

LANXESS – Conference Presentation

A successful year: promise and delivery Q4 proves resilience

Investor Relations

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1 A strong foundation for the future

- 2 Q4 2018 proves resilience
- 3 Back-up



Our journey: Shaping LANXESS





Resilience

Clear strategy accelerates transformation

Faster leverage of synergies

- Focus on high yield growth CAPEX projects
- Early exit of synthetic rubber*:

Financials immediately strengthened again

Improved business and financial risk profile

Improving portfolio of businesses



Organic growth

- Several projects of manageable size underway
- Attractive, return-improving project ROCE (~20%)

Portfolio management

- Acquisitions executed at reasonable prices strengthen portfolio and add resilience
- Divestments prove diligent approach to portfolio management





Self-help measures in execution



Restructuring

- Site closures where restructuring is necessary
- Continuous evaluation of businesses

Synergies

- Realization of Chemtura synergies ahead of plan
- Sales synergies not included, providing further cushion in softening environment





Solid foundation for the LANXESS platform

More diversified and resilient end market exposure...



End market split by sales Others 15% 20% Construction, E&E, 15% Leather 20% 10% Agro Chemicals 10% 15% Chemicals 30% Automotive 45% 20%

2014

2018

...and EBITDA-margin in targeted corridor



Trajectory to mid-term target [EBITDA pre margin] 18% Ø14-18%* 14.1% 14% 13.3% 12.9% 11.2% 10.1% 10% 8.9% 6% [...] 2018 2021 onwards 2017 2013 2014 2015 2016

Figures until 2017 incl. ARLANXEO
* Group EBITDA pre margin through the cycle

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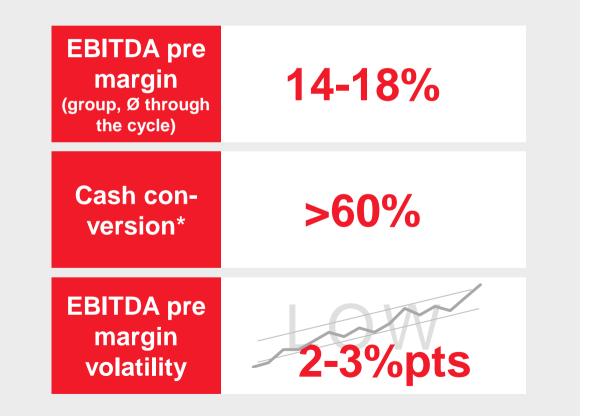
Self-help measures in place to achieve goals and become more resilient



Self-help measures

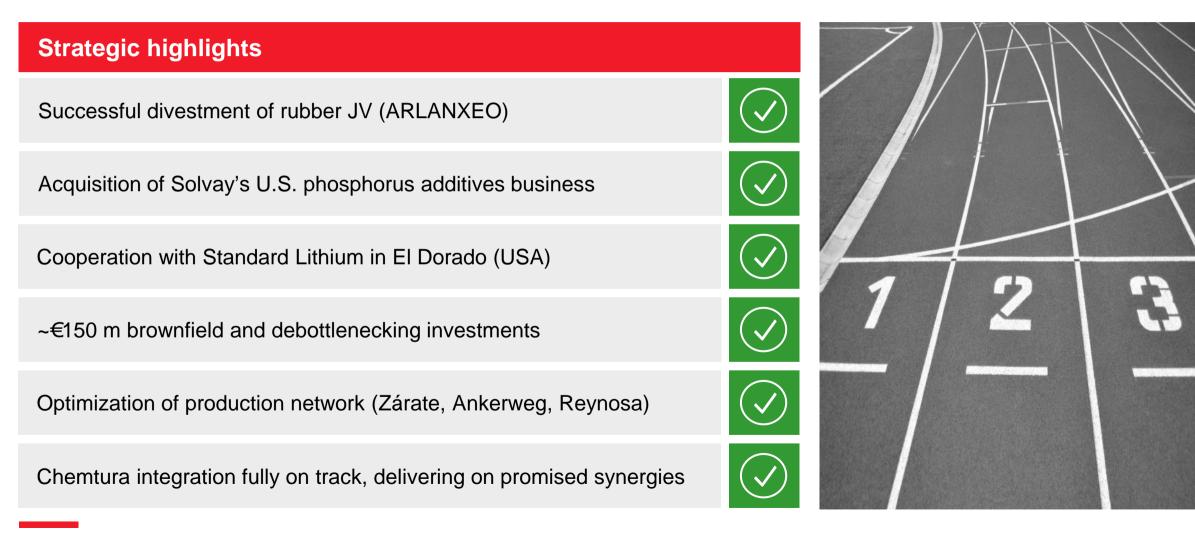
- Debottlenecking and brownfield growth capex (ROCE of ~20%)
- Implementation of remaining €30 m synergies from Chemtura until 2020
- Saltigo improvement
- Take Organometallics' margin to industry level (~15%)
- Further portfolio alignment





FY 2018: Strategic milestones achieved





FY 2018: Delivered as promised - strong earnings despite FX and macro economic burden



Despite weakening economy, delivery on upper end of guidance (EBITDA pre €1,016 m)

Price pass-through and volume momentum even in Q4

Stronger portfolio clearly shows resilience and enables the offsetting of weak Saltigo, Leather and Inorganic Pigments businesses

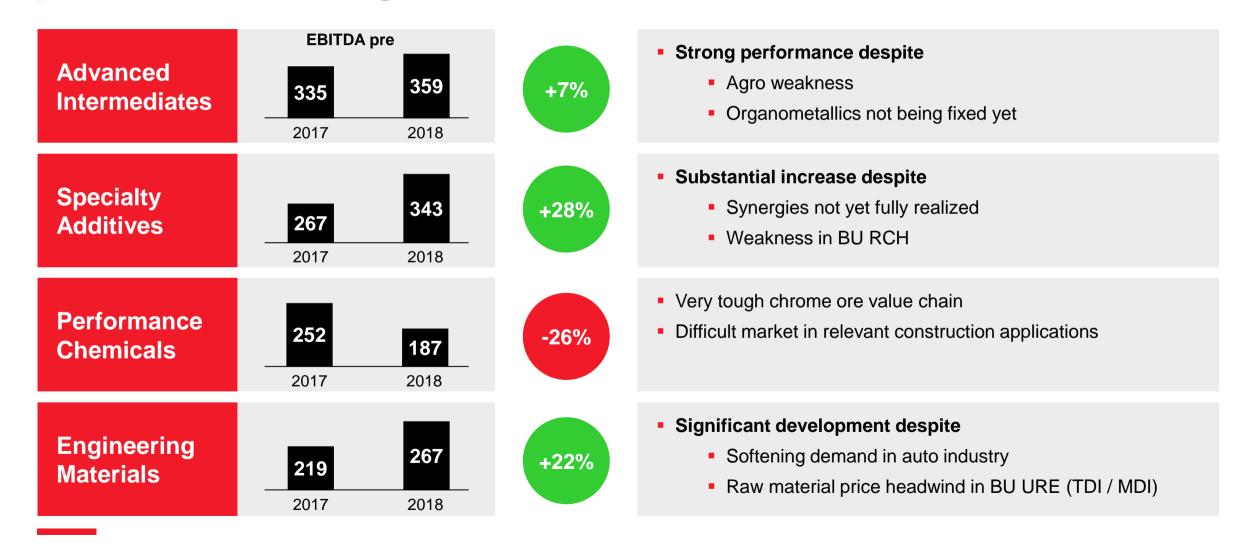
Strengthened balance sheet as platform for further growth





