695 million (previous year: €745 million). Income from investments in affiliated companies is solely attributable to income from the control and profit and loss transfer agreement with Covestro Deutschland AG.

General administration expenses totaling €48 million (previous year: €79 million) mainly consisted of personnel expenses for the employees of the holding company and members of the Board of Management. The year-over-year decline in the amount of €31 million is chiefly attributable to a decrease in expenses for short-term variable compensation and lower expenditure on strategic projects. The interest result includes interest expense of €14 million for the bonds issued. Other income and expense items had no notable effect on earnings. The result of operations was €629 million (previous year: €667 million) and led to income taxes of €6 million (previous year: €171 million). Taking into account the profit brought forward from the previous year and an allocation of €185 million (previous year: €60 million) to other retained earnings, there was a distributable profit of €439 million as in the previous year.

Our goal for the 2019 fiscal year was to generate distributable profit that would enable our stockholders to adequately participate in the Covestro Group's earnings. The Board of Management and the Supervisory Board are proposing a dividend of €2.40 per share carrying dividend rights for the 2019 fiscal year to the Annual General Meeting.

## Net assets and financial position

### Covestro AG statements of financial position according to the German Commercial Code

|   | Dec. 31, 2018 | Dec. 31, 2019 |
|---|---------------|---------------|
|   | € million     | € million     |
| <b>ASSETS</b>                                       |               |               |
| <b>Noncurrent assets</b>                            | <b>1,767</b>  | <b>1,767</b>  |
| Intangible assets, property, plant and equipment    | 1             | 1             |
| Financial assets                                    | 1,766         | 1,766         |
| <b>Current assets</b>                               | <b>3,839</b>  | <b>3,999</b>  |
| Trade accounts receivables                          | 25            | 7             |
| Receivables from affiliated companies               | 3,762         | 3,902         |
| Other assets  | 52            | 90            |
| <b>Deferred charges</b>                             | <b>7</b>      | <b>5</b>      |
| <b>Excess of plan assets over pension liability</b> | <b>7</b>      | <b>8</b>      |
| <b>Total assets</b>                                 | <b>5,620</b>  | <b>5,779</b>  |
| <b>EQUITY AND LIABILITIES</b>                       |               |               |
| <b>Equity</b>                                       | <b>4,444</b>  | <b>4,636</b>  |
| Capital stock                                       | 183           | 183           |
| Own shares  | -             | -             |
| Issued capital                                      | 183           | 183           |
| Capital reserves                                    | 3,493         | 3,500         |
| Other retained earnings                             | 329           | 514           |
| Distributable profit                                | 439           | 439           |
| <b>Provisions</b>                                   | <b>160</b>    | <b>125</b>    |
| Provisions for pensions                             | 3             | 3             |
| Provisions for taxes                                | 108           | 81            |
| Other provisions                                    | 49            | 41            |
| <b>Liabilities</b>                                  | <b>1,016</b>  | <b>1,018</b>  |
| Bonds   | 1,000         | 1,000         |
| Trade accounts payables                             | 10            | 11            |
| Payables to affiliated companies                    | 1             | 3             |
| Other liabilities                                   | 5             | 4             |
| <b>Total equity and liabilities</b>                 | <b>5,620</b>  | <b>5,779</b>  |

Covestro AG had total assets of €5,779 million as of December 31, 2019 (previous year: €5,620 million). The net assets and financial position of Covestro AG are dominated by its role as a holding company in managing subsidiaries and financing corporate activities. This is primarily reflected in the levels of financial assets (30.6% of total assets) and receivables from (67.5% of total assets), and payables to, Group companies.

Receivables from affiliated companies increased by €140 million to €3,902 million (previous year: €3,762 million). This is primarily due to a correspondingly higher intercompany loan to Covestro Deutschland AG.

All receivables and other assets have maturities of less than one year.

Property, plant, equipment and intangible assets were of secondary importance. At €12 million, current other receivables, including deferred income, were also immaterial in relation to total assets. Other assets of €90 million (previous year: €52 million) mainly included income tax and VAT receivables.

Covestro AG's equity amounted to €4,636 million (previous year: €4,444 million). This corresponds to an equity ratio of 80.2% (previous year: 79.1%). Changes in equity in fiscal 2019 were attributable to the payout of the dividend for fiscal 2018 in the amount of €438 million and an allocation of €185 million to retained earnings (previous year: €60 million). Treasury shares were issued to employees as part of a stock participation program (Covestment), thereby increasing capital reserves by €7 million in the fiscal year.

In contrast to equity, provisions amounted to €125 million (previous year: €160 million) and other liabilities totaled €1,018 million (previous year: €1,016 million).

Provisions comprised provisions for pensions and other post-employment benefits of €3 million (previous year: €3 million), tax provisions of €81 million (previous year: €108 million), and other provisions of €41 million (previous year: €49 million). The bonds have the following maturities: €1,000 million due within a period of one to five years. All other liabilities are due within one year.

# REPORT ON FUTURE PERSPECTIVES AND ON OPPORTUNITIES AND RISKS

## Report on Future Perspectives

### Economic Outlook

#### Global economy

For 2020, we anticipate the environment to remain challenging and for global economic growth to hover around the previous year's level. Positive impetus stems from solid domestic demand in the industrialized countries coupled with dissipation of the trade dispute between the United States and China. Growing tensions in the Middle East, however, could have an adverse effect on global economic performance.

In Western Europe, we expect slightly positive growth, mainly on account of declining unemployment rates, rising incomes, and higher government spending. The European Central Bank continues to pursue an expansive monetary policy, which could serve to bolster this trend, although the effects on the real economy will no longer be significant. We project Germany's export-oriented economy to see slightly lower year-over-year growth of approximately 0.4%. For Eastern Europe, we anticipate only a slight slowdown in performance, which will nonetheless remain robust.

After weaker performance in the previous year, we expect the Middle East and Africa regions to return to robust growth rates. Driven by a recovery in the construction and mining industries as well as oil production in Brazil, Latin America will likely return to positive growth rates.

The overall positive economic trend in North America is anticipated to continue through 2020. Factors contributing most to this development are domestic demand in the United States, which continues to be stable thanks to low unemployment, positive impetus for the residential real estate market and the country's ongoing expansive fiscal policy.

For China, we project continued robust economic growth in 2020 that will, however, reflect a slowdown from the previous year. Economic stimulus initiated by the government and a pause on the trade conflict with the United States are expected to result in macroeconomic stability that is expected to benefit both the country and the Asia-Pacific region as a whole.

#### Economic outlook

|                                  | Growth <sup>1</sup> 2019 | Growth <sup>1</sup> forecast 2020 |
|----------------------------------|--------------------------|-----------------------------------|
|                                  | %                        | %                                 |
| <b>World</b>                     | <b>+2.5</b>              | <b>+2.5</b>                       |
| <b>Europe</b>                    | <b>+1.4</b>              | <b>+1.2</b>                       |
| of which Western Europe          | +1.2                     | +0.9                              |
| of which Germany                 | +0.5                     | +0.4                              |
| of which Eastern Europe          | +2.6                     | +2.4                              |
| Middle East                      | +1.1                     | +2.0                              |
| Latin America                    | -0.2                     | +0.9                              |
| Africa                           | +2.6                     | +2.9                              |
| <b>North America<sup>2</sup></b> | <b>+2.2</b>              | <b>+1.9</b>                       |
| of which United States           | +2.3                     | +2.1                              |
| <b>Asia-Pacific</b>              | <b>+4.3</b>              | <b>+4.2</b>                       |
| of which China                   | +6.2                     | +5.8                              |

<sup>1</sup> Real growth of gross domestic product; source: IHS (Global Insight), as of January 2020

<sup>2</sup> North America (not including Central America): Canada, Mexico, United States



### Main customer industries\*

In 2020, we expect the global automotive industry to return to growth of around 1%. Positive growth rates in Asia-Pacific, particularly thanks to China's recovery, and in Europe will contribute to this development. North America should see somewhat higher growth than the Asia-Pacific region and Europe.

For the global construction industry, we expect a slight decline in growth from the previous year to around 2% in 2020. In Europe, North America, and the Asia-Pacific region, we project ongoing positive growth rates that will, however, be lower than in the previous year.

We expect the global electrical, electronics and household appliances sector to grow at the prior-year level of around 4% in 2020. All regions are anticipated to see positive growth rates, with Europe and Asia-Pacific likely to stabilize at the prior-year pace. However, we believe North America will see a strong decline in the pace of growth.

In the global furniture industry, 2020 should bring growth of some 2%, around the previous year's level. The main driver here continues to be the Asia-Pacific region, which continues to experience stable expansion of around 3%. We expect a positive trend in Europe and Latin America with growth somewhat higher than in the prior year. In North America, we anticipate only minimal growth, slightly over the previous year's level.

\* Covestro's estimate, based on the following sources: LMC Automotive Limited, B+L, CSIL (Centre for Industrial Studies), Oxford Economics

## Forecast

### Forecast key performance indicators

|                          | 2019         | Forecast 2020                              |
|--------------------------|--------------|--|
| Core volume growth       | +2.0%        | Low-single-digit-percentage range increase |
| Free operating cash flow | €473 million | Between €0 million and €400 million        |
| ROCE                     | +8.4%        | Between 2% and 7%                          |

### Covestro Group

The following forecast for the 2020 fiscal year is based on the business development described in this Annual Report and takes into account the potential risks and opportunities:

The Board of Management of Covestro AG assumes that fiscal 2020 will continue to be characterized by a challenging market environment. This circumstance means persistent pressure on our liquidity and profitability. Even so, we expect demand for our products to rise. Over the medium term, we expect an improvement in the supply/demand situation and therefore an increase in margins.

We expect core volume growth in the low-single-digit-percentage range. This projection applies to the Covestro Group as well as to the Polyurethanes and Coatings, Adhesives, Specialties segments. Currently, we believe the Polycarbonates segment will perform somewhat better.

In fiscal 2020, we anticipate free operating cash flow (FOCF) of between €0 million and €400 million. For the Coatings, Adhesives, Specialties segment, we expect FOCF to be moderately above the prior-year level.

In 2020, we project return on capital employed (ROCE) of between 2% and 7%.

The forecast takes account of the negative impact of the coronavirus on business in China in the first quarter of 2020 that is foreseeable at the time of preparation (February 14, 2020). Beyond this, we cannot at present predict what impact this matter may have.

### Covestro AG

The earnings of Covestro AG, as the parent company of the Covestro Group, largely comprise the earnings of that company's subsidiaries. Covestro Deutschland AG's earnings from equity investments in Germany and abroad are transferred to Covestro AG under a profit and loss transfer agreement. The earnings of Covestro AG are therefore expected to reflect the business development anticipated in the Covestro Group. On the whole, we expect Covestro AG to generate a net income significantly under the level of the previous year.

# Opportunities and Risks Report

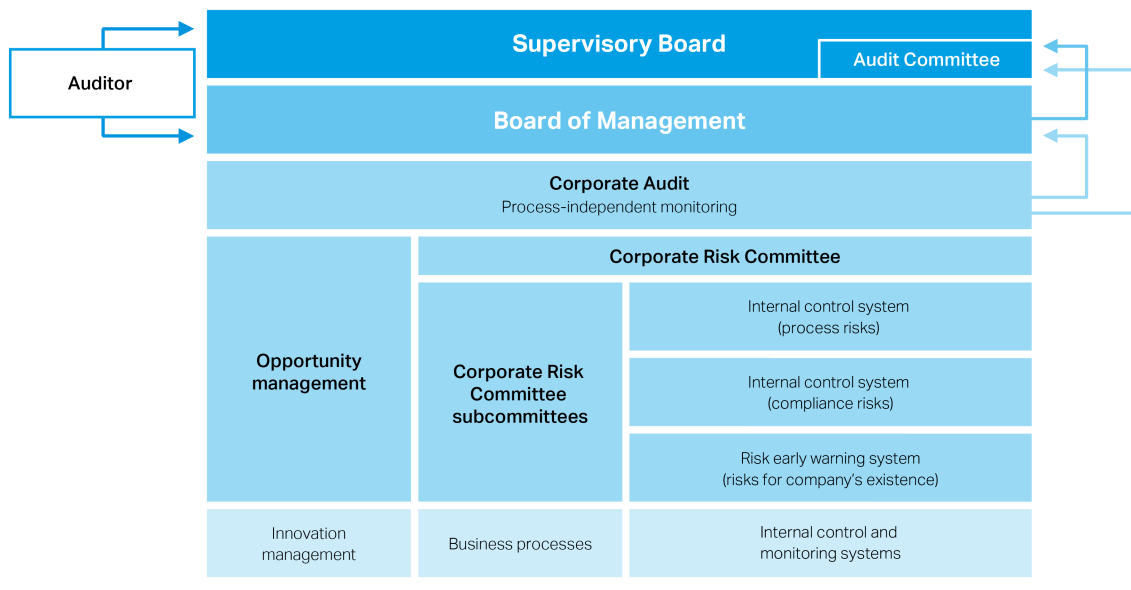
As a company with global operations, Covestro is exposed to opportunities and risks on a daily basis. Addressing these opportunities and risks therefore represents an integral part of our business operations. We regard a risk as a development or event in or outside the company that could lead to a negative deviation from forecasts or the Group's targets. Conversely, an internal or external development or event that could cause a positive change in forecasts or targets is considered an opportunity.

No risks that could endanger the Covestro Group's continued existence are currently identifiable.

## Group-wide opportunities and risk management system

Conscientious management of risks and opportunities is part of responsible corporate governance and forms the basis for sustainable growth and financial success. This includes the ability to systematically identify and take advantage of opportunities while managing risks to the company's success. The entrepreneurial decisions we make daily in the course of business processes are based on balancing opportunities and risks. We therefore regard the management of our opportunities and risks as an integral part of our business management system rather than as the task of a specific organizational unit.

### Opportunities and risk management system



Our opportunity and risk management begins with strategy and planning processes, from which relevant external and internal opportunities and risks of an economic, ecological or social nature are derived. Opportunities and risks are identified by observing and analyzing trends along with macroeconomic, industry-specific, regional and local developments. The identified opportunities and risks are subsequently evaluated and incorporated into our strategic and operational processes. We attempt to avoid or mitigate risks by taking appropriate countermeasures, or to transfer them to third parties (such as insurers) to the extent possible and economically acceptable. At the same time, we strive to take maximum advantage of opportunities by incorporating them into our entrepreneurial decisions. We consciously accept and bear manageable and controllable risks that are in reasonable proportion to the anticipated opportunities. We regard them as the general risks of doing business. Opportunities and risks are continuously monitored using indicators so that, for example, changes in the economic or legal environment can be identified at an early stage and suitable countermeasures can be initiated, if necessary.

To enable the Board of Management and the Supervisory Board to monitor material business risks as legally required, the following systems are in place: an internal control system ensuring proper and effective financial reporting pursuant to Section 289, Paragraph 4 and Section 315, Paragraph 4 of the German Commercial Code (HGB); a compliance management system; and a risk early warning system pursuant to Section 91, Paragraph 2 of the German Stock Corporation Act (AktG).

The various management systems are based on different risk types, risk levels and timelines. Different processes, methods and IT systems are therefore applied to identify, evaluate, manage and monitor risks. The principles underlying the various systems are documented in Group policies that are integrated into our central document control processes and are accessible to all employees via the intranet. Covestro's Board of Management is responsible for managing the Group's risk management. The Chief Financial Officer of Covestro AG is responsible for the effectiveness and appropriateness of the system as a whole in accordance with the areas of responsibilities.

The various systems are described below.

### **Internal control system for (Group) accounting and financial reporting (Report pursuant to Section 289, Paragraph 4 and Section 315, Paragraph 4 of the German Commercial Code)**

The purpose of our internal control system (ICS) is to ensure proper and effective accounting and financial reporting in accordance with Section 289, Paragraph 4 and Section 315, Paragraph 4 of the German Commercial Code.

The ICS is designed to guarantee timely, uniform and accurate accounting for all business processes and transactions based on applicable statutory regulations, accounting and financial reporting standards, and the internal Group regulations that are binding on all consolidated companies.

The ICS concept is based on the Committee of the Sponsoring Organizations of the Treadway Commission (COSO) Internal Control – Integrated Framework (2013) and the Control Objectives for Information and Related Technology (COBIT) framework and is designed to address the risk of misreporting of the consolidated financial statements. Risks are identified and evaluated, and steps are taken to counter them. ICS standards mandatory throughout the Covestro Group, such as system-based and manual reconciliation processes and functional separation, have been derived from these frameworks and stipulated by Group Accounting.

The management of each Covestro Group company holds responsibility for implementing the ICS standards at the local level.

The effectiveness of the ICS processes for accounting and financial reporting is evaluated on the basis of a cascaded self-assessment system that starts with the persons directly involved in the processes, then involves the principal managers responsible for accounting and financial reporting and ends with Covestro AG's Board of Management. The IT systems in use throughout the Covestro Group ensure the uniform and audit-proof documentation and transparent presentation of the risks, controls, and effectiveness evaluations associated with all ICS-relevant business processes. It should generally be noted that, however carefully designed, an internal control system cannot provide absolute assurance that material misstatements in the accounting will be avoided or identified in a timely manner.

In accordance with the areas of responsibilities, the Chief Financial Officer of Covestro AG has confirmed the criteria and the effective functioning of the internal control system for accounting and financial reporting for fiscal 2019.

### Internal control system to ensure compliance

Compliance risks are systematically identified and assessed as part of Covestro's Group-wide risk management. Risk owners assess the compliance risks that have been identified. A risk matrix is used to define focal points of compliance tasks at Covestro. The findings of a risk-based analysis enabled Covestro to identify three key topics: antitrust law, corruption, and foreign trade law. The General Counsel/Chief Compliance Officer is the risk owner responsible for "breaches of antitrust law" and "corruption," while the Export Control Officer is responsible for the risk of "breaches of foreign trade law." With respect to corruption, areas including gifts/invitations, contributions/sponsoring, and working relationships with certain business partners such as customs officials/sales agents were identified as being especially risk-relevant. A corruption risk analysis was performed for all Covestro companies. In the reporting period, policies on gifts/invitations, sales agents and relationships with officeholders were developed. They are being rolled out in all companies and are expected to be implemented by the end of the first quarter 2020.

Many controls have been implemented at both the global and local levels to reduce the number of compliance risks. To the extent possible, we integrate the compliance controls into our internal control system (ICS). In 2018, the controls aimed at preventing corruption were globally standardized and subsequently implemented in the reporting period. For instance, a compliance check was integrated into the travel expense system.

The effectiveness of the compliance controls is evaluated on the basis of a cascaded self-assessment system, as are the ICS processes for accounting and financial reporting. The results of the effectiveness evaluations are documented in the global system for the ICS processes. Corporate Audit carries out dedicated compliance checks at regular intervals in the larger companies. In the smaller companies, compliance aspects are part of a general review.

### Risk early warning system

#### (Report pursuant to Section 91, Paragraph 2 of the German Stock Corporation Act)

Covestro implemented a structured process for the early identification of any potentially disadvantageous developments that could have a material impact on the company or endanger its continued existence. This process satisfies the legal requirements regarding an early warning system for risks pursuant to Section 91, Paragraph 2 of the German Stock Corporation Act. Covestro's risk management process is based on the international risk management standard COSO II Enterprise Risk Management – Integrated Framework (2004). A central unit defines, coordinates and monitors the framework and standards for this risk early warning system.

Throughout the year, various global subcommittees provide new and updated information about identified risks. The Covestro Corporate Risk Committee meets four times a year to review the risk landscape as well as the various risk management and monitoring mechanisms that are in place, and to take any necessary measures.

Risks are evaluated using estimates of the potential impact taking into account countermeasures, the likelihood of their occurrence and their relevance for our external stakeholders. All material risks and the respective countermeasures are documented in a company-wide database. The risk early warning system is reviewed regularly over the course of the year. Significant changes must be promptly entered in the database and reported to the Board of Management. In addition, a report on the risk portfolio is submitted to the Audit Committee several times a year and to the Supervisory Board at least once a year. The following matrix illustrates the direct financial and indirect financial criteria for rating a risk as high, medium or low.

## Rating matrix

| Indirect financial impact <sup>1</sup> | and/<br>or | Accumulated impact <sup>1</sup><br>(€ million) | Likelihood of occurrence<br>within 1 year |        |        |        |           |
|--|------------|--|---|--------|--------|--------|-----------|
|  |            |  | Very low                                  | Low    | Medium | High   | Very high |
| Critical                               |            | > 1,100  | Medium                                    | Medium | High   | High   | High      |
| Significant                            |            | > 285–1,100                                    | Medium                                    | Medium | Medium | High   | High      |
| High                                   |            | > 115–285                                      | Low                                       | Medium | Medium | Medium | High      |
| Moderate                               |            | ≥ 60–115                                       | Low                                       | Low    | Medium | Medium | Medium    |

**Weighted risk occurrence**    ■ Low    ■ Medium    ■ High

<sup>1</sup> An individual risk that could have both a financial and indirect financial impact of different severities and is always classified based on the higher level of risk.

