

Invitation

to the Annual Stockholders' Meeting 2021

of LANXESS Aktiengesellschaft, with its registered office in Cologne

2021

LANXESS Aktiengesellschaft

Cologne

WKN 547040
ISIN DE0005470405

We hereby give notice of the

Annual Stockholders' Meeting

of LANXESS Aktiengesellschaft, with its registered office in Cologne,

**to be held on Wednesday, May 19, 2021,
at 10:00 a.m. CEST.**

With the approval of the company's Supervisory Board, the virtual Annual Stockholders' Meeting will be held without the physical presence of the stockholders or their authorized representatives on the basis of Section 1 of the German Act to Mitigate the Consequences of the COVID-19 Pandemic under Civil, Insolvency and Criminal Procedure Law ("Covid-19 Act").

The place of the Annual Stockholders' Meeting pursuant to the Stock Corporation Act (AktG) will be the company's registered office at Kennedyplatz 1, 50569 Cologne, Germany. The stockholders and their authorized representatives (except for the proxies appointed by the company) are neither entitled nor able to be physically present at the venue of the Annual Stockholders' Meeting. The entire Annual Stockholders' Meeting will be broadcast (livestream) for the registered stockholders or their representatives on the InvestorPortal on the company's website

asm.lanxess.com

The stockholders can exercise their voting rights only in writing or by granting authorization to the proxies appointed by the company. The stockholders are requested to make particular note of the section "Performance of the Annual Stockholders' Meeting as a virtual annual meeting" (see Section II.1).

I. AGENDA

1. Presentation of the approved annual financial statement and the adopted consolidated financial statement for the year ended December 31, 2020, together with the consolidated management report for LANXESS Aktiengesellschaft and for the group of companies, including the explanatory report on the information pursuant to Section 289a Para. 1 as well as Section 315a Para. 1 of the German Commercial Code (HGB), as well as presentation of the report of the Supervisory Board for the fiscal year 2020

The Supervisory Board has approved the annual financial statement and the consolidated financial statement prepared by the Board of Management. The annual financial statement thus has been adopted pursuant to Section 172 Sentence 1 AktG. Accordingly, there will be no adoption of a resolution by the Annual Stockholders' Meeting.

The documents for this agenda item can be found at the company's website, asm.lanxess.com. The manuscript of the Chairman of the Board of Management's speech on this agenda item will be published in advance there, in order to allow registered stockholders to submit questions on the subject.

2. Adoption of a resolution regarding the appropriation of the balance sheet profits

The Board of Management and the Supervisory Board propose that the net retained profits of EUR 130,210,957.93 for the fiscal year 2020 shall be used as follows:

– Distribution of a dividend of	EUR 1.00
– per dividend-bearing no-par value share	EUR 86,346,303.00,
– Profit carried forward	EUR 43,864,654.93,
Total net retained profits	EUR 130,210,957.93.

The stated amounts available for dividends and profit carried forward were based on the dividend-bearing no-par value shares (86,346,303) existing when the Board of Management and the Supervisory Board proposed the resolution. The company holds 1,101,549 treasury shares that are not entitled to a dividend.

If the number of dividend-bearing no-par value shares changes before the date of the Annual Stockholders' Meeting, the following resolution, adapted to this change, will be proposed to the Annual Stockholders' Meeting: The dividend per dividend-bearing no-par value share of EUR 1.00 remains unchanged. Insofar as the number of dividend-bearing no-par value shares and therefore the sum of dividends increases, the amount of

profit carried forward shall decrease accordingly. Insofar as the number of dividend-bearing shares and therefore the sum of dividends decreases, the amount of profit carried forward shall increase accordingly.

The dividend will be paid out on Monday, May 24, 2021.

3. Adoption of a resolution on the ratification of the actions of the members of the Board of Management

The Board of Management and the Supervisory Board propose that formal approval be given for the actions of the members of the Board of Management in office during the fiscal year 2020 with respect to that fiscal year.

4. Adoption of a resolution on the ratification of the actions of the members of the Supervisory Board

The Board of Management and the Supervisory Board propose that formal approval be given for the actions of the members of the Supervisory Board in office during the fiscal year 2020 with respect to that fiscal year.

5. Appointment of the auditor

Upon recommendation of the Audit Committee, the Supervisory Board proposes that PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft, Frankfurt am Main, shall be appointed as

- a) auditor of the annual financial statements and the consolidated financial statements for the fiscal year 2021, as well as
- b) auditor for the review of the abbreviated financial statements and the interim management report for the Group as contained in the 2021 half-year report.

The Audit Committee has stated that its recommendation pursuant to the requirements in Article 16 Para. 2 and Para. 6 of Regulation (EU) No. 537/2014 of the European Parliament and of the Council of April 16, 2014, is free from improper influence by a third party and no clause has in particular been imposed upon it that restricts its choice to certain auditors.

6. Resolution on the approval of the compensation system for the Board of Management members

Pursuant to the newly created Section 120a Para. 1 AktG resulting from the German Act Implementing the Second Shareholder Rights Directive (ARUG II), the Annual Stockholders' Meeting must adopt a resolution on the approval of the compensation system for the members of the Management Board, as presented by the Supervisory Board, every time material changes are made and in any case at least

every four years. As of January 1, 2021 and taking account of the requirements of Section 87 a Para. 1 AktG, the Supervisory Board has resolved the compensation system for the Board of Management members shown in the annex to agenda item 6.

The Supervisory Board proposes the approval of the compensation system for the Board of Management members shown in the annex to this agenda item.

7. Resolution on compensation for the Supervisory Board members

Pursuant to Section 113 Para. 3 AktG in the version applicable under the German Act Implementing the Second Shareholder Rights Directive (ARUG II), at least every four years a resolution must be adopted on the compensation for the Supervisory Board members; a resolution confirming the current compensation is permitted. The current compensation for Supervisory Board members is set out in Article 12 of the Articles of Association. The underlying abstract compensation system is described in the annex to this agenda item.

The Board of Management and Supervisory Board propose confirmation of the compensation for the Supervisory Board members as set forth in the annex to this agenda item.