FY 2018: Improved results in three segments drive performance in tougher environment





Q4 2018: Proof of more resilient portfolio



Business highlights / lowlights

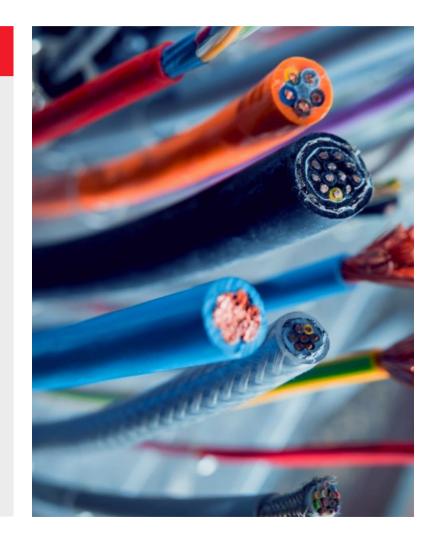
8% sales growth driven by volume and price increases

EBITDA pre flat despite higher energy and freight costs

First indication of recovery in BU Saltigo

Softening in automotive and construction markets

BU Leather with potential to improve



Ongoing political risks lead to increased uncertainty about economic development



Relevant economic trends 2019	 General economic development is uncertain Moderate softening in auto premium segment in China assumed China growth expected on lower level
LANXESS	 EBITDA pre expected around previous year's level
FY 2019	(including IFRS 16 effect)*
LANXESS	 Stable YoY development (including IFRS 16 effect) despite
Q1 2019	weakening of some markets

* Reclassification of ~€35 m from operating result to depreciation and interest expense leading to EBITDA pre improvement

The journey continues - exciting times ahead



Solid platform	Business units leading in growing marketsRobust regional set-up	
Targeted growth	 Leveraging our efficient value chains with focus on higher value-add products Strong organic growth pipeline balanced over all segments - capital allocation with high reward but low risk 	Contraction of the second seco
Energizing Chemistry	 Team with proven race experience Keen on execution Building a more profitable and resilient LANXESS engine 	





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[€m]	Q4 2017	Q4 2018	yoy in %
Sales	1,635	1,766	8%
EBITDA pre	179	179	0%
margin	10.9%	10.1%	
EPS (group)	-0.54	1.08	>100%
EPS pre (continuing) ¹	0.43	0.61	42%
Capex	194	240	24%

[€m]	31.12.2017 ²	30.09.2018	31.12.2018	Δ seq%
Net financial debt ³	2,252	2,514	1,381	-45%
Net working capital	1,948	1,535	1,455	-5%

- Higher sales driven by strong pricing <u>and</u> volume increases
- Flat EBITDA pre due to price passthrough of increased raw material prices; higher volumes offset by rise in energy and freight costs
- Margin dilution reflects price passthrough
- EPS boosted by book gain from ARLANXEO divestment, reduced exceptionals and in 2017 negative U.S. tax effect
- Higher capex resulting from investments in debottleneckings
- Reduced net debt due to proceeds from ARLANXEO divestment

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¹⁾ Net of exceptionals and amortization of intangible assets as well as attributable tax effects

Q4 2018: Positive price and volume growth offset by higher operating costs



Q4 yoy sales variances	Price	Volume	FX	Portfolio	Total
Advanced Intermediates	+8%	+11%	1%	0%	+20%
Specialty Additives	+3%	-2%	+0%	+4%	+4%
Performance Chemicals	-1%	-4%	+1%	-1%	-5%
Engineering Materials	+5%	+9%	+1%	0%	+15%
LANXESS	+4%	+3%	+1%	+1%	+8%

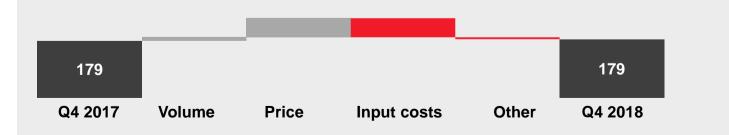
Sales growth driven by successful raw material price pass-through (esp. BUs AII, ADD and HPM) and increased volumes in segment Advanced Interm. and BU HPM

 Effect from acquisition of Solvay's phosphorus additives mitigated by divestment of chlorine dioxide business

Flat EBITDA pre: higher volumes offset by higher operating costs (e.g. energy, freight)

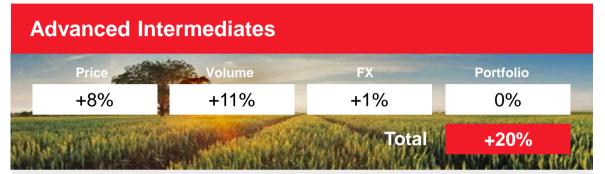
 "Other" cost items mitigated by positive FX effects

Q4 yoy LANXESS EBITDA pre bridge [€m]



Q4 2018: Both segments with improved results and margins





- Price increase mainly driven by successful raw material price pass-through in BU AII
- Solid volume growth in BU AII; new contracts in BU SGO, over emphasized volumes by IFRS 15 effect
- Improved EBITDA pre and margin despite higher energy and freight cost in BU AII; BU SGO with improved utilization

Specialty Additives



- All businesses with positive price development driven by successful raw material price pass-through
- Volume decline in BU RCH due to lower auto demand
- Portfolio reflects acquisition of Solvay's U.S. phosphorus additives business
- EBITDA pre and margin also improved due to synergies

[€m]	Q4'17	Q4'18	[€m]	Q4'17	Q4'18
Sales	470	562	Sales	451	470
EBITDA pre	60	73	EBITDA pre	71	78
Margin	12.8%	13.0%	Margin	15.7%	16.6%

Q4 2018: Engineering Materials continuously strong on high level, Performance Chemicals still weak





- BU MPP and BU LPT with price and volume increases driven by good demand
- Price and volume decline in BU IPG and BU LEA reflect site closure, lower chrome prices (both LEA) and softer construction market (IPG)
- Consequently, EBITDA pre and margin drop

Engineering Materials



- Strong price increase mainly driven by successful raw material price pass-through in BU HPM
- Volume increase in BU HPM, however somewhat inflated by a trade business deal
- Solid EBITDA pre and margin reflect good operational performance

[€m]	Q4'17	Q4'18	[€m]	Q4'17	Q4'18
Sales	339	323	Sales	340	391
EBITDA pre	48	24	EBITDA pre	35	43
Margin	14.2%	7.4%	Margin	10.3%	11.0%