## Criteria for the classification of indirect financial impact

| Indirect financial impact  |  |  |  |
|--|--|--|--|
| Moderate   | High   | Significant  | Critical   |
| Moderate effect on achieving outcome objectives/national reporting | High effect on achieving outcome objectives/national reporting | Significant effect on achieving outcome objectives/major outlets reporting internationally | Critical effect on achieving outcome objectives/major outlets constantly reporting internationally |

## Process-independent monitoring

The effectiveness of our management systems is audited and evaluated at regular intervals by Corporate Audit, which performs an independent and objective audit focused on verifying compliance with laws and policies. Corporate Audit also supports the company in achieving its goals by systematically evaluating the efficiency and effectiveness of governance, risk management and control processes, and helping to improve them. The selection of audit targets follows a risk-based approach. Corporate Audit performs its tasks according to internationally recognized standards and delivers reliable audit services. A report on the internal control system and its effectiveness is presented annually to the Audit Committee of the Supervisory Board.

Risks in the areas of occupational health and safety, plant safety, environmental protection and product quality are assessed through specific HSEQ (health, safety, environment and quality) audits.

The external auditor assesses the early warning system for risks as part of its audit of the annual financial statements, focusing on whether the system is fundamentally suitable for identifying at an early stage any risks that could endanger the company's continued existence so that suitable countermeasures can be taken. The auditor also reports at regular intervals to Covestro AG's Board of Management and the Supervisory Board on the results of the audit and any weaknesses identified in the internal control system. Audit outcomes are also taken into account in the continuous improvement of our management processes.

## Opportunities and risks

### Overall assessment of opportunities and risks

The overall opportunity and risk position of the Group has not changed since the previous year. The risks reported in the following do not endanger the company's continued existence, nor could we identify any risk interdependencies that could combine to endanger the company's continued existence.

Based on our product portfolio, our know-how and our innovation capability, we are confident that we can use the opportunities resulting from our entrepreneurial activity and successfully master the challenges resulting from the risks stated below.

### Opportunities and risks in general and in the company's business environment

Risks outlined below have material effects on the business situation, net assets, financial position and results of operations of our Group. In this context, risks are deemed material if the potential loss to Covestro is estimated at €60 million or more, and/or they have at least a moderate potential indirect financial impact regardless of their likelihood of occurrence. The likelihood of occurrence of the risks is used in internal control to define focus areas for the Corporate Risk Committee. The risks are more highly aggregated in this report than in our internal documentation. The following chart shows the levels of risk allocated to the individual risks within each category. The order in which the risks are listed does not imply any order of significance.

#### Risk categories

|                                     | Weighted risk occurrence |        |      |
|-------------------------------------|--------------------------|--------|------|
|                                     | Low                      | Medium | High |
| <b>Business environment</b>         |                          |        |      |
| Competition                         | ●                        | ●      |      |
| Cooperations/acquisitions           | ●                        |        |      |
| Market growth                       | ●                        | ●      |      |
| Regulations/policies                | ●                        | ●      |      |
| <b>Company-specific environment</b> |                          |        |      |
| Product stewardship                 | ●                        | ●      |      |
| Procurement                         | ●                        | ●      |      |
| Production/value creation           | ●                        | ●      |      |
| Employees                           | ●                        | ●      |      |
| Information technology              | ●                        | ●      |      |
| Law/compliance                      | ●                        | ●      |      |

## Business environment

General economic conditions worldwide and, in particular, in the geographic regions in which Covestro operates are a key factor affecting the company's earnings given that their effect on the industries in which Covestro's direct and indirect customers operate impacts demand for our company's products.

Negative economic developments typically have a negative impact on the sales markets for our products, which usually results in decreases in sales volumes and adversely impacts earnings. However, the extent of the impact of economic developments on sales volumes and earnings also depends on capacity utilization rates in the industry, which in turn, depend on the balance between supply and demand for the industry's products. Decreases in demand lead to lower sales volumes and, ultimately, to reduced capacity utilization, which negatively impacts margins. Conversely, a positive economic environment characterized by growth and upward trends usually leads to improved business success.

Historically, the markets for most of our products have experienced periods of tight supply, causing prices and profit margins to increase. Periods of significant capacity additions, however, resulted in oversupply and declining prices and profit margins. These shifting supply cycles are often caused by capacity additions of new world-scale production facilities or the expansion of existing production facilities, which are necessary to create or sustain economies of scale in the industry segments, and the decline of industry-wide utilization rates that often follows capacity additions.

An economic downturn, changes in competitors' behavior or the emergence of new competitors can lead to greater competition and, as a result, overcapacities in the market or increased pressure on prices.

The international nature of Covestro's business exposes it to substantial changes in economic, political and social conditions, and the resulting statutory requirements of the countries in which Covestro operates. The associated opportunities and risks can have both a positive and negative effect on the company's business and significantly influence its prospects.

Where it appears strategically advantageous, we supplement our organic growth by acquiring companies or parts of companies. Exploiting potential synergies or economies of scale can positively impact the company's success. However, failure to successfully integrate a newly acquired business or unexpectedly high integration costs could jeopardize the achievement of qualitative or quantitative targets and adversely impact earnings. To avoid this, Covestro makes use of support by teams of experts for the due diligence and integration processes, if needed. Due diligence also includes, for example, reviewing risk-relevant factors such as compliance with applicable environmental regulations and occupational health and safety standards at production sites.

Further opportunities and risks may also arise if actual market developments vary from those we predict in the "Economic Outlook" section. Where macroeconomic developments deviate from forecasts, this may either positively or negatively impact our sales and earnings expectations. Continuous analysis of the economic environment and of economic forecasts enables us to utilize the identified opportunities and to mitigate risks by adjusting our business strategy.



## Innovation

We continually analyze global trends and develop innovative solutions to address them, thereby mastering the challenges and taking advantage of the opportunities that these trends provide.

One example of the opportunities created by innovation is additive manufacturing, also known as 3D printing. This is a new market with growth potential for our products. Covestro is an established player in the polymer industry segment and has in-depth technological expertise in this area. This makes us well positioned to generate added value for our company through advances in additive manufacturing.

Customers are increasingly choosing sustainable products as a result of a growing environmental awareness and interest in environmental protection. A key focus of Covestro's strategy is sustainability and efficient production. Our product portfolio offers sustainable solutions for different areas of everyday life. We therefore see an opportunity here to expand our relevant market shares and to grow in these segments.

The finite nature of natural resources and efforts to protect the climate are boosting the demand for innovative products and technologies that reduce resource consumption and lead to lower emissions. This trend is being reinforced by increasingly stringent regulatory requirements and growing consumer awareness for the need to use resources sustainably. Covestro is therefore developing new materials that help to raise energy efficiency and reduce emissions. For example, the polyurethane manufactured by the company is used in the construction industry for thermal insulation, thus improving the positive energy balance, while its polycarbonate is used in the automotive industry to reduce vehicle weight and thus fuel consumption.

Ongoing technological advancements are changing the world we live in and the way we do business. By utilizing cutting-edge digital technologies, we expect to holistically add value across the value chain by optimizing supply chain, leveraging growth, and developing new business models.

## Product stewardship

The Covestro Group is exposed to the risk of negative publicity, press speculation, and potential or actual legal proceedings concerning its business, which may harm its reputation. The development of a negative social perception of the chemical industry in general or Covestro's processes, products or external communications in particular could also have a negative impact on the company. The incorrect use and handling of our products by third parties can also harm the company's reputation.

In addition, concerns about product safety and environmental protection could influence public perceptions regarding Covestro's products and operations, the viability of certain products, its reputation, and the ability to attract and retain employees. Due to the technical expertise required to fully understand the possible impacts of the chemical constituents of our products, the company's reputation may suffer due to claims that such compounds are of a harmful nature, even if these claims can be disproved by experts. Such statements may lead to changes in consumer preferences or additional governmental regulations even before any harm is scientifically substantiated and possibly despite scientific evidence to the contrary.

## Procurement

Our Supplier Code of Conduct sets forth our sustainability principles and explains what we expect from our partners along the value chain. The Code requires that our suppliers comply with environmental regulations as well as occupational health and safety rules, respect human rights and therefore, for example, avoid child labor in any form. Violations of the Code may harm our company's reputation. Through supplier assessments and audits, we verify whether our partners along the supply chain actually implement and adhere to our Code of Conduct. Covestro's Supplier Code of Conduct is based on the principles of the United Nations Global Compact and our human rights position.

Covestro requires significant quantities of different energy forms and petrochemical feedstocks for production processes. Procurement prices for these forms of energy and raw materials may fluctuate significantly due to market conditions or legislation. Experience from the past has shown that higher production costs cannot always be passed on to our customers through price adjustments. Conversely, lower raw materials prices that do not directly reduce the selling price by the full amount can lead to improved margins.

We purchase important raw materials based on long-term supply agreements and pursue active supplier management to minimize procurement-related risks such as supply shortages or substantial price fluctuations. In steam and electricity generation, we aim for market-based price indexing, a diversification of fuels and a mix of external procurement and captive production to minimize the risk of fluctuating energy prices.

## Production and value creation

We place great importance not only on product safety but also on protecting our employees and the environment. Risks associated with the production, filling, storage or shipping of products are mitigated through integrated quality, health, environmental protection as well as safety management. The materialization of such risks may result in personal injury, property and environmental damage, loss of production, business interruptions as well as liability for compensation payments.

Covestro uses large quantities of hazardous substances, generates hazardous wastes and emits wastewater and air pollutants in its production operations. Consequently, its operations are subject to extensive environmental, health and safety (EHS) laws, regulations, rules and ordinances at the international, national and local levels in multiple jurisdictions. The company must dedicate substantial resources to complying with these EHS regulations and the additional voluntary commitments. Costs relating to the implementation of and compliance with EHS requirements are part of Covestro's operating costs and must therefore be covered by the prices at which the company is able to sell its products. Competitors of Covestro that are not affected by equally strict EHS requirements to the same extent may have lower operating costs and, as a consequence, their products may be priced lower than those of Covestro.

Operations at our sites may be disrupted by external influences such as natural disasters, fires/explosions, sabotage, or supply shortages for our principal raw materials or intermediates. To the extent possible and economically feasible, we mitigate these risks by distributing production for certain products among multiple sites and by building up safety stocks. Furthermore, a security and crisis management system has been implemented for all our production sites as a mandatory component of our HSEQ (health, safety, environment, quality) management. It is aimed at protecting employees, neighbors, the environment and production facilities from the risks described. The Group Regulation "Security and Crisis Management" forms the basis for this.

Covestro operates in markets with a relatively balanced supply and demand situation. However, in the event of planned or unplanned closures, interruptions or even the elimination of one of our competitors, Covestro may have the opportunity to take over customers and cover their demand.

Increased ecological awareness creates opportunities for Covestro in two ways. On the one hand, the development of innovative materials for our customers opens up market potential. On the other hand, if we succeed in increasing the energy efficiency of our own production processes, we can mitigate environmental impacts and achieve cost savings at the same time. By developing new production technologies and applying internationally recognized energy management systems, we aim to help meet increasing environmental requirements, further reduce emissions and waste, and increase energy efficiency. In this way, we not only contribute to sustainable climate protection and the conservation of natural resources, but also achieve cost and competitive advantages.

Organic growth through investment may involve risks as it relates to the overall project scope, location and timing. These risks are addressed through established processes that involve a variety of internal and external stakeholders. A robust investment assessment process helps to ensure that we are capitalizing on organic growth opportunities at the right time. These projects are reviewed throughout the project timeline so that any potential changes in the market situation are considered, enabling us to react in a timely manner, if necessary.

### Employees

Skilled and dedicated employees are essential for the company's success. In countries with full employment, there is keen competition among companies for highly qualified personnel and employees in key positions in particular. If we are unable to recruit a sufficient number of employees in these countries and retain them within Covestro, this could have significant adverse consequences for the company's future development.

We are planning appropriate employee recruitment and development measures based on the analysis of future requirements. We aim to convince our target groups of the advantages of working for Covestro through comprehensive human resources marketing, including an employer branding campaign. Our human resources policies are based on the principles enshrined in our human rights position, the Corporate Compliance Policy and our corporate values. Essential elements include competitive compensation containing performance-related components as well as an extensive range of training and development opportunities. In addition, our focus on diversity enables us to tap the full potential of the employment market.

Covestro depends on good relations with its employees, unions and employee representatives to avoid industrial action, implement restructurings and amend existing collective agreements, and to negotiate reasonable and fair wages as well as other key working conditions.

### Information technology

Business and production processes as well as the internal and external communications of the Covestro Group are increasingly dependent on global IT systems. A significant technical disruption or failure of IT systems could severely impair our business and production processes. Technical precautions such as data recovery and continuity plans are defined and continuously updated in close cooperation with our internal IT organization.

The confidentiality of internal and external data is of fundamental importance for Covestro. A loss of data confidentiality, integrity or authenticity could lead to manipulation and/or the uncontrolled outflow of data and expertise. We have measures in place to counter these risks, including a sophisticated authorization system.

Furthermore, a Group-wide committee was established to determine the fundamental strategy, architecture and IT safety measures for the Covestro Group. These measures are designed to guarantee optimum protection based on state-of-the-art technology.

## Law and compliance

Ethical conduct is a matter of essential importance for society. Many stakeholders evaluate companies according to whether they conduct themselves not just “legally” but also “legitimately.” The Covestro Group is committed to sustainable development in all areas of its commercial activity. Any violations of this voluntary commitment can result in adverse media reporting and thus lead to a negative public perception of the Covestro Group. We counter this risk through responsible corporate management that is geared toward generating not only economic but also ecological and societal benefit.

The Covestro Group is exposed to risks from legal disputes or proceedings to which we are currently a party or that could arise in the future, particularly in the areas of product liability, competition and antitrust law, patent law, tax law and environmental protection.

Investigations of possible legal or regulatory violations, such as potential infringements of antitrust law or the use of certain marketing and/or sales methods, may result in the imposition of civil or criminal penalties – including substantial monetary fines – and/or other adverse financial consequences. They can also harm Covestro’s reputation and ultimately hamper our commercial success.

Legal proceedings currently considered to involve material risks are described in note 26 “Legal Risks” in the Notes to the Consolidated Financial Statements.

## Financial opportunities and risks

The Covestro Group is exposed to liquidity risks, foreign currency and interest-rate opportunities and risks, credit risks and risks resulting from obligations for pensions and other post-employment benefits. Appropriate processes to manage financial opportunities and risks have been established and documented. One component of this is financial planning, which serves as the basis for establishing liquidity needs and foreign currency risk. Financial planning comprises a planning horizon of 12 months and is regularly updated.

The section below presents the financial risks material to the Covestro Group – independent of their likelihood of occurrence.

### Liquidity risk

Liquidity risk is the risk of not being able to meet existing or future payment obligations. The liquidity status of all material Group companies is continuously planned and monitored. Liquidity is secured by cash pooling agreements as well as internal and external financing. A syndicated revolving credit facility offers additional financial flexibility.

### Foreign currency opportunities and risks

For the Covestro Group, foreign currency opportunities and risks result from changes in exchange rates and the related changes in value.

Material receivables and payables in liquid currencies from operating and financial activities are fully hedged through forward exchange contracts.

Anticipated foreign currency exposures were not hedged in the reporting year. These exposures are also hedged using forward exchange contracts if the foreign currency risk increases significantly.

### Interest rate opportunities and risks

Interest rate opportunities and risks for the Covestro Group result from changes in capital market interest rates, which could lead to changes in the fair value of fixed-rate financial instruments and in interest payments in the case of floating-rate instruments. To minimize adverse effects, interest rate risk is managed centrally based on an optimized debt maturity structure.

### Credit risks

Credit risks arise from the possibility that the value of receivables or other financial assets of the Covestro Group may be impaired because counterparties cannot meet their payment or other performance obligations.

To manage credit risks from receivables, credit managers are appointed who regularly analyze customers' creditworthiness and set credit limits. The Covestro Group does not conclude master netting agreements with its customers for nonderivative financial instruments. Here, the total value of the financial assets represents the maximum credit risk exposure. In the case of derivatives, positive and negative market values may be netted given the corresponding master netting agreements.

### Risk to pension obligations from capital market developments

The Covestro Group has obligations to current and former employees related to pensions and other post-employment benefits. Changes in relevant measurement parameters such as interest rates, mortality rates and salary increase rates may raise the present value of these obligations, resulting in increased costs for pension plans. A proportion of the Covestro Group's pension obligations is covered by plan assets. Declining or even negative returns on the investment of the plan assets may adversely affect their future fair value. Both these effects may negatively impact the company's earnings and may necessitate additional payments by the company.

We address the risk of market-related fluctuations in the value of plan assets through balanced strategic investments and by constantly monitoring investment risks with regard to pension obligations.

# CORPORATE GOVERNANCE REPORT

Covestro's corporate governance is characterized by a sense of responsibility as well as ethical principles. Covestro places great importance on responsible corporate governance. This promise to stockholders, business partners and employees is based on our commitment to the German Corporate Governance Code (GCGC) and the Articles of Incorporation that reflect these standards. In pursuing our business activities, we follow company principles that exceed the requirements of the law and the German Corporate Governance Code. A key concern is combining business success with environmental and social goals, so when making any business decision, we always consider the three dimensions of sustainability – people, planet, profit. The principles guiding our actions, which are also based on these dimensions, are documented in six policies applicable throughout the Group. These provide our employees with guidance in the areas of value creation, sustainability, innovation, human resources, HSEQ (Health, Safety, Environment and Quality) and compliance. The standards contained in these policies are mandatory for all employees worldwide.

 [Additional information is available at: www.covestro.com/en/sustainability/service-downloads/policies-commitments](http://www.covestro.com/en/sustainability/service-downloads/policies-commitments)

The Board of Management and Supervisory Board issued the current Declaration of Conformity with the GCGC pursuant to Section 161 of the German Stock Corporation Act (AktG) in October 2019. In this Declaration, Covestro AG affirms that it fulfills all of the recommendations of the GCGC in the February 7, 2017, version applicable in the fiscal year under review. The Board of Management and Supervisory Board provide information pertaining to corporate governance pursuant to Section 3.10 GCGC in the sections that follow, including a Declaration on Corporate Governance for Covestro AG pursuant to Section 289f and for the Covestro Group pursuant to Section 315d of the German Commercial Code (HGB). The contents of the Corporate Governance Report also comprise part of the combined management report. Pursuant to Section 317, Paragraph 2, Sentence 6 HGB, the disclosures in the Declaration on Corporate Governance are not included in the audit. In addition, the Compensation Report is part of the Corporate Governance Report. The full Corporate Governance Report, supplementary information on the Board of Management and Supervisory Board, and prior-year declarations of conformity with the GCGC are published on our website.

 [Further information at: www.covestro.com/en/company/management/corporate-governance](http://www.covestro.com/en/company/management/corporate-governance)

## Declaration on Corporate Governance

The Board of Management and Supervisory Board issued a Declaration of Conformity in October 2019 that is posted on Covestro's website.

In the year under review, Covestro AG was in compliance with all recommendations of the "Government Commission on the German Corporate Governance Code" as published by the Federal Ministry of Justice and Consumer Protection in the official section of the Federal Gazette (Bundesanzeiger), and will remain so in the future.

Covestro AG also complies with all of the suggestions in the GCGC.

### **Declaration of Conformity (in accordance with the German Corporate Governance Code)**

Declaration by the Board of Management and Supervisory Board concerning the German Corporate Governance Code (February 7, 2017 version) pursuant to Section 161 of the German Stock Corporation Act (AktG)

Since the last Declaration of Conformity as of December 2018, Covestro AG has complied with all recommendations of the German Corporate Governance Code in the version of February 7, 2017, and will comply with them in the future.

Leverkusen, October 2019

For the Board of Management:

Dr. Markus Steilemann

For the Supervisory Board:


Dr. Richard Pott

## Composition, duties and activities of the Board of Management and Supervisory Board

### Board of Management

#### Duties and activities of the Board of Management

The Board of Management runs the company on its own responsibility with the goal of sustainably increasing the company's enterprise value and achieving defined corporate objectives. In doing so, it takes into account the interests of stockholders, employees and other stakeholders. The Board of Management performs its tasks according to the law, the Articles of Incorporation, the Board of Management's rules of procedure, and the recommendations of the GCGC as stated in the Declaration of Conformity. It ensures compliance with the law and internal company policies, and works with the company's other governance bodies in a spirit of trust.