ANNEXES TO THE AGENDA ITEM

Annex to agenda item 6: compensation system for the Board of Management members

Principles and objectives of the compensation system

In fiscal year 2020, the Supervisory Board revised and updated the compensation system for the Board of Management members on the basis of the German Act Implementing the Second Shareholder Rights Directive (ARUG II) and the new version of the German Corporate Governance Code (GCGC) of December 16, 2019. Taking particular account of LANXESS's sustainable and strategic alignment, significant changes were implemented in the new compensation system as adopted by the Supervisory Board, and effective January 1, 2021. Specifically, the short-term variable compensation as well as the long-term variable compensation will be based on two measurable targets. In addition, the proportions of short-term and long-term variable compensation have been determined such that the long-term compensation components outweigh the short-term ones. The revised compensation system has been in effect since January 1, 2021 with an exception for the current Board of Management contracts. In order to maintain the previously agreed weighting for each compensation element and thus the amount of total compensation, for some of the current Board of Management contracts the recommendation

by the GCGC (German Corporate Governance Code) that the proportion of the long-term variable compensation be greater than that of the short-term variable compensation has not yet been implemented. In the case of future (re)appointments of Board of Management members, the Supervisory Board will apply the new compensation system to all new Board of Management contracts to be concluded.

The compensation system for the Board of Management is aimed at compensating the Board of Management members appropriately in accordance with their areas of activity and responsibility, and is meant to take account of the performance of each Board of Management member and the company's success. The aim of the compensation system is to support successful and sustainable corporate governance. Therefore, the compensation structure of LANXESS is aimed at providing incentives for successful efforts toward sustainable company performance, for achieving strategic company goals, and for creating long-term shareholder value. Both of the long-term variable components are measured according to company performance over several years, thereby setting long-term incentives. Because one of these long-term compensation components measures stock price development compared with an index, the management's objectives are aligned with the direct interests of the stockholders. In designing the Board of Management compensation, the Supervisory Board is also devoted to ensuring that it largely corresponds to the compensation system for top management levels in order to ensure a uniform incentive effect within LANXESS management.

Methods for defining and reviewing compensation for the Board of Management

Pursuant to Section 87a AktG, the Supervisory Board resolves a clear, comprehensible compensation system for the members of the Board of Management. The resolutions of the Supervisory Board on the compensation system are being prepared by the Supervisory Board's Presidial Committee. The Presidial Committee also prepares the regular review of the system and the amount of compensation for Board of Management members by the Supervisory Board. If needed, it suggests that the Supervisory Board makes amendments.

The Supervisory Board shall submit the compensation system resolved by it for approval following all significant changes, but at least every four years. If the Annual Stockholders' Meeting does not approve the compensation system for the Board of Management as submitted for agreement, a reviewed compensation system must be submitted for approval by no later than the subsequent Annual Stockholders' Meeting.

The appropriateness of the compensation will be reviewed by the Supervisory Board on a regular basis. It shall work with independent external personnel consulting companies for this purpose. Such a review was last conducted in fiscal year 2019.

In this review, the compensation of the Board of Management was compared with that of the companies listed in the MDAX and with that of a group of selected chemicals companies. This group includes the following companies: AkzoNobel, Beiersdorf, Clariant, Covestro, Evonik, Henkel, K+S, Linde, Lonza, Merck, Royal DSM, Solvay, Symrise, and Wacker Chemie. These companies were selected by the Supervisory Board on the basis of their comparability with regard to business model, sales, market capitalization, total assets and headcount. The criteria for determining the appropriateness of the compensation for an individual Board of Management member include, in particular, his duties, his personal performance, the economic situation, and the success and sustainable growth of the LANXESS Group. In addition, consideration is also given to compensation at comparable companies and the company's overall compensation structure with regard to the ratio between the compensation of the Board of Management and that of LANXESS's senior executives and the rest of the workforce, both overall and in terms of time.

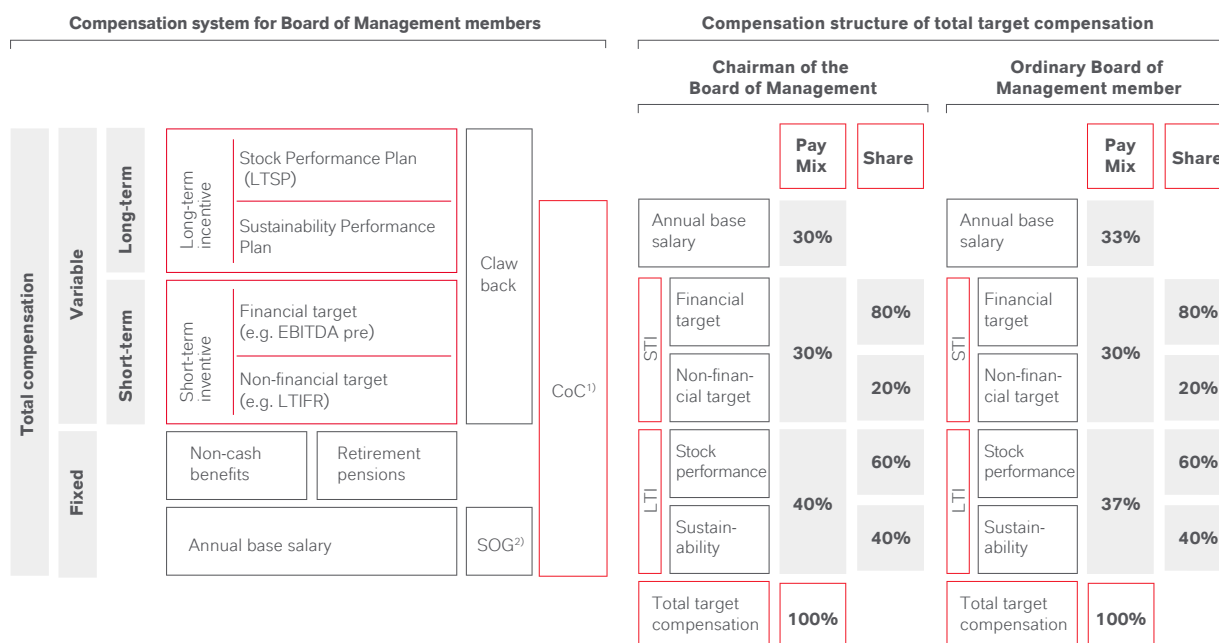
To avoid potential conflicts of interest, the members of the Supervisory Board are required to notify the Supervisory Board of all conflicts of interest. In this case, the Supervisory Board members shall not take part in voting on the resolutions for the relevant agenda items. If a conflict of interest results that is permanent and unresolvable, the respective Supervisory Board member shall resign from office.

Under AktG, the Supervisory Board can make temporary exceptions to the compensation system if so required for company's long-term well-being and if the compensation system lists the procedure for exceptions as well as the components of the compensation system that can be deviated from. In terms of procedure, such exception requires an explicit resolution from the Supervisory Board that specifically describes the length of time for the exception and the exception per se, as well as the reason in sufficient form. Objectively, the Supervisory Board can resolve on temporary exceptions in particular for the variable bonus components, as well as exceptions from the basic compensation and the other compensation components if this is in the interest of the company's long-term well-being.

