

Efficiency and recovery drive results

Roadshow presentation





- **Covestro investment highlights**
- Group financials 9M 2020
- Segments overview
- Acquisition DSM-RFM
- Background information

Covestro is diversified across geographies and end-markets



Key performance indicators and sales split



Sales 2019

2



Core volume growth CAGR 2015 - 2019



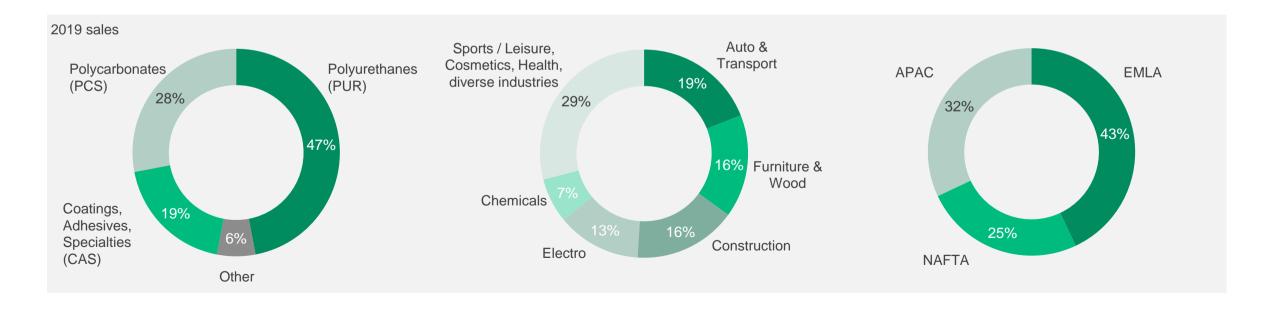
FOCF 2019



ROCE 2019



EBITDA 2019

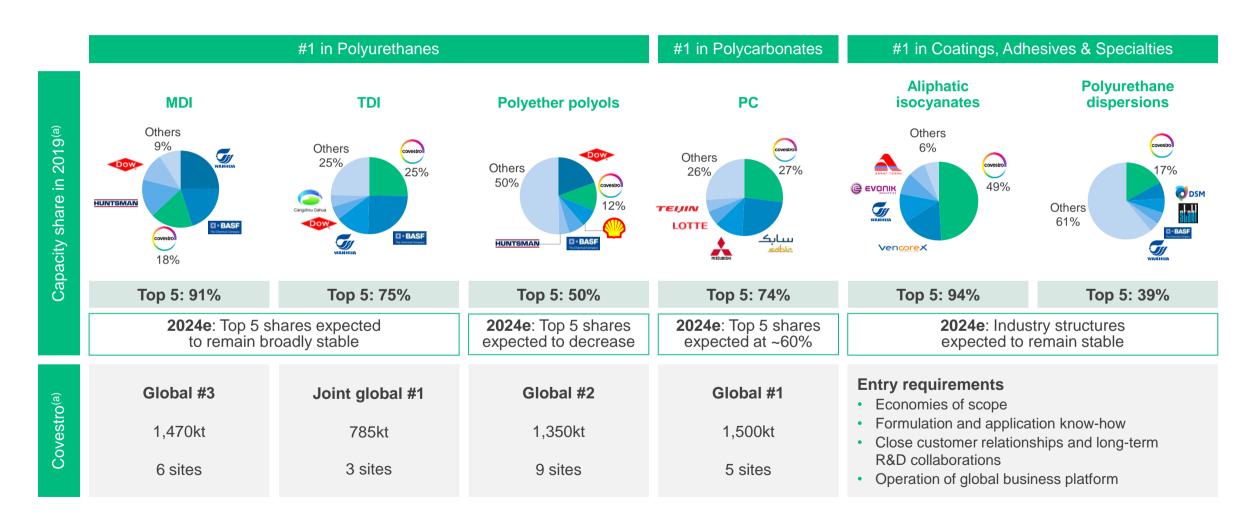


Covestro is a global leader across its entire portfolio

Notes: Source:

World-wide industry positions and production capacities



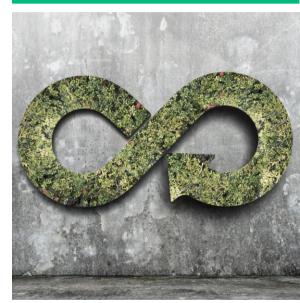


We will be fully circular

The new vision of Covestro



Alternative Raw Materials



Biomass, CO₂, used materials and waste can replace fossil resources

Innovative recycling



Energy-efficient technologies allow more used products and waste to be recycled

Renewable energy



Wind and sun: clean energy must power the circular economy

Joint solutions



Cross-industry collaboration is needed to bring the circular economy forward

We will be fully circular

Examples of various Covestro initiatives



Alternative raw materials

Replacing fossil resources Example Bio-based car top coat



- Enabling customers to optimize the CO₂ footprint of their products
- New hardener for automotive coatings with carbon basis up to 70% from renewable raw materials
- No compromises with regards to protective functions and appearance
- Collaboration with automotive group Audi and the coating experts at BASF Coatings

Innovative recycling

Energy-efficient technologies Example Recycled polycarbonates



- New polycarbonate grades from postconsumer recycled (PCR) content, e.g. water bottles, CDs and automotive lighting
- Closed loop recycling system to collect, sort, shred and clean material
- Recycled granules are finally compounded with virgin resins
- PCR grades are used in various electr. applications for a second life

Renewable energy

Wind energy

Example Ørsted wind energy supply



- World's largest corporate supply contract for offshore wind energy entered with Ørsted in Dec. 2019
- Starting in 2025, Ørsted to provide 100 MW of electricity for 10 years
- Newly built wind farm in North Sea, implemented without public funding
- Supply to cover c. 10% of electricity consumed by Covestro in Germany

Joint solutions

Cross-industry collaboration Example PUReSmart consortium



- PUReSmart to seek ways of transition from current linear lifecycle of polyurethane (PU) products to a circular economy model
- Consortium as an end-to-end collaboration spanning the entire PU reprocessing value chain
- Nine partners from six different countries, coordinated by the Belgian company Recticel

ESG ambitions support growth strategy

Covestro non-financial targets for 2025





R&D project portfolio to be aligned with UN Sustainable Development Goals





100% of suppliers to be compliant with our sustainability requirements





Reduce specific greenhouse gas emissions by 50%





Help ten million people in underserved markets with sustainable solutions





Getting the most out of carbon by increasing its productivity



Covestro industries grow above global GDP

Notes:

Growth drivers and industry demand outlook



UN SDGs(a) NEEDS TO BE SERVED ('000kt) related to climate change: Polyurethanes^(c) Zero emission concepts Low-energy buildings -0 related to increasing mobility: **Energy-efficient mobility** Lightweight transportation Polycarbonates · E-mobility, autonomous driving related to growing population: Food preservation Low-cost durable goods Medical applications Specialties^(d) Adhesives Coatings, related to increasing urbanization: Affordable housing Living comfort Public infrastructure 2019

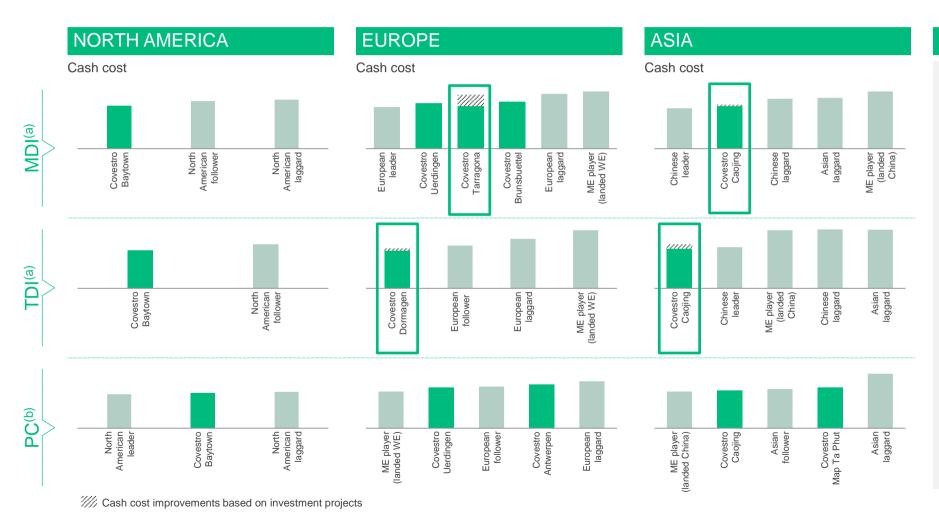
INDUSTRY DEMAND OUTLOOK (b) 2019 - 2024e **CAGR** ~22.5 18.4 2019 2024e **CAGR** ~5.5 4.6 2019 2024e **CAGR** ~4.3 3.5 2024e