 The current rules of procedure of the Board of Management are available at:  
[www.covestro.com/en/company/management/corporate-governance](http://www.covestro.com/en/company/management/corporate-governance)

The Board of Management defines the long-term goals and strategies for the company and sets forth the principles and policies for the resulting corporate policies. Furthermore, it coordinates and monitors the most important activities, defines the company's portfolio, develops and deploys managerial staff, allocates resources and decides on the financial steering and reporting of the Covestro Group.

The members of the Board of Management bear joint responsibility for running the business as a whole. However, the individual members manage the areas assigned to them on their own responsibility within the framework of the decisions made by the full Board. The allocation of duties among the members of the Board of Management is defined in a written schedule appended to its rules of procedure.

The full Board of Management makes decisions on all matters of fundamental importance and in cases where a decision of the full Board is prescribed by law or otherwise mandatory. The rules of procedure of the Board of Management contain a list of topics that must be dealt with and resolved by the full Board.

Board of Management meetings are held regularly and are convened by the Chair of the Board of Management. Any member of the Board of Management may also demand that a meeting be convened, notifying the other members of the matter for discussion. The Board of Management makes decisions by a simple majority of the votes cast, except where unanimity is required by law. In the event of a tie, the Chair has the casting vote.

According to the Board of Management's rules of procedure and schedule of duties, the Chair bears particular responsibility for coordinating all Board of Management areas. The Chair represents the Board of Management as well as Covestro AG and the Group in dealings with the public and other third parties.

#### Composition of the Board of Management

Under the schedule of duties, each Board member is assigned responsibility for particular duties and areas. The Board of Management members manage the areas assigned to them on their own responsibility within the framework of the decisions made by the full Board. The Chair of the Board of Management is appointed by the Supervisory Board. The Board of Management currently has no committees.



## Areas of responsibility<sup>1</sup>

| Name                  | Position                                  | Areas of responsibility  | Memberships on supervisory boards and memberships in comparable supervising bodies of German or foreign corporations |
|-----------------------|---|--|--|
| Dr. Markus Steilemann | Chief Executive Officer                   | <ul style="list-style-type: none"> <li>• Communications</li> <li>• Corporate Audit</li> <li>• Human Resources</li> <li>• Strategy</li> <li>• Sustainability</li> </ul>   |  |
| Sucheta Govil         | Chief Commercial Officer                  | <ul style="list-style-type: none"> <li>• Polyurethanes</li> <li>• Polycarbonates</li> <li>• Coatings, Adhesives, Specialties</li> <li>• Central Marketing</li> <li>• Innovation Management &amp; Commercial Services</li> <li>• Supply Chain Center EMLA</li> <li>• Supply Chain Center NAFTA</li> <li>• Supply Chain Center APAC</li> </ul> | Independent Non-Executive Director of Eurocell plc (United Kingdom)  |
| Dr. Klaus Schäfer     | Chief Technology Officer                  | <ul style="list-style-type: none"> <li>• Global Project Engineering</li> <li>• Health, Safety, Environment &amp; Quality</li> <li>• Production &amp; Technology</li> <li>• Procurement</li> <li>• Site Management NRW</li> <li>• Site Management Baytown</li> <li>• Site Management Shanghai</li> </ul>                                      | Member of the Supervisory Board of TÜV Rheinland AG (since June 2019)  |
| Dr. Thomas Toepfer    | Chief Financial Officer<br>Labor Director | <ul style="list-style-type: none"> <li>• Accounting</li> <li>• Controlling</li> <li>• Finance</li> <li>• Information Technology</li> <li>• Investor Relations</li> <li>• Law, Intellectual Property &amp; Compliance</li> <li>• Portfolio Development</li> <li>• Taxes</li> </ul>  |  |

<sup>1</sup> As of December 31, 2019

## Objectives and concept for the composition of the Board of Management

Assisted by the Human Resources Committee and the Board of Management, the Supervisory Board arranges long-term succession planning for individual Board of Management members. It conducts a systematic process for selecting candidates for the Board of Management, while following the recommendations of the GCGC. In accordance with Covestro's corporate values, it also observes the diversity principle, i.e. balancing the Board's composition in terms of age, educational and professional background as well as a balanced ratio of male and female members. The Board of Management as a whole should represent a variety of backgrounds and possess extensive experience in corporate strategy, innovation, production and technology, marketing and sales, finance, leadership and sustainability management.

When filling specific Board of Management positions, the Supervisory Board also develops a skills profile that is based on the diversity criteria and used to evaluate candidates from within and outside the company. Decisions are made in the company's interest and taking into account all of the circumstances of each individual case.

### Implementation status of the objectives

Covestro AG's Board of Management currently has four members. The goals regarding age structure and function-specific expertise were generally met in fiscal 2019. The Board of Management meets the education and professional background requirements. The Board of Management's members ranged in age from 47 to 57 in fiscal 2019. As a whole, the Board of Management features members with a range of different educational backgrounds. In particular, they possess many years of experience in the following areas: engineering, physics and chemistry, business administration and finance. The members of the Board of Management have extensive professional experience in Germany and abroad as well as in the petroleum and chemical industries. In the course of their careers, they have held leadership positions in marketing and sales, corporate strategy, production and technology, and finance, among others, and possess extensive experience in human resources management and project management.

### Promotion of equal participation of women and men in leadership positions

The German Law on Equal Participation of Women and Men in Leadership Positions in the Private and Public Sectors of May 24, 2015, requires certain companies in Germany to define target quotas for appointing women to their Supervisory Boards, and Boards of Management and the two management levels below, and to establish dates by which this quota is to be achieved in each case.

In accordance with Section 96, Paragraph 2 AktG, the Supervisory Board of a company which is both listed and subject to codetermination rules should be composed of at least 30% women and at least 30% men. As of December 31, 2019, the Supervisory Board of Covestro AG comprised four women and eight men. The minimum legal requirement has thus been met.

At the end of the first target attainment period on June 30, 2017, the Supervisory Board decided on a target quota of at least 40% for women on the Board of Management of Covestro AG and an implementation period through June 30, 2022. As of December 31, 2019, one woman and three men served on the Board of Management. Women therefore made up 25% of the Board of Management.

In addition, in 2017 the Board of Management set new targets for the first two management levels below the Board of Management. For the period until June 30, 2022, the goal of Covestro AG and the Covestro Group is to achieve a minimum of 30% women at both levels.

### Targets for Covestro AG and the Covestro Group

|                                 | Covestro AG                   |                              | Covestro Group                |                              |
|---------------------------------|-------------------------------|------------------------------|-------------------------------|------------------------------|
|                                 | Status quo<br>(Dec. 31, 2019) | Target<br>(by June 30, 2022) | Status quo<br>(Dec. 31, 2019) | Target<br>(by June 30, 2022) |
| Management level 1 <sup>1</sup> | 0%                            | 30%                          | 7%                            | 30%                          |
| Management level 2 <sup>2</sup> | 31%                           | 30%                          | 23%                           | 30%                          |

<sup>1</sup> Direct reports to the Board of Management with management responsibilities

<sup>2</sup> Direct reports to management level 1 with management responsibilities

## Supervisory Board

### Duties and activities of the Supervisory Board

The Supervisory Board advises and oversees the Board of Management. The Supervisory Board is directly involved in decisions on matters of fundamental importance to the company, regularly conferring with the Board of Management on the strategic alignment of Covestro AG and the Covestro Group, and on the implementation status of the business strategy. The Supervisory Board Chair coordinates its work and presides over the meetings. The Chair also represents the Supervisory Board outside the company and, in this capacity, is generally prepared to conduct Supervisory Board-specific discussions with investors. In accordance with the Articles of Incorporation, the Supervisory Board has issued rules of procedure governing its activity. These rules of procedure are applicable to the Supervisory Board as a whole as well as to individual Supervisory Board committees. They also include rules concerning the composition and work of the committees.

 [Rules of procedure for the Supervisory Board are available at:  
www.covestro.com/en/company/management/corporate-governance](http://www.covestro.com/en/company/management/corporate-governance)

The Board of Management informs the Supervisory Board about business policy, corporate planning and strategy in regular and open discussions. The Supervisory Board approves the annual budget and financing framework. It also approves the financial statements of Covestro AG and the consolidated financial statements of the Covestro Group, along with the combined management report, taking into account the auditor's reports and explanations. The Supervisory Board also regularly meets without the Board of Management in attendance. Employee representatives often hold discussions with members of the Board of Management prior to Supervisory Board meetings.

### Composition of the Supervisory Board

The Supervisory Board has 12 members, half of whom are stockholder representatives and half employee representatives pursuant to the German Codetermination Act. The six members representing employees comprise four Covestro employees and two union representatives. The stockholder representatives are elected individually by the Annual General Meeting.

The Supervisory Board discussed the requirements stipulated by Section 100, Paragraph 5 AktG. Based on its composition, the Supervisory Board as a whole has in-depth industry expertise in the chemical and polymer sector in which Covestro operates. This industry knowledge was acquired by the members either through their jobs or the requisite continuing education.

## Supervisory Board

| Name/function                | Membership on the Supervisory Board                  | Position  | Memberships on other supervisory boards and memberships in comparable supervising bodies of German or foreign corporations  |
|------------------------------|--|---|---|
| Dr. Richard Pott<br>(Chair)  | Member of the Supervisory Board since August 2015    | <ul style="list-style-type: none"> <li>Former Member of the Board of Management and Labor Director of Bayer AG</li> </ul>   | <ul style="list-style-type: none"> <li>Chair of the Supervisory Board of Covestro Deutschland AG</li> <li>Member of the Supervisory Board of Freudenberg SE</li> <li>Member of the Supervisory Board of SCHOTT AG</li> </ul>  |
| Petra Kronen<br>(Vice Chair) | Member of the Supervisory Board since October 2015   | <ul style="list-style-type: none"> <li>Chair of the Works Council of Covestro at the Uerdingen site</li> <li>Chair of the General Works Council of Covestro</li> <li>Vice Chair of Covestro-European Forum</li> <li>Employee of Covestro Deutschland AG</li> </ul>  | <ul style="list-style-type: none"> <li>Vice Chair of the Supervisory Board of Covestro Deutschland AG</li> <li>Member of the Supervisory Board of Bayer Beistandskasse VVaG</li> </ul>  |
| Ferdinando Falco Beccalli    | Member of the Supervisory Board since October 2015   | <ul style="list-style-type: none"> <li>Chair of the Board of Falco Enterprises AG</li> <li>Chair of the Board of Falco Holding SA</li> <li>Chair of the Board of Falco Capital AG</li> </ul>  | <ul style="list-style-type: none"> <li>Member of the Supervisory Board of Covestro Deutschland AG</li> </ul>  |
| Dr. Christine Bortenlänger   | Member of the Supervisory Board since October 2015   | <ul style="list-style-type: none"> <li>Executive Member of the Board of Deutsches Aktieninstitut e.V.</li> </ul>  | <ul style="list-style-type: none"> <li>Member of the Supervisory Board of Covestro Deutschland AG</li> <li>Member of the Supervisory Board of MTU Aero Engines AG</li> <li>Member of the Supervisory Board of OSRAM GmbH</li> <li>Member of the Supervisory Board of OSRAM Licht AG</li> <li>Member of the Supervisory Board of TÜV SÜD AG</li> </ul>   |
| Johannes Dietsch             | Member of the Supervisory Board since August 2015    | <ul style="list-style-type: none"> <li>Member of the Board of Management of thyssenkrupp AG (since February 2019)</li> </ul>  | <ul style="list-style-type: none"> <li>Member of the Supervisory Board of Covestro Deutschland AG</li> </ul>  |
| Peter Hausmann               | Member of the Supervisory Board until December 2019  | <ul style="list-style-type: none"> <li>Secretary of the German Mining, Chemical and Energy Industrial Union (IG BCE)</li> <li>Chair of the Works Council of Covestro at the Leverkusen site</li> <li>Chair of the Group Works Council of Covestro</li> <li>Vice Chair of the General Works Council of Covestro</li> </ul> | <ul style="list-style-type: none"> <li>Vice Chair of the Supervisory Board of 50Hertz Transmission GmbH (until January 2020)</li> </ul>   |
| Irena Küstner                | Member of the Supervisory Board since October 2015   | <ul style="list-style-type: none"> <li>Employee of Covestro Deutschland AG</li> </ul>   | <ul style="list-style-type: none"> <li>Member of the Supervisory Board of Covestro Deutschland AG</li> </ul>  |
| Dr. Ulrich Liman             | Member of the Supervisory Board since January 2018   | <ul style="list-style-type: none"> <li>Chair of the Managerial Employees' Committee of Covestro Deutschland AG</li> <li>Manager of Covestro Deutschland AG</li> </ul>   | <ul style="list-style-type: none"> <li>Member of the Supervisory Board of Covestro Deutschland AG</li> </ul>  |
| Prof. Dr. Rolf Nonnenmacher  | Member of the Supervisory Board since August 2015    | <ul style="list-style-type: none"> <li>Member of various supervisory boards</li> </ul>  | <ul style="list-style-type: none"> <li>Member of the Supervisory Board of Covestro Deutschland AG</li> <li>Member of the Supervisory Board of Continental AG</li> <li>Member of the Supervisory Board of ProSiebenSat.1 Media SE</li> </ul>   |
| Regine Stachelhaus           | Member of the Supervisory Board since October 2015   | <ul style="list-style-type: none"> <li>Former Member of the Board of Management and Labor Director of E.ON SE</li> <li>Chair of the Works Council of Covestro at the Brunsbüttel site</li> </ul>  | <ul style="list-style-type: none"> <li>Member of the Supervisory Board of Covestro Deutschland AG</li> <li>Member of the Supervisory Board of CECONOMY AG</li> <li>Member of the Supervisory Board of Leoni AG (since November 2019)</li> <li>Member of the Supervisory Board of SPIE Deutschland und Zentraleuropa GmbH</li> <li>Director of SPIE SA, France</li> <li>Nonexecutive director of ComputaCenter plc, United Kingdom (until May 2019)</li> </ul> |
| Marc Stothfang               | Member of the Supervisory Board since February 2017  | <ul style="list-style-type: none"> <li>Chair of Covestro-European Forum</li> <li>Employee of Covestro Deutschland AG</li> </ul>   |   |
| Frank Werth                  | Member of the Supervisory Board since September 2016 | <ul style="list-style-type: none"> <li>District Manager of the German Mining, Chemical and Energy Industrial Union (IG BCE) – district Leverkusen</li> </ul>  | <ul style="list-style-type: none"> <li>Member of the Supervisory Board of Covestro Deutschland AG</li> </ul>  |

## Supervisory Board

| Name/function        | Membership on the Supervisory Board                | Position  | Memberships on other supervisory boards and memberships in comparable supervising bodies of German or foreign corporations  |
|----------------------|--|---|---|
| Petra Reinbold-Knape | Member of the Supervisory Board since January 2020 | <ul style="list-style-type: none"> <li>Member of the Executive Committee of the German Mining, Chemical and Energy Industrial Union (IG BCE)</li> </ul> | <ul style="list-style-type: none"> <li>Member of the Supervisory Board of Covestro Deutschland AG (since January 2020)</li> <li>Member of the Supervisory Board of Bayer AG</li> <li>Vice Chair of the Supervisory Board of Lausitz Energie Kraftwerke AG</li> <li>Vice Chair of the Supervisory Board of Lausitz Energie Bergbau AG</li> </ul> |

### Committees of the Supervisory Board

The Supervisory Board currently has the following committees:

**Presidial Committee:** The Presidial Committee comprises the Supervisory Board Chair and Vice Chair along with a further stockholder representative and a further employee representative. The Executive Committee serves primarily as the mediation committee pursuant to the German Codetermination Act. It has the task of submitting proposals to the Supervisory Board on the appointment of members of the Board of Management if the necessary two-thirds majority is not achieved in the first vote at a plenary meeting. Certain decision-making powers in connection with capital measures, including the power to amend the Articles of Incorporation, have also been delegated to this committee.

Members: Dr. Richard Pott (Chair), Peter Hausmann (until December 2019), Petra Kronen, Regine Stachelhaus and Petra Reinbold-Knape (since February 2020)

**Audit Committee:** The Audit Committee comprises three stockholder representatives and three employee representatives. The Chair of the Audit Committee in the reporting year, Prof. Dr. Rolf Nonnenmacher, satisfies the statutory requirements concerning expertise in the field of accounting or auditing that at least one member of the Supervisory Board and the Audit Committee is required to possess and is independent pursuant to Section 5.4.2 GCGC. The Audit Committee meets four times a year. It monitors the accounting and financial reporting process and is responsible for examining the financial statements, consolidated financial statements and management reports, and for discussing the quarterly and half-yearly reporting with the Board of Management. On the basis of the auditor's report, the Audit Committee develops proposals for resolutions by the Supervisory Board relating to the confirmation of the financial statements, the approval of the consolidated financial statements and the use of the distributable profit.

The Audit Committee is also responsible for the company's relationship with the external auditor. It submits a proposal to the full Supervisory Board concerning the auditor's appointment and may award the audit contract to the audit firm appointed on behalf of the Supervisory Board and agree the auditor's remuneration. It also suggests areas of focus for the audit and monitors the quality of the audit as well as the independence and qualifications of the auditor. To this end, the Audit Committee has obtained a statement of independence from the auditor. The auditor is required to immediately inform the Audit Committee about all possible grounds for exclusion or lack of impartiality arising during the audit or review, and all findings and incidents material to the Supervisory Board's responsibilities, particularly suspected accounting irregularities. Moreover, the Audit Committee has requested that the auditor inform the Committee and make a note in the audit report if facts are identified during the financial statement audit process that indicate an error in the Declaration of Conformity with the German Corporate Governance Code submitted by the Board of Management and Supervisory Board.

In addition, the Audit Committee monitors the effectiveness of the internal control system, the risk management system, the internal audit system and the compliance function.

Members: Prof. Dr. Rolf Nonnenmacher (Chair), Johannes Dietsch, Peter Hausmann (until December 2019), Petra Kronen, Irena Küstner, Dr. Richard Pott and Petra Reinbold-Knape (since January 2020)

**Human Resources Committee:** On this committee, too, there is parity of representation between stockholders and employees. It consists of the Supervisory Board Chair and three other members. The Human Resources Committee prepares the personnel decisions of the full Supervisory Board, which resolves on appointments or dismissals of members of the Board of Management. The Human Resources Committee resolves on behalf of the Supervisory Board on the service contracts of the members of the Board of Management. However, it is the task of the full Supervisory Board, based on the recommendations submitted by the Human Resources Committee, to resolve on the total compensation of the individual members of the Board of Management and the respective compensation components, as well as to regularly review the compensation system. The Human Resources Committee also discusses the long-term succession planning for the Board of Management.

Members: Dr. Richard Pott (Chair), Johannes Dietsch, Petra Kronen and Dr. Ulrich Liman

**Nominations Committee:** This committee carries out preparatory work when an election of stockholder representatives to the Supervisory Board is to be held. It suggests suitable candidates for the Supervisory Board to propose to the Annual General Meeting for election. The Nominations Committee comprises the Supervisory Board Chair, another stockholder representative on the Executive Committee and an elected stockholder representative.

Members: Dr. Richard Pott (Chair), Ferdinando Falco Beccalli and Regine Stachelhaus

In its report, the Supervisory Board provides detailed information about the work of the Supervisory Board and its committees.

#### **Objectives for the composition of the Supervisory Board and diversity concept**

The Supervisory Board should be composed in such a way that its members jointly possess the necessary expertise, skills and professional experience to properly perform their duties, and are sufficiently independent. The Supervisory Board assesses the independence of its members according to the recommendation contained in Section 5.4.2 GCGC.

Covestro AG's Supervisory Board has agreed the following specific goals for its composition that align with the recommendations of the GCGC and at the same time provide for diversity in terms of age, independence and professional experience:

- The Supervisory Board has resolved that 75% of its members and more than half of the stockholder representatives on the Supervisory Board are to be independent.
- Absent of special circumstances, a Supervisory Board member shall not serve more than three full terms of office and shall not hold office beyond the end of the next Annual General Meeting following his or her 72nd birthday.
- The Supervisory Board shall not include more than two former members of the company's Board of Management. Supervisory Board members may not perform executive functions or consulting activities for major competitors of the company or any Group company, and they must not be exposed to other significant conflicts of interest.
- At least two Supervisory Board members must have function-specific knowledge in each of the following areas:
  - Accounting and/or auditing
  - Strategy, mergers and acquisitions, capital markets
  - Marketing, sales, supply chain
  - Research and development, innovation
  - Technology, digitalization
  - Human resources, change management
  - Corporate governance, compliance

- The Supervisory Board must have at least two members with experience in industries, sales markets and/or divisions of importance to Covestro, e.g. (polymer) chemistry, production and technology.
- Taking into account the specific situation and international operations of Covestro and its affiliated companies, the Supervisory Board shall strive to ensure sufficient diversity among its members. Moreover, at least three members should have managerial experience in an international enterprise and/or experience serving on other supervisory boards or supervisory bodies.