Summary of compensation components

Effective January 1, 2021, the compensation system contains the components shown in the illustration below. The compensation system also contains a claw-back provision as well as a share ownership obligation that requires Board of Management members to invest a defined portion of their compensation in shares and to hold the shares for their term of office on the Board of Management ("Share ownership guideline"). The subject of the compensation system is also a limited-term right for extraordinary termination in the event of a change of control with limited severance provision ("Change of control"). The illustration also shows the relative percentage of each compensation component in the total target compensation for the Board of Management members.

Overview of Board of Management compensation



1) Change of control

2) Share Ownership Guideline

Individual compensation components:

The components of the compensation for members of the Board of Management are the base salary and the short-term and long-term variable components, which are the Annual Performance Payment (APP) for the Board of Management, and the Long-Term Incentive Plan (LTI), as well as a retirement pension. The two variable components APP and LTI are linked to LANXESS's annual performance and performance over a number of years and thus reward the sustainable, value-oriented development of the company. The Long-Term Incentive Plan (LTI) is comprised of the Long Term Stock Performance Plan (LTSP) and the Sustainability Performance Plan (SPP). The proportions of short- and long-term variable compensation have been determined such that the long-term compensation components outweigh the short-term ones. Below, each component of the compensation system, which stipulates a maximum limit for the compensation of the members of the Board of Management, and the compensation structure are explained in detail.

Annual base salary and fringe benefits

The fixed compensation comprises the annual base salary and compensation in kind, the latter consisting mainly of the tax value of perquisites, such as the use of a company car. The annual base salary of the members of the Board of Management is performance-based, market-oriented and in line with the above-mentioned benchmark group. It is paid in twelve equal monthly installments. The benefits in kind are limited to 15 percent of the base salary.

Short-term variable compensation

The APP of the Board of Management now takes account of two instead of one measurable target:

- › A financial target with a share of 80% of the individual APP and
- › A non-financial target with a share of 20% of the individual APP.

The targets and the payment curves for the APP of the Board of Management will be defined annually by the Supervisory Board for all members of the Board of Management before the start of each fiscal year. As a rule, subsequent changes are not permitted.

The financial target is currently the LANXESS Group's key controlling indicator, EBITDA pre exceptionals. 100% target attainment is achieved in the event of a certain EBITDA pre exceptionals defined by the Supervisory Board before the start of the fiscal year. The payment curve plots a straight line between this target and the upper or lower limit (0% and 200%).

On achievement of the financial target set by the Supervisory Board, the APP target attainment equals 100%. The Board of Management's financial target is published in the compensation report after the end of the fiscal year.

The current non-financial target is the lost time injury frequency rate (LTIFR: accidents per million hours worked) for accidents with days lost. This reflects the high importance of employee and site safety for LANXESS. The payment curve for the LTIFR, which is reported to one decimal place, takes a tiered approach in order to maintain the existing positive incident reporting culture. 100% target attainment is achieved in the event of a certain figure defined by the Supervisory Board before the start of the fiscal year. The lower limit of target achievement is 0%; the upper limit is 200%. The long-term goal is to avoid any accidents. Therefore, LANXESS will always set an ambitious target.

The APP payment percentage for the Board of Management and managers at the first level below the Board of Management relates to the individual underlying APP percentage. For the ordinary Board of Management members, a payment percentage of 100% equals 100% of the annual base salary. For the Chairman of the Board of Management, however, a payment percentage of 100% equals 125% of the annual base salary.

Within the APP, there is the option to grant an ad hoc discretionary bonus. This is used to recognize special performance or to provide an additional incentive and will be granted only as part of the Board of Management's APP. It is limited to 20% of the annual base salary. The discretionary bonus can be used only in exceptional cases and the Supervisory Board must be transparent about the reason.

The maximum target attainment for the Board of Management's APP (including discretionary bonus) is capped at 200%.

The Supervisory Board still reserves the right to reduce the APP in the event of serious occupational safety and/or environmental problems.

Long-term variable compensation

The Board of Management must be committed for the long term to the company and to promote and achieve sustainability. This means efficient handling of the capital provided by the stockholders and investors. LANXESS considers the heavy emphasis on sustainability as a key aspect of its own competitive advantage, not least because all facets of sustainability is in ever-higher demand by customers and consumers. Through such mechanisms as emissions certificates, sustainable production also has a direct impact on our financial performance. Overall,

therefore, sustainability is a key component of our strategy, which is now also reflected in the compensation system.

The LTI is also comprised of two uniform, measurable targets, which apply to all Board of Management members:

- › A component based on share price performance in the form of a Long Term Stock Performance Plan (LTSP) with a long-term percentage of individual LTI of 60 % and
- › A sustainability component in the form of the Sustainability Performance Plan (SPP) with a long-term percentage of individual LTI of 40%.

The LTSP is based on the price performance of the LANXESS share compared with a benchmark index, currently the MSCI World Chemicals Index. The existing LTSP has four tranches; performance is determined each year and at the end of each four-year term of the tranches, the payout rate is calculated on the basis of the annual individual values. When the tranche is due after four years, the rights are converted immediately into any payment amount. The payment curve plots a straight line between the target of 100% and the upper or lower limit (0% and 200%). Maximum target attainment is capped at two times the individual LTSP target percentage.

The SPP is an incentive to achieve long-term sustainability targets. The assessment period of these components is also four years. On the basis of LANXESS's published interim goal for 2025, the Supervisory Board adopted a CO₂ target for the first time for 2024, which is included in the SPP. In subsequent years, a different target criterion can be selected to reflect the company's current focus. This mechanism is meant to place an emphasis on different aspects of sustainability. The target and the payout curve for the SPP shall be defined annually before the start of the fiscal year by the Supervisory Board. Subsequent adjustments are permitted only in the case of the CO₂ targets to take M&A transactions into account. The payment curve plots a straight line between the target of 100% and the upper or lower limit (0% and 200%). Maximum target attainment is capped at two times the individual SPP target percentage.

The reference value for the LTSP and SPP is the annual base salary.

Retirement pensions

The retirement pensions for the members of the Board of Management are a contribution plan that provides company pension benefits after the members of the Board of Management end their employment relationship. These benefits are paid when the beneficiary reaches the age of 60 or 62 or if the beneficiary is permanently unable to work. They are paid to surviving dependents in the event of the beneficiary's death.

The retirement pensions stipulate a contribution to be made by the company equal to 50% of the annual base salary or 56.25% for the Chairman of the Board of Management. Moreover, the members of the Board of Management must themselves pay an amount from deferred compensation amounting to 12.5% of the APP of the Board of Management. The members of the Board of Management may increase their personal contribution to up to 25% of the APP. The calculation of the personal contribution is based on the APP to be paid, but is limited to a maximum of 100% target attainment. The sum of the contributions is capped. From the date of entitlement, up to 30% of the accumulated capital – including the interest thereon – may be converted to a pension benefit. If the service contract ends before the beneficiary reaches the age of 60 or 62, the company pays certain additional benefits up to a defined ceiling.