⁽a) Most impacted goals out of 17 Sustainable Development Goals, set by the United Nations' "2030 Agenda for Sustainable Development" (b) Assumes global GDP CAGR 2019 - 2024e of 2-3%, this value may be negatively impacted by the coronavirus pandemic (c) Comprises MDI, TDI and polyether polyols; (d) Shows PU raw materials industry demand in coatings, adhesives and sealants (excl. architectural/textile coatings and solvent-borne polyacrylates); additionally TPU, elastomers and PC/TPU films

Leading cost positions across business segments and regions

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Covestro cash cost positions



Notes:

HIGHLIGHTS

- Covestro Polycarbonates
 is one of the two joint cost
 leaders with cost advantage
 of ~30% versus the average
 of 5 least competitive plants
- Covestro MDI is one of the low-cost producers.
 Investment in Tarragona plant will significantly further improve cost position. MDI industry with cost advantage of ~35% between the best and the average 5 least competitive plants
- Covestro TDI is the global cost leader with cost advantage of ~55% versus the average of 5 least competitive plants

Q3 2020 | IR Roadshow Presentation

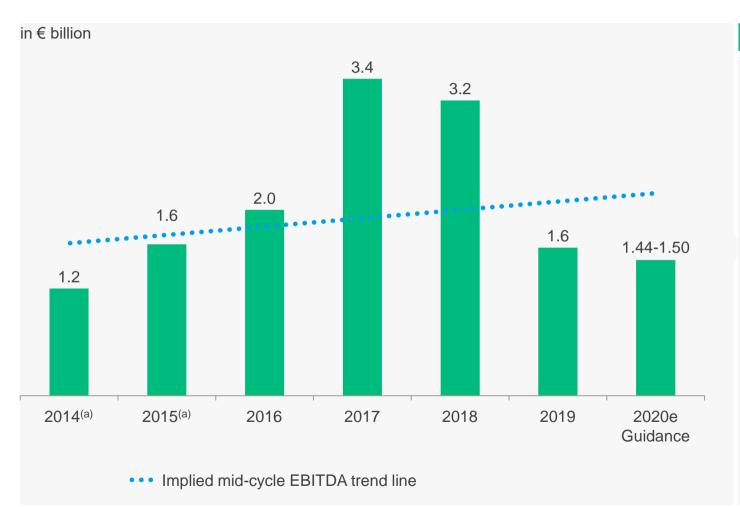
⁽a) Cost of production based on total raw material costs less co-product credits, variable and fixed conversion costs at 100% utilization based on nameplate capacity for FY 2018

⁽b) FY 2018 Cash cost ex gate, 87% utilization rate for all plants based on nameplate capacity; integrated players are shown without contribution margins for BPA, phenol, acetone etc.

Significant upside towards mid-cycle level

EBITDA development between 2014 and 2020e





HIGHLIGHTS

Significant upside towards mid-cycle level

- · Cyclicality driven by supply-demand balance
- 2017 peak due to very high industry utilization
- 2020 burdened by globally declining GDP

EBITDA guidance of between €1.44bn and €1.50bn for FY 2020 (as adjusted on December 8, 2020)

- EBITDA bridge FY 2020e vs FY 2019
 - EBITDA of €1.6bn in FY 2019
 - Pricing delta: plus ~€100m
 - Volume: at or above minus €400m
 - Others: plus ~€200m

FBITDA sensitivities for FY 2020

- Volume leverage: 1pp change in core volumes equals around +/- €50m
- FX sensitivity: 1pp change equals +/- €6m for CNY/EUR and +/- €4m for USD/EUR

Earnings guidance raised

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FY 2020 guidance – as adjusted on December 8, 2020

	FY 2019	Guidance FY 2020
Core volume growth	+2.0%	between -5% and -6%
FOCF	€473m	€400m – 550m
ROCE	8.4%	Positive mid-single digit
Additional financial expectations	FY 2019	Guidance FY 2020
EBITDA FY	€1,604m	€1,440m - 1,500m
D&A	€752m	~€770m
Financial result	€-91m	~€-105m
P&L (effective) tax rate	26.8%	24 - 26%
Capex ^(a)	€910m	~€700m
Average number of outstanding shares (in million)	Q4: 182.8 FY: 182.7	Q4e: 191.5 FYe: 185.0

Almost €6bn cash allocated to dividend, capex and share buy-back

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Balanced use of cash

Dividend

- 2019 dividend of €1.20 per share
- Dividend yield 2019 of 3.5%^(a)

Capex



- Covestro's industry and cost leadership make growth investment the most valuecreating use of cash
- Growth capex focuses mainly on CAS, MDI and PCS
- Maintenance capex to secure safe, reliable and efficient operations

Notes:

€2.6bn invested in capex

Portfolio



- Disciplined and focused approach
- Targeting value-enhancing acquisitions with attractive IRR
- Announced acquisition of DSM's Resins and Functional Material business with attractive high margins
- Completed divestments of less attractive low-margin businesses

€0.4bn of net sales acquired(c)

Share buy-back



- Return excess cash to shareholders
- Authorization for share buy-back program for up to 10% of share capital in place

€1.5bn of shares bought back

€1.5bn paid in dividends(b)

(a) based on share price of €34

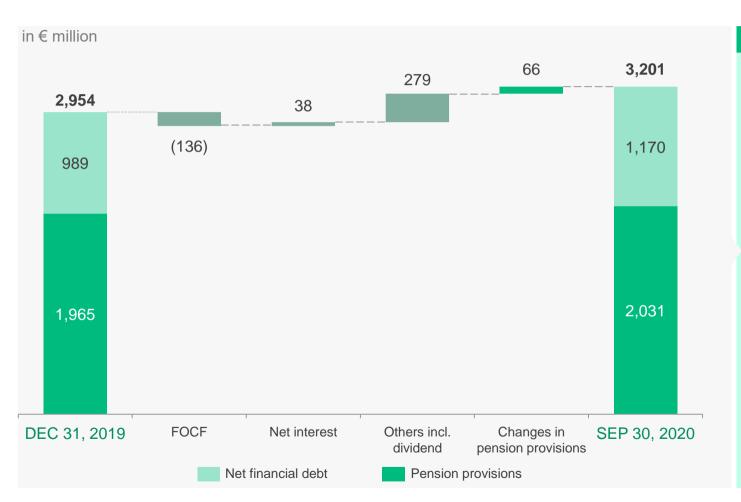
(b) including dividend for FY 2015 and dividend for FY 2019 (c) net of €1.0bn announced sales acquisition and €0.6bn sales divestment

on snare price of €34 ling dividend for EV 2015 and dividend for EV 2019

Solid balance sheet and strong liquidity position

September 30, 2020 – Total net debt





Note:

HIGHLIGHTS

- Total net debt to EBITDA ratio^(a) of 2.9x end of Q3 2020 vs. 1.8x end of 2019
- Equity ratio of 41% end of Q3 2020 vs. 46% end of 2019
- Committed to a solid investment grade rating
- 2019 dividend of €219m paid out in August 2020

