








LANXESS Corporate Responsibility Goals

Topic	Goal	Indicator	Deadline	Status Quo 2019	SDG
 Resilient Sourcing	Our value chains start from a diverse, sustainable raw material portfolio. We engage with our suppliers and relevant stakeholders to improve the working and environmental conditions in the global supply chains.				1, 8
Establishment of a systematic sustainability risk analysis to evaluate all suppliers	Status inquiry to identify relevant suppliers with high risk level	Share of suppliers evaluated	2020	The methodology behind the analysis was validated again after receiving the data from Ecovadis. For this reason, we will now carry out the status inquiry originally scheduled for 2019 in 2020.	
Identification and reduction of sustainability risks in the supply chain	Differentiation of risk score by goods group/country (levels 1–6)	Sustainability risk score	2020		
 Safe and Sustainable Sites	We manufacture sustainable products at competitive and sustainable chemical sites. Continuous process improvements and investments are fundamental for our sustained success. We care about the communities of which our sites are a part.				3, 4, 5, 8, 9, 12, 13
Uniform standards and processes worldwide	Integration of all sites into the global matrix certificate (ISO 9001 and ISO 14001)	Degree of coverage in relation to sites	Ongoing until the end of 2025	As of December 31, 2019, our matrix certificate covered 38 certifiable companies with 74 sites in 21 countries. In relation to the number of employees, this equates to 87% coverage of our matrix certificate. Due to the changes in our site portfolio in recent years, we still have some site certificates and a region certificate; these will also be transferred to our matrix certificate. As of the reporting date, a total of 98% of our sites had ISO 14001 certification.	
Global process safety	Continuous reduction in incidents relating to facility and process safety	Number of reportable incidents relating to facility and process safety	Ongoing	15 relevant incidents, of which seven in facilities acquired in the last years.	
	Continuous reduction in environmental incidents	Number of reportable environmental incidents	Ongoing	Three relevant reportable environmental incidents at LANXESS.	
	Continuous reduction in transportation incidents	Number of reportable transportation incidents	Ongoing	One reportable transportation incident occurred at LANXESS in the reporting year.	
 Climate Action and Energy Efficiency	For LANXESS, climate action based on efficient energy use is the right thing to do for society and also a key to delivering financial performance in the long term.				3, 7, 8, 12, 13
Emissions	Reduction of CO ₂ e emissions by 65% versus 2004 (establishment of LANXESS; 6.5 million metric tons of CO ₂ e)	Absolute CO ₂ e emissions (Scope 1 and 2)	End of 2025	Absolute CO ₂ e emissions were reduced by nearly 5% compared with the previous year. The decline versus 2004, when the company was founded, is 53%.	
	Including update of 2025 targets from 2015: › Reduction of specific Scope 1 emissions to < 0.19 (CO ₂ equivalents, metric tons per metric ton of product) › Reduction of specific Scope 2 emissions to < 0.24 (CO ₂ equivalents, metric tons per metric ton of product)			Specific Scope 1 emissions were maintained at the previous year's level of 0.28 metric tons of CO ₂ e per metric ton of product. Specific Scope 2 emissions were reduced to 0.29 metric tons of CO ₂ e per metric ton of product.	
	Reduction of CO ₂ e emissions by 75% versus 2004 (establishment of LANXESS; 6.5 million metric tons of CO ₂ e)	Absolute CO ₂ e emissions (Scope 1 and 2)	End of 2030		
	Climate neutrality for the entire Group	Absolute CO ₂ e emissions (Scope 1 and 2)	End of 2040		
Energy efficiency	Increase in energy efficiency of 40% to < 1.24 (MWh/t) compared to base year 2015	Energy efficiency	End of 2025	Energy efficiency deteriorated slightly. Specific energy consumption amounted to 1.41 MWh/t at the end of fiscal year.	