Maximum compensation

In accordance with Section 87a Para. 1 Sentence 2 No. 1 AktG, the Supervisory Board has determined an absolute amount in euros as the maximum compensation that can be granted to the Board of Management in a fiscal year. The maximum compensation was determined individually for each Board of Management member and includes all fixed and variable compensation components. The maximum compensation is EUR 9.4 million per year for CEO Matthias Zachert, EUR 3.5 million per year each for the ordinary Board of Management members Dr. Anno Borkowsky and Dr. Stephanie Coßmann and EUR 4.1 million per year each for the other ordinary Board of Management members currently Michael Pontzen and Dr. Hubert Fink.

Share Ownership Guideline

The Share Ownership Guideline (SOG) as introduced in 2018 and amended in 2020 defines the amount that the Board of Management members must invest in LANXESS AG. Over a period of four years, the members of the Board of Management are obliged to invest a defined percentage of their compensation in shares of LANXESS AG and hold the shares until the end of their employment contract (SOG target). The acquisition and holding are reviewed annually. The SOG target, as is the market standard for German companies, is 150% of annual base salary for the Chairman of the Board of Management and 100% of annual base salary for the other members of the Board of Management.

Compliance with this obligation must be documented annually during the four-year setup phase and then every three years thereafter. Any dividends from the LANXESS shares acquired belong to the Board of Management members. Otherwise, the dividend payment will not have an effect on the compensation for the Board of Management members.

Claw-back provision

There is a claw-back provision for the variable compensation. If a Board of Management member commits a serious breach of his duties to the company, the provision enables the Supervisory Board to demand that some or all of the variable compensation be withheld or that he be required to refund any payments already received.

This notwithstanding, if the Board of Management members cause harm by a breach of duty, the law provides that payments can be reduced or must be refunded.

Term of contract and termination of Board of Management activity

With regard to appointing members of the Board of Management or the term of the Board of Management contracts, the Supervisory Board shall observe the requirements under stock law and the recommendations of the GCGC. For a first-time appointment to the Board of Management, the term of office and of the employment contract is generally three years. For reappointments, the maximum term of the employment contracts is five years.

The employment contracts are concluded on a temporary basis and end on the deadline without requiring separate notice of termination. In the event of a change of control, the Board of Management members have a temporary, special right of termination as described in the Section below. This is without prejudice to the right of both parties for termination without notice for due cause.

The employment contracts of all Board of Management members provide for a general limit on any severance pay ("severance cap"): in the event of early termination of activity on the Board of Management, payments to a Board of Management member cannot exceed the value of two annual base salaries including the variable compensation components, but for a maximum of the remaining term of the contract. No severance payment shall be granted if the Board of Management member himself resigns, or if the company terminates him for due cause.

Change of control

Payments in the event of a termination of employment contract following a change of control are capped at two annual base salaries plus the Board of Management's APP and the SPP at 100% target attainment, accounting pro rata for the remaining term at the date of contract termination.

Signing bonus

As a rule, LANXESS does not pay a signing bonus.

Post-contractual non-compete agreement

No post-contractual non-compete agreements have been made. However, for the term after the end of the employment contract, an agreement can be made on a post-contractual non-compete agreement. In the event of a post-contractual non-compete agreement, in accordance with the GCGC the severance payment should be counted toward the compensation for this agreement.

Compensation from additional employment

If members of the Board of Management hold Supervisory Board mandates or similar offices in subsidiaries in which LANXESS holds a direct or indirect stake, or in associations and similar organizations that the company belongs to or is affiliated with on the basis of its business activities, the agreed annual base salary represents full and final compensation for this activity. Compensation paid for the aforementioned offices must be reported to LANXESS and will be deducted from the agreed payments.

Supervisory Board mandates and mandates in comparable controlling bodies of commercial enterprises outside the LANXESS Group can be held only with the prior consent of the Supervisory Board. In these cases, the Supervisory Board will also decide whether and to what extent the compensation will be counted.

Annex to agenda item 7: compensation for the Supervisory Board members

Compensation for Supervisory Board members of LANXESS AG is specified in Article 12 of the Articles of Association (hereafter attached). Accordingly, the Supervisory Board members receive an annual base compensation for their work. Variable compensation that depends on the achievement of certain accomplishments or targets shall not be paid to Supervisory Board members. The amount of the fixed compensation depends specifically on the activities performed on the Supervisory Board or its committees. The Supervisory Board members also receive a meeting attendance fee for taking part in Supervisory Board and committee meetings. The provisions under Article 12 of the Articles of Association have been in effect since the end of the last Annual Stockholders' Meeting on August 27, 2020.

The underlying, abstract compensation for the provision of the Articles of Association for the Supervisory Board members is specifically as follows (information under Section 113 Para. 3 Sentence 3 in conjunction with Section 87a Para. 1 Sentence 2 AktG):

1. The system for compensating Supervisory Board members provides for fixed remuneration only, plus a meeting attendance fee without a performance-based variable component and without stock-based compensation. Granting fixed remuneration only is the most common practice in other major German, publicly listed companies. The Board of Management and Supervisory Board are of the opinion that fixed remuneration only for Supervisory Board members is the most appropriate for ensuring the independence of the Supervisory Board. In this way, it can effectively perform the advisory and monitoring function for the Board of Management. In addition, the workload and liability risk of the Supervisory Board members are generally not in tandem with the economic success and earnings situation of the company. Rather, it is often the case that during difficult times when variable compensation typically declines extensive consultation and monitoring is required of the Supervisory Board members. Fixed compensation-only for the Supervisory Board members is also set forth in recommendation G.18 (1) of the German Corporate Governance Code (GCGC).
2. The Supervisory Board compensation includes the following components:
 - 2.1 The annual base compensation of the members of the Supervisory Board is EUR 80,000. The Chairman of the Supervisory Board will receive three times this amount, i.e., EUR 240,000 and the Vice Chairman will receive 1.5 times this amount, i.e., EUR 120,000. Thus, pursuant

to recommendation G.17 Sentence 1 of the GCGC the higher amount of time required for the Chairman and Vice Chairman of the Supervisory Board is taken into account when defining the compensation.