Liquidity at attractive rates

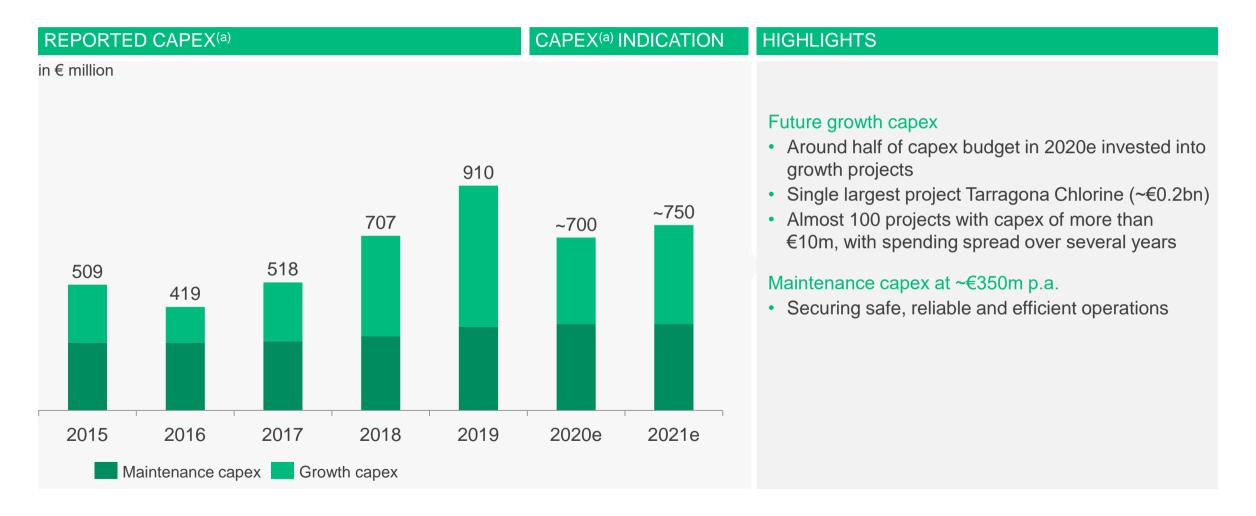
- Balance sheet with ~€1.8bn in cash, cash equivalents and current financial assets, partially funded through:
 - European investment bank (EIB) loan of €0.2bn for R&D activities
 - Two Eurobonds issued, total amount of €1.0bn
- Undrawn syndicated revolving credit facility (RCF)
 of €2.5bn in place with ESG element

Investment into organic growth to deliver attractive returns

Notes:



Covestro capex^(a) development 2015 - 2021e



Securing profitable growth in more challenging times



Why invest in Covestro



Above GDP volume growth

driven by innovation and sustainability trends



Leading and defendable global industry positions

as innovation and cost leader



Management executing efficiency measures

streamlining structures, reducing operational costs and global headcount while strict incentive targets in place



Capital allocation focused on value creation

with commitment to profitable growth



Full alignment of strategy with ESG criteria

embodied by non-financial targets





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Q3 back in growth mode, reflecting a v-shaped recovery

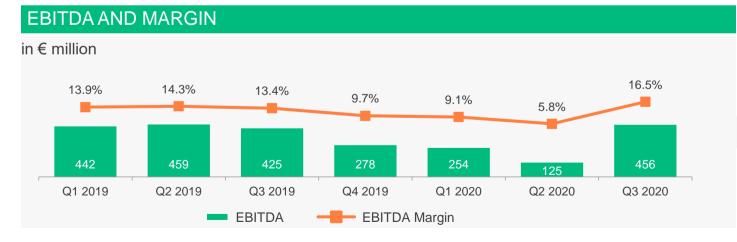


Group results



HIGHLIGHTS

- Solid core volume growth in FY 2019 of +2.0% Y/Y
- Severe negative impact from coronavirus pandemic particularly in Q2 2020
- Q3 2020 with broad demand recovery across industries and geographies with core volumes again above previous year, reflecting a v-shaped recovery



Notes:

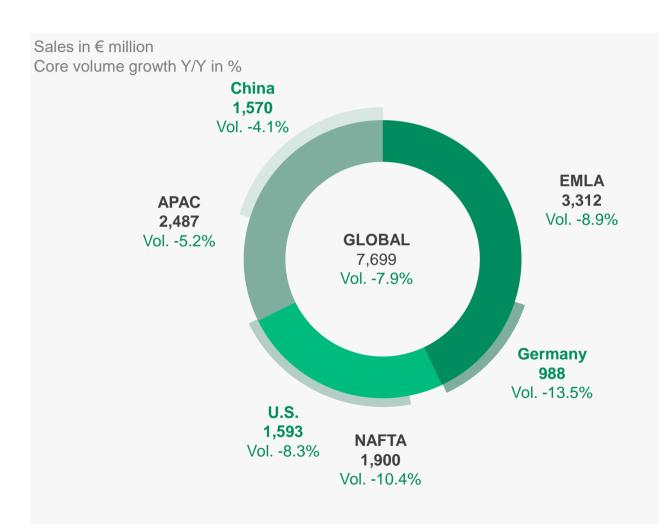
HIGHLIGHTS

- Q4 2019 declined vs. Q3 2019 due to normal seasonality, coupled with ongoing margin pressure in a continuing, challenging industry environment
- Q1 2020 and particularly Q2 2020 burdened by the coronavirus pandemic
- In Q3 2020, EBITDA of €456m again above prior year strongly benefitting from saving measures

Q3 volume recovery partly compensates coronavirus impact



9M 2020 - Regional split



CORE VOLUME GROWTH Y/Y

- Despite globally broad-based volume recovery in Q3, after severe negative impact from coronavirus pandemic in Q2, 9M core volume growth of c. -8% Y/Y:
 - Furniture/wood c. -8%, driven by EMLA
 - Electro c. -7%, driven by APAC and NAFTA
 - Construction c. -4%, driven by NAFTA and EMLA
 - Auto/transport c. -21%, driven by all regions
 - Divers c. -2% including medical c. +13%
- APAC: growth in construction
- EMLA: decline particularly in auto/transport
- NAFTA: decline in all key industries, particularly in auto/transport

Sales burdened by lower prices and volumes

9M 2020 – Sales bridge





HIGHLIGHTS

Negative volume

 Decline of -8.1% Y/Y (in €) driven by all segments due to the coronavirus pandemic

Negative pricing

 Lower selling prices in all segments negatively impacted sales by -9.1% Y/Y

Negative FX

 FX affected sales by -0.8% Y/Y driven by weaker USD and CNY

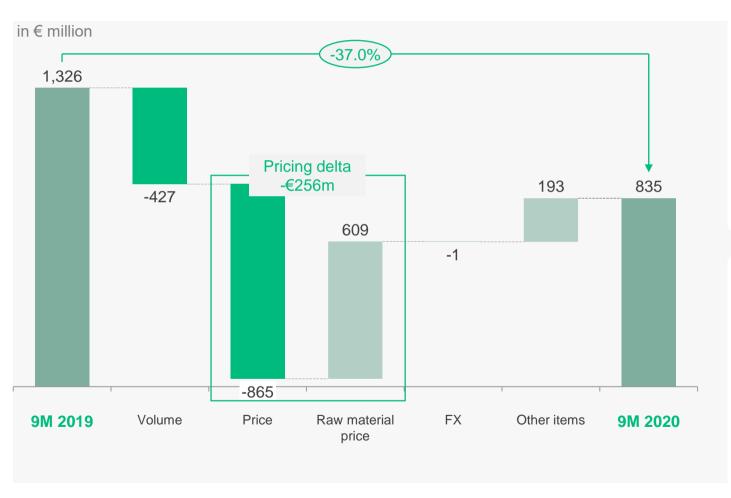
Portfolio changes

- Slight negative impact of -1.4% Y/Y
- PUR: European system houses divested as of 1st November 2019 (9M 2020: €-49m)
- PCS: European sheets divested as of 2nd January 2020 (9M 2020: €-90m)

Corona-driven volume decline limited by cost savings

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9M 2020 – EBITDA bridge



HIGHLIGHTS

Negative volume leverage^(a)

- Relatively high negative volume leverage of 55% (a) due to unfavorable mix effects
- Annualized EBITDA loss of ~€70m per 1pp core volume reduction

Negative pricing delta

 Negative price effects in all segments partly offset by favorable raw material prices, particularly in PUR and PCS

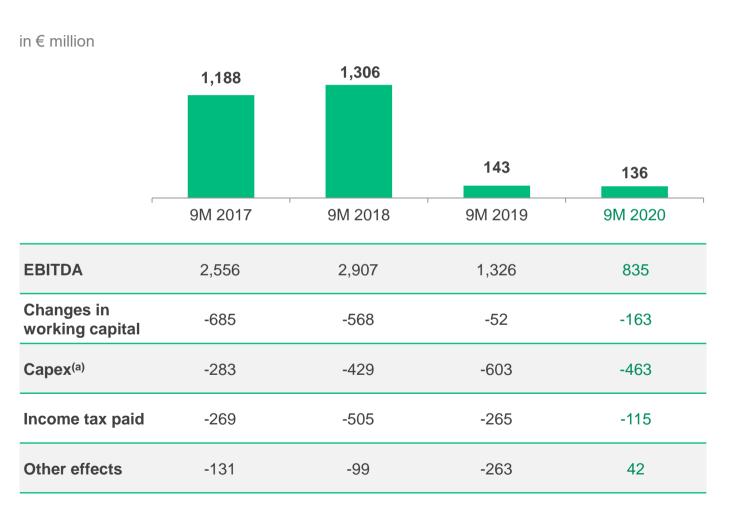
Other items

- Cost saving measures contributed strongly
- Provisions for 2020 short-term bonuses at zero