The objectives described refer to the Supervisory Board as a whole unless resolved otherwise. However, since the Supervisory Board can only nominate candidates for election as stockholder representatives, it can only consider the objectives in making these nominations.

#### Implementation status of the objectives

The Supervisory Board has several members with international business experience and an international background. The objectives pertaining to age limits, length of service and independence are being met. In the opinion of the Supervisory Board, the stockholder representatives Dr. Richard Pott, Ferdinando Falco Beccalli, Dr. Christine Bortenlänger, Johannes Dietsch, Prof. Dr. Rolf Nonnenmacher and Regine Stachelhaus are independent pursuant to the GCGC. The requirements for function-specific knowledge are generally being met, but the specific goal of having at least two stockholders per field of expertise is not fulfilled in all areas.

 Information about Covestro AG's current Supervisory Board members is available on our website at: [www.covestro.com/en/company/management/supervisory-board](http://www.covestro.com/en/company/management/supervisory-board)

#### Stockholdings and reportable securities transactions by members of the Board of Management or Supervisory Board

In the year under review, members of the Board of Management and Supervisory Board and their close relatives are legally required to disclose all transactions involving the purchase or sale of Covestro AG securities where such transactions total €5,000 or more in a calendar year. Covestro publishes details of such transactions immediately on its website and also notifies the German Federal Financial Supervisory Authority accordingly. This information is provided to the company register for archiving.

 Further Information on securities transactions by members of the Board of Management or Supervisory Board can be found at: [www.covestro.com/en/investors/stock-details/disclosure-of-securities-transactions](http://www.covestro.com/en/investors/stock-details/disclosure-of-securities-transactions)

#### Systematic risk management

Our enterprise risk management system ensures early identification of any financial or nonfinancial risks. We attempt to avoid or mitigate identified risks, or to transfer them to third parties (such as insurers) to the extent possible and economically acceptable.

The internal control system (ICS) for accounting and financial reporting enables the timely monitoring of risks to prevent or correct potential errors in accounting for business transactions. It thus ensures the availability of reliable data on the company's financial situation.

However, the control and risk management system cannot provide absolute protection against losses arising from business risks or fraudulent actions.

## Detailed reporting

We provide regular and timely information on the Covestro Group's position and significant changes in business activities to stockholders, financial analysts, stockholders' associations, the media and the general public to maximize transparency. Four times a year we report to our stockholders about the company's business performance, its net assets, financial position and results of operations, and the risks it faces. Our company's reporting thus complies with the provisions of the GCGC.

In line with statutory requirements, the members of the company's Board of Management provide an assurance that, to the best of their knowledge, the financial statements of Covestro AG, the consolidated financial statements of the Covestro Group, and the combined management report provide a true and fair view.


The financial statements of Covestro AG, the consolidated financial statements of the Covestro Group and the combined management report are published within 90 days following the end of each fiscal year. During the fiscal year, Covestro additionally informs stockholders and other interested parties about developments by means of the half-year financial report and interim reports for the first and third quarters. The half-year financial report is voluntarily subjected to a review by the auditor appointed by the Annual General Meeting.

Covestro also provides information about the current corporate strategy, important growth areas, the financial position and results of operations, and financial targets at regular press conferences and analysts' meetings. The company uses the internet as a platform for the timely disclosure of information, with the dates of major publications and events, such as the annual report, half-year financial report, quarterly statements and the Annual General Meeting, posted on the Group's website.

In line with the principle of fair disclosure, all stockholders and other main target groups are treated equally as regards the communication of valuation-relevant information. All significant new facts are disclosed immediately to the general public. In addition to our regular reporting, we issue ad-hoc statements on developments that otherwise might not become publicly known but have the potential to materially affect the price of Covestro stock.

## Stockholders and Annual General Meeting

Covestro's stockholders exercise their rights within the scope provided for by the law and the Articles of Incorporation at the Annual General Meeting (AGM) and there exercise their right to vote. Each share of Covestro AG confers the same rights and carries one vote at the Annual General Meeting. Stockholders can exercise their voting rights by way of a proxy, e.g., a credit institution, a stockholders' association, or another third party. Stockholders can issue and revoke proxies in respect of the company electronically using the company's online proxy system. The company also makes it easier for its stockholders to exercise their personal rights by appointing voting proxies to cast their votes, subject to their instructions. They are also available during the Annual General Meeting. All of the company's stockholders and interested members of the public may watch the opening of the Annual General Meeting by the meeting chair and follow the report of the Board of Management live online. All documents and information on the Annual General Meeting such as the invitation, including the agenda, and the annual report are available on our website as well.

 [The live feed of the opening of the Annual General Meeting and the report of the Supervisory Board is available at: www.covestro.com/en/investors/financial-calendar/annual-general-meeting](http://www.covestro.com/en/investors/financial-calendar/annual-general-meeting)



# Takeover-relevant Information

## Description pursuant to Section 289a, Paragraph 1 and Section 315a, Paragraph 1 of the German Commercial Code (HGB)

### Investments in capital interest held, exceeding 10% of total voting rights

We have received no notification nor are we otherwise aware of direct or indirect investments in capital interest held, equal to or exceeding 10% of the voting rights.

 For additional information on Covestro's ownership structure, see:  
[www.covestro.com/en/investors/stock-details/shareholder-structure](http://www.covestro.com/en/investors/stock-details/shareholder-structure)

## Board of Management

### Appointment and dismissal of members of the Board of Management, changes to the Articles of Incorporation

The appointment and dismissal of members of the Board of Management are subject to the provisions of Sections 84 and 85 of the German Stock Corporation Act, Section 31 of the German Codetermination Act and Section 6 of the Articles of Incorporation of Covestro AG. Pursuant to Section 84, Paragraph 1 of the German Stock Corporation Act, the members of the Board of Management are appointed and dismissed by the Supervisory Board. The term of service for a Board of Management member appointed for the first time is generally three years. Since Covestro AG falls within the scope of the German Codetermination Act, the appointment or dismissal of members of the Board of Management requires a majority of two-thirds of the votes of the members of the Supervisory Board on the first ballot pursuant to Section 31, Paragraph 2 of that act. If no such majority is achieved, the appointment is resolved pursuant to Section 31, Paragraph 3 of the Codetermination Act on a second ballot by a simple majority of the votes of the members of the Supervisory Board. If the required majority still is not achieved, a third ballot is held. Here again, a simple majority of the votes of the members suffices, but in this ballot, the Supervisory Board Chair has two votes pursuant to Section 31, Paragraph 4 of the Codetermination Act. Under Section 6, Paragraph 1 of the Articles of Incorporation, the number of members of the Board of Management is determined by the Supervisory Board but must be at least two. The Supervisory Board may appoint one member of the Board of Management to be its Chair and one member to be the Vice Chair pursuant to Section 84, Paragraph 2 of the German Stock Corporation Act and Section 6, Paragraph 1 of the Articles of Incorporation.

Any amendments to the Articles of Incorporation are made pursuant to Section 179 of the German Stock Corporation Act and Sections 10 and 17 of the Articles of Incorporation. Under Section 179, Paragraph 1 of the German Stock Corporation Act, amendments to the Articles of Incorporation require a resolution of the Annual General Meeting. Pursuant to Section 179, Paragraph 2 of the German Stock Corporation Act, this resolution must be passed by a majority of three-quarters of the voting capital represented at the meeting, unless the Articles of Incorporation provide for a different majority. However, where an amendment relates to a change in the object of the company, the Articles of Incorporation may only specify a larger majority. Section 17, Paragraph 2 of the Articles of Incorporation utilizes the scope for deviation pursuant to Section 179, Paragraph 2 of the German Stock Corporation Act and provides that resolutions may be passed by a simple majority of the votes cast or, where a capital majority is required, by a simple majority of the capital represented. Pursuant to Section 10, Paragraph 9 of the Articles of Incorporation, the Supervisory Board may resolve on amendments to the Articles of Incorporation that relate solely to their wording.

## Capital

### Composition of the capital stock

The capital stock of Covestro AG amounted to €183,000,000 as of December 31, 2019, and is composed of 183,000,000 no-par value bearer shares. Each share confers equal rights and one vote at the Annual General Meeting.

### Authorized capital

Provisions of the Articles of Incorporation concerning authorized capital are entered in the commercial register of Covestro AG. With the approval of the Supervisory Board and until October 2, 2020, the Board of Management may use the authorized capital to increase the capital stock by up to a total of €101,250,000. New no-par value bearer shares may be issued against cash contributions and/or contributions in kind. If the authorized capital is used to issue shares in return for cash contributions, stockholders must normally be granted subscription rights. However, the Board of Management is authorized – with the approval of the Supervisory Board – to exclude subscription rights for stockholders:

- (a) Where the subscription ratio gives rise to fractional amounts.
- (b) To the extent necessary to grant holders or creditors of bonds (including *jouissance* rights) with warrants or conversion rights or obligations issued by the company or its Group companies the right to subscribe to new shares to the extent to which they would be entitled after exercise of their warrants or conversion rights, or performance of their exercise or conversion obligations.
- (c) If the capital is increased by granting shares against contributions in kind.
- (d) If the new shares are issued at a price that is not significantly below the stock market price and the total interest in the capital stock attributable to the new shares for which subscription rights are excluded pursuant to Section 186, Paragraph 3, Sentence 4 of the German Stock Corporation Act does not exceed 10% of the existing capital stock either on the date this authorization takes effect or the date it is utilized. The sale of treasury shares shall count toward this limit if they are sold during the term of this authorization and subscription rights are disappplied pursuant to Section 71, Paragraph 1, No. 8, Sentence 5 in conjunction with Section 186, Paragraph 3, Sentence 4 of the German Stock Corporation Act. Further, shares issued or to be issued to service bonds (including *jouissance* rights) with warrants or conversion rights or obligations shall also count toward this limit where such bonds or *jouissance* rights were issued during the term of this authorization and stockholders' subscription rights were excluded in analogous application of Section 186, Paragraph 3, Sentence 4 of the German Stock Corporation Act.
- (e) To issue a scrip dividend in which stockholders are given the option of contributing their dividend entitlements to the company (either in full or in part) as a noncash contribution in return for the granting of new shares in the company out of the authorized capital.

### Conditional capital

The company's capital stock shall be conditionally increased by up to €70,000,000, divided into up to 70,000,000 no-par value bearer shares (conditional capital). The conditional capital increase shall only be implemented to the extent that the holders of warrants or conversion rights attached to bonds (including *jouissance* rights) issued or guaranteed by the company or its Group companies up to August 31, 2020, on the basis of the authorization of the Annual General Meeting of September 1, 2015, exercise their warrants or conversion rights, or perform their warrant or conversion obligations arising from such bonds, and to the extent that such warrants or conversion rights or obligations are not serviced by treasury shares, shares issued out of the authorized capital, or other forms of settlement.

The new shares shall be issued at the warrant or conversion price to be determined in accordance with the authorizing resolution referred to above. The new shares shall participate in the profit from the beginning of the fiscal year in which they come into existence; however, the Board of Management, with the approval of the Supervisory Board, may decide that the new shares shall participate in the profit from the beginning of the fiscal year for which, at the time when the warrants or conversion rights are exercised or the exercise or conversion obligations are performed, the Annual General Meeting has not yet adopted a resolution on the use of the distributable profit. The Board of Management is authorized, with the approval of the Supervisory Board, to set further details of the terms of the conditional capital increase. In the event of a capital increase, the company may regulate dividend entitlement of the new shares differently from what is specified in Section 60 of the German Stock Corporation Act.

## Acquisition and use of treasury shares

By a resolution adopted by the Annual General Meeting on April 12, 2019, the Board of Management is authorized to acquire and use treasury shares, also using derivatives. The individual details of the resolution are as follows:

### 1. Authorization granted to the Board of Management to acquire and use treasury shares

- 1.1 The Board of Management is authorized until April 11, 2024, to acquire treasury shares with a proportionate interest in the capital stock totaling up to 10% of the company's capital stock existing at the date of the resolution, or if this value is lower, at the time the authorization is exercised, subject to the proviso that the shares acquired as a result of this authorization, together with other shares of the company that the company has already acquired and still holds, or which are attributable to it under Sections 71a et seqq. of the German Stock Corporation Act, at no time exceed 10% of the capital stock of the company. The provisions in Section 71, Paragraph 2, Sentences 2 and 3 of the German Stock Corporation Act must be complied with.

The acquisition may only take place via the stock exchange or by means of a public purchase offer and must satisfy the principle of equal treatment of stockholders (Section 53a of the German Stock Corporation Act). If the acquisition takes place via the stock exchange, the purchase price paid by the company (excluding transaction costs) may neither exceed, nor be lower than, the company's share price, as determined by the opening auction in Xetra trading (or a comparable successor system) on the Frankfurt Stock Exchange on the trading day, by more than 10%. If the acquisition takes place by means of a public purchase offer, the offer price paid by the company (excluding transaction costs) may neither exceed, nor be lower than, the company's share price, as determined by the closing auction in Xetra trading (or a comparable successor system) on the Frankfurt Stock Exchange on the last trading day before the publication of the purchase offer, by more than 10%. If the total number of the shares tendered in response to a public purchase offer exceeds the offer volume, purchases may be made in proportion to the number of shares tendered (tender ratios); in addition, preferential acceptance of small numbers of shares (up to 50 shares per stockholder), as well as rounding in accordance with commercial principles to avoid notional share fractions, may be provided for. Any further stockholder tender rights are disappplied to this extent.

- 1.2 The authorization may be exercised in full, or in a number of partial amounts split across several acquisition dates, until the maximum purchase volume has been reached. The acquisition may also be carried out by Group companies that are dependent on the company within the meaning of Section 17 of the German Stock Corporation Act, or by third parties on behalf of the company or such Group companies. The authorization may, subject to compliance with the statutory requirements, be exercised for any purpose permissible in law, especially in pursuit of one or more of the purposes listed in No. 1.3, 1.4, 1.5 and 1.6. Trading in treasury shares is not permitted.

If the treasury shares acquired are used for one or more of the purposes described under No. 1.3 or 1.4, the stockholders' subscription rights are disappplied. The Board of Management is authorized to disapply subscription rights if the treasury shares acquired are used for the purpose specified in No. 1.6. Stockholders also do not have any subscription rights if the treasury shares acquired are sold via the stock exchange. In the event that the treasury shares acquired are sold by means of a public offer to stockholders and this public offer complies with the principle of equal treatment, the Board of Management is authorized to disapply the stockholders' subscription rights for fractions.

- 1.3 The Board of Management is authorized to also sell the treasury shares acquired on the basis of the above or an earlier authorization in a manner other than via the stock exchange or by way of an offer to all stockholders, provided that the sale takes place against cash payment and at a price which, at the date of the sale, is not significantly lower than the market price for the same class of shares in the company. This authorization concerning the use of shares is restricted to shares whose proportionate interest in the capital stock may not in total exceed 10% of the capital stock either at the date when this authorization becomes effective or, if this amount is lower, at the date when the present authorization is exercised. The upper limit of 10% of the capital stock is reduced by the proportionate interest in the capital stock which is attributable to those shares which are issued or sold during the term of this authorization while disapplying subscription rights under or in accordance with Section 186, Paragraph 3, Sentence 4 of the German Stock Corporation Act. The upper limit of 10% of the capital stock is further reduced by the

proportionate interest in the capital stock which is attributable to those shares which are to be issued to service bonds with warrants or conversion rights or obligations, provided that these bonds are issued during the term of this authorization while disapplying subscription rights in application of Section 186, Paragraph 3, Sentence 4 of the German Stock Corporation Act, with the necessary modifications.

- 1.4 The Board of Management is authorized to transfer the treasury shares acquired under the above or an earlier authorization to third parties, provided this is done for the purpose of acquiring companies, parts of companies, equity interests in companies, or other assets, or to effect business combinations.
- 1.5 The Board of Management is authorized to retire the treasury shares acquired under the above or an earlier authorization without a further resolution by the Annual General Meeting. The shares may also be retired without reducing the capital by adjusting the proportionate interest of the remaining no-par value shares in the capital stock of the company. In this case, the Board of Management is authorized to amend the number of no-par value shares in the Articles of Incorporation.
- 1.6 The Board of Management is authorized to use the treasury shares acquired as a result of the above-mentioned or earlier authorization to pay a scrip dividend.
- 1.7 The Board of Management may only use the authorizations in No.1.3, 1.4 and 1.6 with the approval of the Supervisory Board. Moreover, the Supervisory Board may determine that the measures taken by the Board of Management on the basis of this resolution by the Annual General Meeting may only be implemented with its consent.
- 1.8 Overall, the above authorizations concerning the use of shares may be utilized on one or several occasions, individually or together, in relation to partial volumes of the treasury shares or all treasury shares held in total.

## 2. Authorization for acquisition using derivatives

- 2.1 Treasury shares being acquired as part of the authorization under No. 1.1 may also be acquired using put or call options. In this case, the option transactions must be entered into with a credit institution, or a company which operates in accordance with Section 53, Paragraph 1, Sentence 1 or Section 53b, Paragraph 1, Sentence 1 or Paragraph 7 of the German Banking Act, that is independent of the company (financial institution), provided that this financial institution, when the option is exercised, only delivers shares which were previously acquired via the stock exchange at a market-driven price in compliance with the principle of equal treatment.
- 2.2 The acquisition of shares using put or call options is limited to a maximum of 5% of the capital stock in existence as of the date of the resolution by the Annual General Meeting or, if this value is lower, as of the date when the authorization is exercised.
- 2.3 The option premium paid by the company in the case of call options may not be materially higher and the option premium received in the case of put options may not be materially lower than the theoretical fair value of the options concerned calculated using accepted financial valuation methods. The exercise price agreed in the option transaction (in each case not including transaction costs, but taking into account the option premium received or paid) may not be more than 10% higher or lower than the price of the company's shares as determined by the opening auction in Xetra trading (or a comparable successor system) on the Frankfurt Stock Exchange on the trading day on which the option transaction was entered into.
- 2.4 The term of the individual derivatives may not, in each case, exceed 18 months; it must end at the latest on April 11, 2024, and must be selected so that the shares are not acquired using derivatives after April 11, 2024.
- 2.5 The provisions under 1. also apply to the use of company shares that have been acquired on the basis of this authorization under 2. using derivatives.

### 3. Authorization to issue convertible bonds, warrant bonds and/or jouissance rights and to disapply subscription rights to these convertible bonds, warrant bonds and/or jouissance rights

#### 3.1 Authorization period, object, nominal value, term, number of shares

The Board of Management is authorized, with the approval of the Supervisory Board, to issue by August 31, 2020 – in one or more installments – convertible bonds, warrant bonds and/or jouissance rights (collectively referred to as “bonds”) – as either registered or bearer bonds – with a total nominal value of up to €1,500,000,000, with or without limited maturity, and to grant to the creditors of these bonds warrants or conversion rights in respect of up to 70,000,000 no-par value bearer shares of the company with a proportionate interest in the capital stock totaling up to €70,000,000 (hereinafter referred to as “shares of the company”) in accordance with the terms of these bonds (hereinafter referred to as the “terms of the bonds”). The Board of Management can use the authorization in one or more installments. Bonds may also be issued against consideration in kind.

#### 3.2 Currency, issue by Group companies

The bonds may be issued in euros or in the legal currency of any OECD country up to the equivalent value in euros. If bonds are issued in a currency other than the euro, the value shall be calculated using the European Central Bank’s reference price for that currency on the date the resolution concerning the bond issue was taken. The bonds may also be issued by a Group company within the meaning of Section 18 of the German Stock Corporation Act. In such case, the Board of Management is authorized, with the approval of the Supervisory Board, to assume the guarantee for redemption of the bonds and to grant to the creditors of these bonds warrants or conversion rights to shares of the company.

