

Declaration of the Board of Management and the Supervisory Board of LANXESS Aktiengesellschaft pursuant to Article 161 German Stock Corporation Act regarding the German Corporate Governance Code:

Since issuing its last declaration of compliance on December 15, 2023 until April 1, 2024 LANXESS AG has complied with the recommendations of the Government Commission on the German Corporate Governance Code in the version of April 28, 2022 published by the Federal Ministry of Justice and Consumer Protection in the official section of the Federal Gazette (*Bundesanzeiger*) ("GCGC") with the exception described and explained therein (deviation from recommendation G.6 of the GCGC, because the share of long-term variable remuneration did not yet exceed the share of short-term variable remuneration under every contract applicable for the members of the Management Board at that time). Since then LANXESS AG complies with such recommendations without exception and intends to continue to fully comply with the GCGC for the foreseeable future.

The deviation has ceased since the principles of the company's revised compensation system as of January 1, 2021 have been implemented in the course of a re-appointment to the Management Board on April 1, 2024 and are thereby reflected in all service contracts of the current Management Board members.

Cologne, December 17, 2024

For the Management Board

For the Supervisory Board

(Matthias Zachert)

(Oliver Stratmann)

(Dr. Rainier van Roessel)