



LANXESS ESG Data Factsheet

Published on March 11, 2022



ESG Data Factsheet

No.	Content
1	Introduction & Reports
2	Climate & Energy
3	Water Management
4	Product Portfolio
5	Value Chain Responsibility
6	Corporate Governance
7	Human Capital and Social
8	Safe Harbor Statement

1 Introduction & Reports

Introduction

This ESG Data Factsheet aims to provide a consolidated overview of LANXESS' non-financial performance. Metrics included in this datasheet cover our activities during the period January 1 to December 31 for the years indicated.

This ESG Data Factsheet presents the performance data tables previously included in LANXESS Annual Report and corporate website.

Note to users

Performance data included in this factsheet is discussed further in the Annual Report 2021 and on the LANXESS corporate website. The factsheet should be read in conjunction with the Annual Report and the website and is not a substitute for it.

The most recent data available is provided.

If not indicated differently, please note the following major effects: Starting April 21, 2017, the new production sites from the acquisition of Chemtura Corporation are included in the figures. Starting FY 2018, data from the joint venture ARLANXEO is excluded. Starting FY 2020, data from the Business Unit Leather is excluded. Starting August 3, 2021, the new production sites from the acquisition of Emerald Kalama Chemicals are included in the figures.

Reports & Overarching Documents

[Annual Report 2021](#)

[Corporate Policy](#)

[LANXESS corporate website](#)

2 Climate & Energy Data

Climate Protection	Further information: <u>LANXESS to become climate-neutral</u>						
	Unit	2017	2018	2019	2020	2021	Target
Total GHG emissions (Scope 1 & 2)	kt CO ₂ e	5,081	3,177	2,950	2,533	2,591	2025: 2,600kt 2030: 1,600kt 2040: Climate neutral
Direct GHG emissions (Scope 1)	kt CO ₂ e	1,784	1,490	1,459	1,263	1,284	-
Direct CO ₂ emissions from non-renewables	kt CO ₂ e	-	-	993	865.9	294.2	-
Direct N ₂ O emissions	kt CO ₂ e	-	-	510	395.2	306.1	-
Direct CH ₄ emissions	kt CO ₂ e	-	-	1	1.6	9.9	-
Direct HFCs emissions	kt CO ₂ e	-	-	0	0.4	0.2	-
Direct PFC emissions	kt CO ₂ e	-	-	0	0	0	-
Direct SF ₆ emissions	kt CO ₂ e	-	-	0	0	0	-
Indirect GHG emissions (Scope 2)	kt CO ₂ e	3,297	1,687	1,491	1,270	1,307	-
GHG emissions intensity in relation to sales							
Direct GHG emissions (Scope 1)	t CO ₂ e / k €	0.27	0.22	0.21	0.21	0.17	-
Indirect GHG emissions (Scope 2)	t CO ₂ e / k €	0.51	0.25	0.22	0.21	0.17	-
GHG emissions intensity in relation to volume sold							
Direct GHG emissions (Scope 1)	t CO ₂ e / t	0.25	0.27	0.27	0.30	0.27	2025: <0.19
Indirect GHG emissions (Scope 2)	t CO ₂ e / t	0.46	0.30	0.28	0.30	0.27	2025: <0.24
Total GHG emissions (Scope 3)	kt CO ₂ e	26,582	22,862	19,087	14,499	16,876	-
Upstream GHG emissions (Scope 3)	kt CO ₂ e	11,057	14,766	13,329	9,841	10,960	-
Downstream GHG emissions (Scope 3)	kt CO ₂ e	15,525	8,096	5,758	4,658	5,916	-

Energy management	Further information: <u>Systematic energy management</u>						
	Unit	2017	2018	2019	2020	2021	Target
ISO 50001 certification	-					Yes	-
Total energy consumption	PJ	52.0	27.7	27.1	24.4	28.1	-
Total direct energy sources							
Non-renewable	PJ	14.6	11.6	11.3	9.5	11.2	-
Renewable (biomass)	PJ	2.0	2.2	1.9	2.4	3.3	-
Total indirect energy sources							
Electricity consumption	PJ	10.5	6.2	6.5	5.8	6.3	-
Heat and steam consumption	PJ	24.0	7.0	6.7	6.0	6.6	-
Energy consumption for cooling	PJ	0.8	0.6	0.5	0.6	0.5	-
Other	PJ	0.20	0.2	0.2	0.2	0.1	-
Energy efficiency in relation to sales	GJ / k €	7.96	4.06	4.00	4.00	3.72	-
Energy efficiency in relation to volume sold	MWh / t	2.02	1.39	1.41	1.59	1.64	2025: <1.24
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	85	78	68	75	81	Ongoing until 2025