#### 3.3 Conversion rights/obligations, conversion ratio

In the case of bonds with conversion rights, creditors may exchange their bonds for shares of the company in accordance with the terms of the bond. The proportionate interest in the capital stock upon conversion into shares may not exceed the nominal value or a lower issue price for the bond with conversion rights. The conversion ratio is the nominal value of a bond with conversion rights divided by the conversion price for a share in the company. This applies analogously if the price of the bond with conversion rights is lower than the nominal value. The conversion ratio may be rounded up or down to the nearest whole number. Moreover, an additional cash payment may be determined. It may also be determined that fractions are aggregated and/or paid out in cash. The terms of the bond may provide for a fixed or variable conversion ratio. The terms of the bond may also specify a conversion obligation. Moreover, they may entitle the company to grant the creditors of bonds with conversion rights upon or before maturity shares in the company in full or partial place of the cash amount due (company’s substitution right). The terms of the bond may also authorize the company to compensate by cash in full or in part any difference between the nominal value of the bond with conversion rights and the product of the conversion ratio and a price for the share at the time of conversion that is to be specified in the terms of the bond. The share price used in the calculation in accordance with the preceding sentence must be at least 80% of the share price relevant for the lower limit of the conversion price in accordance with the following No. 3.6.

### 3.4 Warrants/exercise obligations

In the case of bonds with warrants or exercise obligations, one or several warrants are attached to each bond entitling the creditors to subscribe to shares in the company in accordance with the terms of the bond that are to be defined by the Board of Management. The subscription ratio is the nominal value of a bond with warrants divided by the subscription price for a share in the company. The proportionate interest in the capital stock represented by the shares of the company to be issued on exercise of the options may not exceed the nominal value of the bonds. The terms of the bond may also provide for subscription to a variable number of shares on exercise of the warrants. They may also permit settlement of the subscription price by way of a transfer of bonds (trade-in) and, if necessary, an additional cash payment.

### 3.5 Granting of new or existing shares, cash payment

When exercising warrants or conversion rights or when meeting exercise or conversion obligations, the company may choose to either grant new shares issued from conditional capital or existing shares in the company or shares in another listed corporation. The terms of the bond may entitle the company to pay the cash value instead of granting shares when exercising warrants or conversion rights or when meeting exercise or conversion obligations.

### 3.6 Conversion/exercise price

The conversion/exercise price must be at least 80% of the volume-weighted average closing price for the company's shares in Xetra trading (or a comparable successor system) on the Frankfurt Stock Exchange on the last ten trading days before the day on which the Board of Management passes the resolution concerning the bond issue or at least 80% of the average closing price for the company's shares in Xetra trading (or a comparable successor system) during the days on which the subscription rights are traded on the Frankfurt Stock Exchange, with the exception of the last two trading days of subscription rights trading. In the case of bonds that are subject to mandatory conversion or if the company exercises its substitution right, the conversion price for one share must be either the aforementioned minimum price or at least the average closing price for the company's shares in Xetra trading (or a comparable successor system) on the ten trading days before the day on which the conversion takes effect. The terms of the bond may provide for changes to the conversion or exercise price over the course of its term, taking account of the minimum prices as described above within a range specified by the Board of Management depending on the development of the share price. The terms of the bond may include dilution clauses for the case that, during the conversion or exercise period, the company increases the capital stock with subscription rights for its stockholders or issues further convertible bonds, warrant bonds, or profit *jouissance* rights or grants or guarantees other option rights and disapplies the subscription rights to which the holders of warrants or conversion rights would be entitled on exercise of their warrants or conversion rights or on performance of their conversion obligations. The terms of the bond may also allow a value-preserving adjustment of the conversion or exercise price or of the option ratio or payment of a cash component in the event of other measures taken by the company or events which entail an economic dilution of the value of the warrants or conversion rights (e.g. dividends). Under no circumstances may the proportionate interest in the capital stock per share attached to a bond exceed the nominal value of the bond itself.

This shall not affect Section 9, Paragraph 1 or Section 199 of the German Stock Corporation Act.

### 3.7 Other terms of the bond

The Board of Management is authorized, with the approval of the Supervisory Board, to set further details for the issue and class of the bonds.

### 3.8 Subscription rights, disapplying subscription rights

When bonds are issued, stockholders must be granted subscription rights as a matter of principle. The bonds may be taken up by one or more banks with the obligation to offer them for subscription to stockholders. However, when issuing bonds, the Board of Management is authorized – with the approval of the Supervisory Board – to disapply stockholders' subscription rights:

3.8.1 For fractions.

3.8.2 Insofar as it is necessary to grant the holders of warrants or conversion rights to shares in the company or the creditors of bonds with conversion obligations attached a subscription right to the extent to which they would be entitled if they were to exercise their rights or perform the conversion obligation.

3.8.3 Insofar as the bonds are issued against cash and the issue price does not substantially fall below the theoretical market value of the bonds as determined in accordance with recognized financial principles. However, this authorization to disapply subscription rights relates only to bonds with rights to shares with a total proportionate interest in the capital stock of no more than 10%, and neither at the time when this authorization becomes effective nor at the time it is exercised. The sale of treasury shares shall count toward this limit if they are sold during the term of this authorization and subscription rights are disappplied pursuant to Section 71, Paragraph 1, No. 8, Sentence 5 in conjunction with Section 186, Paragraph 3, Sentence 4 of the German Stock Corporation Act. Those shares issued during the term of this authorization from authorized capital and on which subscription rights are disappplied pursuant to Section 186, Paragraph 3, Sentence 4 of the German Stock Corporation Act shall also count toward this limit.

3.8.4 Insofar as they are issued against considerations in kind and the value of these considerations in kind is in reasonable proportion to the market value of the bonds determined according to the preceding No. 3.8.3.

### Material conditional agreements

Some debt financing instruments contain clauses that refer to cases of change of control. Such clauses grant the respective investor additional rights of termination, which will possibly be restricted by additional conditions – such as a rating being downgraded. Our syndicated credit line and our bonds, for example, are governed by change-of-control agreements.

Agreements exist for the members of the Board of Management in compliance with Section 4.2.3 of the German Corporate Governance Code in the version of February 7, 2017, to cover the eventuality of a takeover offer being made for Covestro AG. Under these agreements, payments promised in the event of early termination of the service contract of a Board of Management member due to a change of control are limited to the value of three years' compensation and may not compensate more than the remaining term of the contract.

# Compliance

Our corporate conduct is characterized by a sense of responsibility as well as ethical principles. Compliance with legal and regulatory requirements is integral to our operations. It is only in this manner that we can sustainably increase the company's enterprise value and safeguard our reputation.

## Compliance culture and targets

In its Corporate Compliance Policy, Covestro has specified a Group-wide code of conduct that mandates fundamental principles and rules for all employees. This code of conduct details our commitment to fair competition, integrity in business dealings, the principles of sustainability and product stewardship, data protection, upholding of foreign trade and insider dealing laws, the separation of business and private interests, proper record-keeping and transparent financial reporting, as well as to providing fair, respectful and non-discriminatory working conditions. These requirements apply within the company as well as to all interactions with external partners and the general public. Our code of conduct furthermore provides a decision-making framework for our company and our employees. The Corporate Compliance Policy is available on our intranet and on our website, and is part of an information packet distributed to new employees when they are hired.

Covestro is aware that employees will likely embrace and exhibit integrity if managers are excellent role models. As the Covestro Board of Management states very clearly in its Corporate Compliance Policy for all staff, Covestro does not conduct any business activities that would be legal yet violate our rules. In addition, supervisors are prohibited from instructing employees to violate any Covestro rule. In this way, management continuously fosters our compliance culture by, for example, regularly drawing employees' attention to compliance topics and their significance to the company. At Covestro town hall meetings, for example, Board of Management members present recent compliance cases to employees as well as underscore the importance of complying with statutory requirements and in-house regulations.

We want to utilize our compliance management system in order to:

- Foster and reinforce conduct per compliance requirements;
- Minimize or even eliminate compliance violations;
- Identify risks for potential violations;
- Implement preventive measures;
- Uncover, remedy and proactively eliminate a repeat occurrence of any compliance violations committed by individuals acting without authorization and in breach of clear rules; and
- Achieve continuous improvement of our compliance management system.

## Organization

At Covestro, the Chief Compliance Officer oversees compliance activities and reports in this capacity directly to the Board of Management. A central Compliance department coordinates compliance activities throughout the Covestro Group. Chaired by the CFO of Covestro, the Compliance Committee is the Group's top-level decision-making body on these issues. The Committee's responsibilities include the following: exercising a Group-wide compliance governance function, initiating and approving compliance-related regulations, and approving the annual training plan. In the reporting period, the Compliance Committee met a total of four times.

A local Compliance Officer has also been appointed for each country in which Covestro has employees. This person serves as a local point of contact for employees on all questions regarding legally and ethically correct conduct in business situations. The country organizations also have local compliance committees.



## Communication

Covestro systematically conducts training courses on compliance. Once areas of emphasis have been specified, specialists define target groups for each category of course content and determine which employees require which type of training.

Covestro expressly encourages its employees to openly address any doubts about proper conduct in business situations and to solicit advice. We inform all employees whom they can contact if they have any doubts or questions. Covestro has also set up a whistleblowing portal. Employees and external persons can report potential compliance violations through a hotline accessible worldwide or use an email address that also permits anonymous reports. In addition, employees can also report any compliance incidents to their supervisors, to the local Compliance Officer or to the Global Compliance Office.

An internal policy sets out the principles for handling compliance incidents at Covestro. This policy also stipulates that all suspected compliance incidents be recorded in a central database. Confirmed violations are evaluated. Organizational, disciplinary or legal measures are taken if necessary.

Compliance incidents are regularly reported to the Supervisory Board, the Board of Management and the segments' management teams. In addition, a current overview of incidents, along with news and additional information on various aspects and developments related to this topic, is published in a monthly Compliance Telegram on the intranet and therefore can be viewed by all employees.

On a quarterly basis, all companies document risks arising from pending or current legal proceedings. Relevant cases are reported to the Audit Committee of the Supervisory Board. The major risks are disclosed in the Notes to the Consolidated Financial Statements.

# Compensation Report

The Compensation Report outlines the essential features of the compensation system for the members of the Board of Management and the Supervisory Board of Covestro AG and explains the compensation of the individual members. The report conforms to the requirements of the applicable accounting and reporting regulations for listed companies, the German Commercial Code (HGB), the principles of German Accounting Standard No. 17 (DRS 17), and International Financial Reporting Standards (IFRSs). It also complies with the recommendations of the German Corporate Governance Code (GCGC) in the version of February 7, 2017, applicable on the reporting date.

## Compensation of the Board of Management

### Objectives

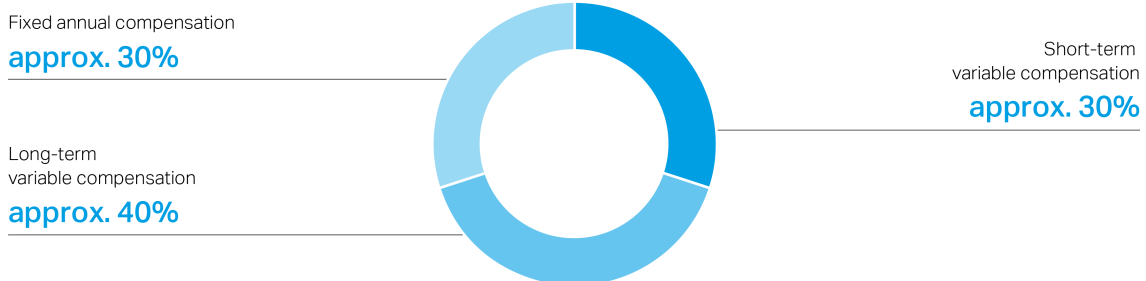
The compensation system for Covestro AG's Board of Management remains largely unchanged from the version approved by the Annual General Meeting on May 3, 2016. It is aligned with the corporate strategy and is designed to facilitate a long-term increase in the company's value and responsible corporate governance. We aim to position Covestro as an attractive employer in the competition for highly qualified executives, and, at the same time, ensure statutory and regulatory compliance. Board of Management compensation is in line with the basic principles of the compensation structure and, as a principle, is structured uniformly for the Board of Management as well as for other executives, including managerial employees, in the Covestro Group.

The appropriateness of the system and the compensation level of the Board of Management are regularly reviewed by the Supervisory Board, which then makes any necessary adjustments. The Supervisory Board used the services of an independent, third-party compensation consultant to determine appropriateness. As a rule, adjustments are in line with the increase in the consumer price index in Germany. If the need for a larger adjustment is ascertained, this is discussed in detail by the Human Resources Committee in view of the appropriate background information, and a resolution is proposed to the Supervisory Board as a whole. Covestro's peer group comprises the companies listed on the DAX and MDAX (not including banks and insurance companies due to limited comparability). Covestro is compared to these companies to determine, in particular, whether Covestro's relative position within this group in terms of revenue, employees and market capitalization is in line with the relative positioning of Board of Management compensation. The Supervisory Board then votes on the proposed adjustment.

### Compensation structure

The compensation comprises a non-performance-related component, an annual incentive and a long-term stock-based component. The Covestro Group's compensation structure, based on average total annual compensation for a Board of Management member at 100% target attainment, is as follows:

#### Board of Management compensation structure (German Commercial Code)<sup>1</sup>



<sup>1</sup> Excluding fringe benefits and pension entitlements

The non-performance-related compensation comprises the fixed annual compensation, which reflects the responsibilities and performance of the Board of Management members, along with fringe benefits. The performance-related compensation comprises a short-term variable component, which depends on the attainment of the corporate performance targets and on the long-term variable compensation, the stock-based compensation program Prisma. This is linked directly to changes in Covestro's share price.

The members of the Board of Management also receive pension entitlements for themselves and their surviving dependents. Furthermore, Covestro AG has purchased a liability insurance for the members of the Board of Management to cover their legally required personal liability arising from their service on the Board of Management. This includes a deductible that is in line with the GCGC recommendation.

## Non-performance-related components

### Fixed annual compensation

The level of the non-performance-related, fixed annual compensation for members of the Board of Management takes into account the functions and responsibilities assigned to them as well as market conditions. It is paid out in 12 monthly installments.

### Fringe benefits

Fringe benefits mainly comprise company cars (limited to the term of existing vehicle leases) or a vehicle allowance, use of the company carpool, payments toward the cost of security equipment, and reimbursement of the cost of annual health screening examinations. Due to her family's place of residence in England and her Indian citizenship, Sucheta Govil also receives assistance from an external advisor in preparing her tax returns. Fringe benefits are reported at cost or the amount of the pecuniary advantage gained.

## Performance-related components

### Short-term variable compensation

The target value of the short-term variable compensation is 100% of the fixed annual compensation. This amount is adjusted in line with the company's performance.

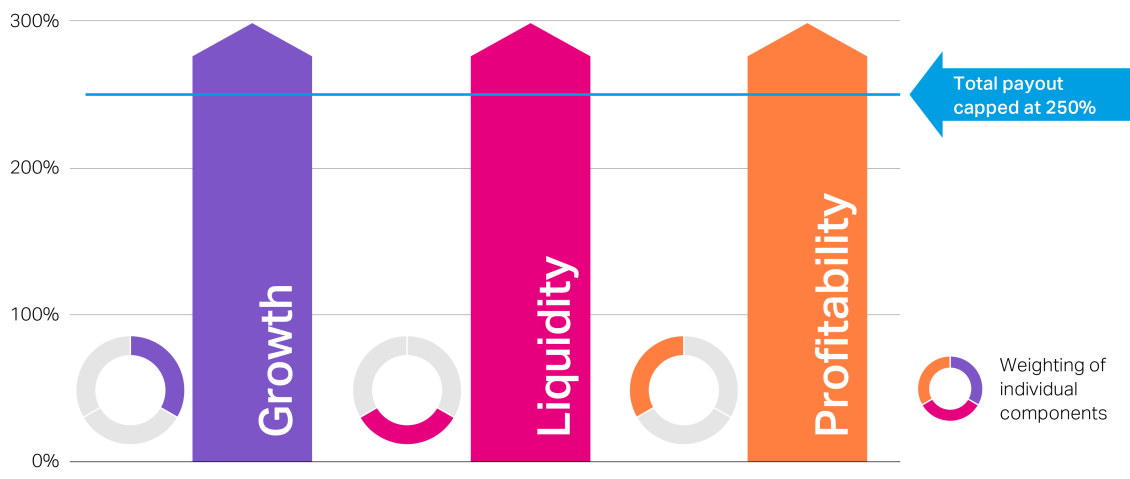
In fiscal 2016, the Group-wide Covestro Profit Sharing Plan (Covestro PSP) was introduced, which also applies to the members of the Board of Management. It consists of a short-term variable compensation based solely on the company's business performance. The system is based on the same performance indicators used to manage the company. The payout is based on performance in the areas of growth (core volume growth), liquidity (free operating cash flow, FOCF), and profitability (return on capital employed, ROCE), with each counting for one-third. In 2018, the Supervisory Board defined the global values for the threshold, 100% achievement and the maximum amount for each performance indicator, which are applied for the three-year period from 2019 to 2021. Between these values, linear interpolation is used to determine the payout.

### Components of the Covestro Profit Sharing Plan 2019–2021

|                        | Growth: Core volume growth | Liquidity: FOCF               | Profitability: ROCE   |
|------------------------|----------------------------|-------------------------------|-----------------------|
| Threshold (0%)         | +1.5%                      | Cash inflow of €400 million   | ROCE = WACC           |
| 100% target attainment | +4.0%                      | Cash inflow of €800 million   | 8% points above WACC  |
| Ceiling (300%)         | +9.0%                      | Cash inflow of €1,600 million | 24% points above WACC |

For each individual performance indicator, the payout can be between zero (failure to meet minimum requirements) and three times the target value; however, the maximum payout for all three components combined is limited to 250% of the target value. The maximum payout is therefore 2.5 times the fixed annual compensation.

### Components of short-term variable compensation



If a Board of Management member's term begins or ends in the middle of a fiscal year, their PSP entitlement is prorated based on calendar days. The PSP entitlement for the fiscal year in which a Board of Management member leaves the company is forfeited in the event the member steps down (unless this occurs for good cause for which the member is not responsible) and in cases where the Board of Management member is terminated by the company for good cause.

The Supervisory Board is entitled to reduce the PSP payout to below the calculated amount or resolve to eliminate it entirely to the extent that target attainment falls far short of expectations (e.g., when the Covestro Group's ROCE comes in below the WACC), or if an incident occurs at one of Covestro's plants resulting in death or a large-scale discharge of chemicals that affects the surrounding areas.

### Long-term compensation

#### Prisma

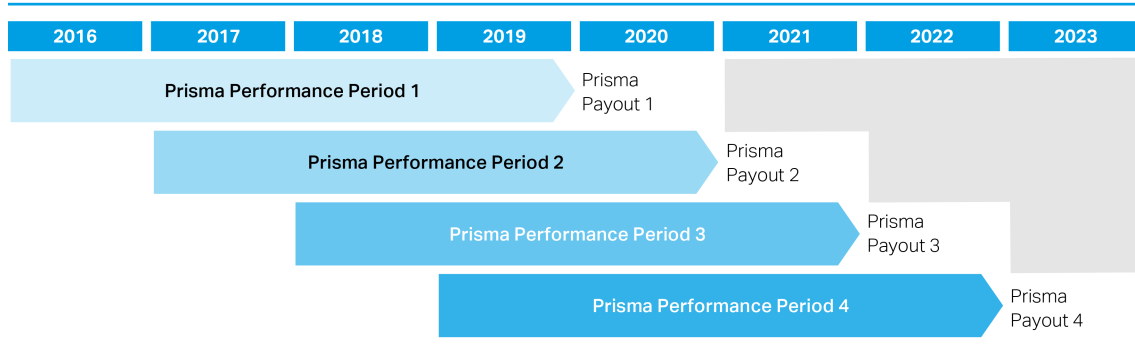
The members of the Board of Management are eligible to participate in the Prisma compensation program as long as they are employed by the Covestro Group and fulfill the share ownership guidelines applicable to them. This program is based on a target opportunity set at 130% of the fixed annual compensation. When a member of the Board of Management retires, current tranches may be shortened, thus reducing their value.

The payout is determined by calculating two factors: The total shareholder return (TSR) factor is the return generated by a stock expressed as a percentage (total of the final price of the share and all dividends distributed per share during the performance period divided by the initial price). The outperformance factor is based on the performance of Covestro stock during the performance period relative to the performance of the STOXX Europe 600 Chemicals index. It is determined by expressing the difference between the performance of Covestro stock and that of the index as a percentage. The factor is greater than 100% (less than 100%) if Covestro's stock outperforms (underperforms) the index.

The Prisma target opportunity of each participant is multiplied by the TSR factor and the outperformance factor to arrive at the total distribution figure. The total distribution is limited to no more than 200% of the target opportunity. The maximum payout is therefore 260% of the fixed annual compensation. If Covestro's shares were to significantly underperform the index (e.g. if the price of the stock went down while the index increased in value), the outperformance factor could amount to zero. As a result, there would be no payout.