Q4 2018: Good operational performance and ARLANXEO divestment drive net income



[€m]	Q4 :	Q4 2017		Q4 2018	
Sales	1,635	(100%)	1,766	(100%)	8%
Cost of sales	-1,240	(-76%)	-1,381	(-78%)	-11%
Selling	-207	(-13%)	-213	(-12%)	-3%
G&A	-104	(-6%)	-89	(-5%)	14%
R&D	-22	(-1%)	-30	(-2%)	-36%
EBIT	40	(2%)	45	(3%)	13%
Profit from continuing operations	-48	(-3%)	15	(1%)	>100%
Profit from discontinued operations	-1	(0%)	111	(6%)	>100%
Minorities	0	(0%)	27	(2%)	>100%
Net Income	-49	(-3%)	99	(6%)	>100%
EPS pre* (continuing)	0.43		0.61		42%
EBITDA	147	(9%)	166	(9%)	13%
thereof exceptionals	-32	(-2%)	-13	(-1%)	-59%
EBITDA pre exceptionals	179	(10.9%)	179	(10.1%)	0%

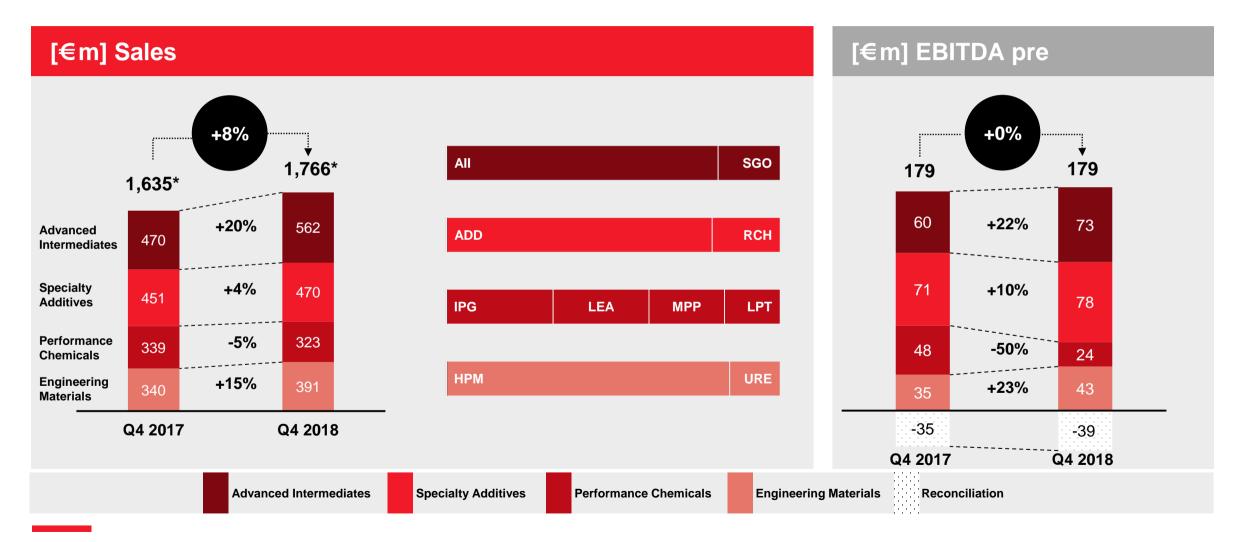
- Sales increase due to higher prices and volumes
- Increase in selling expenses driven by higher freight costs
- Improved G&A costs mainly reflect synergies and variable compensation
- Higher R&D costs due to product registrations and new strategic projects
- Net income boosted by book gain from ARLANXEO divestment (€90 m); PY impacted by one-time effect from U.S. tax reform

Solid result in challenging environment

* Net of exceptionals and amortization of intangible assets as well as attributable tax effects and non-recurring effects of the U.S. tax reform (2017)

Q4 2018: Sales and double-digit EBITDA growth in three segments, Performance Chemicals weak

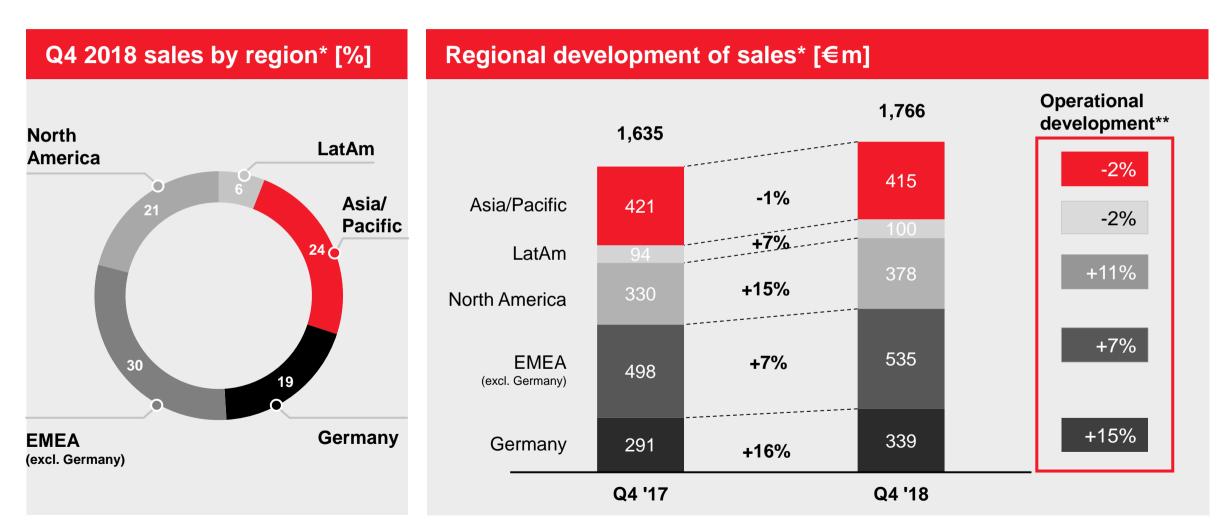




* Total group sales including reconciliation

Q4 2018: Sales increase in most regions – slightly softer demand in Asia



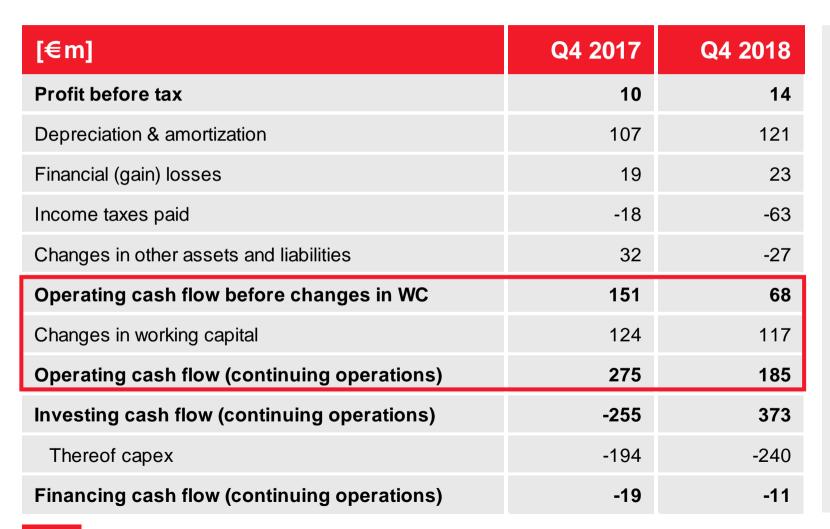


* All figures are indicative only

** Currency and portfolio adjusted

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Cash flow Q4 2018: Timing of some items impacts operating cash flow



- Incomparable timing of tax payments
- Changes in other assets and liabilities driven by lower provisions for variable compensation and utilization of provisions, e.g. restructuring
- Changes in working capital comparable to previous year's level
- Investing cash flow significantly improved due to proceeds from ARLANXEO divestment, reduced by pension funding and investment of remaining amount
- Capex increase driven by debottlenecking investment program

Balance Sheet: Solid!