3 Water Management Data

Water	Further information: <u>Responsible use of water resources</u>						
	Unit	2017	2018	2019	2020	2021	Target
Water in-put							
Total water withdrawal	m m ³	278.5	222.4	222.9	209.6	217	-
Water withdrawal by region							
EMEA (excl. Germany)	m m ³	-	-	57.5	51.1	54.5	-
Germany	m m ³	-	-	156.2	149.2	146.4	-
North America	m m ³	-	-	6.9	6.9	13.6	-
Latin America	m m ³	-	-	0.5	0.6	0.7	-
Asia-Pacific	m m ³	-	-	1.8	1.8	1.8	-
Total water withdrawal in water-stress areas	m m ³	-	-	5.7	4.7	4.5	-
Total water withdrawal at water risk sites	m m ³	-	-	4	3.7	3.4	2023: -15% vs 2019
Water withdrawal by source							
Surface water	m m ³	83.4	49.5	52.7	48.4	57.5	-
Groundwater	m m ³	8.8	5.3	5.2	4.3	4.6	-
Third-party water (primarily surface water)	m m ³	174.5	161.9	163.9	155.7	153.8	-
Water from external steam	m m ³	10.7	4.5	4.7	4.4	4.6	-
Water withdrawal from alternative sources							
Rainwater	m m ³	-	-	0.2	0.3	0.3	-
Third-party sewage water	m m ³	1.1	1.2	1.1	1.217	1.1	-
Water withdrawal in relation to sales	m ³ / k €	42.65	32.59	32.77	34.34	28.72	-
Water withdrawal in relation to volume sold	m ³ / t	38.86	40.09	41.62	49.25	45.65	-
Water out-put							
Total cooling water	m m ³	208.6	178.5	180.1	169.742	176.4	-
Total external sold steam off-heat	m m ³	2.1	2.0	2.1	2.2	2.1	-
Total wastewater discharge (treated)	m m ³	45.2	27.1	26.9	15.8	22.1	-
Total water consumption	m m ³	23.5	15.7	14.7	13.3	12.7	-
Water consumption in relation to sales	m ³ / k €	3.6	2.30	2.16	2.18	1.68	2% yoy reduction
Water consumption in relation to volume sold	m ³ / t	3.28	2.83	2.74	3.13	2.67	-
Water Quality (Emissions into wastewater after treatment)							
Total organic carbon (TOC)	kt	1.8	1.2	1.2	1.2	1.3	-
TOC in relation to sales	kg / k €	0.28	0.18	0.18	0.20	0.17	2% yoy reduction
TOC in relation to volume sold	kg / t	0.25	0.22	0.22	0.28	0.27	-
Total nitrogen	kt	0.6	0.5	0.4	0.4	0.5	-
Heavy metals	kt	0.0054	0.0027	0.0023	0.0021	0.0023	-
Phosphorus	kt	-	-	0.23	0.1	0.3	-

4 Product Portfolio

Safe and Sustainable Products	Further information: Sustainable Product Portfolio						
	Unit	2017	2018	2019	2020	2021	Target
LANXESS Product Sustainability Monitor*							
Portfolio assessed	% assessed	100	100	100	100	100	-
Energizer	% of sales	-	-	-	-	30	-
Performer	% of sales	-	-	-	-	57	-
Transitioner	% of sales	-	-	-	-	10	-
Roadmap	% of sales	-	-	-	-	3	-
Development of a strategy plan	% of roadmap	-	-	-	-	40	2023: 100%
Contribution to Sustainable Development Goals (SDG)							
SDG 2: Zero Hunger	% of sales	-	-	-	28	22	-
SDG 3: Good Health and Well-Being	% of sales	-	-	-	10	7	-
SDG 6: Clean Water and Sanitation	% of sales	-	-	-	3	2	-
SDG 7: Affordable and Clean Energy	% of sales	-	-	-	6	6	-
SDG 11: Sustainable Cities and Communities	% of sales	-	-	-	13	9	-
SDG 12: Responsible Consumption and Production	% of sales	-	-	-	33	48	-
SDG 13: Climate Action	% of sales	-	-	-	7	6	-
Innovation							
R&D Projects	Number	-	186	182	209	223	-
Thereof product related R&D	Number	166	108	114	134	142	2025: Ongoing further development
Thereof process related	Number	-	-	68	75	81	2025: Ongoing further development
Total patent families	Number	~1210	~800	~718	~686	~670	-
Total property rights	Number	~8200	~5535	~5220	~5220	~5260	-
New patents	Number	65	41	44	35	54	-
Total R&D expense	€ million	103	109	114	108	115	-
Share of sales	% of sales	1.6	1.6	1.7	1.8	1.5	-
Number of employees in R&D	Number	521	496	516	517	543	-
Share of Group employees	% of Group employees	3.4	3.5	3.6	3.6	3.7	-