Positive FOCF despite significantly lower EBITDA

Historical FOCF development per first 9 months





HIGHLIGHTS

- In Q3'20, FOCF up by 48.6% to €361m (€243m in Q3'19) supported by higher earnings, lower capex and positive effects from working capital
- In 9M'20, FOCF virtually unchanged despite
 ~€500m lower FBITDA
- Working capital to sales ratio^(b) at 19.5%
- Lower inventories due to strong demand coupled with constrained availability
- Capex of €463m on track toward FY 2020 guidance of around €700m
- Income tax paid of €115m above P&L income taxes of €38m due to phasing of payments
- "Others" mainly driven by significantly lower cash out for short-term bonuses (~€40m in Q2'20 vs. ~€350m in Q2'19)

(b) Method of calculation: WC on September 30, 2020, divided by sales of last four quarters





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Polyurethanes – earnings strongly up on lower costs

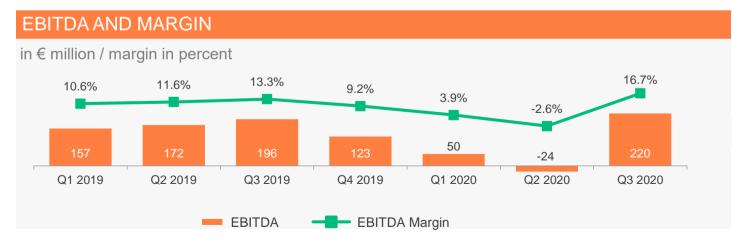


Segment results – Highlights Q3 2020



HIGHLIGHTS

- Core volume growth (in kt) of +4.3% Y/Y, driven by TDI and MDI
- Core volume growth in all key industries except automotive/transportation
- Sales decreased by -11.0% Y/Y, driven by price (-11.5%) and FX (-3.8%), whereas volume contributed positively (+5.3%)



HIGHLIGHTS

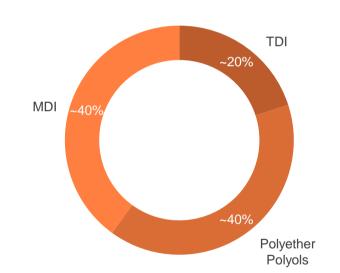
- Strong sequential EBITDA and margin recovery
- Compared to prior year, EBITDA increased mainly as a results of (i) lower cost driven by saving measures and (ii) volume growth
- Effect from pricing delta was neutral (Y/Y)

Polyurethanes broadly positioned for growth

Sales by business, end-markets and regions



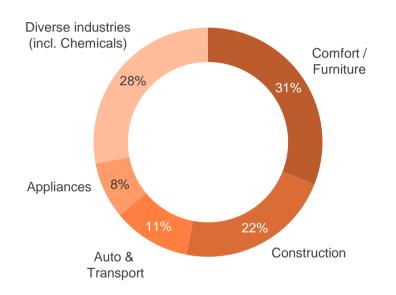
% of 2019 sales



PUR sales split by end-markets

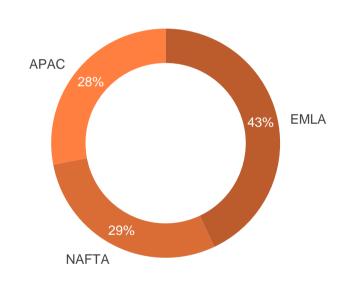
% of 2019 sales

Notes:



PUR sales split by regions

% of 2019 sales



Growth driven by MDI and TDI

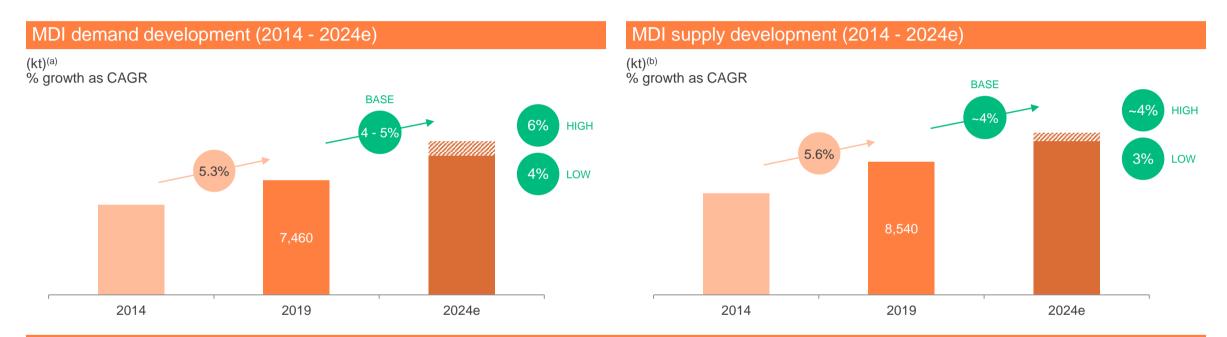
Growth driven by several industries

Growth driven by all regions

MDI industry supply and demand to remain balanced



Historical industry development and outlook



Industry highlights

Structurally sound demand of 4% – 5% based on global GDP growth and substitution trends

Source:

- Major additions^(c) expected until 2024e: Wanhua (800kt in China), BASF (300kt in USA) and Juli Heshan (400kt in China)
- Covestro additions: Brunsbüttel, Germany (200kt, 2020), Caojing, PRC (100kt, 2021e) and Tarragona, Spain (50kt, 2023e)

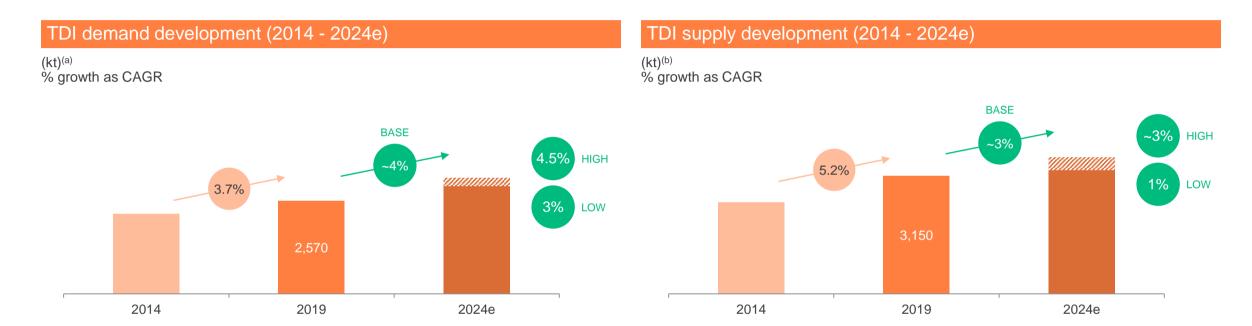
⁽b) Based on historical and announced future nameplate capacities

⁽c) Based on corporate announcements Covestro estimates

TDI industry supply and demand getting back in balance



Historical industry development and outlook



Industry highlights

- Major additions^(c) expected until 2024e: Fujian SEEC (150kt in China)
- BASF (80kt, Schwarzheide) closed in March 2020
- Potential industry consolidation in APAC

Notes:

Number one producer globally and inventor of PC^(a)

Polycarbonates (PCS) at a glance



Products

As a true high-tech material, polycarbonate is not only very robust, break-proof and light-weight, but also offers a high degree of design flexibility.

Polycarbonate is available in all colors ranging from crystal clear to deep black. It is an excellent substitute for traditional material such as glass or metal.

This allows for a wide variety of application possibilities ranging from vehicles to smartphones and laptops as well as lenses or large roofs.

