



# LANXESS ESG Data Factsheet

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## ESG Data Factsheet

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## 1 Introduction & Reports

### Introduction

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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

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Performance data included in this factsheet is discussed further in the Annual Report 2022 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, data from the acquisition of Emerald Kalama Chemicals are included in the figures. Starting July 1, 2022, data from the acquisition of IFF's Microbial Control business are included in the figures. Figures for the announced Joint Venture with Advent regarding the former High Performance Material business unit are excluded in 2022 with the exception of figures for Social. Prior year data is not restated.

### Reports & Overarching Documents

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[Annual Report 2022](#)

[Corporate Policy](#)

[LANXESS corporate website](#)

## 2 Climate & Energy Data

<b>Climate Protection</b>		<b>Further information: <a href="#">LANXESS to become climate-neutral</a></b>					
	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>Target</b>
<b>Total GHG emissions (Scope 1 &amp; 2)</b>	kt CO <sub>2</sub> e	3,177	2,950	2,533	2,591	1,994	2025: 2,300kt 2030: 1,300kt 2040: Climate neutral
Direct GHG emissions (Scope 1)	kt CO <sub>2</sub> e	1,490	1,459	1,263	1,284	843	-
Direct CO <sub>2</sub> emissions	kt CO <sub>2</sub> e	-	941	865.2	963.6	820.0	-
Direct N <sub>2</sub> O emissions	kt CO <sub>2</sub> e	-	516.2	395.6	310.9	20.7	-
Direct CH <sub>4</sub> emissions	kt CO <sub>2</sub> e	-	1.5	1.8	9.3	2.1	-
Direct HFCs emissions	kt CO <sub>2</sub> e	-	0.3	0.4	0.2	0.2	-
Direct PFC emissions	kt CO <sub>2</sub> e	-	0	0	0	0	-
Direct SF <sub>6</sub> emissions	kt CO <sub>2</sub> e	-	0	0	0	0	-
Indirect GHG emissions (Scope 2)	kt CO <sub>2</sub> e	1,687	1,491	1,270	1,307	1,151	-
GHG emissions intensity in relation to sales							
Direct GHG emissions (Scope 1)	t CO <sub>2</sub> e / k €	0.22	0.21	0.21	0.17	0.10	-
Indirect GHG emissions (Scope 2)	t CO <sub>2</sub> e / k €	0.25	0.22	0.21	0.17	0.14	-
GHG emissions intensity in relation to volume sold							
Direct GHG emissions (Scope 1)	t CO <sub>2</sub> e / t	0.27	0.27	0.30	0.27	0.31	-
<b>Total GHG emissions (Scope 3)</b>							
Upstream GHG emissions (Scope 3)	kt CO <sub>2</sub> e	14,766	13,329	9,841	10,960	6,793	-
Downstream GHG emissions (Scope 3)	kt CO <sub>2</sub> e	8,096	5,758	4,658	5,916	4,367	-

<b>Energy management</b>	<b>Further information: <u>Systematic energy management</u></b>						
	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>Target</b>
ISO 50001 certification	-						Yes
<b>Total energy consumption</b>	PJ	28.5	27.1	24.4	28.6	25.4	-
Total direct energy sources							
Non-renewable	PJ	11.7	11.3	9.5	11.2	10.4	-
Renewable (biomass)	PJ	2.5	1.9	2.4	3.3	3.3	-
Total indirect energy sources							
Electricity consumption	PJ	6.7	6.55	5.8	6.3	4.7	-
Heat and steam consumption	PJ	6.9	6.7	6.0	7.05	6.3	-
Energy consumption for cooling	PJ	0.5	0.5	0.55	0.54	0.55	-
Other	PJ	0.2	0.15	0.15	0.11	0.12	-
Energy efficiency in relation to sales	GJ / k €	4.18	3.98	4.00	3.78	3.14	-
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	78	68	75	81	83	Ongoing until 2025