* New name, prior "Product Portfolio Analysis"

EU Taxonomy	Further information: Sustainable Product Portfolio						
	Unit	2017	2018	2019	2020	2021	Target
Taxonomy-eligible Sales	% of total	-	-	-	-	22%	-
Taxonomy-eligible CapEx	% of total	-	-	-	-	4%	-
Taxonomy-eligible CapEx (adjusted for M&A)	% of total	-	-	-	-	9%	-
Taxonomy-eligible OpEx	% of total	-	-	-	-	15%	-

5 Value Chain Responsibility

Environmental Management	Further information: <u>Certifications</u>						
	Unit	2017	2018	2019	2020	2021	Target
ISO 14001 certification (EMS)	% of sites	98	96	98	98	97	2025: 100%
ISO 9001 certification (QMS)	% of sites	98	96	98	98	98	2025: 100%
Environmental audits	Number	37	34	38	39	38	-

Non-GHG Emissions	Further information: <u>Clear strategy to lower emissions</u>						
	Unit	2017	2018	2019	2020	2021	Target
Ozone-depleting substances	kt	0.00989	0.00785	0.00716	0.00400	0.00400	-
NO _x	kt	2.7	2.8	2.6	2.1	1.4	-
SO _x	kt	1	1.0	0.9	0.9	0.9	-
CO	kt	2.2	2.2	1.7	2.1	3.2	-
NH ₃	kt	0.080	0.025	0.048	0.021	0.030	-
NMVOG	kt	5	0.7	0.7	1.2	0.8	2025: -25% vs 2015

Waste	Further information: <u>Sustainable waste management</u>						
	Unit	2017	2018	2019	2020	2021	Target
Waste generated / Disposals*	kt	1,301.2	1,795.1	1,718.8	1,412.2	1,346.3	-
Recoverable content (material waste)	kt	297.7	296.7	306.4	207.6	212.3	-
External material recovery**	kt	60.7	65.0	58.9	47.9	60.5	-
External recycling rate	%	20	22	19	23	28	-
Incineration with energy recovery	kt	78.3	65.0	66.1	77.1	71	-
Incineration without energy recovery	kt	28.3	25.0	29.3	30.5	28.7	-
Landfilling	kt	130.4	141.7	152.1	52.1	52.4	-
Material waste in relation to sales	kg / k €	45.6	43.5	45.0	34.0	28.1	-
Material waste in relation to volume sold	kg / t	41.5	53.5	57.2	48.8	44.7	-
Other forms of disposal	kt	1,003.5	1,498.4	1,412.4	1,204.6	1,134.0	-
Type of waste							
Hazardous	kt	578.6	718.7	687.8	566.5	664.8	-
Non-hazardous	kt	722.6	1,076.4	1,030.4	845.8	681.5	-

* This term corresponds to the term "Total weight of waste" used in the previous Annual Reports

** This term corresponds to the term "Material recovery" used in the previous Annual Reports

Signatories and Commitments	Further information: Commitment
UN Global Compact	Yes
Responsible Care	Yes
Together for Sustainability	Yes
Women's empowerment principles	Yes
World Business Council for Sustainable Development (WBCSD)	Yes
International Labor Organization (ILO)	Yes
Sustainable Development Goals (SDG)	Yes