Key customer industries:













Core volume CAGR in 2015 - 2019^(b)



Sales 2019

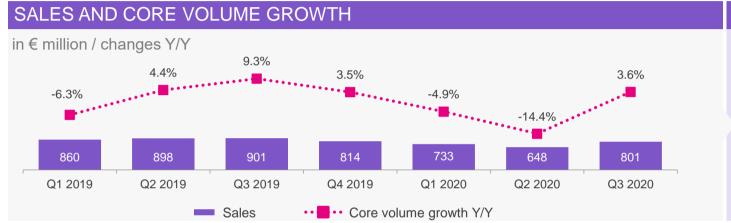


EBITDA 2019

Polycarbonates – double-digit margin further improved

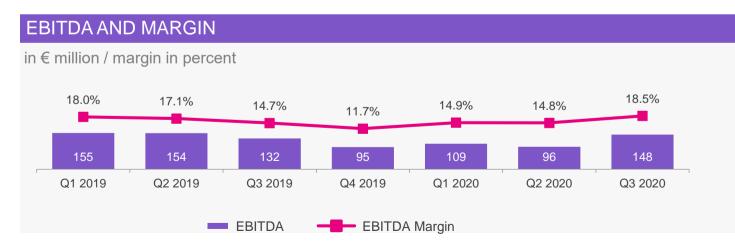


Segment results – Highlights Q3 2020



HIGHLIGHTS

- Core volume growth (in kt) of 3.6% Y/Y driven by all key industries except automotive/transportation; double-digit growth in construction including protective gear
- China posted double-digit volume growth while NAFTA still down double-digit, all Y/Y
- Sales decreased 11.1% Y/Y, driven by price (-8.2%) and FX (-3.4%)



HIGHLIGHTS

- Strong sequential EBITDA growth, double-digit margin further improved
- Compared to prior year, EBITDA increased Y/Y
 mainly as a results of (i) lower cost driven by
 saving measures and (ii) positive pricing delta due
 to lower feedstock prices

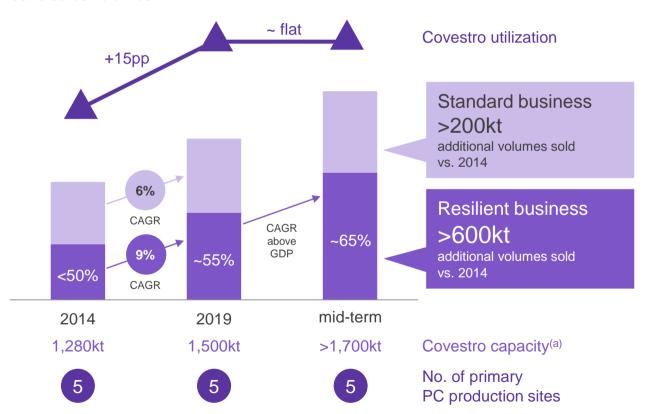
Resilient business to grow to two thirds of portfolio

PCS portfolio management



Development of resilient portion of PCS volumes

Covestro sales volumes in kt



Notes:

Covestro highlights

Product portfolio improvement

- Short-term, product mix deterioration expected due to automotive weakness
- Long-term, goal to increase resilient portion of PC volumes to 65% with structural improvement of average contribution margin

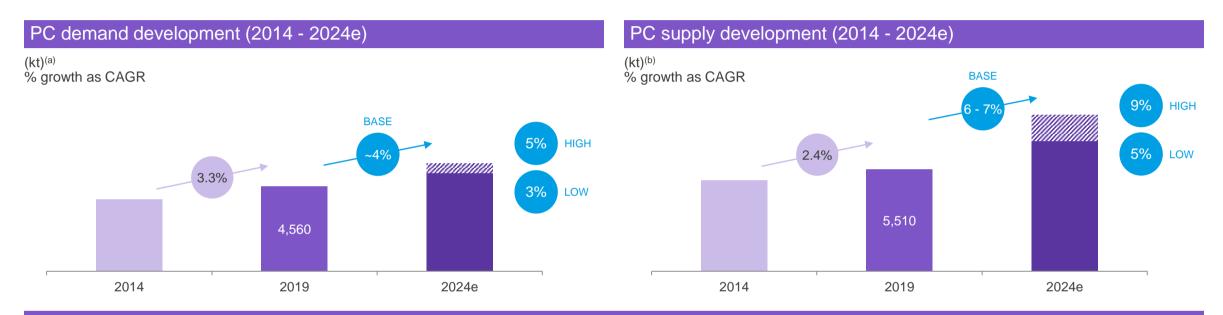
Higher asset utilization

- Volume leverage through significant improvement of capacity utilization by ~15 percentage points
- Significantly higher output from unchanged number of primary production sites

Execution risks may limit future capacity additions

Historical industry development and outlook





Industry highlights

- Major additions^(c) expected until 2024e: Cangzhou Dahua, Hainan Huasheng, Heng Yuan, SABIC-Sinopec, Shenma, Wanhua, ZPC, Xingyun
- Numerous announced projects with high uncertainties regarding actual timing and scope
- Covestro additions: Caojing, PRC (+150kt in multiple steps until 2024e, optional +50kt thereafter)

Covestro estimates

Notes:

⁽b) Based on historical and announced future nameplate capacities (c) Based on corporate announcements

Performance materials for coatings, adhesives and specialties



Coating, Adhesives, Specialties (CAS) at a glance

PRODUCTS

There is a vast application range of coatings and finishes made of Covestro polyurethane raw materials. They are used for protection and decoration.

In addition, the company produces pre-products for adhesives, sealants and elastomers as well as specialty films.

Coating, Adhesives, Specialties (CAS) also supplies materials for cosmetics, textiles and medical goods.

KEY CUSTOMER INDUSTRIES:













Core volume CAGR in 2015 - 2019(b)



Sales 2019



EBITDA 2019

Coatings, Adhesives, Specialties – sequential rebound



Segment results – Highlights Q3 2020



HIGHLIGHTS

- Core volumes declined by 6.9% Y/Y
- Demand affected by continued weakness in automotive and for coatings raw materials
- Sales decreased by -15.8% Y/Y, driven by volume (-8.3%), price (-5.0%) and FX (-2.5%)



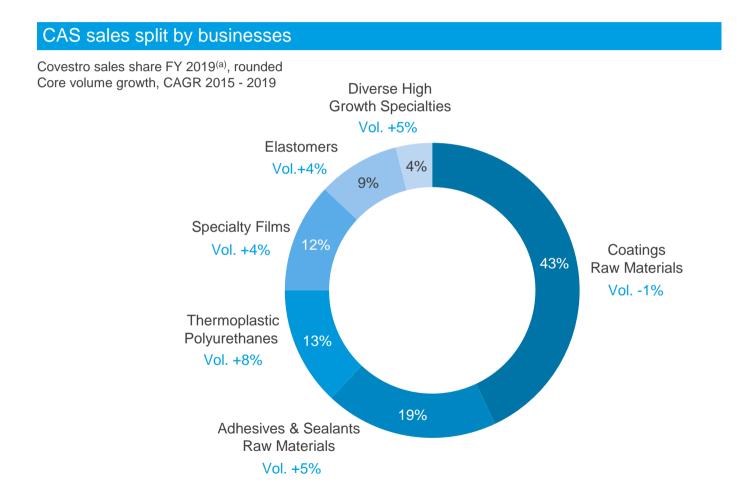
HIGHLIGHTS

- Strong sequential EBITDA growth, driven by higher volumes and lower costs
- Compared to prior year, EBITDA decreased by 10.8% mainly due to negative volume leverage and negative pricing delta, partly compensated by cost saving measures

Solid underlying growth despite challenging environment



Outperformance of High Growth Specialties businesses



Highlights

- Adjusted core volume growth of 2.1% CAGR in 2015 - 2019^(a)
- Growth driven by all businesses except coatings raw materials
- High Growth Specialties businesses generate ~38% of sales: Thermoplastic Polyurethanes (TPU), Specialty Films and Elastomers
- Coatings raw materials businesses burdened by weak end markets like automotive





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Building a leading sustainable coating resins player

Transaction overview



Transaction value



- Enterprise value of €1.55bn
- 10.3x EV / 2021 Budget EBITDA
- 5.7x EV / 2021 Budget EBITDA including full synergies

Financial impact



- Announced acquisition of Resins & Functional Materials (RFM) and innovation ventures
- RFM sales of €984m and EBITDA of €141m in 2019
- Innovation ventures Additive Manufacturing, NIAGA and Advanced Solar Coatings with sales of €28m and EBITDA of €-8m in 2019
- €120m synergies by 2025