- 2.2 For committee memberships, additional compensation will be granted under the following rules: As a rule, Supervisory Board members who belong to a committee shall additionally receive half of the fixed remuneration, i.e., EUR 40,000 each. These are the Audit Committee and the Presidial Committee of the Supervisory Board of LANXESS AG. This does not apply to Supervisory Board members who belong to the Nominations Committee. These will each receive only one-eighth of the fixed remuneration, i.e., an additional EUR 10,000. No additional compensation is granted for membership in the Committee to be formed (the "Mediation Committee") pursuant to Section 27 Para. 3 of the German Co-determination Act (MitbestG).

The following applies to the committee chairmen: The Chairman of the Audit Committee shall receive in addition another half of the fixed remuneration, i.e., an additional EUR 40,000. Members of the Supervisory Board who chair a committee other than the Audit Committee or the Nominations Committee shall receive in addition a quarter of the fixed remuneration, i.e., an additional EUR 20,000. No additional compensation will be paid to the chairman of the Nominations Committee or the chairman of the Mediation Committee.

In accordance with recommendation G.17, Sentence 1 of the GCGC, the higher amount of time required for the chairman and the members of any committees is accounted for adequately. Experience shows that particularly for the chairman of the Audit Committee, there is much more preparation and work involved, not only in terms of quality but also quantity. Therefore, the chairman of the Audit Committee receives higher compensation than in other committees. The membership in the Nominations Committee also receives additional compensation due to the fact that its significance has increased in recent years and therefore requires a bigger time investment. However, as the workload is lower than it is in other committees, the additional compensation is reduced. No additional compensation will be given for the chairman of the Nominations Committee. The members and chairman of the Mediation Committee do not receive special compensation.

- 2.3 In addition, the members of the Supervisory Board receive a meeting attendance fee of EUR 1,500 per meeting for each meeting of the Supervisory Board and any committees they belong to. No meeting attendance fee is paid for meetings of the Mediation Committee.
- 2.4 In all, a member of the Supervisory Board receives compensation (comprising the annual base compensation and additional compensation for the chairman or membership in committees) totaling no more than three times the fixed remuneration. This is a maximum of EUR 240,000 each. This limit also applies to the chairman and his vice chairman. There is also a meeting attendance fee for each meeting.
- 2.5 All compensation and the meeting attendance fee are paid plus sales tax in the amount owed by the Supervisory Board member by law.
- 2.6 On behalf of the Supervisory Board members, the company has concluded a D&O insurance policy. This covers the liability owed by law for the breach of any obligations relating to their Supervisory Board activities, minus a deductible. The company will also reimburse each Supervisory Board member for properly documented, reasonable expenses and any sales tax owed by law on the reimbursement of expenses.
3. The Supervisory Board is tasked with advising and monitoring the Board of Management, which manages the company and its business under its own responsibility. The members of the Supervisory Board are entitled to reasonable compensation, the structure and amount of which take account of the requirements for the Supervisory Board office, the time required and the responsibility of the Supervisory Board members for the company. This complies with the existing Article of Association regarding Supervisory Board compensation. The amount and structure of the Supervisory Board compensation is in line with the market – particularly with regard to the Supervisory Board compensation of other comparable publicly listed companies in Germany. As a benchmark, the company has used the smaller German DAX and larger German MDAX companies for the criterion of market capitalization. The structure of compensation for the Supervisory Board is meant to recruit and retain candidates with excellent qualifications who have valuable knowledge specific to the subject matter and industry. This in turn lays the foundation for the best possible performance of advisory and monitoring activities by the Supervisory Board and makes a key contribution to promoting the business strategy and the long-term development of the company.
4. Compensation for membership on the Supervisory Board and its committees is due four weeks after the end of the financial year. The meeting attendance fees owed to each Supervisory Board member are due at the same time. There will be no other delays for the payment of compensation components.
5. Compensation for Supervisory Board members is fully stipulated in the Articles of Association. The compensation depends on the length of membership in the Supervisory Board and the length of membership on the committees. Members of the Supervisory Board who are on the Supervisory Board or a committee or who chaired a committee for only part of the fiscal year shall receive compensation that is reduced on a prorated basis. This amount is calculated with the precise number of days. No approval has been given for severance pay, retirement pay or early retirement rules.
6. The compensation rules apply equally to shareholder representatives and employee representatives on the Supervisory Board. The compensation and employment terms for employees have not been and are not relevant for the compensation system of the Supervisory Board. This is evident by the fact that the Supervisory Board compensation is paid for an activity that is fundamentally different from the employees' activities. A vertical comparison with employee compensation would not be appropriate. .
7. The compensation system for the Supervisory Board is resolved by the Annual Stockholders' Meeting at the suggestion of the Board of Management and the Supervisory Board. The Board of Management and Supervisory Board will review the compensation for the Supervisory Board members on a regular, continuous basis and submit a (confirmatory) resolution to the Annual Stockholders' Meeting in accordance with Section 113 Para. 3 Sentences 1 and 2 AktG at least every four years. Because the compensation is governed by the Articles of Association, these articles must be amended if the compensation system is modified. If the Supervisory Board deems it necessary, it will also consult with an independent external compensation advisor.

Naturally, when the Supervisory Board proposes resolutions to the Annual Stockholders' Meeting to set the Supervisory Board compensation, it is acting on its own behalf. This corresponds to the procedure under AktG. However, the Annual Stockholders' Meeting makes the decision on the compensation for the Supervisory Board. Furthermore, compensation for the Supervisory Boards of companies listed on the stock exchange are made public and therefore transparent for the decision of the Annual Stockholders' Meeting.

**Annex:
Article 12 of the Articles of Association
in the version resolved August 27, 2020**

- (1) Each member of the Supervisory Board shall receive fixed annual remuneration of EURO 80,000 each (the "fixed remuneration") for their services. The Chairman shall receive triple, his deputy one and a half times the fixed remuneration.
- (2) Members of the Supervisory Board who belong to a committee other than the Nominations Committee shall receive in addition one half of the fixed remuneration. Members of the Supervisory Board who belong to the Nominations Committee shall receive in addition one eighth of the fixed remuneration. The Chairman of the Audit Committee shall receive in addition another half of the fixed remuneration. Members of the Supervisory Board who chair a committee other than the Audit Committee or the Nominations Committee shall receive in addition a quarter of the fixed remuneration. No additional compensation is granted for membership in the Committee to be formed pursuant to Section 27 Para. 3 of the German Codetermination Act or for chairing the Nominations Committee. In all, a member of the Supervisory Board will receive a maximum of three times the fixed remuneration pursuant to the above provisions.
- (3) The fixed remuneration shall be payable four weeks after the end of the fiscal year. Members of the Supervisory Board who are on the Supervisory Board or a committee or who chaired a committee only during part of the fiscal year shall receive a fixed remuneration that is reduced on a prorated basis.
- (4) Each member of the Supervisory Board and its committees shall receive a meeting attendance fee of EUR 1,500 for each Supervisory Board meeting and committee meeting in which he participates. The committee to be formed under Section 27 Para. 3 MitbestG is not considered a committee under this (4). The meeting attendance fees owed to each Supervisory Board member in a fiscal year are due along with the fixed remuneration for the fiscal year.
- (5) All compensation set forth in Paragraphs (1) to (4) is subject to the addition of sales tax in the amount owed by law by the Supervisory Board members.
- (6) The Company shall reimburse the members of the Supervisory Board for any out-of-pocket expenses incurred in connection with the exercise of their office, including any sales tax accrued on such reimbursement.
- (7) The Company may take out liability insurance for the benefit of the members of the Supervisory Board to cover any legal liability arising from their activity on the Supervisory Board.