 Energized Employees and Performing Teams	We create a motivating, energetic and health-preserving working environment for all employees, striving for high engagement and impact. We nurture and promote a value-based, performance-orientated culture. We aim to be an attractive employer and to develop peoples' full potential throughout their professional life.				3, 4, 5, 8
Employee retention	High employee retention: Voluntary turnover rate below 3.5%	Turnover rate on the basis of resignations	Ongoing until the end of 2023	The turnover rate on the basis of resignations was 3.0%.	
Employee development	At least 80% of apprentices hired after completing their training	Proportion of apprentices hired in Germany	Ongoing until the end of 2023	88% (previous year: 84%) of apprentices were hired.	
Occupational safety	Continuous decrease in the LTIFR by > 50% (reference LTIFR of 2.0 in 2016)	LTIFR	End of 2025	The LTIFR was 1.6.	
Employee welfare/work-life balance	95% of countries in which we operate have derived and implemented specific guidelines and/or corresponding models for flexible working conditions from our global "Xwork" principles.	Proportion of countries ¹⁾ that have derived and implemented specific guidelines and/or corresponding models for flexible working conditions from our global "Xwork" principles	End of 2022	At the end of 2019, the proportion was 74%.	
1) Countries in which LANXESS operates.					
Diversity & inclusion	Increase proportion of women in middle and upper management to 20%	Proportion of women in middle and upper management	End of 2020	The proportion of women was 19.8% (previous year: 19.2%).	
	At least one female Board of Management member	Proportion of women on the Board of Management	Mid-2022	By resolution of the LANXESS Supervisory Board of December 11, 2019, Stephanie Coßmann was appointed as a member of the Board of Management and as Labor Relations Director with effect as of January 1, 2020.	
	Increase the proportion of women in the first level below the Board of Management to 15%	Proportion of women in the first level below the Board of Management	Mid-2022	The proportion of women was 20.9%.	
	Increase the proportion of women in the second level below the Board of Management to 25%	Proportion of women in the second level below the Board of Management	Mid-2022	The proportion of women was 25.1%.	
	At least 30% female and 40% non-German participants in LANXESS corporate talent programs	Proportion of female and non-German participants in LANXESS corporate talent programs	Ongoing until the end of 2022	With a total of 65 participants in 2019, the proportions amounted to 31% female and 49% non-German participants.	
 Sustainable Product Portfolio	Our products are manufactured and marketed so that they do not pose a risk to humans or the environment. We systematically evaluate the sustainability of our entire portfolio. Sustainability criteria are also applied in the development of products and applications.				3, 12, 13
Active portfolio management from a sustainability perspective	Optimization of the sustainability performance of the product portfolio	Proportion of strategic products with a sustainability risk in the total sales of products with a sustainability risk	Mid-2023	At the end of 2019, the proportion was 70%.	
	Inspection and, if necessary, optimization of the quality of all registration dossiers that were prepared in accordance with the REACH Regulation under the guidance of LANXESS	Proportion of inspected/updated dossiers	2026	The project started in mid-2019. The proportion of inspected/updated dossiers is 5%.	
 Business-Driven Innovation	We drive process-, product-, application- and business model-oriented innovation for and together with our customers and suppliers. We help our customers to make their business sustainable.				1, 8, 9, 12
Long-term, continuous development of products, applications, and processes	Developing innovative products based on the needs and expectations of our customers	Number of product-related projects	Ongoing until 2025	114 projects in the reporting year were aimed at developing new/improving existing products and applications.	
	Continuous further development of our production processes in order to maintain competitiveness and achieve our climate and energy efficiency targets	Number of process-related projects	Ongoing until 2025	68 projects in the reporting year concerned process technology issues with a view to reducing costs, improving efficiency or increasing capacity.	
 Valuing Customers Relationships	We value long-term customer relationships, built on trust and knowing, understanding and solving the customers' challenges.				
Long-term customer relationship	Improvement in customer satisfaction and maintenance of customer loyalty: customer loyalty index > 75	Customer loyalty index score	2019	In the 2019/2020 survey, the customer loyalty index score was 77.	