Financing



- Full bridge financing in place
- Covestro is committed to a solid investment grade rating (Moody's confirmed solid investment grade rating after acquisition announcement)
- Refinancing will be a combination of €447m equity (successfully realized on Oct 13), ≤€600m long-term debt and ~€550m own cash

Timing



- Acquisition agreed on Sep 30, 2020
- Subject to regulatory approvals including antitrust clearance
- Closing expected in Q1 2021

RFM is a global leader of sustainable coating resins



RFM key financials in 2019









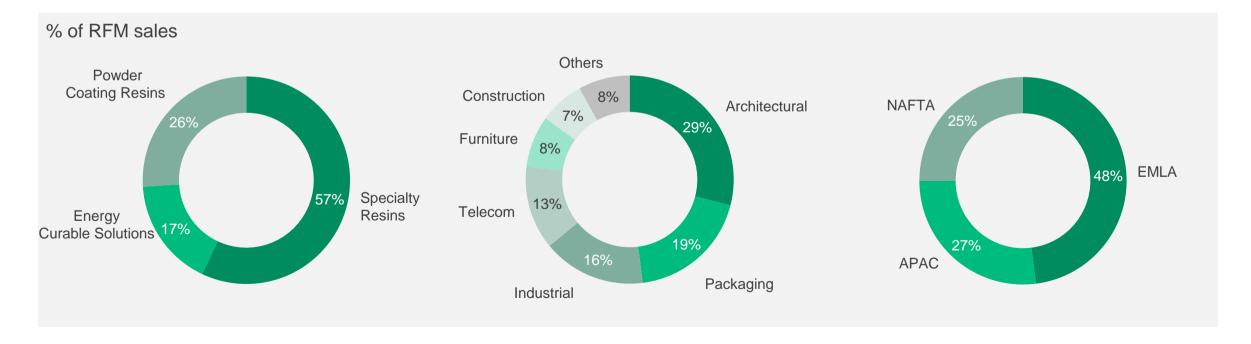


EBITDA

EBITDA margin

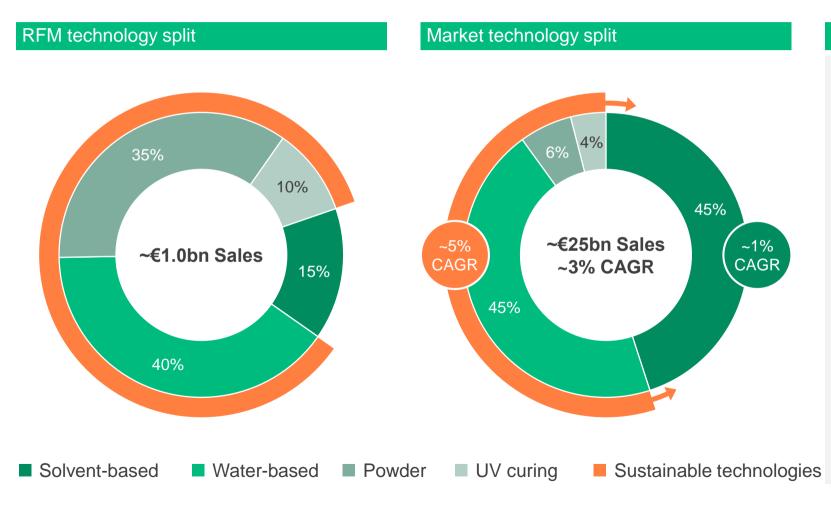
Free Operating Cash Flow

Employees



RFM serves high growth areas driven by sustainability

Coating Resins market by technology in 2019



Highlights

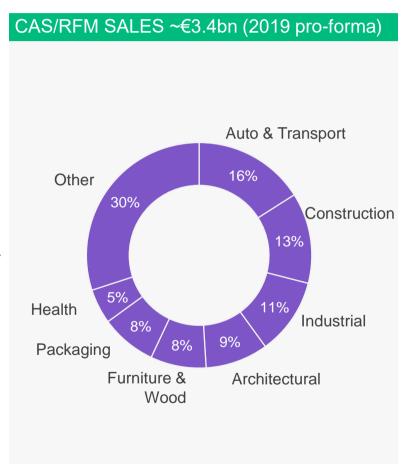
- ~€25bn global coating resins market in 2019 with expected growth rate of ~3% p.a. between 2020 and 2025
- Solvent-based market share expected to decline due to VOC regulation and environmental issues
- Consumer preference for greener and non-toxic ingredients as well as stricter environmental regulations expected to lead to market growth of ~5% p.a. for sustainable coating resins (waterbased, powder and UV coating resins) between 2020 and 2025
- RFM & CAS combined will be a leading supplier of sustainable and high-quality products with low environmental impact

Bolt-on acquisition diversifies industry portfolio

CAS by industries







HIGHLIGHTS

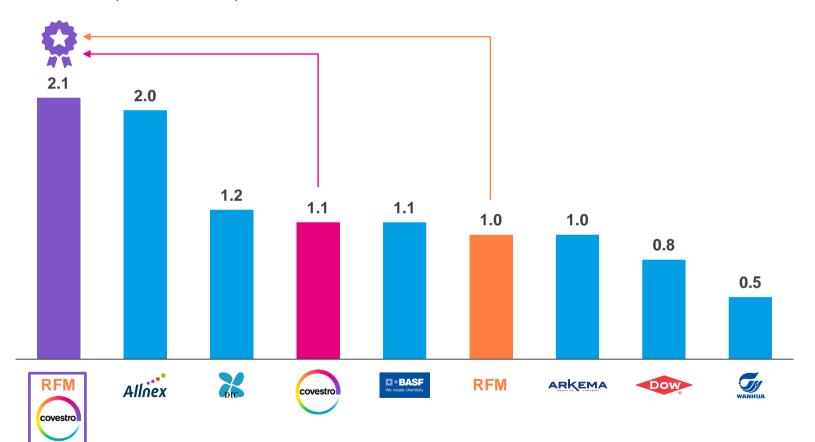
- RFM will increase CAS sales by €1.0bn to €3.4bn (25% of Covestro sales^(a)) with complimentary product portfolio
- CAS Coating Resins sales will increase to €2.1bn (60% of CAS) with balanced portfolio of customer industries
- Significant step in Covestro's longterm corporate strategy, strengthening sustainable and innovation-driven business
- Covestro with well established position in water-based polyurethane dispersions, acquisition adds complete range of water-based polyacrylate resins

Creates a leading coating resins supplier

Industry position in coating resins



Revenue est. (in € billion, 2019)



HIGHLIGHTS

- Covestro to become a global leader in attractive growth market for coating resins
- Covestro to have one of the most comprehensive and innovative product portfolios enabling compelling customer value proposition

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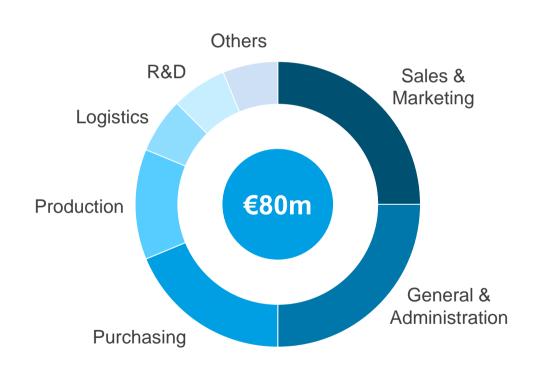
Covestro estimate

Significant cost synergies of €80m

Identified cost synergies by 2025



DISTRIBUTION OF COST SYNERGIES



HIGHLIGHTS

Sales & Marketing

 Bundle sales and marketing functions for same applications and customers

General & Administration

 Integrate respective RFM functions into existing Covestro support structures

Purchasing

- Use most favorable conditions of RFM and Covestro
- Intensify in-house sourcing

Production

Optimize production by efficiently using both asset bases

Logistics

 Apply and combine best practice and processes as currently used by RFM and Covestro

Research & Development

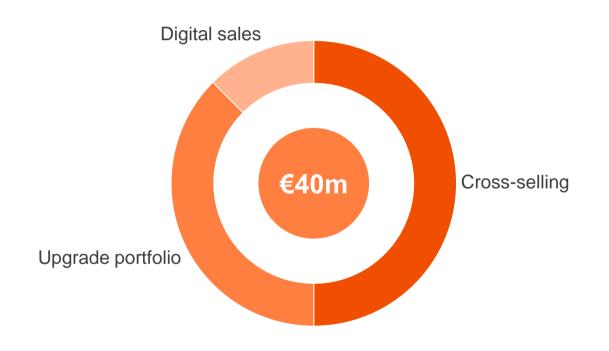
 Combine R&D activities and optimize project pipeline for overlapping topics