If a Board of Management member's term begins or ends in the middle of the first year of a performance period, their Prisma claim is prorated based on calendar days in that year. Tranches awarded for previous years remain in effect if members leave the company. Prisma claims for the tranches still in effect when a Board of Management member leaves the company are forfeited in the event the member steps down (unless this occurs for good cause for which the member is not responsible) and in cases where the Board of Management member is terminated by the company for good cause.

### Prisma Performance Periods



### Share ownership guidelines

The members of the Board of Management are contractually obligated to acquire Covestro shares equivalent to half of the Prisma target value (65% of the fixed compensation) on their own account within three years of their initial appointment and to hold these shares for the duration of their service on the Board of Management. This obligation is expected to be increased to 100% of the fixed compensation in future contract extensions. Sucheta Govil is already subject to this increased commitment.

### Pension entitlements (retirement and surviving dependents' pensions)

The members of the Board of Management are entitled to receive a lifelong company pension after leaving the Covestro Group, though generally not before the age of 62. This pension is paid out in the form of a monthly life annuity.

The arrangements for surviving dependents basically provide for a widow's pension amounting to 60% of the member's pension entitlement, and an orphan's pension amounting to 12% of the member's pension entitlement for each child.

The annual pension entitlement is based on contributions. From September 1, 2015, onward, Covestro has provided a hypothetical contribution each year amounting to as much as 33% of the respective fixed compensation beyond the annual income threshold in the statutory pension plan. This percentage comprises a 6% basic contribution and a matching contribution of up to 27% – three times the member's maximum personal contribution of 9%. The total annual contribution is converted into a pension module according to the annuity table for the applicable tariff of the Rheinische Pensionskasse VVaG pension fund. The annual pension entitlement upon retirement is the total amount of the accumulated pension modules including an investment bonus, which is determined annually by the representatives' meeting of the Rheinische Pensionskasse VVaG and approved by the German Financial Supervisory Authority.

In the case of fixed compensation up to the annual income threshold, the Board of Management members, like all entitled employees, remain subject to the rules governing the basic company pension and are regular participants in the relevant pension plan.

Dr. Klaus Schäfer has been granted, in addition, a vested entitlement to a fixed annual pension of €126,750.

The actual pension entitlement cannot be precisely determined in advance. It depends on the development of the member's compensation, the number of years of service on the Board of Management and the return on the assets contributed to the Rheinische Pensionskasse VVaG.

Certain assets are administered under a contractual trust agreement (CTA), providing additional insolvency protection for pension entitlements resulting from direct commitments for the members of the Board of Management in Germany.

As a rule, future pension payments are adjusted by at least 1% per year. Depending on the pension obligation, an additional adjustment may be made if the investment bonus of the Rheinische Pensionskasse VVaG or the consumer price index exceeds 1% per year.

### Cap on compensation

The individual performance-related components are capped at the grant date. To comply with the recommendation of the GCGC, a cap has also been agreed for the compensation as a whole. In 2018, the Supervisory Board resolved to include company pension expenditures above and beyond the components already taken into account (fixed annual compensation and variable components) in calculating total target compensation, i.e. the total of the individual components in the case of 100% target attainment of the variable components.

The cap was set at 1.9 times the respective target compensation. This value was chosen to ensure that compensation will not have to be reduced even if both short-term and long-term compensation reach the maximum possible cap. In the event of such a scenario, it can therefore be expected that the total compensation accrued will not exceed the permitted cap, even when fringe benefits are added, the amount of which cannot be precisely determined in advance. A sample calculation is presented below using the compensation of the Chair of the Board of Management serving as of December 31, 2019.

### Sample calculation of limited target compensation for the Chair of the Board of Management

| € thousand  | Target value | Achievable value upon maximum payout of both variable compensation systems |
|---|--------------|--|
| Fixed annual compensation                           | 1,192        | 1,192  |
| Short-term variable compensation <sup>1</sup>       | 1,192        | 2,980  |
| Long-term variable compensation <sup>2</sup>        | 1,550        | 3,099  |
| Pension service cost <sup>3</sup>                   | 489          | 489  |
| <b>Target compensation</b>                          | <b>4,423</b> | <b>7,760</b>   |
| Fringe benefits <sup>4</sup>                        |              | 100  |
| <b>Total</b>  |              | <b>7,860</b>   |
| <b>Limited to 1.9 times the target compensation</b> |              | <b>8,404</b>   |

<sup>1</sup> Target value: 100% of fixed annual compensation

<sup>2</sup> Target value: 130% of fixed annual compensation

<sup>3</sup> Pension service cost (HGB)

<sup>4</sup> Hypothetical assumptions/example

### Benefits upon termination of service on the Board of Management

#### Post-contractual noncompete agreements

Post-contractual noncompete agreements exist with the members of the Board of Management, providing for compensatory payments to be made by the company for the duration of these agreements (maximum of two years). The compensatory payment amounts to 100% of the average fixed compensation in the 12 months preceding termination of service.

#### Change of control

Agreements exist with the members of the Board of Management providing for severance payments to be made in certain circumstances in the event of a change in control. The amount of the severance payments, including any ancillary benefits, in the case of early termination of service on the Board of Management as a result of a change in control is limited to the value of three years' compensation in line with the recommendation in Section 4.2.3 GCGC. Such payments do not exceed the compensation payable for the remaining term of the service contract.

### Early termination of service on the Board of Management

The amount of the payments, including any ancillary benefits, made upon early termination of service on the Board of Management is limited to the value of two years' compensation in line with the recommendation in Section 4.2.3 GCGC.

### Unfitness for work

In the event of temporary unfitness for work, members of the Board of Management continue to receive the contractually agreed compensation. Covestro AG may terminate the service contract early if the member has been continuously unfit for work for at least 18 months and is likely to be permanently incapable of fully performing his or her duties (permanent incapacity to work). A disability pension is paid in the event of contract termination before the age of 60 due to permanent incapacity to work. The amount of this disability pension corresponds to the entitlement accrued on the date of contract termination, plus, where applicable, a fictitious period of service from that date to the member's 55th birthday where applicable.

### Compensation of the Board of Management for the fiscal year

The following section reports the compensation of the Board of Management of Covestro AG for fiscal 2019. The members of the Board of Management of Covestro AG are the same as the members of the Board of Management of Covestro Deutschland AG, which became a subsidiary of Covestro AG on September 1, 2015. Compensation is not paid for the members' work on the Board of Management of Covestro Deutschland AG.

In the 2019 reporting period, the aggregate compensation for the members of the Board of Management of Covestro AG amounted to €6,274 thousand (previous year: €14,337 thousand). This amount comprised €3,001 thousand (previous year: €4,468 thousand) in non-performance-related components and €3,273 thousand (previous year: €9,869 thousand) in performance-related components.

The following table shows the total compensation of the individual members of the Board of Management who served in 2019 and/or 2018 according to the HGB.

### Total Board of Management compensation (HGB)

| € thousand                      | Non-performance-related compensation |              |                 |            | Performance-related compensation |            |  |              | Aggregate compensation |              |
|---------------------------------|--------------------------------------|--------------|-----------------|------------|----------------------------------|------------|--|--------------|------------------------|--------------|
|                                 | Fixed compensation                   |              | Fringe benefits |            | Short-term variable compensation |            | Long-term variable compensation <sup>1</sup> |              |                        |              |
|                                 | 2018                                 | 2019         | 2018            | 2019       | 2018                             | 2019       | 2018   | 2019         | 2018                   | 2019         |
| Dr. Markus Steilemann (Chair)   | 916                                  | 1,192        | 196             | 33         | 2,346                            | 236        | 736  | 1,171        | 4,194                  | 2,632        |
| Sucheta Govil <sup>2</sup>      | –                                    | 250          | –               | 20         | –                                | 50         | –  | 247          | –                      | 567          |
| Dr. Klaus Schäfer               | 562                                  | 600          | 35              | 36         | 1,127                            | 119        | 736  | 590          | 2,460                  | 1,345        |
| Dr. Thomas Toepfer <sup>3</sup> | 536                                  | 729          | 1,717           | 141        | 1,076                            | 144        | 938  | 716          | 4,267                  | 1,730        |
| Patrick Thomas <sup>4</sup>     | 487                                  | –            | 19              | –          | 1,760                            | –          | 1,150  | –            | 3,416                  | –            |
| <b>Total</b>                    | <b>2,501</b>                         | <b>2,771</b> | <b>1,967</b>    | <b>230</b> | <b>6,309</b>                     | <b>549</b> | <b>3,560</b>                                 | <b>2,724</b> | <b>14,337</b>          | <b>6,274</b> |

<sup>1</sup> Fair value when granted

<sup>2</sup> Member of the Board of Management since August 2019

<sup>3</sup> Member of the Board of Management since April 2018

<sup>4</sup> Member of the Board of Management until May 2018

### Fixed annual compensation

The fixed compensation of Board of Management members was increased as of January 1, 2019, based on the change in the previous year's consumer price index (1.90% from November 2017 to October 2018). The need for an additional adjustment for Dr. Klaus Schäfer was identified by the Supervisory Board, because his fixed compensation was significantly lower relative to that of the other Board of Management members in the relevant peer market group.

The fixed compensation of all members of the Board of Management in the 2019 reporting period totaled €2,771 thousand (previous year: €2,501 thousand).

### Short-term variable compensation

In 2019, the short-term variable compensation for all Board of Management members totaled €549 thousand after deduction of the solidarity contribution (previous year: €6,309 thousand). This was based on a payout of 20.2% of the respective target value whose calculation is presented in the table below. The solidarity contribution is made by all employees of the companies covered by the respective agreements with the employee representatives to help safeguard jobs at the German sites. For the 2019 reporting period, the contribution amounted to 2.1% of each employee's Covestro PSP award. By resolution of the Supervisory Board, this contribution is also withheld from the Board of Management.

### Payout of the Covestro Profit Sharing Plan for 2019

|                                | Growth:<br>Core volume growth | Liquidity: FOCF             | Profitability: ROCE    |
|--------------------------------|-------------------------------|-----------------------------|------------------------|
| Achieved value                 | +2.0%                         | Cash inflow of €473 million | 1.6% points above WACC |
| Resulting payout               | +22.0%                        | +18.3%                      | +20.3%                 |
| <b>Total payout (averaged)</b> |                               | <b>+20.2%</b>               |                        |

### Long-term compensation (Prisma)

The total compensation according to the HGB includes long-term stock-based compensation (Prisma) with a fair value when granted of €2,724 thousand (previous year: €3,560 thousand).

In accordance with IFRSs, grants of stock-based compensation with a four-year performance period are therefore expensed at their respective fair values over four years starting with the grant year. The associated expense is a part of compensation according to IFRSs. In addition, according to IFRSs, the change in the value of existing entitlements under ongoing tranches granted in prior years must be reported as stock-based compensation.

As of December 31, 2019, provisions of €10,570 thousand (December 31, 2018: €7,203 thousand) had been accrued for long-term compensation payable to members of the Board of Management; former members of the Board of Management accounted for €6,027 thousand (December 31, 2018: €4,273 thousand) of this figure.

### Long-term compensation (IFRS)

| € thousand   | Board of Management members serving as of Dec. 31, 2019 |      |   |      |   |      |  |      | Former Board of Management members |      |                   |       | Total |       |
|--|---|------|---|------|---|------|--|------|------------------------------------|------|-------------------|-------|-------|-------|
|  | Dr. Markus Steilemann (Chair)                           |      | Sucheta Govil (Innovation, Marketing and Sales) |      | Dr. Klaus Schäfer (Production and Technology) |      | Dr. Thomas Toefer (Finance and Labor Director) |      | Frank H. Lutz                      |      | Patrick Thomas    |       |       |       |
|  | 2018 <sup>1</sup>                                       | 2019 | 2018  | 2019 | 2018 <sup>1</sup>                             | 2019 | 2018   | 2019 | 2018 <sup>1</sup>                  | 2019 | 2018 <sup>1</sup> | 2019  | 2018  | 2019  |
| Total expenses in the reporting period for long-term compensation <sup>2</sup> | 216   | 772  | –   | 22   | 216   | 668  | 92   | 151  | 209                                | 148  | 418               | 1,066 | 1,151 | 2,827 |

<sup>1</sup> The previous entitlements from the one-time stock-based Aspire compensation programs of the Bayer Group were frozen on the basis of the 2015 closing price and will therefore not change

<sup>2</sup> Long-term variable compensation from newly earned entitlements includes the Prisma program from the years 2016, 2017, 2018 and 2019 amounting to €2,602 thousand (2018: €2,820 thousand), because this compensation is earned over a period of four fiscal years. It is stated at its pro-rata fair value during the 2018 and 2019 vesting period.



## Pension obligations

The pension service cost recognized for the members of the Board of Management in the reporting year was €956 thousand (previous year: €966 thousand) according to the HGB, while the current service cost for pension entitlements recognized according to IFRSs was €1,351 thousand (previous year: €1,434 thousand).

Pension obligations are shown in the following table.

### Pension entitlements (HGB and IFRSs)

| € thousand                      | German Commercial Code            |            |  |                   | IFRS  |              |   |              |
|---------------------------------|-----------------------------------|------------|--|-------------------|---|--------------|---|--------------|
|                                 | Pension service cost <sup>1</sup> |            | Settlement value of pension obligation as of Dec. 31 |                   | Service cost for pension entitlements earned in the respective year |              | Present value of defined pension obligation as of Dec. 31 |              |
|                                 | 2018                              | 2019       | 2018   | 2019 <sup>2</sup> | 2018  | 2019         | 2018  | 2019         |
| Dr. Markus Steilemann           | 329                               | 489        | 1,473  | 2,329             | 538   | 705          | 2,424   | 3,661        |
| Sucheta Govil <sup>3</sup>      | –                                 | 59         | –  | 65                | –   | 78           | –   | 92           |
| Dr. Klaus Schäfer               | 194                               | 222        | 2,884  | 3,823             | 279   | 291          | 4,200   | 5,393        |
| Dr. Thomas Toepfer <sup>4</sup> | 121                               | 186        | 132  | 409               | 202   | 277          | 201   | 672          |
| Patrick Thomas <sup>5</sup>     | 322                               | –          | 4,849  | –                 | 415   | –            | 6,188   | –            |
| <b>Total</b>                    | <b>966</b>                        | <b>956</b> | <b>9,338</b>   | <b>6,626</b>      | <b>1,434</b>  | <b>1,351</b> | <b>13,013</b>   | <b>9,818</b> |

<sup>1</sup> Including company contribution to Bayer Pensionskasse VVaG or Rheinische Pensionskasse VVaG

<sup>2</sup> Includes direct and indirect pension obligations

<sup>3</sup> Member of the Board of Management since August 2019

<sup>4</sup> Member of the Board of Management since April 2018

<sup>5</sup> Member of the Board of Management until May 2018

The pension service cost differs on account of the different principles applied in measuring the settlement value of pension obligations in accordance with the HGB and the present value of defined benefit pension obligations in accordance with IFRSs.

## Disclosures pursuant to the recommendations of the German Corporate Governance Code

The following tables show the compensation and fringe benefits paid for the reporting period (2019) or the prior-year period, including the minimum and maximum achievable variable compensation, and the allocation of compensation for the reporting period or the prior-year period in line with the recommendations of the GCGC in the February 7, 2017, version.

### Compensation and benefits granted for the reporting period

| € thousand  | Dr. Markus Steilemann<br>(Chair) |                    |              |                        | Sucheta Govil<br>(Innovation, Marketing and Sales) |                   |            |                        | Dr. Klaus Schäfer<br>(Production and Technology) |                   |            |                        | Dr. Thomas Toepfer<br>(Finance and Labor Director) |                   |              |                        |
|---|----------------------------------|--------------------|--------------|------------------------|--|-------------------|------------|------------------------|--|-------------------|------------|------------------------|--|-------------------|--------------|------------------------|
|   | Joined August 20, 2015           |                    |              |                        | Joined August 1, 2019                              |                   |            |                        | Joined August 20, 2015                           |                   |            |                        | Joined April 1, 2018                               |                   |              |                        |
|   | Target value 2018                | Target value 2019  | Min. 2019    | Max. <sup>2</sup> 2019 | Target value 2018                                  | Target value 2019 | Min. 2019  | Max. <sup>2</sup> 2019 | Target value 2018                                | Target value 2019 | Min. 2019  | Max. <sup>2</sup> 2019 | Target value 2018                                  | Target value 2019 | Min. 2019    | Max. <sup>2</sup> 2019 |
| Fixed annual compensation                                     | 916                              | 1,192              | 1,192        | 1,192                  | –  | 250               | 250        | 250                    | 562  | 600               | 600        | 600                    | 536  | 729               | 729          | 729                    |
| Fringe benefits   | 196                              | 33                 | 33           | 33                     | –  | 20                | 20         | 20                     | 35   | 36                | 36         | 36                     | 1,717  | 141               | 141          | 141                    |
| <b>Total</b>  | <b>1,112</b>                     | <b>1,225</b>       | <b>1,225</b> | <b>1,225</b>           | <b>–</b>   | <b>270</b>        | <b>270</b> | <b>270</b>             | <b>597</b>                                       | <b>636</b>        | <b>636</b> | <b>636</b>             | <b>2,253</b>                                       | <b>870</b>        | <b>870</b>   | <b>870</b>             |
| Short-term variable compensation                              | 1,170                            | 1,192              | –            | 2,980                  | –  | 252               | –          | 630                    | 562  | 600               | –          | 1,500                  | 536  | 729               | –            | 1,823                  |
| Long-term stock-based compensation (2018–2021 Prisma tranche) | 736 <sup>1</sup>                 | –                  | –            | –                      | –  | –                 | –          | –                      | 736 <sup>1</sup>                                 | –                 | –          | –                      | 938 <sup>1</sup>                                   | –                 | –            | –                      |
| Long-term stock-based compensation (2019–2022 Prisma tranche) | –                                | 1,171 <sup>1</sup> | –            | 3,099                  | –  | 247 <sup>1</sup>  | –          | 654                    | –  | 590 <sup>1</sup>  | –          | 1,560                  | –  | 716 <sup>1</sup>  | –            | 1,895                  |
| <b>Total</b>  | <b>3,018</b>                     | <b>3,588</b>       | <b>1,225</b> | <b>7,304</b>           | <b>–</b>   | <b>769</b>        | <b>270</b> | <b>1,554</b>           | <b>1,895</b>                                     | <b>1,826</b>      | <b>636</b> | <b>3,696</b>           | <b>3,727</b>                                       | <b>2,315</b>      | <b>870</b>   | <b>4,588</b>           |
| Benefit expense   | 538                              | 705                | 705          | 705                    | –  | 78                | 78         | 78                     | 279  | 291               | 291        | 291                    | 202  | 277               | 277          | 277                    |
| <b>Total compensation</b>                                     | <b>3,556</b>                     | <b>4,293</b>       | <b>1,930</b> | <b>8,009</b>           | <b>–</b>   | <b>847</b>        | <b>348</b> | <b>1,632</b>           | <b>2,174</b>                                     | <b>2,117</b>      | <b>927</b> | <b>3,987</b>           | <b>3,929</b>                                       | <b>2,592</b>      | <b>1,147</b> | <b>4,865</b>           |

<sup>1</sup> Fair value when granted

<sup>2</sup> Applicable caps have not yet been taken into account in the total maximum amounts. The payout in a single year is limited to 1.9 times the target compensation.

### Compensation and benefits granted for the reporting period

| € thousand  | Patrick Thomas<br>Stepped down May 31, 2018 |                   |           |                        |
|---|---|-------------------|-----------|------------------------|
|   | Target value 2018                           | Target value 2019 | Min. 2019 | Max. <sup>2</sup> 2019 |
| Fixed annual compensation                                     | 487   | –                 | –         | –                      |
| Fringe benefits   | 19  | –                 | –         | –                      |
| <b>Total</b>  | <b>506</b>                                  | <b>–</b>          | <b>–</b>  | <b>–</b>               |
| Short-term variable compensation                              | 877   | –                 | –         | –                      |
| Long-term stock-based compensation (2018–2021 Prisma tranche) | 1,150 <sup>1</sup>                          | –                 | –         | –                      |
| Long-term stock-based compensation (2019–2022 Prisma tranche) | –   | –                 | –         | –                      |
| <b>Total</b>  | <b>2,533</b>                                | <b>–</b>          | <b>–</b>  | <b>–</b>               |
| Benefit expense   | 415   | –                 | –         | –                      |
| <b>Total compensation</b>                                     | <b>2,948</b>                                | <b>–</b>          | <b>–</b>  | <b>–</b>               |

<sup>1</sup> Fair value when granted

<sup>2</sup> Applicable caps have not yet been taken into account in the total maximum amounts. The payout in a single year is limited to 1.9 times the target compensation.