Sustainable Sourcing	Further information: Resilient Sourcing						
Ambition							
Position on Human Rights	Yes						
Business Partner Code of Conduct	Yes						
Conflict mineral free value chain	Yes						
	Unit	2017	2018	2019	2020	2021	Target
Responsibility along the value chain							
Number of systematic sustainability risk analysis to evaluate all suppliers	Number of suppliers evaluated	-	-	-	7100	7213	Status inquiry to identify relevant suppliers with high risk level
Share of suppliers	% of suppliers evaluated	-	-	-	43	45	-
Identification and reduction of sustainability risks in the supply chain	Ø Sustainability risk score of supplier	-	-	-	47	49	-
Audits and Compliance							
Total number of suppliers assessed	Number	-	-	-	1919	1370	-
Together for Sustainability (TfS) assessments	Number	-	-	-	1852	1314	-
TfS audits	Number	-	-	-	67	56	-
Share of relevant procurement volume covered by TfS audits	%	-	70	55	50	67	-
Number of suppliers that have or could have a significant negative impact	Number	-	-	-	0	0	-
Thereof number of major/ critical findings with progress	Number	-	-	-	0	0	-
Number of suppliers with whom the business relationship was terminated as a results of the findings	Number	-	-	-	0	0	-
Supplier's average Ecovadis sustainability assessment	Points	-	-	46	47	49	-

Safe and Sustainable Sites	Further information: Safe and sustainable sites						
	Unit	2017	2018	2019	2020	2021	Target
Production sites	Number	-	-	-	58	63	-
Operating countries	Number	-	-	-	18	19	-
Facility and Process Safety							
Relevant incidents relating to facility and process safety	Number	-	-	-	7	5	Continuous reduction
Of which classified as reportable		-	-	-	4	3	-
Reportable environmental incidents	Number	-	-	-	2	2	Continuous reduction
Contractor safety							
Contractor fatalities	Number	0	0	0	0	0	-
Transport safety							
Reportable transportation incidents	Number	0	0	0	1	1	Continuous reduction

Product Responsibility	Further information: Sustainable Product Portfolio						
	Unit	2017	2018	2019	2020	2021	Target
Product safety							
Position on animal testing	-	Currently under development					-
Inspected/updated REACH Dossiers	%	-	-	5	7	44	2026: 100%
Safe use							
Safety Data Sheets (SDS) available	Number	~238.000	~251.000	~277.000	~311.000	~391.000	-
Languages of SDS	Number	-	-	-	-	43	-

6 Corporate Governance

Governance key facts

Board structure	Two-tier system
Size of the Board of Management	5 senior executives
Size of the Supervisory Board	6 independent stockholder representatives, 6 employee representatives
Next Annual General Meeting (AGM)	May 25, 2022

Board of Management 2021		Further information: <u>Overview of Board of Management</u>							
Name	Matthias Zachert	Michael Pontzen	Dr. Anno Borkowsky	Dr. Stephanie Cossmann	Dr. Hubert Fink	Average or Sum	Target		
Position	CEO/Chairman	CFO/board member	Board member	Board member	Board member	5 members	-		
Gender	male	male	male	female	male	20% female	1 woman by 2022		
In office since	Apr 2014	Apr 2015	Jun 2019	Jan 2020	Oct 2015	-	-		
Compensation for FY 2021 (in k €)		Further information: <u>Remuneration of Board of Management</u>					Target for CEO	Target for Board	
Total compensation pursuant to §162 AktG		5,863	2,336	1,769	1,579	2,354	-	-	
Total fixed compensation		1,432	640	551	483	658	-	-	
Fixed compensation	Annual base salary	1,350	600	500	450	600	30% of total pay	33% of total pay	
	Comp. in kind	82	40	51	33	58	-	-	
Total variable compensation		4,431	1,696	1,218	1,096	1,696	-	-	
Variable compensation short-term	Financial (EBITDApre)	2,835	1,008	840	756	1,008	30% of total pay	30% of total pay	
Variable compensation	LTPB 2021	1,021	454	378	340	454	40% of total pay	37% of total pay	
Value Pension		759	300	250	225	300	-	-	
Shares held (December 31, 2021)		44,480	11,424	10,040	4,171	17,800	100% of base pay (150% for CEO)	100% of base pay (150% for CEO)	

Pay Ratios	Unit	Value	Comments
Vertical Pay Ratio (CEO-to-employee)	Average target total direct compensation	57 times	Of all employees in Germany (not including the Board of Management)
Vertical Pay Ratio (Board-to-employee)	Average target total direct compensation	28 times	Of all employees in Germany (not including the Board of Management)