Significant revenue synergies of €40m

Identified revenue synergies by 2025



DISTRIBUTION OF REVENUE SYNERGIES



HIGHLIGHTS

Cross-selling

- Increase share of wallet at customers with cross-selling opportunities
- Expand regional presence of RFM by leveraging existing Covestro set-up

Upgrade portfolio

- Combined broader portfolio of resin systems and tailor-made hardener-resin-systems
- New product developments based on combined portfolio and technologies

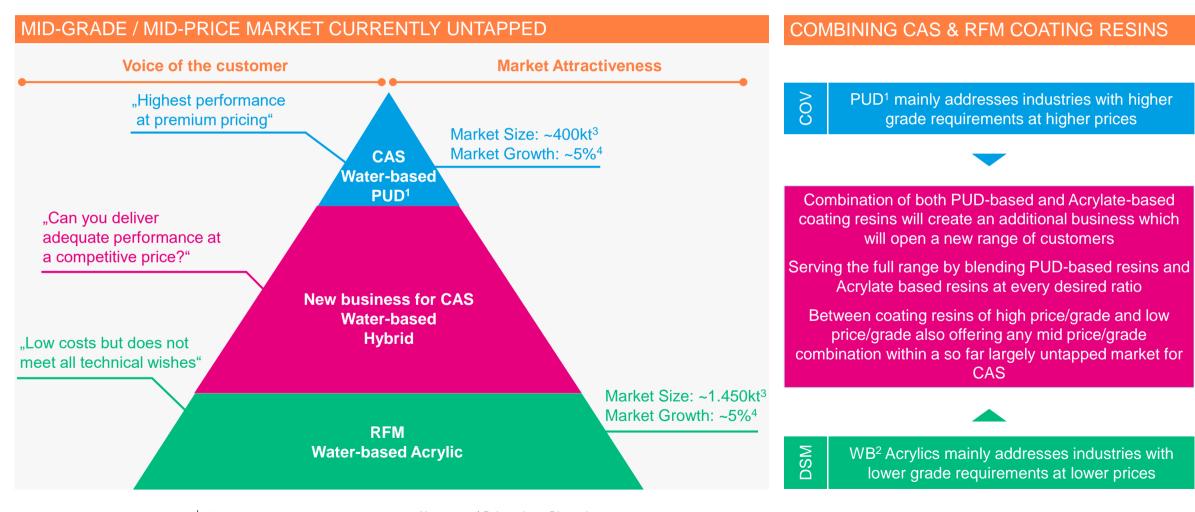
Digital sales

- Speed up digitalization via new business models
- More attractive online store

Combined product portfolio generates additional customer range



Upgrade portfolio



Notes: ¹ Polyurethane Dispersions

² Water-hased

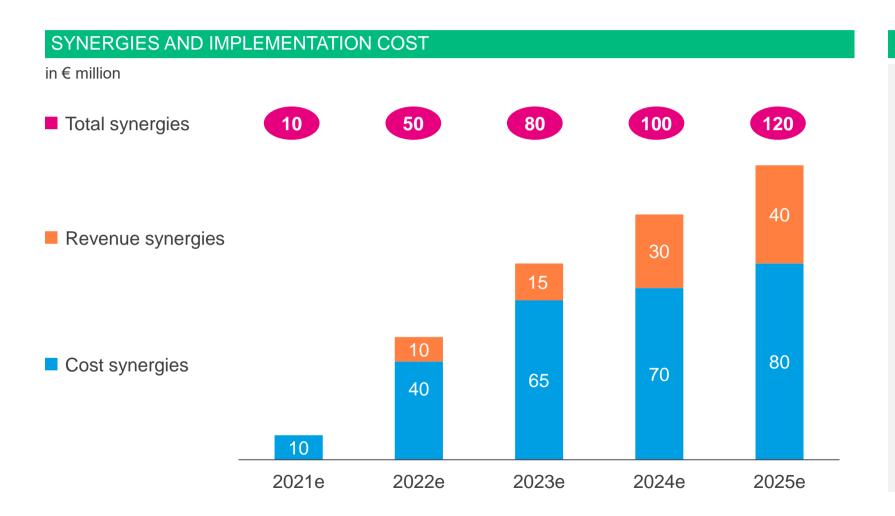
³ 2019; Covestro own estimates

⁴ CAGR 2021-2024e: Covestro own estimates

Full synergies of €120m expected until 2025

Synergy ramp-up





HIGHLIGHTS

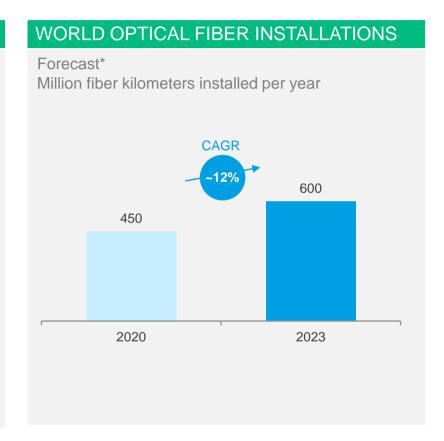
- Identified synergies amount to €120m, 12% of RFM sales
- Total implementation cost of €140m (mainly in 2021) to realize annual synergies of €120m
- Realization of full synergies by 2025 with two third of synergies materializing already by 2023
- Quick realization of cost synergies while time reserved for revenue synergies from portfolio updates

Adoption of 5G to drive significant acceleration in demand

Further operational opportunity



5G INVESTMENTS Investments driven by higher frequencies **4G Base Station 5G Base Station** Baseband: 700Mhz - 2,100Mhz Baseband: ~4Ghz, ~26Ghz Typical range: 2km Typical range: 0.5km



5G ROLLOUT

- 4G investments tailing off in anticipation of 5G
- Implementation of 5G from telecom networks and governments
- 5G will be enabling applications like self-driving cars, IoT, Al
- Key benefits vs. 4G: Higher bandwidth (>10,000x more traffic), more devices (10-100x) and much lower latency
- Requires different network infrastructure compared to 4G (5G base stations)

Building a leading sustainable coating resins player Investment highlights





Creating a global leader in coating resins



Diversifying CAS portfolio towards a more balanced product and industry mix



Shifting CAS portfolio to high growth markets driven by sustainability



Significant synergies leading to attractive valuation multiple



Committed to a solid investment grade rating





- Covestro investment highlights
- Group financials 9M 2020
- Segments overview
- Acquisition DSM-RFM
- Background information

Early and decisive measures taken to manage the crisis



Short- and long-term cost improvements

Short-term measures

Additional savings

Initial target of €200m cost savings in 2020, published in February



Half contributed by cost avoidance vs. budget, half contributed by various cost reductions



In response to coronavirus pandemic

Target increased to more than €300m^(a) in 2020, published in April



Lower Opex in line with reduced Capex budget, lower travel and supply chain costs, various contingency measures

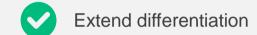


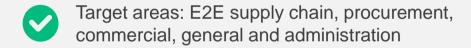
>€300m in 2020(a)

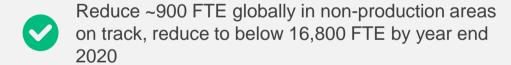
Long-term measures

Efficiency program "Perspective"









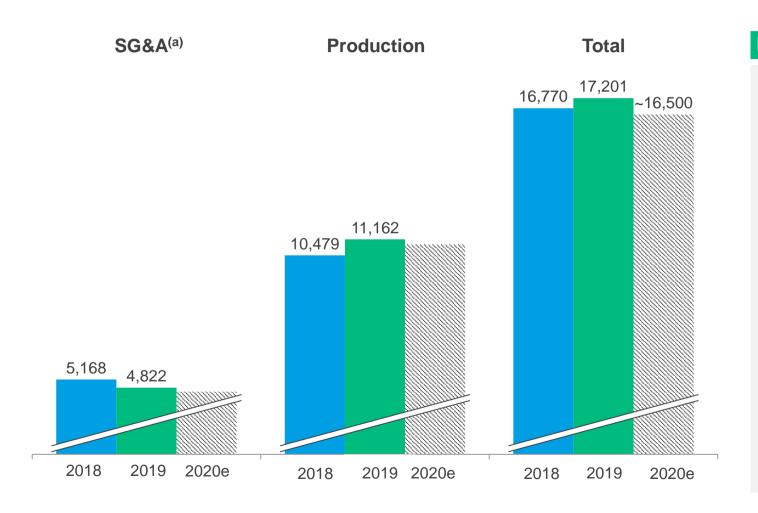
Achieve cumulative savings of €350m on track