## Allocation of compensation for the reporting period

|                                       | Dr. Markus Steilemann (Chair) |              | Sucheta Govil (Innovation, Marketing and Sales) |            | Dr. Klaus Schäfer (Production and Technology) |              | Dr. Thomas Toepfer (Finance and Labor Director) |              | Patrick Thomas            |          |
|---------------------------------------|-------------------------------|--------------|---|------------|---|--------------|---|--------------|---------------------------|----------|
|                                       | Joined August 20, 2015        |              | Joined August 1, 2019                           |            | Joined August 20, 2015                        |              | Joined April 1, 2018                            |              | Stepped down May 31, 2018 |          |
|                                       | 2018                          | 2019         | 2018  | 2019       | 2018  | 2019         | 2018  | 2019         | 2018                      | 2019     |
| € thousand                            |                               |              |   |            |   |              |   |              |                           |          |
| Fixed annual compensation             | 916                           | 1,192        | –   | 250        | 562   | 600          | 536   | 729          | 487                       | –        |
| Fringe benefits                       | 196                           | 33           | –   | 20         | 35  | 36           | 1,717   | 141          | 19                        | –        |
| <b>Total</b>                          | <b>1,112</b>                  | <b>1,225</b> | <b>–</b>  | <b>270</b> | <b>597</b>                                    | <b>636</b>   | <b>2,253</b>                                    | <b>870</b>   | <b>506</b>                | <b>–</b> |
| Short-term variable compensation      | 2,346                         | 236          | –   | 50         | 1,127   | 119          | 1,076   | 144          | 1,760                     | –        |
| 2014–2017 Aspire tranche <sup>1</sup> | 98 <sup>2</sup>               | –            | –   | –          | 130   | –            | –   | –            | 609                       | –        |
| 2015–2018 Aspire tranche              | –                             | –            | –   | –          | –   | –            | –   | –            | –                         | –        |
| <b>Total</b>                          | <b>3,556</b>                  | <b>1,461</b> | <b>–</b>  | <b>320</b> | <b>1,854</b>                                  | <b>755</b>   | <b>3,329</b>                                    | <b>1,014</b> | <b>2,875<sup>3</sup></b>  | <b>–</b> |
| Benefit expense                       | 538                           | 705          | –   | 78         | 279   | 291          | 202   | 277          | 415                       | –        |
| <b>Total compensation</b>             | <b>4,094</b>                  | <b>2,166</b> | <b>–</b>  | <b>398</b> | <b>2,133</b>                                  | <b>1,046</b> | <b>3,531</b>                                    | <b>1,291</b> | <b>3,290</b>              | <b>–</b> |

<sup>1</sup> The depicted inflow from the respective 2014–2017 tranche of the one-time stock-based Aspire compensation program of the Bayer Group took place in the payout year. The payout itself was made for a performance period that mostly occurred prior to the start of the Board of Management term.

<sup>2</sup> Payment was made partially outside Germany in local currency on the basis of a theoretical net salary in Germany.

<sup>3</sup> In addition, Patrick Thomas received a payout of long-term stock-based compensation in fiscal 2018 in the form of virtual Bayer shares in the amount of €959 thousand in his capacity as subgroup CEO in the Bayer Group for fiscal 2014.

In 2018, the former Management Board member Frank H. Lutz received a payment of €186 thousand for the 2014–2017 tranche of the long-term compensation program Aspire.

## Compensation of former members of the Board of Management

In 2019, former members of the Board of Management did not receive any compensation (previous year: €674 thousand). The aggregate compensation for 2018 included a one-time lump sum payment of €390 thousand for Patrick Thomas and a pro-rata compensation of €284 thousand for the post-contractual noncompete clause for Frank H. Lutz that was limited to one year. A provision of €7,818 thousand (previous year: €668 thousand) is recognized in the consolidated financial statements as of December 31, 2019, for current pensions for former Board of Management members. A provision of €5,804 thousand is recognized for this purpose in the financial statements of Covestro AG as of December 31, 2019 (December 31, 2018: €465 thousand).

## Compensation of the Supervisory Board

The Supervisory Board is compensated according to the relevant provisions of the Articles of Incorporation.

The members of the Supervisory Board each receive fixed annual compensation of €100 thousand plus reimbursement of their expenses.

In accordance with the recommendations of the GCGC, additional compensation is paid to the Supervisory Board Chair and Vice Chair, and for chairing and membership in committees. The Supervisory Board Chair receives fixed compensation of €300 thousand, while €150 thousand is paid to the Vice Chair. This compensation includes chairmanship of and membership in committees. The other members of the Supervisory Board are entitled to additional compensation for membership in or chairmanship of committees. The Chair of the Audit Committee receives an additional €50 thousand, the other members of the Audit Committee €25 thousand each. The chairs of the remaining committees receive €30 thousand each, the other members of those committees €20 thousand each. No additional compensation is paid for membership in the Nominations Committee. Work on committees will be considered for no more than two committees. If this cap is exceeded, compensation is paid for the two highest paid positions. If changes are made to the Supervisory Board and/or its committees during the year, members receive compensation on a prorated basis. The members of the Supervisory Board also receive an attendance fee of €1 thousand each time they personally attend a meeting of the Supervisory Board or a committee. The attendance fee is limited to €1 thousand per day.

### Compensation of the Supervisory Board for the fiscal year

The following table outlines the components of each Covestro AG Supervisory Board member's compensation for the 2019 reporting period and the prior-year period:

#### Compensation of the members of the Supervisory Board of Covestro AG

| € thousand  | Fixed compensation |              | Attendance fee |           | Total        |              |
|---|--------------------|--------------|----------------|-----------|--------------|--------------|
|   | 2018               | 2019         | 2018           | 2019      | 2018         | 2019         |
| Ferdinando Falco Beccalli                                     | 100                | 100          | 4              | 6         | 104          | 106          |
| Dr. Christine Bortenlänger                                    | 100                | 100          | 5              | 6         | 105          | 106          |
| Johannes Dietsch  | 145                | 145          | 10             | 9         | 155          | 154          |
| Peter Hausmann  | 145                | 145          | 8              | 8         | 153          | 153          |
| Petra Kronen (Vice Chair)                                     | 150                | 150          | 10             | 10        | 160          | 160          |
| Irena Küstner   | 125                | 125          | 9              | 9         | 134          | 134          |
| Dr. Ulrich Liman  | 120                | 120          | 7              | 8         | 127          | 128          |
| Prof. Dr. Rolf Nonnenmacher<br>(Chair of the Audit Committee) | 150                | 150          | 9              | 9         | 159          | 159          |
| Dr. Richard Pott (Chair)                                      | 300                | 300          | 10             | 9         | 310          | 309          |
| Regine Stachelhaus  | 120                | 120          | 5              | 6         | 125          | 126          |
| Marc Stothfang  | 100                | 100          | 5              | 6         | 105          | 106          |
| Frank Werth   | 100                | 100          | 5              | 6         | 105          | 106          |
| <b>Total</b>  | <b>1,655</b>       | <b>1,655</b> | <b>87</b>      | <b>92</b> | <b>1,742</b> | <b>1,747</b> |

In addition to their compensation as members of the Supervisory Board, those employee representatives who are employees of Covestro Group companies receive compensation unrelated to their service on the Supervisory Board. The total amount of such compensation was €883 thousand (previous year: €925 thousand).

No compensation was paid or benefits granted to members of the Supervisory Board for personally performed services such as consulting or agency services. In addition, the company has purchased insurance for the members of the Supervisory Board to cover their personal liability arising from their service on the Supervisory Board. This includes a deductible that is in line with the GCGC recommendation.

### Other information

There were no advances or loans to members of the Board of Management or the Supervisory Board outstanding as of either December 31, 2018, or December 31, 2019.

# DISCLOSURES ON SUSTAINABILITY REPORTING

Covestro aims to help protect the environment, conserve limited resources, advance society and create value, all by firmly integrating sustainability into the corporate strategy and management.

Our sustainability reporting is based on recognized standards. We report on material topics and nonfinancial performance indicators pursuant to Section 315 (3) of the German Commercial Code (HGB) in our Group Management Report and supplement this information with additional content, which is additionally required in accordance with the standards of the Global Reporting Initiative (GRI) "core" option. Furthermore, as a member of the UN Global Compact, we submitted a corresponding progress report in April 2019.

## **Nonfinancial Group statement**

We publish the nonfinancial Group statement pursuant to Sections 315b and 315c in conjunction with Sections 289c through 289e HGB as an integrated part of the Group Management Report. The respective sections include the strategies we pursue in addressing environmental, labor and social issues as well as protecting human rights and fighting corruption and bribery, including the due diligence processes followed and measures implemented, as well as the outcomes of these strategies.

We applied the GRI standards as a framework for preparing the nonfinancial Group statement.

Key topics relevant to the nonfinancial Group statement are identified in an internal process and in consideration of their significance and implementation within the company. The starting point for this is the materiality analysis and the material topics identified or updated as a result, i.e., the topics of high or very high relevance for Covestro. The following table provides an overview of the key sustainability topics with an eye to the relevant aspects and contains references to the specific sections in the Group Management Report. In order to identify and address current developments and sustainability-related opportunities and risks at an early stage, we also review whether there are any new findings relevant to opportunity and risk management.

**Key sustainability topics of the Group's nonfinancial statement (German Commercial Code)**

| Key topics of the Group's nonfinancial statement (German Commercial Code)    | Relevant aspects in accordance with the Group's nonfinancial statement (German Commercial Code)  | Section reference in the Group Management Report  |
|--|--|---|
| Innovative solutions that contribute to the UN Sustainable Development Goals | Environmental matters, social matters  | "Innovation,"<br>"Integrated Management System for Occupational Health, Safety, Environmental Protection and Quality"                     |
| Environmentally efficient operations   | Environmental matters  | "Environmental Protection,"<br>"Integrated Management System for Occupational Health, Safety, Environmental Protection and Quality"       |
| Occupational health and safety   | Employee matters   | "Safety,"<br>"Integrated Management System for Occupational Health, Safety, Environmental Protection and Quality"                         |
| Employer attractiveness  | Employee matters   | "Employees"   |
| Product stewardship  | Social matters   | "Product Stewardship"   |
| Circular economy   | Environmental matters  | "Circular Economy"  |
| Inclusive business   | Social matters   | "Social Responsibility"   |
| Sustainability in the supply chain   | Environmental matters, social matters, fighting corruption and bribery, respect for human rights | "Sustainability in Supplier Management,"<br>"Compliance"  |
| Business ethics, human rights due diligence and transparency                 | Fighting corruption and bribery, respect for human rights  | "Employees,"<br>"Social Responsibility,"<br>"Sustainability in Supplier Management,"<br>"Opportunities and Risks Report,"<br>"Compliance" |

As an integral part of the Group Management Report, the nonfinancial Group statement was audited by the financial statement auditor, KPMG AG Wirtschaftsprüfungsgesellschaft, as part of the audit of the consolidated financial statements based on an expansion of the audit engagement.

A nonfinancial statement or nonfinancial report does not have to be provided at this time for Covestro AG.

## Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)

The TCFD was established by the Financial Stability Board to develop a uniform framework for reporting on climate-related risks and opportunities. The focus is on disclosing financial risks that companies could face due to climate change.

We view the recommendations of the TCFD as a logical extension to our current reporting, particularly due to the forward-looking elements included, and aim to transparently disclose the way Covestro AG handles climate-related risks and opportunities.

An overview of content relating to the topic is provided in the following index referring to the TCFD recommendations. The index includes references to thematically relevant parts of the text for the TCFD-recommended core areas: Governance, Strategy, Risk Management, as well as Metrics and Targets. Given the growing importance of the effects of climate change, in the coming years we will strive to implement further aspects of the TCFD recommendations. In 2019, the newly launched Circular Economy strategy program in particular led us to expand the TCFD-related content in the report.

[Additional information is available at: www.fsb-tcfid.org](http://www.fsb-tcfid.org)

### TCFD index

|  | <b>Governance</b>  | <b>Strategy</b>   | <b>Risk Management</b>   | <b>Metrics and Targets</b>  |
|--|--|---|--|---|
| <b>TCFD requirements</b>   | The organization's governance around climate-related risks and opportunities   | The actual and potential impacts of climate-related risks and opportunities on the business, strategy and financial planning  | The processes used to identify, assess, and manage climate-related risks   | The metrics and targets used to assess and manage relevant climate-related risks and opportunities  |
| <b>Section in Covestro Annual Report 2019 (or corresponding 2019 Covestro supplementary information)</b> | <ul style="list-style-type: none"> <li>• Strategy</li> <li>• Management</li> <li>• Protection of People and the Environment</li> <li>• Opportunities and Risks Report</li> </ul> | <ul style="list-style-type: none"> <li>• Company Profile</li> <li>• Strategy</li> <li>• Management</li> <li>• Innovation</li> <li>• Protection of People and the Environment</li> <li>• Responsibility along the Value Chain</li> <li>• Opportunities and Risks Report</li> </ul> | <ul style="list-style-type: none"> <li>• Management</li> <li>• Opportunities and Risks Report<sup>1</sup></li> </ul> | <ul style="list-style-type: none"> <li>• Strategy</li> <li>• Management</li> <li>• Innovation</li> <li>• Protection of People and the Environment</li> <li>• Responsibility along the Value Chain</li> <li>• Disclosures on Sustainability Reporting</li> </ul> |

<sup>1</sup> The identification and assessment of climate-related opportunities and risks are integrated in Group-wide risk management.

# GRI Index

## General Standard Disclosures

| Disclosure number                    | Disclosure title   | Section in Covestro Annual Report 2019  | Section in Covestro's supplementary information 2019 | Explanation/omission   |
|--------------------------------------|--|---|--|--|
| <b>GRI 102 – General Disclosures</b> |  |   |  |  |
| 102-1                                | Name of the organization                                     | • Company Profile – Organization  |  |  |
| 102-2                                | Activities, brands, products, and services                   | • Company Profile – Organization; Business model  |  |  |
| 102-3                                | Location of headquarters                                     | • Company Profile – Organization  |  |  |
| 102-4                                | Location of operations                                       | • Company Profile – Organization; Production sites and R&D facilities   |  |  |
| 102-5                                | Ownership and legal form                                     | • Company Profile – Organization<br>• To Our Stockholders – Covestro on the Capital Market  |  | The Covestro Group has been legally and financially independent since September 1, 2015. Covestro AG, the parent company of the Covestro Group, is headquartered in Leverkusen (Germany), and has been listed on the German stock exchange since October 6, 2015.  |
| 102-6                                | Markets served   | • Company Profile – Business model  |  |  |
| 102-7                                | Scale of the organization                                    | • Company Profile – Organization; Production sites and R&D facilities<br>• Report on Economic Position – Results of Operations; Net Assets                            |  | Around the world, Covestro has about 800 temporary employees, corresponding to approximately 4.6% of our workforce. In addition, a number of people work for Covestro externally through contracts for work or service agreements. It is not possible to determine the precise number, since performance is defined via trades or in service-level agreements rather than by the number of people or the hours worked. |
| 102-8                                | Information on employees and other workers                   | • Employees – Employees by corporate function   | • Employees – Employee metrics in detail             |  |
| 102-9                                | Supply chain   | • Company Profile – Procurement   |  |  |
| 102-10                               | Significant changes to the organization and its supply chain | • Notes to the Consolidated Financial Statements of the Covestro Group – Scope of consolidation and investments<br>• Report on Economic Position – Financial Position |  |  |
| 102-11                               | Precautionary Principle or approach                          | • Responsibility along the Value Chain – Product Stewardship  |  |  |
| 102-12                               | External initiatives   | • Responsibility along the Value Chain – Social Responsibility  |  |  |
| 102-13                               | Membership of associations                                   |   | • Management – Stakeholder dialogue                  |  |



## General Standard Disclosures

| Disclosure number | Disclosure title  | Section in Covestro Annual Report 2019  | Section in Covestro's supplementary information 2019  | Explanation/omission  |
|-------------------|---|---|---|---|
| 102-14            | Statement from senior decision-maker  | <ul style="list-style-type: none"> <li>• Four Board of Management Members, Four Questions</li> </ul>  |   |   |
| 102-16            | Values, principles, standards, and norms of behavior                          | <ul style="list-style-type: none"> <li>• Strategy – Principles guiding our actions</li> <li>• Management – Sustainability</li> <li>• Declaration on Corporate Governance</li> <li>• Compliance</li> </ul> | <ul style="list-style-type: none"> <li>• Strategy – Principles guiding our actions</li> </ul> |   |
| 102-17            | Mechanisms for advice and concerns about ethics                               | <ul style="list-style-type: none"> <li>• Compliance</li> </ul>  |   |   |
| 102-18            | Governance Structure  | <ul style="list-style-type: none"> <li>• Management – Sustainability</li> <li>• Declaration on Corporate Governance</li> </ul>  |   |   |
| 102-19            | Delegation authority  | <ul style="list-style-type: none"> <li>• Management – Sustainability</li> <li>• Declaration on Corporate Governance</li> </ul>  |   |   |
| 102-20            | Executive-level responsibility for economic, environmental, and social topics | <ul style="list-style-type: none"> <li>• Company Profile – Organization</li> <li>• Declaration on Corporate Governance</li> </ul>   |   |   |
| 102-22            | Composition of the highest governance body and its committees                 | <ul style="list-style-type: none"> <li>• Company Profile – Organization</li> <li>• Declaration on Corporate Governance</li> </ul>   |   |   |
| 102-23            | Chair of the highest governance body  | <ul style="list-style-type: none"> <li>• Declaration on Corporate Governance</li> </ul>   |   |   |
| 102-24            | Nominating and selecting the highest governance body                          | <ul style="list-style-type: none"> <li>• Declaration on Corporate Governance</li> </ul>   |   |   |
| 102-25            | Conflicts of interest   | <ul style="list-style-type: none"> <li>• Declaration on Corporate Governance</li> <li>• Compliance – Compliance culture and targets</li> </ul>  |   |   |
| 102-26            | Role of the highest governance body in setting purpose, values, and strategy  | <ul style="list-style-type: none"> <li>• Declaration on Corporate Governance</li> </ul>   |   |   |
| 102-32            | Highest governance body's role in sustainability reporting                    |   |   | The Covestro Management Report and the supplementary information 2019 were approved by Chief Executive Officer Dr. Markus Steilemann. |
| 102-35            | Remuneration policies   | <ul style="list-style-type: none"> <li>• Management – Business performance</li> <li>• Employees – Compensating employees transparently and competitively</li> <li>• Compensation Report</li> </ul>        | <ul style="list-style-type: none"> <li>• Employees – Employee metrics in detail</li> </ul>    |   |

## General Standard Disclosures

| Disclosure number | Disclosure title   | Section in Covestro Annual Report 2019  | Section in Covestro's supplementary information 2019   | Explanation/omission   |
|-------------------|--|---|--|--|
| 102-40            | List of stakeholder groups                                 |   | • Management – Stakeholder dialogue  |  |
| 102-41            | Collective bargaining agreements                           |   | • Employees – Employee metrics in detail   |  |
| 102-42            | Identifying and selecting stakeholders                     |   | • Management – Stakeholder dialogue  |  |
| 102-43            | Approach to stakeholder engagement                         |   | • Management – Stakeholder dialogue  |  |
| 102-44            | Key topics and concerns raised                             | • Management – Sustainability   | • Management – Stakeholder dialogue  |  |
| 102-45            | Entities included in the consolidated financial statements | • Notes to the Consolidated Financial Statements of the Covestro Group – Scope of consolidation and investments |  |  |
| 102-46            | Defining report content and topic Boundaries               | • Management – Sustainability   |  |  |
| 102-47            | List of material topics                                    | • Management – Sustainability   |  |  |
| 102-48            | Restatements of information                                | • Protection of People and the Environment – Safety; Environmental Protection                                   | • Protection of People and the Environment – Environmental Protection (Greenhouse gas emissions in detail) |  |
| 102-49            | Changes in reporting                                       | • Disclosures on Sustainability Reporting   |  |  |
| 102-50            | Reporting period   |   |  | The reporting period covers the period from January 1 to December 31, 2019.                                    |
| 102-51            | Date of most recent report                                 |   |  | The most recent Annual Report and its associated GRI Supplementary Report were published on February 25, 2019. |
| 102-52            | Reporting cycle  |   |  | Covestro carries out annual sustainability reporting.  |
| 102-53            | Contact point for questions regarding the report           | • Imprint   |  |  |
| 102-54            | Claims of reporting in accordance with the GRI Standards   |   | • Reporting profile  |  |
| 102-56            | External assurance   | • Independent Auditor's Report  | • Limited Assurance Report of the Independent Auditor  |  |