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[€m]	31.12.2017 ¹	30.09.2018	31.12.2018
Total assets	10,411	10,545 ¹	8,687
Equity (incl. non-controlling interest)	3,413	3,626 ¹	2,773
Equity ratio	33%	34% ¹	32%
Net financial debt (incl. Treasury Financial Assets)	2,252	2,514	1,381
Near cash, cash & cash equivalents	588	181	797
Pension provisions	1,490	1,247	1,083
ROCE ²	9.3%	-	11.4%
Net working capital	1,948	1,535	1,455
DSI (in days) ³	65	68	69
DSO (in days) ⁴	51	46	46

- Reduced total assets due to deconsolidation of ARLANXEO
- Substantially reduced net financial debt resulting from ARLANXEO divestment
- Cash proceeds partly included in treasury financial assets
- Significantly lower pension provisions due to €200 m funding
- Improved ROCE reflects higher return of New LANXESS
- Seasonal improvement in net working capital

¹⁾ LANXESS Group including ARLANXEO ²⁾ 2018 adjusted for cash proceeds received from Saudi Aramco (€1.4 bn less €200 m pension funding) ³⁾ Days sales of inventory calculated from quarterly sales ⁴⁾ Days of sales outstanding calculated from quarterly sales





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Housekeeping items



LANXESS financial expectations

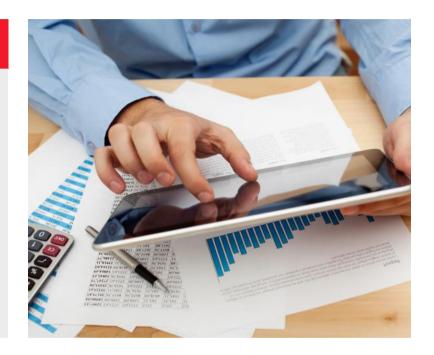
Capex 2019:

~€500 m

~€450 m

- Operational D&A 2019:
- Reconciliation 2019:
- Tax rate:
- Exceptionals 2019:
- FX sensitivity:

- ~€150 m €160 m including remnant costs lower end of 30-35%
- €30 m €60 m based on current initiatives one cent change of USD/EUR resulting in ~€7 m EBITDA pre impact before hedging

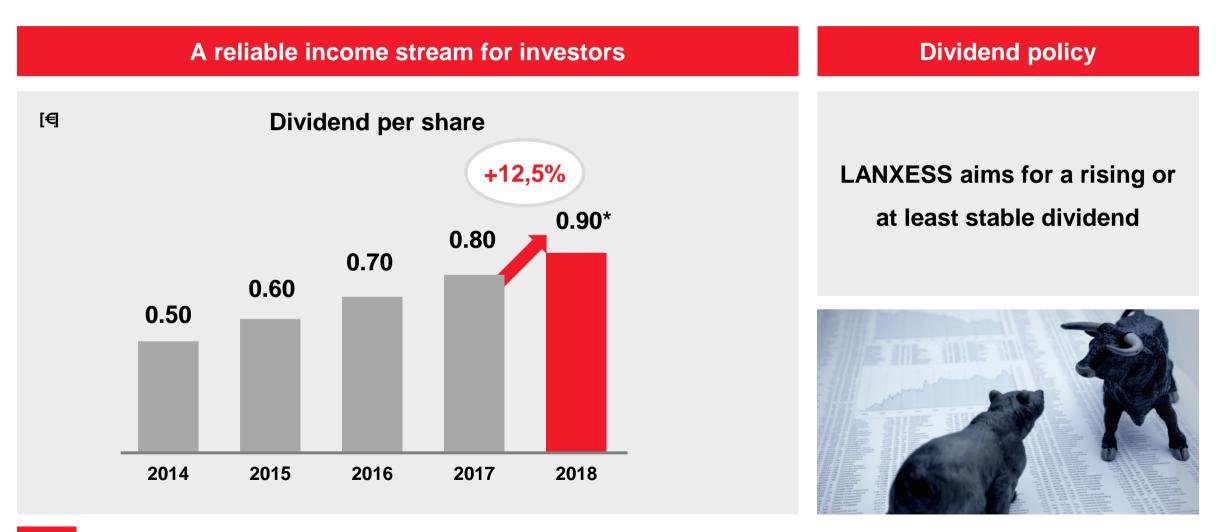


IFRS 16 effects:

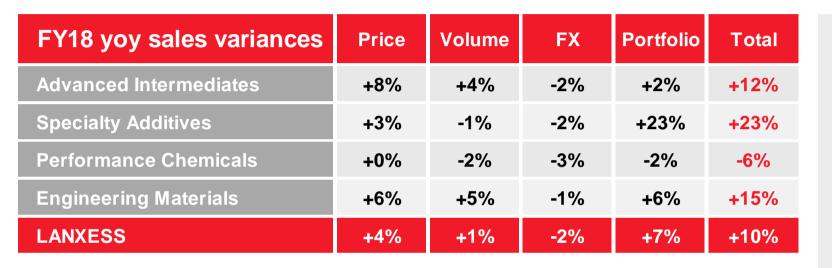
- Reclassification of ~€35 m from operating result to depreciation and interest expense (low single-digit millions) leading to EBITDA pre improvement
- Rise in fair value of leasing liabilities by ~€130 m burdening net debt

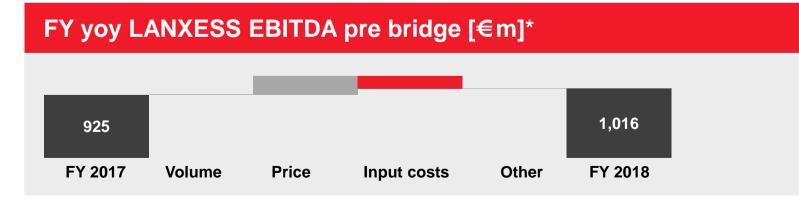
Shareholders benefit from rising dividend and share buy-back