General Compensation Framework	Unit	Value	Comments
Change of control payment	Annual base salary	2 times	-
Overall limit of discretionary bonus	APP	20%	Total payment (including discretionary payment cannot exceed 200% of annual base salary)
Overall cap for remuneration and components	-	Yes	Total cap includes all possible bonus payments from variable remuneration and discretionary payments
Compensation linked to sustainability	-	Yes	Short-term: Safety indicator LTIFR & long-term: CO2e emissions
Clawback for variable remuneration	-	Yes	Right to withhold or reclaim granted variable compensation

Supervisory Board 2021: Stockholder Representatives	Further information: <u>Overview of Supervisory Board</u>						
Name	Dr. Matthias L. Wolfgruber	Hans van Bylen	Dr. Heike Hanagarth	Pamela Knapp	Lawrence A. Rosen	Theo H. Walthie	Average or Sum
Position	Chairman	-	-	-	-	-	-
Age (in years)	68	60	62	64	64	74	65.3
Gender	male	male	female	female	male	male	33% female
In office since	May 2015	Aug 2020	May 2016	May 2018	May 2015	May 2010	-
Tenure (in years)	7	1	6	4	7	12	6.2
Committees membership (total number)	2	1	1	4	2	1	1.8
External mandates (total number)	4	2	3	3	1	0	2.2
Executive committee	Chair	x	-	-	-	x	3 out of 6 persons
Audit committee		x	-	Chair	x	-	3 out of 6 persons
Co-determination committee	Chair	-	x	-	-	-	2 out of 4 persons
Nomination committee	Chair	-	-	-	x	x	3 out of 3 persons
Competence Profile							
Management of major international companies	x	x	x	x	x	x	x
Chemical industry	x	x					x
Production, marketing and sale of chemical products							x
Corporate Governance/Compliance	x	x	x	x	x	x	x
M&A	x	x	x	x	x	x	x
Corporate finance				x	x		
Risk management				x	x		
Accounting & auditing				x	x		
Digitalization/IT			x				
Sustainability/ESG	x	x	x				
Compensation for FY 2021 (in k €)							
Total realized pay	265	186	94	180	155	155	
Fixed compensation	245	85	85	85	85	85	85
Pay for committees	0	80	0	80	50	50	50
Attendance allowance	20	21	9	15	20	20	20

Supervisory Board 2021: Employee Representatives	Further information: <u>Overview of Supervisory Board</u>						
Name	Birgit Bierther	Ralf Sikorski	Iris Schmitz (since October 2021)	Armando Dente	Dr. Hans-Dieter Gerriets	Manuela Strauch	Average or Sum
Position	Chairwoman of the Works Council	Vice Chairman of Supervisory Board	-	-	-	-	-
Age (in years)	59	60	53	42	62	50	54.3
Gender	female	male	female	male	male	female	33% female
In office since	Jan 2019	May 2015	October 2021	Aug 2020	May 2015	May 2015	-
Tenure (in years)	3	7	0	2	7	7	4.3
Committees membership (total number)	1	2	1	1	1	1	1.2
Executive committee	x	x	-	-	-	x	3 out of 6 persons
Audit committee	-	-	x	x	x	-	3 out of 6 persons
Co-determination committee	-	x	x	-	-	-	2 out of 4 persons
Competence Profile							
Management of major international companies							
Chemical industry	x	x	x	x	x	x	x
Production, marketing and sale of chemical products	x		x			x	x
Corporate Governance/Compliance		x					
Risk management	x	x		x	x		
Accounting & auditing		x	x	x		x	
Digitalization/IT	x	x	x				x
Sustainability/ESG		x		x		x	
Compensation for FY 2021 (in k €)							
Total realized pay	140	180	31	140	140	140	140
Fixed compensation	85	125	21	85	85	85	85
Pay for committees	40	40	6	40	40	40	40
Attendance allowance	15	15	3	15	15	15	15

Ownership & Control	Unit	Value
Votes per share	-	1 vote
Shares outstanding	Number	86,346,303
WKN	-	547040
ISIN	-	DE0005470405
Dividend Policy	-	Increase, at least stable
Dividend paid in 2021	€/share	1
Dividend proposal for AGM 2022	€/share	1.05
Fair price provisions	-	Yes
Mandatory bid provisions	-	Yes
Votes required to approve a merger	%	75
Shares required to call a special meeting	%	5
Shares required to act by written consent	%	100
Board re-election frequency	Years	4
Ratification of the actions of the Board	Frequency	Annually
Directors directly elected by shareholders	%	50
Vote Standard	-	Majority
Immediate binding resignation	-	Yes
Whistleblower protection	-	Yes
Tool to anonymously report compliance issues	-	Yes - system is called SpeakUp

The company has not received significant (>30%) votes against company recommendations/nominees in the two most recent AGMs.