## Specific Standard Disclosures

| Disclosure number                          | Disclosure title  | Section in Covestro Annual Report 2019  | Section in Covestro's supplementary information 2019   | Explanation/omission  |
|--|---|---|--|---|
| <b>GRI 200 – Economic topics</b>           |   |   |  |   |
| <b>GRI 201 – Economic Performance</b>      |   |   |  |   |
| 103-1,2,3                                  | Management Approach   | <ul style="list-style-type: none"> <li>• Strategy – Strategic goals and activities</li> <li>• Consolidated Financial Statements and Notes to the Consolidated Financial Statements</li> </ul>   | <ul style="list-style-type: none"> <li>• Strategy – Principles guiding our actions</li> </ul>                                    |   |
| 201-1                                      | Direct economic value generated and distributed                                 | Consolidated Financial Statements and Notes to the Consolidated Financial Statements  |  |   |
| <b>GRI 204 – Procurement Practices</b>     |   |   |  |   |
| 103-1,2,3                                  | Management Approach   | <ul style="list-style-type: none"> <li>• Company Profile – Procurement</li> <li>• Management – Sustainability</li> <li>• Responsibility along the Value Chain – Sustainability in Supplier Management</li> <li>• Social responsibility – Due diligence on human rights</li> <li>• Opportunities and Risks Report – Opportunities and Risks</li> </ul> | <ul style="list-style-type: none"> <li>• Responsibility along the Value Chain – Sustainability in supplier management</li> </ul> |   |
| 204-1                                      | Proportion of spending on local suppliers                                       |   | <ul style="list-style-type: none"> <li>• Responsibility along the Value Chain – Sustainability in supplier management</li> </ul> | Since our locations in Germany, the United States and China cover the majority of our procurement volume, the sites located in these countries are referred to as main sites within the meaning of the GRI terminology. Local procurement is regarded as purchasing from suppliers headquartered in the same country as the legal entity they supply. |
| <b>GRI 205 – Anti-corruption</b>           |   |   |  |   |
| 103-1,2,3                                  | Management Approach   | <ul style="list-style-type: none"> <li>• Management – Sustainability</li> <li>• Compliance</li> </ul>   | <ul style="list-style-type: none"> <li>• Strategy – Principles guiding our actions</li> </ul>                                    |   |
| 205-1                                      | Operations assessed for risks related to corruption                             | <ul style="list-style-type: none"> <li>• Compliance</li> </ul>  |  | A risk analysis for 2019 was conducted for every country/every company; definition of location of operations as a legal entity.   |
| <b>GRI 206 – Anti-competitive Behavior</b> |   |   |  |   |
| 103-1,2,3                                  | Management Approach   | <ul style="list-style-type: none"> <li>• Opportunities and Risks Report – Opportunities and Risks</li> <li>• Compliance</li> </ul>  | <ul style="list-style-type: none"> <li>• Strategy – Principles guiding our actions</li> </ul>                                    |   |
| 206-1                                      | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices |   |  | No actions were reported through internal reporting in 2019.  |

## Specific Standard Disclosures

| Disclosure number                     | Disclosure title                           | Section in Covestro Annual Report 2019  | Section in Covestro's supplementary information 2019   | Explanation/omission  |
|---------------------------------------|--|---|--|---|
| <b>GRI 300 – Environmental topics</b> |  |   |  |   |
| <b>GRI 302 – Energy</b>               |  |   |  |   |
| 103-1,2,3                             | Management Approach                        | <ul style="list-style-type: none"> <li>• Management – Sustainability</li> <li>• Protection of People and the Environment – Environmental Protection</li> <li>• Opportunities and Risks Report – Opportunities and Risks</li> </ul>  | <ul style="list-style-type: none"> <li>• Strategy – Principles guiding our actions</li> <li>• Protection of People and the Environment – Environmental Protection (Optimizing energy consumption)</li> </ul> |   |
| 302-1                                 | Energy consumption within the organization |   | <ul style="list-style-type: none"> <li>• Protection of People and the Environment – Environmental protection (Optimizing energy consumption)</li> </ul>  | Information pertaining to the share of renewable energy was not included in this report.  |
| 302-3                                 | Energy intensity                           | <ul style="list-style-type: none"> <li>• Protection of People and the Environment – Environmental Protection</li> </ul>   | <ul style="list-style-type: none"> <li>• Protection of People and the Environment – Environmental Protection (Optimizing energy consumption)</li> </ul>  |   |
| 302-4                                 | Reduction of energy consumption            |   | <ul style="list-style-type: none"> <li>• Protection of People and the Environment – Environmental Protection (Optimizing energy consumption)</li> </ul>  |   |
| <b>GRI 303 – Water</b>                |  |   |  |   |
| 103-1,2,3                             | Management Approach                        | <ul style="list-style-type: none"> <li>• Management – Sustainability</li> <li>• Protection of People and the Environment – Environmental Protection</li> <li>• Opportunities and Risks Report – Opportunities and Risks</li> </ul>  | <ul style="list-style-type: none"> <li>• Protection of People and the Environment – Environmental Protection (Water consumption and usage)</li> </ul>  |   |
| 303-1                                 | Water withdrawal by source                 |   | <ul style="list-style-type: none"> <li>• Protection of People and the Environment – Environmental Protection (Water consumption and usage)</li> </ul>  | Since Covestro draws no water from seawater sources, this value is not separately stated in the reporting on water.   |
| 303-3                                 | Water recycled and reused                  |   | <ul style="list-style-type: none"> <li>• Protection of People and the Environment – Environmental Protection (Water consumption and usage)</li> </ul>  | The quantity of recycled water is calculated virtually: the amount of water actually used every year for primary cooling cycles is multiplied by the number of cycles for which the water is used. This figure is equal to the amount of water that was not removed from the environment. |
| <b>GRI 305 – Emissions</b>            |  |   |  |   |
| 103-1,2,3                             | Management Approach                        | <ul style="list-style-type: none"> <li>• Management – Sustainability</li> <li>• Protection of People and the Environment – Environmental Protection</li> <li>• Responsibility along the Value Chain – Circular Economy</li> <li>• Opportunities and Risks Report – Opportunities and Risks</li> </ul> | <ul style="list-style-type: none"> <li>• Protection of People and the Environment – Environmental Protection (Greenhouse gas emissions in detail)</li> </ul>   |   |

Specific Standard Disclosures

| Disclosure number                    | Disclosure title  | Section in Covestro Annual Report 2019  | Section in Covestro's supplementary information 2019   | Explanation/omission  |
|--------------------------------------|---|---|--|---|
| 305-1                                | Direct (Scope 1) GHG emissions  |   | <ul style="list-style-type: none"> <li>Protection of People and the Environment – Environmental Protection (Greenhouse gas emissions in detail)</li> </ul>   | Biogenic CO <sub>2</sub> emissions are not reported because they have been irrelevant since the carve-out of Covestro from Bayer AG.  |
| 305-2                                | Energy indirect (Scope 2) GHG emissions   |   | <ul style="list-style-type: none"> <li>Protection of People and the Environment – Environmental Protection (Greenhouse gas emissions in detail)</li> </ul>   |   |
| 305-4                                | GHG emissions intensity   | <ul style="list-style-type: none"> <li>Protection of People and the Environment – Environmental Protection</li> </ul>   | <ul style="list-style-type: none"> <li>Protection of People and the Environment – Environmental Protection (Greenhouse gas emissions in detail)</li> </ul>   | Disclosure as CO <sub>2</sub> equivalent of specific GHG; emissions of sulfur hexafluoride (SF <sub>6</sub> ) have been recorded. However, because our chemical production processes do not currently cause any SF <sub>6</sub> emissions and because Covestro does not use SF <sub>6</sub> , such emissions do not appear in our reporting.  |
| 305-5                                | Reduction of GHG emissions  | <ul style="list-style-type: none"> <li>Protection of People and the Environment – Environmental Protection</li> </ul>   | <ul style="list-style-type: none"> <li>Protection of People and the Environment – Environmental Protection (Greenhouse gas emissions in detail)</li> </ul>   | Greenhouse gas emissions are reported separately for Scopes 1 and 2. When considering GHG reductions, the specific greenhouse gas emissions are calculated using the total emissions for Scopes 1 and 2 because otherwise any shifts between the categories would lessen the informative value of the results.  |
| 305-7                                | Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions |   | <ul style="list-style-type: none"> <li>Protection of People and the Environment – Environmental Protection (Other direct emissions into the air)</li> </ul>  | Reporting focuses on significant air emissions; POPs and HAPs are not reported.   |
| <b>GRI 306 – Effluents and Waste</b> |   |   |  |   |
| 103-1,2,3                            | Management Approach   | <ul style="list-style-type: none"> <li>Management – Sustainability</li> <li>Protection of People and the Environment – Environmental Protection</li> <li>Responsibility along the Value Chain – Circular Economy</li> <li>Opportunities and Risks Report – Opportunities and Risks</li> </ul> | <ul style="list-style-type: none"> <li>Strategy – Principles guiding our actions</li> <li>Protection of People and the Environment – Environmental Protection (Wastewater; Waste and recycling)</li> </ul> |   |
| 306-2                                | Waste by type and disposal method   |   | <ul style="list-style-type: none"> <li>Protection of People and the Environment – Environmental Protection (Wastewater; Waste and recycling)</li> </ul>  | Covestro measures the quantity of waste that is reused or recycled. However, no distinction is drawn between reused and recycling. The specific form of processing is the responsibility of the waste processing company. Covestro does not generally differentiate between hazardous and non-hazardous waste. The composting of non-hazardous waste plays only a minimal or no role in the chemical industry. As a rule, energy is recovered from waste incineration. Due to the large number of sites, it may be the case that no energy is recovered at some locations. According to the information currently available, deep well injection is not used. |

## Specific Standard Disclosures

| Disclosure number                                  | Disclosure title   | Section in Covestro Annual Report 2019   | Section in Covestro's supplementary information 2019  | Explanation/omission  |
|--|--|--|---|---|
| <b>GRI 307 – Environmental Compliance</b>          |  |  |   |   |
| 103-1,2,3  | Management Approach  | <ul style="list-style-type: none"> <li>• Protection of People and the Environment – Environmental Protection</li> <li>• Opportunities and Risks Report – Opportunities and Risks</li> <li>• Compliance</li> </ul>  | <ul style="list-style-type: none"> <li>• Strategy – Principles guiding our actions</li> <li>• Protection of People and the Environment – Environmental Protection (Water consumption and usage; Wastewater; Waste and recycling)</li> </ul> |   |
| 307-1  | Non-compliance with environmental laws and regulations               |  |   | In 2019, no significant administrative or court-ordered sanctions (fines, non-monetary sanctions) for noncompliance with environmental laws and regulations were reported through internal reporting.               |
| <b>GRI 308 – Supplier Environmental Assessment</b> |  |  |   |   |
| 103-1,2,3  | Management Approach  | <ul style="list-style-type: none"> <li>• Company Profile – Procurement</li> <li>• Management – Sustainability</li> <li>• Responsibility along the Value Chain – Sustainability in Supplier Management</li> <li>• Opportunities and Risks Report – Opportunities and Risks</li> </ul>                               | <ul style="list-style-type: none"> <li>• Management – Stakeholder dialogue</li> </ul>   |   |
| 308-2  | Negative environmental impacts in the supply chain and actions taken | <ul style="list-style-type: none"> <li>• Responsibility along the Value Chain – Sustainability in Supplier Management</li> </ul>   |   |   |
| <b>GRI 400 – Social topics</b>                     |  |  |   |   |
| <b>GRI 401 – Employment</b>                        |  |  |   |   |
| 103-1,2,3  | Management Approach  | <ul style="list-style-type: none"> <li>• Strategy – Principles guiding our actions</li> <li>• Management – Sustainability</li> <li>• Employees – Human resources profile and focus; Hiring and retaining highly qualified employees</li> <li>• Opportunities and Risks Report – Opportunities and Risks</li> </ul> | <ul style="list-style-type: none"> <li>• Strategy – Principles guiding our actions</li> <li>• Employees – People strategy and processes; Employee metrics in detail</li> </ul>  |   |
| 401-1  | New employee hires and employee turnover                             |  | <ul style="list-style-type: none"> <li>• Employees – Employee metrics in detail</li> </ul>  | In 2019, new hires and turnover rate were broken down according to male and female genders, as no other-gendered employees were known of. If this should change, the tables will be adjusted accordingly in future. |

## Specific Standard Disclosures

| Disclosure number                                | Disclosure title  | Section in Covestro Annual Report 2019  | Section in Covestro's supplementary information 2019   | Explanation/omission  |
|--|---|---|--|---|
| <b>GRI 403 – Occupational Health and Safety</b>  |   |   |  |   |
| 103-1,2,3  | Management Approach   | <ul style="list-style-type: none"> <li>• Management – Sustainability</li> <li>• Employees – Designing the best working conditions and work models</li> <li>• Protection of People and the Environment – Integrated management system for Occupational Health, Safety, Environmental Protection and Quality; Safety</li> <li>• Opportunities and Risks Report – Opportunities and Risks</li> </ul> | <ul style="list-style-type: none"> <li>• Strategy – Principles guiding our actions</li> <li>• Protection of People and the Environment – Safety</li> </ul>                     |   |
| 403-2  | Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities | <ul style="list-style-type: none"> <li>• Protection of People and the Environment – Safety</li> </ul>   |  | Covestro does not report details by specific category of employee – a breakdown by gender, for example – in order to avoid potential discrimination, especially since doing so would not help us reach our target of ultimately preventing all accidents. The occupational disease rate (ODR), lost day rate (LDR) and absenteeism rate (AR) are not key figures to assess the occupational safety performance, as Covestro is not able to gather such data consistently at all sites – for example due to local legislation. |
| <b>GRI 404 – Training and Education</b>          |   |   |  |   |
| 103-1,2,3  | Management Approach   | <ul style="list-style-type: none"> <li>• Employees – Promoting and developing employees</li> <li>• Opportunities and Risks Report – Opportunities and Risks</li> </ul>  | <ul style="list-style-type: none"> <li>• Strategy – Principles guiding our actions</li> <li>• Employees – People strategy and processes; Employee metrics in detail</li> </ul> |   |
| 404-2  | Programs for upgrading employee skills and transition assistance programs   | <ul style="list-style-type: none"> <li>• Employees – Promoting and developing employees</li> </ul>  | <ul style="list-style-type: none"> <li>• Employees – People strategy and processes</li> </ul>  |   |
| <b>GRI 405 – Diversity and Equal Opportunity</b> |   |   |  |   |
| 103-1,2,3  | Management Approach   | <ul style="list-style-type: none"> <li>• Management – Sustainability</li> <li>• Employees – Promoting diversity and inclusion</li> <li>• Opportunities and Risks Report – Opportunities and Risks</li> </ul>  | <ul style="list-style-type: none"> <li>• Employees – Employee metrics in detail</li> </ul>   |   |
| 405-1  | Diversity of governance bodies and employees  | <ul style="list-style-type: none"> <li>• Declaration on Corporate Governance</li> </ul>   | <ul style="list-style-type: none"> <li>• Employees – Employee metrics in detail</li> </ul>   | The Supervisory Board comprises four women (33%) and eight men (67%). Their age structure is as follows: 8% 30–50 years and 92% > 50 years. Membership of a minority is not recorded for legal reasons. In 2019, new hires and turnover rate were broken down according to male and female genders, as no other-gendered employees were known of. If this should change, the tables will be adjusted accordingly in future.   |

## Specific Standard Disclosures

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|---|--|--|---|--|
| <b>GRI 406 – Non-discrimination</b>                               |  |  |   |  |
| 103-1,2,3   | Management Approach  | <ul style="list-style-type: none"> <li>• Management – Sustainability</li> <li>• Employees – Promoting diversity and inclusion</li> <li>• Compliance</li> </ul>   | <ul style="list-style-type: none"> <li>• Employees – Employee metrics in detail</li> </ul>  |  |
| 406-1   | Incidents of discrimination and corrective actions taken   |  |   | For confidentiality reasons, we do not disclose the type and scope of the incidents reported.  |
| <b>GRI 407 – Freedom of Association and Collective Bargaining</b> |  |  |   |  |
| 103-1,2,3   | Management Approach  | <ul style="list-style-type: none"> <li>• Management – Sustainability</li> <li>• Responsibility along the Value Chain – Sustainability in Supplier Management</li> <li>• Social responsibility – Due diligence on human rights</li> <li>• Compliance</li> </ul>   | <ul style="list-style-type: none"> <li>• Employees – Compliance and compensation</li> </ul>   |  |
| 407-1   | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | <ul style="list-style-type: none"> <li>• Responsibility along the Value Chain – Sustainability in Supplier Management</li> </ul>   | <ul style="list-style-type: none"> <li>• Responsibility along the Value Chain – Sustainability in supplier management</li> </ul>  | In 2019, no significant cases were reported using formal grievance mechanisms. There was no high risk for the sites in 2019, as the local heads of Human Resources and the local managing directors are required by internal rules to maintain a regular exchange of information with unions and employee representatives. |
| <b>GRI 414 – Supplier Social Assessment</b>                       |  |  |   |  |
| 103-1,2,3   | Management Approach  | <ul style="list-style-type: none"> <li>• Management – Sustainability</li> <li>• Responsibility along the Value Chain – Sustainability in Supplier Management</li> <li>• Social responsibility – Due diligence on human rights</li> <li>• Opportunities and Risks Report – Opportunities and Risks</li> </ul> | <ul style="list-style-type: none"> <li>• Strategy – Principles guiding our actions</li> <li>• Responsibility along the Value Chain – Sustainability in supplier management</li> </ul> |  |
| 414-2   | Negative social impacts in the supply chain and actions taken  | <ul style="list-style-type: none"> <li>• Responsibility along the Value Chain – Sustainability in Supplier Management</li> </ul>   |   |  |



## Specific Standard Disclosures

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|---|---|--|--|--|
| <b>GRI 416 – Customer Health and Safety</b> |   |  |  |  |
| 103-1,2,3                                   | Management Approach   | <ul style="list-style-type: none"> <li>• Management – Sustainability</li> <li>• Protection of People and the Environment – Integrated Management System for Occupational Health, Safety, Environmental Protection and Quality</li> <li>• Responsibility along the Value Chain – Product Stewardship</li> <li>• Opportunities and Risks Report – Opportunities and Risks</li> <li>• Compliance</li> </ul> | <ul style="list-style-type: none"> <li>• Strategy – Principles guiding our actions</li> <li>• Protection of People and the Environment – Integrated Management System for Occupational Health, Safety, Environmental Protection and Quality</li> </ul> |  |
| 416-2                                       | Incidents of non-compliance concerning the health and safety impacts of products and services | <ul style="list-style-type: none"> <li>• Responsibility along the Value Chain – Product Stewardship</li> </ul>   |  | No significant incidents were reported through internal reporting in 2019.   |
| <b>GRI 417 – Marketing and Labeling</b>     |   |  |  |  |
| 103-1,2,3                                   | Management Approach   | <ul style="list-style-type: none"> <li>• Management – Sustainability</li> <li>• Protection of People and the Environment – Integrated Management System for Occupational Health, Safety, Environmental Protection and Quality</li> <li>• Responsibility along the Value Chain – Product Stewardship</li> <li>• Opportunities and Risks Report – Opportunities and Risks</li> <li>• Compliance</li> </ul> | <ul style="list-style-type: none"> <li>• Strategy – Principles guiding our actions</li> <li>• Protection of People and the Environment – Integrated Management System for Occupational Health, Safety, Environmental Protection and Quality</li> </ul> |  |
| 417-1                                       | Requirements for product and service information and labeling                                 | <ul style="list-style-type: none"> <li>• Responsibility along the Value Chain – Product Stewardship</li> </ul>   |  |  |
| 417-2                                       | Incidents of non-compliance concerning product and service information and labeling           | <ul style="list-style-type: none"> <li>• Responsibility along the Value Chain – Product Stewardship</li> </ul>   |  | No significant incidents were reported through internal reporting in 2019.   |
| <b>GRI 419 – Socioeconomic Compliance</b>   |   |  |  |  |
| 103-1,2,3                                   | Management Approach   | <ul style="list-style-type: none"> <li>• Management – Sustainability</li> <li>• Opportunities and Risks Report – Opportunities and Risks</li> <li>• Compliance</li> </ul>  | <ul style="list-style-type: none"> <li>• Strategy – Principles guiding our actions</li> </ul>  |  |
| 419-1                                       | Non-compliance with laws and regulations in the social and economic area                      |  |  | In 2019, no significant administrative or court-ordered sanctions (fines, non-monetary sanctions) for noncompliance with laws and regulations with respect to the provision and use of products and services were reported through internal reporting. |



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