FY 2018: Strong operating development and portfolio effect drive financials



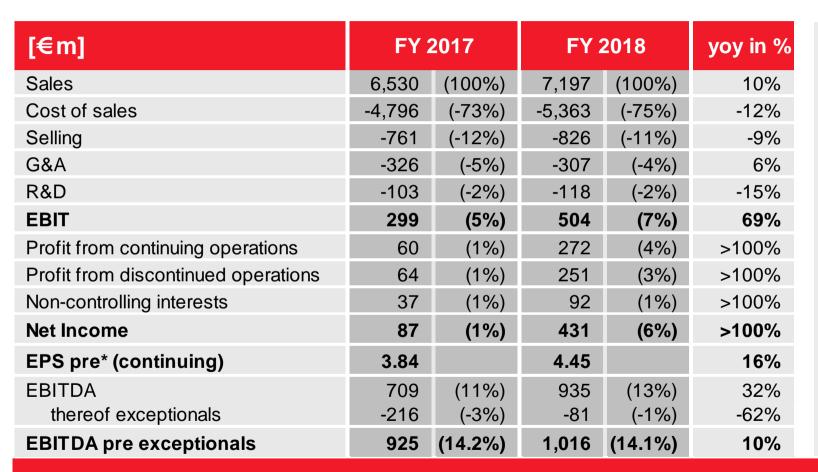


 Strong sales growth due to successful raw material price passthrough (esp. BUs All, ADD and HPM) and portfolio effect

Eneraizina Chemistr

- Strong volume growth in BUs All and HPM mitigated by decline in BU LEA and plant closures in BU ADD
- FX headwind especially in first half of 2018
- EBITDA pre increase driven by successful price pass-through and portfolio
- "Other" includes inflated other operating costs and negative FX impact, over compensated by positive portfolio effect

FY 2018: Financials driven by good operating performance and acquisitions



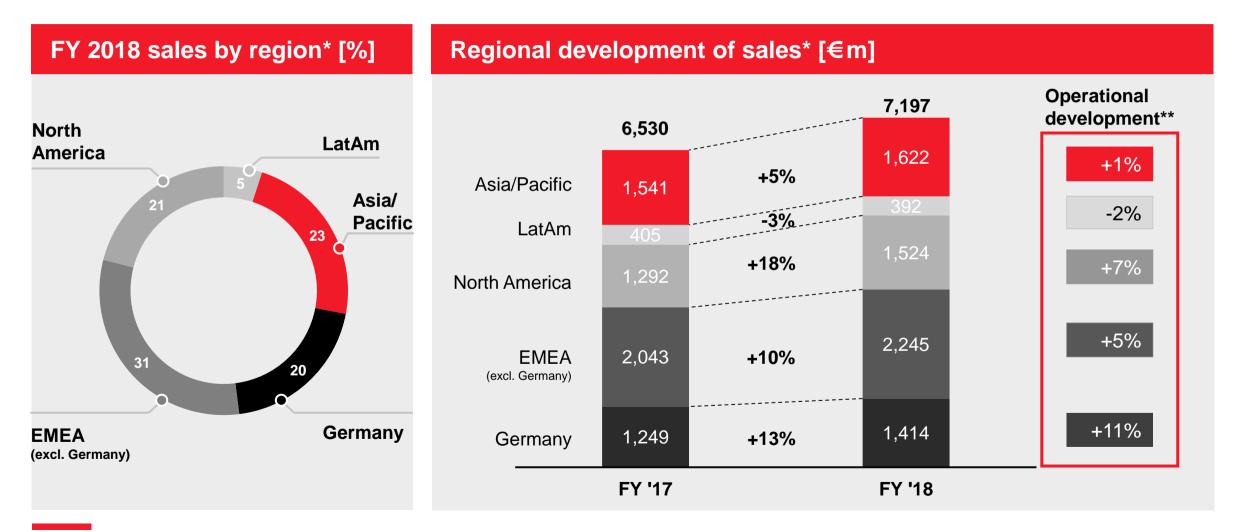
- Sales driven by price passthrough and acquired businesses (Chemtura, Solvay), FX burdens
- Disproportionate rise in cost of sales due to increased operational costs (e.g. energy, environmental)
- Improved G&A costs reflect reclassification effect from discontinued operations
- Significant EBIT boost due to good performance and lower exceptionals
- Book gain from rubber divestment included in profit from disc. ops.

LANXESS achieves very good results in new setup

* Net of exceptionals and amortization of intangible assets as well as attributable tax effects and non-recurring effects of the U.S. tax reform (2017)

FY 2018: Strong sales growth in all regions except Latin America





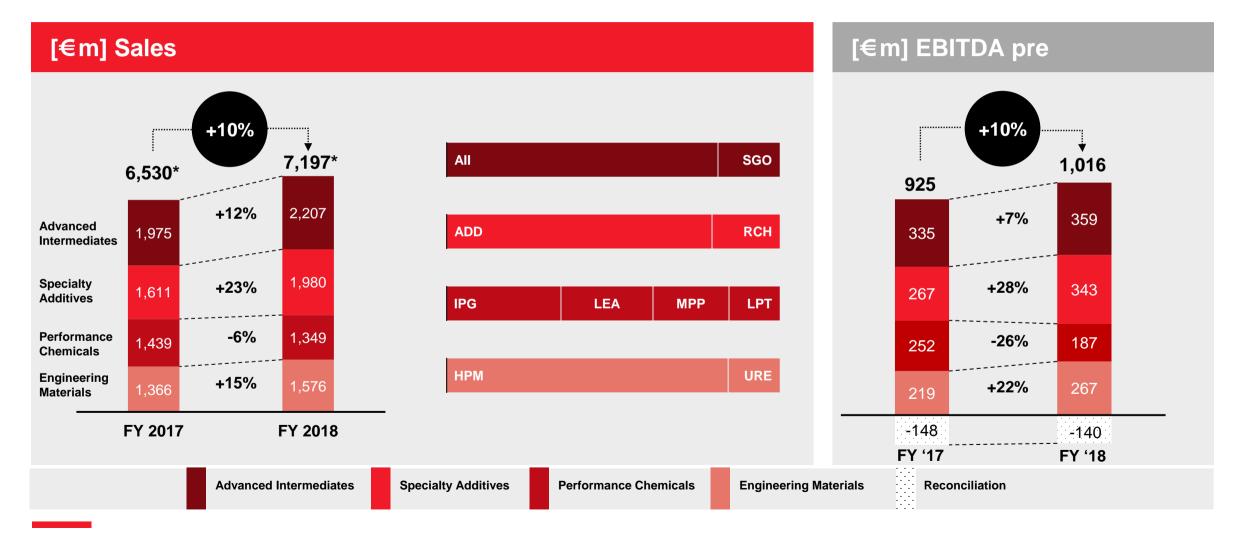
* All figures are indicative only

** Currency and portfolio adjusted

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FY2018: Most segments with strong sales and EBITDA pre growth





* Total sales including reconciliation

FY 2018: Cash flow reflects good operational performance mitigated by higher working capital

[€m]	FY 2017	FY 2018
Profit before tax	219	390
Depreciation & amortization	410	431
Financial (gain) losses	35	63
Cash tax payments/refunds	-139	-156
Changes in other assets and liabilities	108	-90
Operating cash flow before changes in WC	634	637
Changes in working capital	-66	-165
Operating cash flow (continuing operations)	568	472
Investing cash flow (continuing operations)	-22	65
Thereof capex	-397	-497
Thereof M&A / ARLANXEO divestment	-1,794	1,238
Thereof CTA* funding	0	-200
Financing cash flow (continuing operations)	-545	-160