II. ADDITIONAL INFORMATION ON CONVENING AND HOLDING THE ANNUAL STOCKHOLDERS' MEETING

1. Performance of the Annual Stockholders' Meeting as a virtual Annual Stockholders' Meeting

With the approval of the company's Supervisory Board, the Annual Stockholders' Meeting will be held as a virtual Annual Stockholders' Meeting without the physical presence of the stockholders or their authorized representatives.

Stockholders or their representatives who are properly registered for the Annual Stockholders' Meeting are able to watch the entire Annual Stockholders' Meeting as a livestream. The registered stockholders can exercise their voting rights only by way of absentee ballot or by granting authorization to the proxies appointed by the company.

The registered stockholders or their representatives will be able to ask questions by way of electronic communications. The registered stockholders or their representatives will be able to object to a resolution of the Annual Stockholders' Meeting by way of electronic communications. Further details are listed below.

2. Requirements for the participation in the virtual Annual Stockholders' Meeting and exercise of voting rights

The following stockholders – personally or by way of proxy – are entitled to take part in the virtual Annual Stockholders' Meeting (i.e. to watch the livestream of the Annual Stockholders' Meeting) and to exercise voting rights:

- those who have registered in text form in German or English with the company and
- have demonstrated their entitlement to take part in the Annual Stockholders' Meeting and exercise voting rights, either by documenting their shareholding via the last intermediary in text form in German or English or by documenting their shareholding via the last intermediary in text form under the requirements of Section 67c Para. 3 AktG in conjunction with Article 5 of Commission Implementing Regulation (EU) 2018/1212.

The “last intermediary” as listed above is the person who keeps custody of the shares in a company as intermediary on behalf of a shareholder. An “intermediary” is a person who performs services

for custody or administration of securities or the management of safekeeping accounts for stockholders or other persons if the services relate to shares of a company with a registered office in a member country of the European Union or another member country of the Agreement on the European Economic Area.

The verification of stock ownership must refer to the beginning of the 21st day prior to the Annual Stockholders' Meeting, i.e. Wednesday, April 28, 2021 (00:00 hours CEST) (evidence reference date).

Registration and proof of stock ownership must be received by the company no later than Wednesday, May 12, 2021, 24:00 (CEST) (date of receipt decisive) at the following address:

LANXESS Aktiengesellschaft
c/o Deutsche Bank AG
Securities Production
General Meetings
Postfach 20 01 07
60605 Frankfurt am Main

E-mail: wp.hv@db-is.com
Fax: + 49 (0)69 12012-86045

The evidence reference date shall be authoritative for attendance and exercise and for the scope of voting rights in the Annual Stockholders' Meeting. In the relationship with the company, as regards participation in the Annual Stockholders' Meeting and exercising voting rights, only a person having furnished such special verification of stock ownership as of the evidence reference date shall be considered a Stockholder. Changes in stock ownership after the evidence reference date shall be without relevance for the participation right and the scope of voting rights. Anyone who as of the evidence reference date has not yet held any shares and who has acquired their shares only after the evidence reference date, therefore shall not be entitled to attend or vote, unless they are appointed as authorized representatives or proxy. Stockholders who have duly registered and furnished special verification of stock ownership, shall continue to be entitled to attend and to vote to the extent of the demonstrated stock ownership if they sell all or part of their shares after the evidence reference date. The evidence reference date is of no importance for dividend rights.

Upon receipt of registration and verification of stock ownership, stockholders entitled to attend or their representatives shall be sent registration confirmation for the virtual Annual Stockholders' Meeting. We ask stockholders to ensure in a timely way their

registration and provision of the verification of stock ownership by their depository institution so as to facilitate the organization of the Annual Stockholders' Meeting.

3. Livestream of the entire Annual Stockholders' Meeting

The entire Annual Stockholders' Meeting will be broadcast via livestream on Wednesday, May 19, 2021 starting at 10:00 a.m. (CEST) for registered stockholders of the company or their representatives on the InvestorPortal on the company's website at asm.lanxess.com. Stockholders will receive the required login information with their registration confirmation.

Other interested parties can watch the livestream of the speech by the chairman of the Board of Management online at asm.lanxess.com.

4. Exercising voting rights by absentee ballot

Stockholders or their representatives can exercise their voting rights by absentee ballot. In order to exercise absentee voting rights, registration and proof of stock ownership (see Section II.2) are required.

Absentee ballots can be requested in writing and in text form (by fax, or e-mail) by no later than Tuesday, May 18, 2021, 24:00 (CEST) (date of receipt decisive) from the company using the following contact information

LANXESS Aktiengesellschaft
c/o Computershare Operations Center
80249 Munich

Fax: +49 (0)89 309037-4675
E-mail: anmeldestelle@computershare.de

The absentee ballot form that can be used to vote by mail is printed on the registration confirmation and can also be accessed online at asm.lanxess.com.

Absentee ballots can also be submitted electronically on the InvestorPortal of the company at asm.lanxess.com. Absentee ballots can also be submitted via the InvestorPortal during the Annual Stockholders' Meeting, but must be completed no later than by the time stipulated by the chairman of the meeting in the course of the voting process.

For information about revoking or amending a submitted absentee ballot, and the relationship between submitted absentee ballots and the granting authorization (with instructions) to the company proxies, see the provisions of Section II.7. For more details on the absentee ballot process, stockholders can refer to the absentee ballot and proxy form or go to the website (asm.lanxess.com).

5. Voting rights exercised by proxies appointed by the company

Stockholders or their representatives have the option to authorize the proxies appointed by the company to exercise the voting rights. Even in the event that company proxies are authorized, registration and proof of stock ownership (see Section II.2) are required.

Once authorized, the proxies will exercise the voting rights only according to their instructions. The proxies must be given authorization and instructions on how to exercise the voting rights with regard to each agenda item that will be voted on. In the absence of explicit or clear instructions, proxies shall abstain from voting. The exercise of certain participation rights (such as asking questions or submitting motions, issuing declarations or objecting to resolutions of the Annual Stockholders' Meeting) by the proxies is not permitted.