>€100m Y/Y in 2020

Target to reduce headcount below 2018 level

Development of full-time equivalent (FTE)





Highlights

- Marketing and general administration FTE reduced in 2019 as a result of "Perspective" restructuring
- Production personnel increased in 2019 to equip extended production facilities and to enable growth projects as well as to compensate for upcoming retirements
- Plan to reduce year end 2020 FTE to ~16,800 achieved by June 2020 already
- Aiming to further reduce the global headcount until year-end 2020; end of Q3 2020 Covestro employed 16,626 FTE

Covestro's rating results and index memberships as of October 2020



Rating / Index	2016	2017	2018	2019	2020	Scoring	Benchmark	
MSCI 🌐	ввв	BBB	A	Α	A	AAA - CCC	in Specialty Chemicals	19% 17% 19% 15% 15% 15% CCC B BB BB BBB A AA AAA
Corporate ESG Performance PRATED BY ISS ESG	B-		B-		В-	A+ - D-	Prime Status	299- 199- 01-0-0-0-C-C-C-0-0-0-0-0-0-A-A-A-A-
SUSTAINALYTICS New methodology ^(a)	74	75		80 23.3	20.0	max. 100 Points 0 - 100 Points (the lower the better)	in Specialty Chemicals	3 out of 120 Specialty Chemicals (Subindustry)
ecovadis supplier sustainability ratings	73			80	_	max. 100 Points	Gold Ranking	2019 ecovadis csR Rating
FTSE Russell							Inclusion in FTSE4Good Index ^(b)	FTSE4Good
vigeoeiris							Not included in Vigeo Eiris Eurozone 120 Index since Dec 201	19(c)

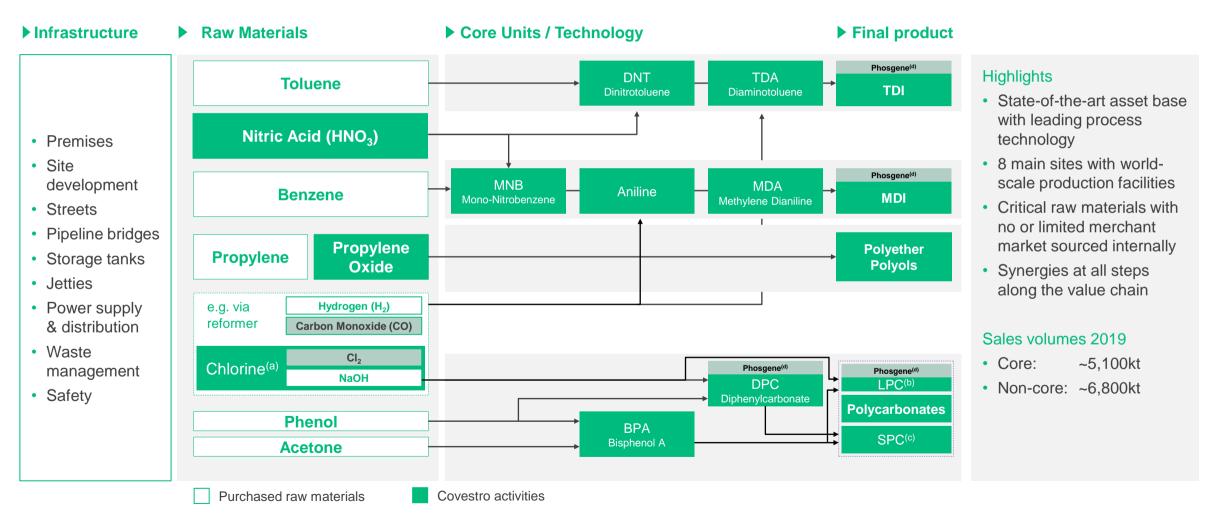
⁽a) Methodology reversed - the lower the score the better (b) Since December 2016, reviewed in June 2020

⁽c) Covestro currently ranked in 121st position

Synergies in scale, process technology and chemical know-how



One chemical backbone across all segments



Notes:

Significant synergies from Covestro chemical backbone

Notes:



CAS backward integration

▶ Infrastructure Raw Materials Core Units / Technology Phosgene^(b) Toluene TDI Nitric acid (HNO₃) Phosgene^(b) Benzene MDI Premises HCI Na O Site Phosgene^(b) Phenol development **PCS** Acetone Streets Pipeline bridges Phosgene^(b) Chlorine^(a) Aromatic derivatives Storage tanks **HMDA** HDI PC films Jetties **IPDA IPDI** Power supply **PACM** H₁₂MDI & distribution Waste management Adipic acid Polyester polyols Safety HDO/BDO Propylene oxide Polyether polyols Ethylene oxide Purchased raw materials Covestro activities

Entire organization aligned for performance

Full STI annual target achievement requires EBITDA above €2bn



Uniform bonus system

- Full alignment of all employees (including board) along the same KPIs
- Criteria with full focus on performance and shareholder value creation
- 100% payout, as percentage of annual base salary, linked to hierarchy level
- Total payout at Group level for 0%, 100% and 250% achievement is €0m, ~€180m and ~€450m, respectively
- Fixed hurdle rates for 2019 2021 reflect KPI values in mid-cycle conditions, based on historical review and expected future development



- For each metric, payout can range from 0% to 300% relating to Core Volume Growth between 1.5% and 9.0% / FOCF between €400m and €1,600m / ROCE above WACC between 0pp and 24pp
- Max. payout capped at 250%

Transparent ambition

- Future core volume growth goal of 4% requires growth capex
- 100% target achievement for ROCE and FOCF implies mid-cycle EBITDA above €2bn for 2019 - 2021e

Significant value creation since IPO

Development of last five years



		2015	2016	2017	2018	2019
Core Volume Growth	(%)	2.7	7.5	3.4	1.5	2.0
Sales	(€ million)	12,082	11,904	14,138	14,616	12,412
EBITDA	(€ million)	1,419	2,014	3,435	3,200	1,604
 Polyurethanes 		487	881	2,179	1,763	648
 Polycarbonates 		558	704	854	1,036	536
Coatings Adhesives Specialties		484	500	486	464	469
Earnings per Share	(€)	2.21	3.93	9.93	9.46	3.02
Capex	(€ million)	509	419	518	707	910
Free operating cash flow (FOCF)	(€ million)	964	1,367	1,843	1,669	473
ROCE	(%)	9.5	14.2	33.4	29.5	8.4
Net financial debt	(€ million)	2,211	1,499	283	348	989
Employees (a)	(FTE)	15,761	15,579	16,176	16,770	17,201

(a) status at year-end

Notes:

Upcoming IR events



Find more information on covestro.com/en/investors

Reporting dates	
February 23, 2021April 28, 2021July 27, 2021	2020 Annual Report Q1 2021 Interim Statement 2021 Half-Year Financial Report
Sellside Event	
 November 26, 2020 	Sellside Roundtable: Deep-dive on segment Coatings, Adhesives, Specialties (virtual)
Annual General Meeting	
• April 16, 2021	Annual General Meeting
Broker conferences	
 November 10, 2020 November 11-12, 2020 November 12, 2020 November 19, 2020 December 1, 2020 December 3, 2020 January 12-13, 2021 	Morgan Stanley Global Chemicals Conference (virtual) UBS European Chemicals Conference (virtual) Goldman Sachs Carbonomics Conference (virtual) Société Générale European ESG-SRI Conferences (virtual) Bank of America Securities Materials and Infrastructure Conference 2020 (virtual) Société Générale The Premium Review (virtual) Commerzbank, German Investment Seminar (virtual)
January 12-13, 2021January 18, 2021	Kepler Cheuvreux, German Corporate Conference (virtual)



Disclaimer

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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 company and the estimates given here. These factors include those discussed in Covestro's public reports, which are available on the Covestro website at www.covestro.com.

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