- Changes in other assets and liabilities driven by higher cash outs for variable compensation and restructuring
- Changes in working capital in line with increase of sales, working capital in % of sales stable
- Investing cash flow contains:
 - Capex increases due to growth capex in debottlenecking
 - €1.4 bn proceeds from ARLANXEO divestment
 - €200 m pension funding (CTA)
 - Deposit of ~€500 m in fin. assets
- Financing cash flow includes Chemtura bond redemption in 2017

Reduced total assets and liabilities due to deconsolidation of ARLANXEO



[€m]	Dec 2017	Sep 2018	Dec 2018		Dec 2017	Sep 2018	Dec 2018
Non-current assets	6.454	4.651	4.786	Stockholders' equity	3.413	3.626	2.773
Intangible assets	1.784	1.737	1.764	attrib. to non-contr. interests	1.126	1.120	-7
Property, plant & equipment	4.059	2.448	2.577	Non-current liabilities	4.540	4.601	4.395
Equity investments	0	0	0	Pension & post empl. provis.	1.490	1.247	1.083
Other investments	9	1	2	Other provisions	460	367	337
Other financial assets	20	25	25	Other financial liabilities	2.242	2.684	2.686
Tax receivables	20	14	14	Taxliabilities	134	102	117
Other non-current assets	562	426	404	Other liabilities	101	87	83
Current assets	3.957	5.894	3.901	Deferred taxes	113	114	89
Inventories	1.680	1.348	1.347	Current liabilities	2.458	2.318	1.519
Trade account receivables	1.316	920	903	Other provisions	525	421	465
Other current financial assets	7	50	598	Other financial liabilities	633	42	59
Other current assets	366	237	256	Trade accounts payable	1.048	733	795
Near cash assets	50	50	0	Taxliabilities	61	51	44
Cash and cash equivalents	538	131	797	Other liabilities	191	168	156
Assets from disc. operations	0	3.158	0	Liabilities from disc. operations	0	903	0
Total assets	10.411	10.545	8.687	Total equity & liabilities	10.411	10.545	8.687

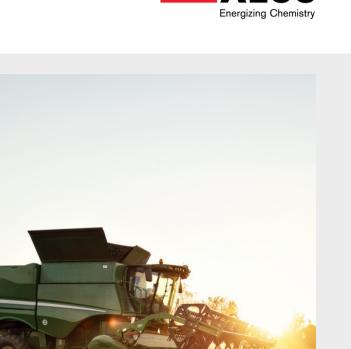
Balance sheet as of 31st Dec 2018 no longer includes ARLANXEO

LANXESS is transforming into a more resilient and less volatile company



LANXESS' more balanced setup							
	Advanced Intermediates	Specialty Additives	Performance Chemicals	Engineering Materials			
Sales [€]	~2.2 bn	~2.0 bn	~1.4 bn	~1.6 bn			
	Europe No. 1–2	Top 3 positions	No. 1–4 in niches	Leading positions			

Advanced Intermediates: Solid backbone with focus on organic growth

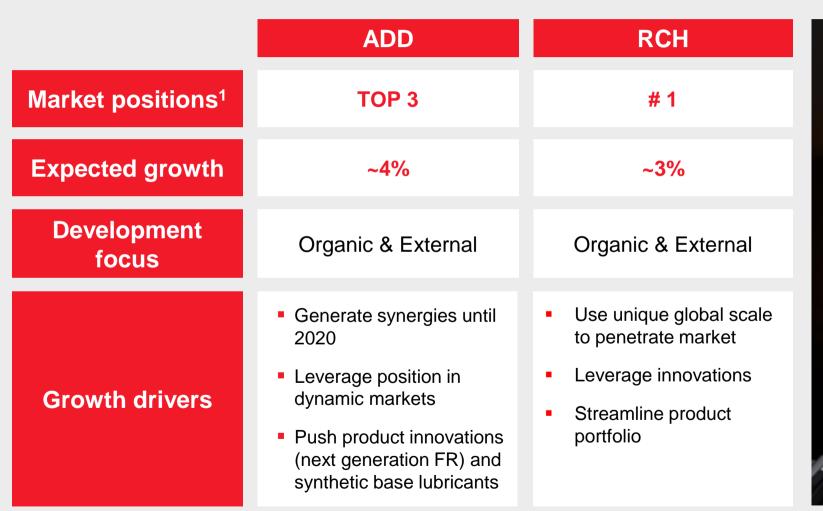


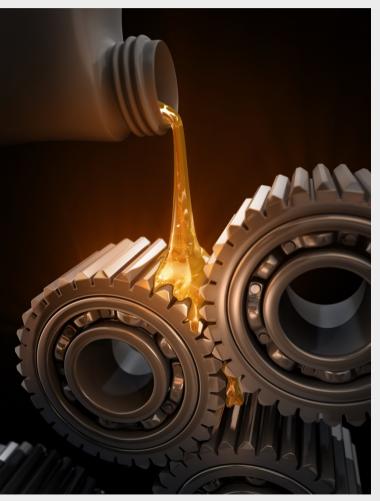
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	All	SGO
Market positions ¹	TOP 3	# 1
Expected growth	~3-4%	Recovery in 2019
Development focus	Rather organic	Organic & External
Growth drivers	 Invest €100 m into debottleneckings Ramp up profitability of Organometallics to peer level (around 15%) 	 Best prepared for agro recovery Expand fine chemicals business

1) Position in global market (LANXESS internal market analysis) 36 Growth assumption on existing asset base

Specialty Additives: Leading additives platform with broad expansion opportunities







Performance Chemicals: Expect structural changes!



	IPG	LEA	MPP	LPT
Market positions ¹	# 1	TOP 2	TOP 3	TOP 3
Expected growth	~ 2%	1 - 2%	3%	4 - 10%
Development focus	Organic	Restructuring	Organic & external	Organic & External
Growth drivers	 Benefit from industry consolidation Further penetrate and develop North American market 	 Trimmed chrome value chain Potential partnerships 	 Expand and enrich regulatory organization to penetrate global markets Benefit from disinfection trends 	 Option to build-up production footprint (new assets) in North America or China Further develop high- value market applications

Engineering Materials: Leading players with clear strategy for market independent growth



	НРМ	URE
Market positions ¹	# 2 Europe	# 1
Expected growth	~5%	~3%
Development focus	Organic	Organic & external
Growth drivers	 Lightweight trend and e-mobility Capital light compounding investments Continuous consumer product innovation in E&E 	 Expand market share in Europe and Asia Leverage further product innovations (esp. on low- free isocyanate products) Benefit from automation trends



LANXESS and Canadian Standard Lithium start cooperation



Parties agreed first stages for potential JV

- Feasibility study for extraction of battery grade lithium from tail brine generated in LXS' US bromine production site
 - Terms of JV subject to completion of due diligence and result of feasibility study
 - Parties signed term sheet
- Status