### 3 Water Management Data

Water	Further information: <u>Responsible use of water resources</u>						
	Unit	2018	2019	2020	2021	2022	Target
<b>Water in-put</b>							
Total water withdrawal	m m³	222.4	222.9	209.6	217	178.3	-
<b>Water withdrawal by region</b>							
EMEA (excl. Germany)	m m³	-	57.5	51.1	54.5	14.0	-
Germany	m m³	-	156.2	149.2	146.4	139.3	-
North America	m m³	-	6.9	6.9	13.6	22.6	-
Latin America	m m³	-	0.5	0.6	0.7	0.7	-
Asia-Pacific	m m³	-	1.8	1.8	1.8	1.7	-
<b>Total water withdrawal in water-stress areas</b>	m m³	-	5.7	4.7	4.5	4.1	-
<b>Total water withdrawal at water risk sites</b>	m m³	-	4	3.7	3.4	3.1	2023: -15% vs 2019
<b>Water withdrawal by source</b>							
Surface water	m m³	49.5	52.7	48.4	57.5	27.8	-
Groundwater	m m³	5.3	5.2	4.3	4.6	4.5	-
Third-party water (primarily surface water)	m m³	161.9	163.9	155.7	153.8	140.3	-
Water from external steam	m m³	4.5	4.7	4.4	4.6	4.2	-
Water withdrawal from alternative sources							
Rainwater	m m³	-	0.2	0.3	0.3	0.3	-
Third-party sewage water	m m³	1.2	1.1	1.217	1.1	1.2	-
Water withdrawal in relation to sales	m³ / k €	32.59	32.77	34.34	28.72	22.05	-
<b>Water out-put</b>							
Total water discharged	m m³	207.6	209.1	197.8	205.6	168.3	
<b>Water discharge by destination</b>							
Surface water	m m³				191.5	155.5	
Groundwater	m m³				0.0	0.7	
Seawater	m m³				0.4	0.4	
Third-party water (primarily surface water)	m m³				13.7	11.7	
Total cooling water	m m³	178.5	180.1	169.7	176.4	142.7	-
Total external sold steam off-heat	m m³	2.0	2.1	2.2	2.1	1.9	-
Total wastewater discharge (treated)	m m³	27.1	26.9	15.8	16.1	14.2	-
Total wastewater discharge (untreated)	m m³			10.0	11.0	9.5	-
<b>Total water consumption</b>	m m³	15.7	14.7	13.3	12.7	11.0	-
Water consumption in relation to sales	m³ / k €	2.30	2.16	2.18	1.68	1.36	2% yoy reduction
<b>Water Quality (Emissions into wastewater after treatment)</b>							
Total organic carbon (TOC)	kt	1.2	1.2	1.2	1.3	1.0	-
TOC in relation to sales	kg / k €	0.18	0.18	0.20	0.17	0.12	2% yoy reduction
Total nitrogen	kt	0.5	0.4	0.4	0.5	0.4	-
Heavy metals	kt	0.0027	0.0023	0.0021	0.0023	0.0019	-
Phosphorus	kt	-	0.23	0.134	0.3	0.09	-
Adsorbable Organic Halides (AOX)	kt	-	-	-	0.02	0.02	-
Persistent organic pollutants (POPs)	kt	-	-	-	0.00	0.00	-