Figures as of March 11, 2022, if not indicated differently.

Employees per tax jurisdiction (per country of legal entity)	Unit	2020	2021
Argentina	Number	163	172
Australia	Number	36	32
Belgium	Number	954	946
Brazil	Number	538	543
Canada	Number	213	212
China	Number	978	969
France	Number	61	108
Germany	Number	7,627	7,729
Great Britain	Number	358	467
Hong Kong	Number	52	55
India	Number	841	826
Italy	Number	169	167
Japan	Number	67	64
Mexico	Number	96	96
Netherlands	Number	16	164
Russia	Number	40	43
Singapore	Number	86	69
Slovakia	Number	57	56
South Africa	Number	78	60
South Korea	Number	38	32
Spain	Number	30	29
Switzerland	Number	8	6
Taiwan	Number	21	22
Turkey	Number	16	17
USA	Number	1,766	1,982

7 Human Capital and Social Data

Workforce diversity							
	Unit	2017	2018	2019	2020	2021	Target
Women in the workforce							
Women in the overall workforce	%	18.6	19.5	19.6	19.6	19.7	-
Women in the Board of Management	Number	0	0	0	1	1	Mid 2022: 1
Women in the first level below the Board of Management	%	11.6	13.8	20.9	16.7	18.2	Mid 2022: 15%
Women in the second level below the Board of Management	%	23.9	19.2	25.1	23.4	25.7	Mid 2022: 25%
Women in management	%	21.9	22.4	22.6	23.1	24	2030: 30%
Women in junior management positions	%	-	-	-	25.8	26.8	-
Women in top management positions	%	-	-	-	22.2	24.4	-
Women in management positions in revenue-generating functions	%	-	-	-	19.1	20.2	-
Women in STEM-related positions	%	-	-	-	12.7	12.9	-
Diversity in Corporate Talent Program							
Female participants in LANXESS corporate talent program	%	-	-	31	30	25	Continuously ≥30%
Non-German participants in LANXESS corporate talent program	%	-	-	49	61	60	Continuously ≥40%
Employees with a disability							
Ratio of people with a disability at German sites	%	5.9	5.7	5.9	6.2	6.2	
Remuneration ratio of women to men							
Executive level base salary (total remuneration)	%	-	-	-	93 (93)	94 (94)	-
Younger than 30 years	%	-	-	-	-	-	-
30-39 years	%	-	-	-	-	98 (98)	-
40-49 years	%	-	-	-	107 (103)	87 (83)	-
50 years and older	%	-	-	-	105 (107)	100 (103)	-
Middle management level base salary (total remuneration)	%	-	-	-	-	92 (91)	-
Younger than 30 years	%	-	-	-	-	104 (104)	-
30-39 years	%	-	-	-	-	99 (99)	-
40-49 years	%	-	-	-	-	100 (99)	-
50 years and older	%	-	-	-	-	101 (101)	-
Management level base salary (total remuneration)	%	-	-	-	98 (98)	97 (97)	-
Younger than 30 years	%	-	-	-	-	-	-
30-39 years	%	-	-	-	100 (99)	101 (101)	-
40-49 years	%	-	-	-	101 (102)	100 (100)	-
50 years and older	%	-	-	-	99 (100)	101 (101)	-
Junior management level base salary (total remuneration)	%	-	-	-	97 (97)	97 (96)	-
Younger than 30 years	%	-	-	-	100 (100)	104 (104)	-
30-39 years	%	-	-	-	101 (101)	98 (97)	-
40-49 years	%	-	-	-	99 (99)	99 (99)	-
50 years and older	%	-	-	-	99 (99)	101 (101)	-
Non-management level base salary (total remuneration)	%	-	-	-	105 (100)	106 (107)	-
Younger than 30 years	%	-	-	-	99 (104)	99 (100)	-
30-39 years	%	-	-	-	97 (95)	106 (108)	-
40-49 years	%	-	-	-	93 (92)	109 (111)	-
50 years and older	%	-	-	-	94 (101)	110 (111)	-

