

### **LANXESS awarded Top Employer China for sixth consecutive year**

**Shanghai, January 17, 2023** - Specialty chemicals company LANXESS today was awarded Top Employer China 2023, marking the sixth consecutive year it has won this honor. The company's overall score was significantly higher compared to the last year, with particularly outstanding performance in the areas of employee learning and development, leadership development and culture.

"The consecutive awarding of Top Employer China to LANXESS is the best recognition of our sustainable development capabilities in China. An excellent talent strategy is the key to long-term success. Through a range of effective measures, LANXESS is committed to creating for its employees a work environment featuring inclusion and respect, and continuously providing the stage for learning and development. We are confident that this will enable us to maintain strong resilience and realize longer-term development in China," Ming Cheng Chien, President LANXESS Asia-Pacific Region, said.

#### **Offering digital learning experience to enhance onboarding efficiency**

As part of employee learning and development, onboarding is of great importance. It is not only the first impression of the company but also determines whether employees can keep pace with the company, build a sense of belonging as quickly as possible and get a good start for the future work.

LANXESS launched an onboarding digital platform in 2022. By combining digital workplace experience with onboarding, it fits the learning process of new employees in the onboarding stage and familiarizes them with LANXESS efficiently. The platform not only covers LANXESS' organizational structure, values and principles, the company's sustainability, diversity and inclusion, and digital transformation, but also introduces in detail remuneration and benefits, learning and development, performance dialogue and talent program, safety, IT system, among others. On this digital platform,

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new employees can intuitively learn about LANXESS through interactive Q&A, chatbots, videos, slideshows and relevant links.

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### **Enhancing D&I culture and boosting women's growth**

Under the current complex external environment, Diversity & Inclusion (D&I) has become a priority for organizational management within a company. At LANXESS, there are employees from over 30 countries and 80 nationalities. As early as in 2012, the company launched its D&I program globally, focusing on gender, nationality, intelligence/physical ability, age and other issues to promote innovation in diversity through a series of practices.

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In terms of gender equality in particular, LANXESS is driving the growth of women step by step according to plan, helping them to better build awareness and concept of leadership. To this end, LANXESS has established the Women's Committee within the company, assisting female employees in better planning their career development. Through training and salons, the committee encourages female employees to share their experiences in career development and exchange their experiences in work and life, and learn to proactively show their abilities and strive for leadership positions. By 2021, the proportions of female employees, female management and female plant managers in LANXESS Greater China were 26%, 32% and 23% respectively.

### **Building a resilient organization together from benefits to well-being**

Nowadays, both organizations and individuals are faced with many tests, and agility and resilience have become frequently discussed keywords. At LANXESS, every employee has access to benefits such as fair and market-based compensation, flexible work, learning and development opportunities, family and health, and financial protection. Beyond benefits, LANXESS also enhances employees' engagement and happiness and strengthens the resilience of both employees and the company in crisis through comprehensive programs regarding body, mind and social aspects. For instance, the

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company encourages everyone to make use of mobile working, flexible working time models, etc. to balance life and work. At the beginning of 2022, LANXESS procured emergency supplies in time and distributed vegetable and fresh food to employees quarantined at home. Meanwhile, online psychological training and sharing activities were also held by the company to help employees relieve emotional distress.

It has been proven that it is the continuous upgrading of organizational capabilities through corporate culture, talent strategy and employee well-being that enables LANXESS to maintain sufficient resilience in an unpredictable environment. By realizing win-win symbiosis of social value, staff value and corporate value, LANXESS has developed key advantages for long-term sustainable development of the company.

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## Press Release

### About LANXESS

LANXESS is a leading specialty chemicals company with sales of EUR 6.1 billion in 2021. The company currently has about 13,200 employees in 33 countries. The core business of LANXESS is the development, manufacturing and marketing of chemical intermediates, additives and consumer protection products. LANXESS is listed in the leading sustainability indices Dow Jones Sustainability Index (DJSI World and Europe) and FTSE4Good.

### LANXESS China

On January 31, 2005, the company was initially listed on the Frankfurt Stock Exchange and LANXESS Chemical (China) Co., Ltd. officially started operations. LANXESS now has 13 subsidiaries, 6 R&D centers and 7 production sites with around 1,200 employees in Greater China. LANXESS works closely with its local partners to develop market-oriented solutions that meet local market needs.

### Forward-Looking Statements

This company release contains certain forward-looking statements, including assumptions, opinions, expectations and views of the company or cited from third party sources. Various known and unknown risks, uncertainties and other factors could cause the actual results, financial position, development or performance of LANXESS AG to differ materially from the estimations expressed or implied herein. LANXESS AG does not guarantee that the assumptions underlying such forward-looking statements are free from errors, nor does it accept any responsibility for the future accuracy of the opinions expressed in this presentation or the actual occurrence of the forecast developments. No representation or warranty (expressed or implied) is made as to, and no reliance should be placed on, any information, estimates, targets and opinions, contained herein, and no liability whatsoever is accepted as to any errors, omissions or misstatements contained herein, and accordingly, no representative of LANXESS AG or any of its affiliated companies or any of such person's officers, directors or employees accept any liability whatsoever arising directly or indirectly from the use of this document.

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