Content

Start-up level – evaluation of proof of concept just triggered

Technical feasibility and economic viability to be confirmed



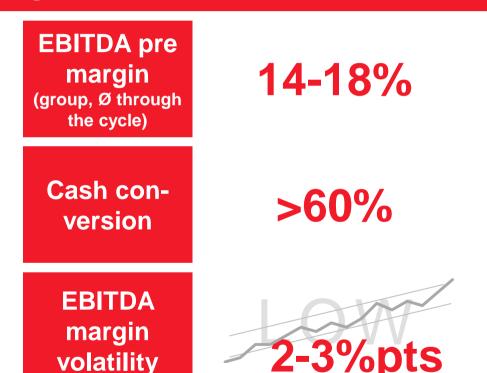


LANXESS' target 2021: Leading, balanced and strongly cash generative



Strategic and financial goals

- Stable specialty chemical company with sound cash generation and balanced portfolio
- Increased footprint in growing regions (North America and Asia)
- Leading positions in core and attractive midsized markets
- Low dependency on individual markets, thus less cyclical
- Solid investment grade rating and significantly reduced net financial debt



Underlying growth: Sustainable >GDP growth targeted

* Cash conversion: (EBITDA pre – capex) / EBITDA pre

Capital allocation priorities after ARL exit: Focus on deleveraging and building a superior growth platform



Capital allocation after receipt of cash				
Attractive growth	Deleveraging	Share buy-back		
 M&A following our communicated financial matrix Investments into new and already announced brownfield & debottlenecking projects (until ~2021) 	 Funding of German pension liabilities New funding ratio improved to ~57%* 	 Share buy-back to be executed between January and year end 2019 		
€400 – €X m	€200 m 🕜 of ~ €400 m - €500 m	up to €200 m		

Use of proceeds in line with investment grade commitment

LANXESS delivers on organic growth – upcoming capacity expansions



Organio	investment program well on track	Capex
BU All:	Capacity increase for DCB* initiated, Leverkusen (Germany), finalized beginning 2019	not discl.
	Expansion of hexandiol production, Krefeld-Uerdingen	not discl.
BU RCH:	Capacity expansion for Macrolex brand dyes, in Q2 2019	~€5 m
BU LPT:	Ion exchange resigns production, Leverkusen (Germany), through H1 2019	single-digit €m
BU IPG:	Planned capacity increase for iron oxides pigments, Germany and Brazil, available in 2019	not discl.
BU HPM:	New compounding facility in Changzhou (China), available Q2 2019, further expansion of engineering plastics capacity	~€20 m
	New compounding facility, Krefeld-Uerdingen mid (Germany), available in the second half of 2019	d double-digit €m
BU URE:	Additional prepolymers capacity, Porto Feliz (Brazil), available mid 2019	<€10 m



Chemtura synergies realized ahead of plan



Implementation of synergies faster than predicted



Key Messages

- Synergies confirmed
 - €100 m of "hard" costs
 - Earlier realization
 - Topline synergies not included
- OTCs and cash-outs confirmed
- Capex confirmed, mainly related to Manufacturing Excellence

sheet

^{*} Does not include ~ 65 m PPA charges from inventory step-up in opening balance sheet. Transaction related charges were recognized in opening balance

Business Unit Additives with strong focus on high value-add industrial lubricant solutions



Well diversified and specialized lubricants portfolio

A leading specialties player

Sales of Business Unit Additives -**Commodities** illustrative ~20% **Bromine** Solutions Auto-Lubricant motive **Additives** General **Plastic** Industry **Additives Specialities** ~80%

Highly diversified end-market split with focus on industrial lubricants

Strong expertise in high valueadd specialty lubricants

Leading positions in mid-sized and niche markets

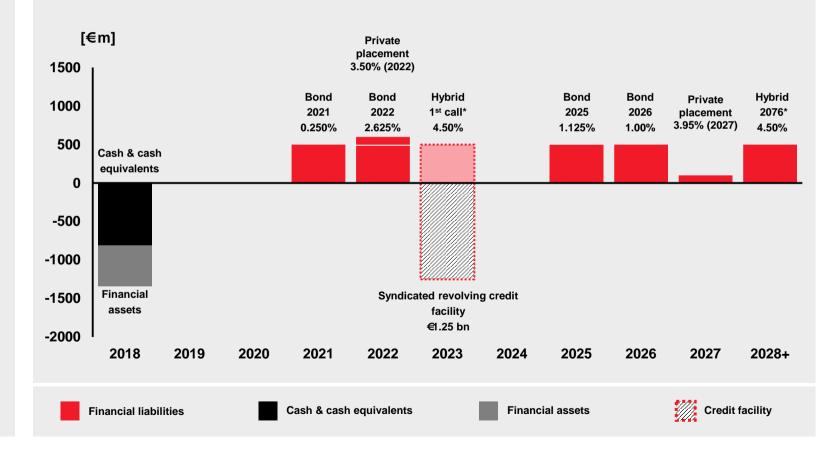
Automotive exposure well balanced with additives and base stocks only for high grade specialty engine oils (highest category 4 & 5)



Long-term financing secured

- Diversified financing sources
 - Bonds & private placements
 - Syndicated credit facility
- Average interest rate of financial liabilities 2%
- Closing of ARLANXEO transaction per end of December 2018. Cash proceeds of around €1.4 bn
- Next bond maturity in 2021
- All group financing executed without financial covenants

Liquidity and maturity profile as per December 2018

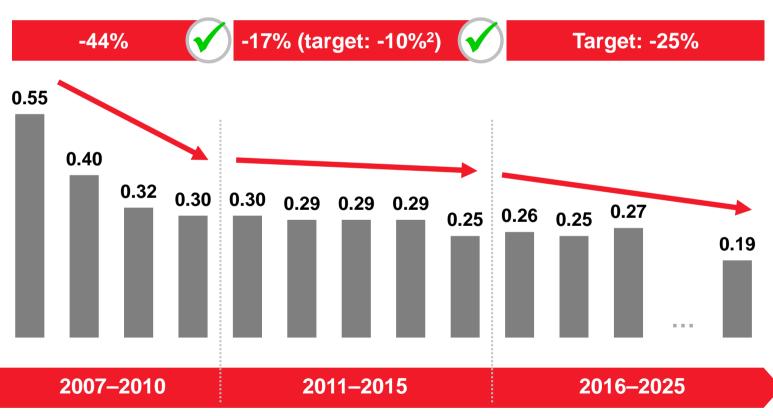


Climate protection: Target of specific CO₂ emissions (scope 1+2)¹ of -25% by 2025



Greenhouse gas emissions (Scope 1) on track for 2025 targets

[t CO₂e/t of product]



2018 development

- ARLANXEO divestment and linked changes to portfolio led to higher specific Scope 1 emissions (generation and use in ongoing operations comparatively more energy from primary energy sources)
- Chemtura akquisition (2018 FY full contribution) with impact on scope 1 emissions whereas positive on scope 2+3
- Mitigating effect from reduced use of coal (China) and higher use of biomass (India & Brazil)

¹ Reduction of specific CO₂ emission (scope 1) by 25% until 2025; reduction of specific energy consumptions (scope 2) by 25% until 2025; Reduction of volatile organic compounds (NMVOC3, scope 3) emissions by 25% until 2025; ² Reduction of specific greenhouse gas emissions (scope 1) by 10% per reporting segment achieved

Awards in ratings and indices reflect high sustainability standards





Sustainability as core element of our strategy Corporate Responsibility – Material topics and goals*





LANXESS products enable sustainable solutions in key areas of application





With its Lewabrane® membrane elements and Lewatit® ion exchange resins, the Liquid Purification Technologies business unit offers a high-performance solution for ensuring a reliable supply of drinking and purified water.