Workforce structure							
	Unit	2017	2018	2019	2020	2021	Target
Workforce key facts							
Total FTE		18,786	15,222	15,258	14,531	14,636	-
Employees with permanent contract	%	94.5	93.5	93.0	93.3	93.5	-
Employees with temporary contract	%	5.5	6.5	7.0	6.7	6.5	-
Workforce nationality (of total workforce)							
German	%	-	-	-	52.3	49.9	-
American	%	-	-	-	10.2	11.6	-
Chinese	%	-	-	-	7.6	6.3	-
Belgian	%	-	-	-	6.1	5.9	-
Indian	%	-	-	-	5.9	5.6	-
Brazilian	%	-	-	-	3.3	3.8	-
Workforce nationality (of total management positions)							
German	%	-	-	-	54.5	54.9	-
American	%	-	-	-	12.1	12.4	-
Chinese	%	-	-	-	5.6	4.9	-
Belgian	%	-	-	-	2.4	2.4	-
Indian	%	-	-	-	4.6	4.7	-
Brazilian	%	-	-	-	2.8	3.1	-

Human Rights	Further information: Human Rights
---------------------	---

Health and Safety							
	Unit	2017	2018	2019	2020	2021	Target
Employees							
LTIFR	/1,000,000 hours	1.7	1.5	1.6	1.0	0.9	2025: ≤1.0
Fatalities	Number	0	0	0	0	0	-

Labour practice indicators							
	Unit	2017	2018	2019	2020	2021	Target
Employee turnover							
Total employee turnover rate	%	5.9	7.0	6.5	5.2	6.4	-
Voluntary employee turnover rate	%	2.3	3.1	3.0	2.2	3.4	Continuously <3.5%
Freedom of association							
Employees covered by an independent trade union or collective bargaining agreements (worldwide)	%	64.9	65	65*	64*	64	-
Employees covered by an independent trade union or collective bargaining agreements (in Germany)	%	91.8	92	92*	92*	92	-

Employee welfare/work-life balance							
	Unit	2017	2018	2019	2020	2021	Target
Xwork principles	% of countries	-	-	74	75	89	2022: 95
Flexible working hours and models	% of countries	-	92	69	79	91	-
Working from home arrangements	% of countries	-	87	78	77	82	-
Options for Childcare, Maternity/Paternity Leave and Care Models Worldwide							
Childcare	% of employees	-	64	70	75	62	-
Paid maternity leave	% of employees	-	68	76	77	76	-
Paid paternity leave	% of employees	-	73	76	76	75	-

*These figures include data for the Business Unit Leather

Training							
	Unit	2017	2018	2019	2020	2021	Target
Apprentices hired after completing their training	%	80	84	88	85	83	Continuously ≥80%
Employees who received Training during the year	%				99	95	-
Average training hours per FTE	Number (hours)				14	15	-
Average training costs per FTE (using example of France)**	EUR	1231	1,392	1,480	784	1,083	-

**As an example of our training costs per employee, we provide values for France (LANXESS SAS and LANXESS Epierre), as we are able to track training expenditure particularly well in this country.

Recruiting							
	Unit	2017	2018	2019	2020	2021	Target
New employee hires	Number	824	1051	868	508	842	
Open positions filled by internal candidates (internal hires)	%	28	25	24	18	18	

Community engagement							
	Unit	2017	2018	2019	2020	2021	Target
Beneficiaries of community program	Number (estimate)	233,000	100,000	300,000	1,500,000	885,954	-
Thematic focus on community involvement							
Education	%	76	62	69	68	74	-
Culture	%	9	7	6	5	5	-
Climate protection	%	4	2	4	5	7	-
Water	%	4	2	2	5	6	-
Other	%	7	27	19	16	8	-
Social activities by type of investment							
Charitable gift	%	24	38	19	20	14	-
Commercial initiatives	%	5	10	6	5	5	-
Community investments	%	71	52	75	74	81	-



8 Safe Harbor Statement

The information included in this document is being provided for informational purposes only and does not constitute an offer to sell, or a solicitation of an offer to purchase, securities of LANXESS AG. No public market exists for the securities of LANXESS AG in the United States.

This document 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 accepts any liability whatsoever arising directly or indirectly from the use of this document.

LANXESS AG

Investor Relations

E-Mail: ir@lanxess.com

Website: ir.lanxess.com