The authorization and instructions to the company proxies can be submitted in writing and in text form (by fax, or e-mail) by no later than Tuesday, May 18, 2021, 24:00 (CEST) (date of receipt decisive) from the company using the following contact information

LANXESS Aktiengesellschaft
c/o Computershare Operations Center
80249 Munich

Fax: +49 (0)89 309037-4675
E-mail: anmeldestelle@computershare.de

A form that can be used to issue authorization and instructions is printed on the registration confirmation and can also be accessed online at asm.lanxess.com.

Authorizations and instructions to the company proxies can also be issued electronically on the InvestorPortal via the company's website at asm.lanxess.com. Authorization and instructions can also be issued via the InvestorPortal during the Annual Stockholders' Meeting, but must be completed no later than by the time designated by the chairman of the meeting in the course of the voting process.

For information about revoking or amending a granted authorization (with instructions) to the company proxies and the relationship between the authorizations (with instructions) granted to the company proxies and the absentee ballots cast, see the provisions of Section II.7. For more details on granting authorization, stockholders can refer to the information on the absentee ballot and proxy form or the website (asm.lanxess.com).

6. Shareholder rights exercised by a representative

After granting authorization, stockholders can have a representative – such as an intermediary, a voting rights advisor, a stockholders' association or other third party – exercise their voting rights and their other shareholder rights. Even if a third party is authorized, registration and proof of stock ownership (see Section II.2) are required.

Representatives cannot physically attend the Annual Stockholders' Meeting either. They can exercise the voting rights for the stockholders they represent only by absentee ballot or by issuing a sub(authorization) to the company proxies. The use of the company's InvestorPortal by the representative requires that the person granting authorization provide the representative with the login information that was sent with the registration confirmation for the Annual Stockholders' Meeting if the login information was not sent directly to the representative.

The authorization can be granted by declaration to the representative or to the company.

Authorization, its revocation as well as evidence of authorization shall be provided to the company in text form provided it is not granted according to Section 135 AktG. If proxy is granted according to Section 135 AktG (proxy granted to intermediaries, voting rights advisors, stockholders' associations or professional agents), there is no text form requirement. However, the proxy statement must be in a verifiable form. The proxy statement must furthermore be complete and shall only contain statements related to exercising voting rights. Stockholders are asked in these cases to check the form of proxy in advance with the institutions or persons being authorized.

The authorization can be submitted to the company in writing and in text form (by fax, or e-mail) by no later than Tuesday, May 18, 2021, 24:00 (CEST) (date of receipt decisive) from the company using the following contact information

LANXESS Aktiengesellschaft
c/o Computershare Operations Center
80249 Munich

Fax: +49 (0)89 309037-4675
E-mail: anmeldestelle@computershare.de

The same applies to proof of authorization granted to the representative. A form that can be used to issue authorization is printed on the registration confirmation and can also be accessed online at asm.lanxess.com.

The authorization can be granted to the company electronically as well as via the company's website at asm.lanxess.com. Authorization can also be granted via the InvestorPortal during the Annual Stockholders' Meeting, but must be completed no later than by the beginning of the voting process as stipulated by the chairman of the meeting. Proof of authorization to a representative via the InvestorPortal is not possible.

If a shareholder authorizes more than one person, the company can reject one or more of them. For more details on granting authorization, stockholders can refer to the information on the absentee ballot and proxy form or the website (asm.lanxess.com).

7. Amending and revoking absentee ballots cast or authorizations granted and instructions issued, relationship of absentee ballots to authorizations and instructions issued and other information on exercising voting rights

To revoke or amend absentee ballots cast or authorizations granted and instructions issued to a proxy, you can do so in writing or in text form (by fax, or e-mail) no later than Tuesday, May 18, 2021, 24:00 (CEST) (date of receipt decisive) using the following contact information

LANXESS Aktiengesellschaft
c/o Computershare Operations Center
80249 Munich

Fax: +49 (0)89 309037-4675
E-mail: anmeldestelle@computershare.de

They can also be revoked or amended via the InvestorPortal no later than by the time stipulated by the chairman of the meeting in the course of the voting process.

If absentee ballots, authorizations and instructions to the company proxies are received for the same stock ownership, the absentee ballots will always take priority; the company proxies will not utilize any authorizations granted to them and will not represent the relevant shares.

If contradictory statements are submitted for the same stock ownership via different transmission routes and it is unclear which statement was most recently submitted, they will be recognized in the following order: 1. Via the internet (InvestorPortal) 2. Via e-mail, 3. Via fax and 4. In paper form.

For more details, stockholders can refer to the explanations on the absentee ballot and proxy form, or go to the website (asm.lanxess.com).

8. Motions for addendum to the agenda under Section 122 Para. 2 AktG

Stockholders whose total shares together amount to one-twentieth of the capital stock or a pro-rated amount of EUR 500,000 (the latter corresponds to 500,000 shares) may demand under Section 122 Para. 2 AktG that items be added to the agenda and announced. Each new item must be accompanied by a justification or proposal.

Any motions shall be sent in writing to the company's Board of Management. We request that proposals are sent to the following address:

To the Board of Management of
LANXESS Aktiengesellschaft
Legal & Compliance Department
Kennedyplatz 1
50569 Cologne

The request must be received by the company at least 30 days before the meeting, i.e., no later than Sunday, April 18, 2021, 24:00 (CEST) (date of receipt decisive). Any motions for amendments received after such day shall not be considered.

A motion for amendments will only be considered if the applicants prove that they have owned the aforementioned minimum number of shares for no less than 90 days prior to the request being received, and that they have held the minimum shareholding up until and including the decision of the Board of Management on the motion for amendments.

Draft resolutions attached to requests for addenda will be considered submitted to the virtual Annual Stockholders' Meeting if the stockholder submitting the request is registered and has submitted proof of their stock ownership (see Section II.2.).

Further information is available on the company's website at asm.lanxess.com.

9. Motions and voting nominations by stockholders in accordance with Section 126 Para. 1 and Section 127 AktG, Section 1 Para. 2 Sentence 3 Covid-19 Act

Stockholders can submit motions, including the reason, against the proposals of the Board of Management and/or Supervisory Board on a particular agenda item and nominate auditors for election (agenda item 5).

Such motions and nominations must be sent to the address below and must be received there at least 14 days before the Annual Stockholders' Meeting, i.e., no later than Tuesday, May 4, 2021, 24:00 (CEST) (date of receipt decisive):

LANXESS Aktiengesellschaft
Legal & Compliance Department
Kennedyplatz 1
50569 Cologne

Fax: +49 (0)221 8885-4806
E-mail: hv2021@lanxess.com

Motions and nominations received by the deadline at the above address with proof of stock ownership will be published online immediately at asm.lanxess.com if they must be made available to other stockholders. Any potential position statements by the administration will also be published at the stated Internet address. Motions and nominations sent to other addresses or after the deadline will not be counted.