Lightweight solutions



High-performance plastics from LANXESS, such as Durethan®, Pocan® and Tepex®, can replace many of the metal parts in cars to help reduce weight and fuel consumption, without compromising on vehicle safety.

Protection against diseases



Saltidin® is an insect repellent proprietary to LANXESS subsidiary Saltigo. It is used in insect repellents and lowers the risk of contracting malaria, dengue fever, Zika virus, borreliosis or encephalitis.

...and LANXESS keeps innovating to meet present and future sustainability demands



ULP membranes



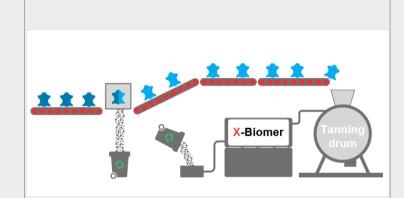
LANXESS' new ultra-low pressure (ULP) membranes have the ability to remove trace elements originating for instance from drugs, chemicals, cosmetic products and crop protection agents almost entirely even at low operating pressures.

Components for e-scooters



Pocan AF 4110 enables light housing components for bike and scooter batteries and combines low warpage with excellent mechanical properties – only one example of the wide-ranging product portfolio for electric mobility.

Circular leather production



With the X-Biomer INSITU technology, retanning agents can be produced from by-products on site in the tannery. This means less chemical use, less logistics costs, less waste and less CO_2 emissions.

Adding value to business and society – various concepts to asses and measure our impacts



Societal Added Value Sustainability profile and The quantified impact of our Our contribution to the Agenda societal impacts of our gate-to-gate business 2030 goals to overcome society challenges products operations on society Impact - + Economic 3 GOOD HEALTH 5 GENDER EQUALITY 6 CLEAN WATER AND SANITATION NO HUNGER Ø Ň:**:Ť Socio-economic Wages, social security contribution, direct 8 GOOD JOBS AND Economic growt 10 REDUCED 1 SUSTAINABLE CITIES AND COMMUNITIES 12 RESPONSIBLE CONSUMPTION INNOVATION AND INFRASTRUCTUR RENEWAB ENERGY Social Human capital development, indirect taxes. M -0 COhealth & safety Environmental GHG emissions (scope 1&2), air- and water 16 PEACE AND JUSTICE 4 LIFE BELOW 15 LIFE ON LAND 17 PARTNERSHIPS FOR THE GOALS 13 CLIMATE emissions, water consumption, land use *** **& GVAAI** THE GLOBAL GOALS Gross Value Added After Impact

Product Portfolio Assessment

Impact Valuation Concept

Sustainable Development Goals Analysis

52

Management compensation

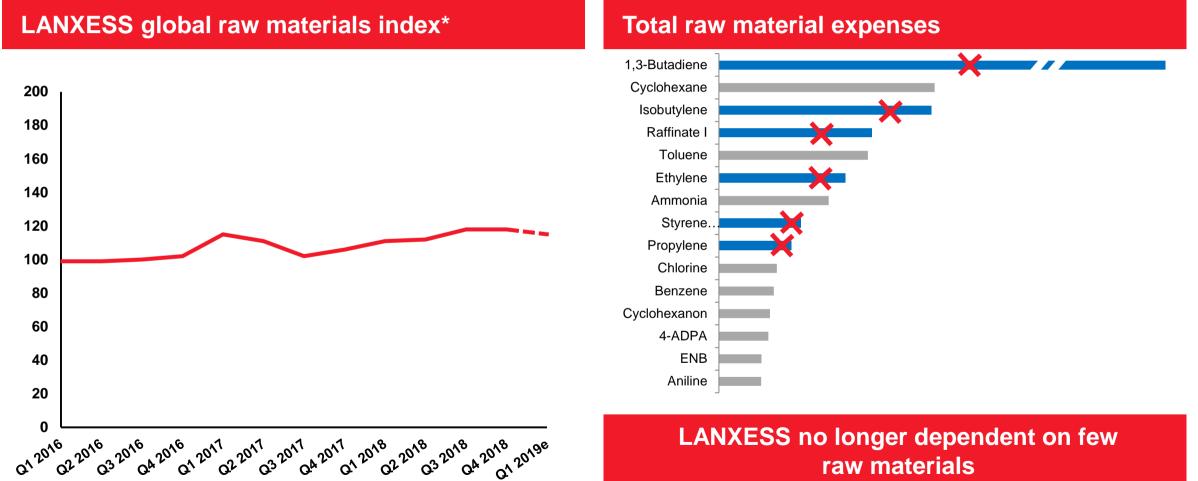


Fi	ïx	Annual base salary	Fixed annual base salary Compensation in kind (mainly tax value of perquisites)	
		Annual Performance Payment (APP) Long-term orientation	Based on: Targets for EBITDA pre exceptionals Cap: 200% of individual budget Deduction in case of serious safety and/or environmental problems	12
Varia	able	Long-Term Performance Bonus (LTPB)	Based on: Individual APP target for 2 successive fiscal years Cap: 45% of annual base salary (Ø APP target attainment of 100%)	18 33
		Long-Term Stock Performance Plan (LTSP)*	 Based on: LXS stock performance vs. MSCI World Chemicals Index* Cap: 30% of annual base salary Vesting period: 4 years** Until 2017: Personal investment in LXS shares (5% of annual base salary) Since 2018: Share performance rights plus share ownership guidelines (investment in LXS shares: CEO 1.5x and board members 1x of base salary) 	36 → Annual base salary → Annual Performance Payment → Long-Term Stock Performance Plan → Long-Term Performance Bonus

*LTSP 2014–2017; Dow Jones STOXX 600 ChemicalsSM serves as a reference index for the LTSP 2010–2013 ** Five year vesting period applies to LTSP 2010–2013

Raw material prices stable, showing substantially lower volatility





raw materials

* average 2013 = 100%

Significantly reduced exceptional items (on EBIT) in 2018



[€m]	Q4 2	2017	Q4 2	2018	FY 2017		FY 2018	
	Excep.	Thereof D&A	Excep.	Thereof D&A	Excep.	Thereof D&A	Excep.	Thereof D&A
Advanced Intermediates	4	0	0	0	7	0	0	0
Specialty Additives	8	1	-6	1	111	36	3	0
Performance Chemicals	-2	0	12	10	68	6	13	10
Engineering Materials	0	0	0	-1	13	1	1	0
Reconciliation	22	-1	17	0	60	0	74	0
Total	32	0	23	10	259	43	91	10

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Abbreviations



Advanced Intermediates	Performance Chemicals		
 All Advanced Industrial Intermediates SGO Saltigo 	 IPG Inorganic Pigments LEA Leather MPP Material Protection Products LPT Liquid Purification Technologies 		

Specialty Additives	Engineering Materials		
 ADD Additives RCH Rhein Chemie 	 HPM High Performance Materials URE Urethane Systems 		