Motions and nominations that must be made available will be considered as submitted to the Annual Stockholders' Meeting if the stockholder submitting the motion or nomination is registered for the Annual Stockholders' Meeting and has submitted proof of their stock ownership (see Section II.2.). This is without prejudice to the meeting chair's right to have votes cast on the administrations' proposals first.

Further information, in particular about the circumstances under which motions and nominations do not have to be made available, can be found on the website of the company at asm.lanxess.com.

10. Right to submit questions under Section 1 Para. 2 Sentence 1 No. 3 Sentence 2 Covid-19 Act

Stockholders do not have a right of information under Section 131 Para. 1 AktG during the virtual Annual Stockholders' Meeting. However, stockholders who are registered and have submitted proof of their stock ownership (see Section II.2) or their representatives have the right to submit questions to the company in advance by no later than one day before the virtual Annual Stockholders' Meeting, i.e., no later than Monday, May 17, 2021, 24:00 (CEST) via electronic communications in German. To do so, see asm.lanxess.com for the InvestorPortal. No other form of transmission is permitted. After this date and during this Annual Stockholders' Meeting, no questions can be submitted or asked.

The Board of Management will decide at its own discretion how to answer the questions submitted (Section 1 Para. 2 Sentence 2 Covid-19 Act). The answers will be given pursuant to the content requirements of Section 131 AktG. Questions and answers should be grouped by topic if possible. While questions are being answered, the Board of Management reserves the right to give the name of the stockholder or proxy if the stockholder or proxy has consented.

Further information is available on the company's website at asm.lanxess.com.

11. Objection under Section 245 No. 1 AktG, Section 1 Para. 2 Sentence 1 No. 4 Covid-19 Act

Stockholders who are registered and have submitted proof of stock ownership (see Section II.2) can object to resolutions of the Annual Stockholders' Meeting electronically for the records of the officiating notary from the start to the end of the virtual Annual Stockholders' Meeting via the company's InvestorPortal (asm.lanxess.com). The company's proxies cannot object to any resolutions of the Annual Stockholders' Meeting for the records of the officiating notary.

12. Total number of shares and voting rights

At the time of the notice convening the Annual Stockholders' Meeting, a total of 87,447,852 no-par value shares have been issued. Each share issued equals one vote. As of the notice of meeting, the company holds 1,101,549 treasury shares. The company has no voting rights under these treasury shares.

13. Information on the Company's website and data privacy

In compliance with Section 124a AktG, this notice of the Annual Stockholders' Meeting, the documents to be made available, and other information in connection with the Annual Stockholders' Meeting are available on the company's website at asm.lanxess.com. After the Annual Stockholders' Meeting, the voting results will be published on the company's website at asm.lanxess.com. Information about data privacy for stockholders can be found in the annex to this Notice of Meeting (see Section III).

Cologne, April 2021

LANXESS Aktiengesellschaft
The Board of Management

III. INFORMATION ON DATA PRIVACY FOR STOCKHOLDERS

LANXESS Aktiengesellschaft, Kennedyplatz 1, 50569 Cologne is the controller in charge of processing personal data of stockholders (last and first names, address, E-mail address, number of shares, type of share ownership and registration number) and if necessary any personal data of the stockholder representatives based on the applicable data privacy laws.

The personal data of stockholders and stockholder representatives is required by law for the proper preparation of and for properly holding the virtual Annual Stockholders' Meeting, for shareholders to exercise their voting rights, and for taking part in the meeting via livestream.

The legal basis for processing is Article 6 Para. 1 Sentence 1 c) General Data Protection Regulation (GDPR) in conjunction with Sections 118 et seq. AktG and Section 1 Covid-19 Act. Furthermore, data processing that is needed to organize the virtual Annual Stockholders' Meeting is permitted on the basis of overriding legitimate interests (Article 6 Para. 1 Sentence 1 f) GDPR). LANXESS Aktiengesellschaft generally receives personal data from stockholders via the registration office from the credit institutions that the stockholders have hired to hold their shares (so-called custodian bank).

The providers mandated by LANXESS Aktiengesellschaft for the purposes of organizing the virtual Annual Stockholders' Meeting process the personal data of stockholders and stockholder representatives only upon instruction of LANXESS Aktiengesellschaft and only to the extent necessary to perform the service commissioned. All employees of LANXESS Aktiengesellschaft and the employees of the providers mandated that have access to personal data of the stockholders or stockholder representatives and/or process this data are obligated to treat this data as confidential. In addition, personal data of stockholders or stockholder representatives that exercise their voting rights will be provided to other stockholders and stockholder representatives (particularly the list of attendees under Section 129 AktG) in accordance with the law. This also applies to questions that the stockholders or their representatives may have submitted in advance (Section 1 Para. 2 Sentence 1 No. 3 Covid-19 Act). While questions are being answered, the Board of Management reserves the right to give the name of the stockholder or proxy if the stockholder or proxy has consented.

Personal data of stockholders or their representatives will also be made accessible or provided for motions for additional agenda items, countermotions, nominations or objections filed under the legal requirements and under certain conditions.

LANXESS Aktiengesellschaft will delete the personal data of the stockholders and stockholder representatives in accordance with the law, particularly if the personal data is no longer needed for the original purposes of collection or processing, the data is no longer needed in relation to any administrative or legal proceedings, and there are no legal retention obligations.

In accordance with the law, the stockholders and their representatives have the right to obtain information about their personal data that was processed and to request the rectification or erasure of their personal data or limitation of processing. The stockholders or their representatives are also entitled to file a complaint with the supervisory authorities. If personal data is processed on the basis of Article 6 Para. 1 Sentence 1 f) GDPR, the stockholders or stockholder representatives also have a right of objection as provided by law.

For comments and questions on the processing of personal data, stockholders or their representatives may contact the data protection officer of LANXESS Aktiengesellschaft at:

LANXESS Aktiengesellschaft
Data Protection Officer
Kennedyplatz 1
50569 Cologne
E-mail: datenschutz@lanxess.com

For more information on data privacy, stockholders and their representatives should consult the LANXESS Aktiengesellschaft website at asm.lanxess.com/data_protection_information_for_shareholders

CONTACT

Investor Relations

Phone: +49 (0)221 8885-1272

You can find the Annual Report

on our website at:

<https://lanxess.com/en/Investors/Reporting>

www.lanxess.com

WKN 547040

ISIN DE0005470405

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