## 4 Product Portfolio

<b>Safe and Sustainable Products</b>	<b>Further information: Sustainable Product Portfolio</b>						
	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>Target</b>
<b>LANXESS Product Sustainability Monitor*</b>							
Portfolio assessed	% assessed	100	100	100	100	100	-
Energizer	% of sales	-	-	-	30	29	-
Performer	% of sales	-	-	-	57	50	-
Transitioner	% of sales	-	-	-	10	17	-
Roadmap	% of sales	-	-	-	3	4	-
Development of a strategy plan	% of roadmap	-	-	-	40	70	End of 2023: 100%
<b>Contribution to Sustainable Development Goals (SDG)</b>							
SDG 2: Zero Hunger	% of sales	-	-	28	22	20	-
SDG 3: Good Health and Well-Being	% of sales	-	-	10	7	10	-
SDG 6: Clean Water and Sanitation	% of sales	-	-	3	2	2	-
SDG 7: Affordable and Clean Energy	% of sales	-	-	6	6	6	-
SDG 11: Sustainable Cities and Communities	% of sales	-	-	13	9	12	-
SDG 12: Responsible Consumption and Production	% of sales	-	-	33	48	47	-
SDG 13: Climate Action	% of sales	-	-	7	6	4	-
<b>Innovation</b>							
R&D Projects	Number	186	182	209	209	223	-
Thereof product related R&D	Number	108	114	134	132	140	2025: Ongoing further development
Thereof process related	Number		68	75	77	83	2025: Ongoing further development
Total patent families	Number	-800	-718	-686	-670	-660	-
Total property rights	Number	~5535	~5220	~5220	~5260	~5570	-
New patents	Number	41	44	35	54	21	-
Total R&D expense	€ million	109	114	108	95	102	-
Share of sales	% of sales	1.6	1.7	1.8	1.6	1.3	-
Number of employees in R&D	Number	496	516	517	456	490	-
Share of Group employees	% of Group employees	3.5	3.6	3.6	3.5	3.7	-

\* New name, prior "Product Portfolio Analysis"

<b>EU Taxonomy</b>	<b>Further information: Sustainable Product Portfolio</b>						
	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>Target</b>
Taxonomy-eligible Sales	% of total	-	-	-	22%	8%	-
Taxonomy-eligible CapEx	% of total	-	-	-	4%	2%	-
Taxonomy-eligible CapEx (adjusted for M&A)	% of total	-	-	-	9%	5%	-
Taxonomy-eligible OpEx	% of total	-	-	-	15%	8%	-
Taxonomy-aligned Sales	% of total	-	-	-	-	<1%	-
Taxonomy-aligned CapEx	% of total	-	-	-	-	<1%	-
Taxonomy-aligned CapEx (adjusted for M&A)	% of total	-	-	-	-	1%	-
Taxonomy-aligned OpEx	% of total	-	-	-	-	<1%	-

## 5 Value Chain Responsibility

<b>Environmental Management</b>	<b>Further information: <a href="#">Certifications</a></b>						
	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>Target</b>
ISO 14001 certification (EMS)	% of sites	96	98	98	97	97	2025: 100%
ISO 9001 certification (QMS)	% of sites	96	98	98	98	98	2025: 100%
Environmental audits	Number	34	38	39	38	41	-

<b>Non-GHG Emissions</b>	<b>Further information: <a href="#">Clear strategy to lower emissions</a></b>						
	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>Target</b>
Ozone-depleting substances	kt	0.00785	0.00716	0.00400	0.00400	0.00400	-
NO <sub>x</sub>	kt	2.8	2.6	2.1	1.4	0.9	-
SO <sub>x</sub>	kt	1.0	0.9	0.9	0.9	0.3	-
CO	kt	2.2	1.7	2.1	3.2	2.6	-
NH <sub>3</sub>	kt	0.025	0.048	0.021	0.030	0.010	-
NMVOC	kt	0.7	0.7	1.2	0.8	0.6	2025: -25% vs 2015

<b>Waste</b>	<b>Further information: <a href="#">Sustainable waste management</a></b>						
	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>Target</b>
<b>Waste generated / Disposals*</b>	kt	1,795.1	1,718.8	1,412.2	1,346.3	707.5	-
Recoverable content (material waste)	kt	296.7	306.4	207.6	212.3	200.0	-
External material recovery**	kt	65.0	58.9	47.9	60.5	59.1	-
External recycling rate	%	22	19	23	28	30	-
Incineration with energy recovery	kt	65.0	66.1	77.1	70.7	68.3	-
Incineration without energy recovery	kt	25.0	29.3	30.5	28.7	27.6	-
Landfilling	kt	141.7	152.1	52.1	52.4	45.0	-
Material waste in relation to sales	kg / k €	43.5	45.0	34.0	34.8	24.7	-
Other forms of disposal	kt	1,498.4	1,412.4	1,204.6	1,134.0	507.5	-
<b>Type of waste</b>							
Hazardous	kt	718.7	687.8	566.5	664.8	626.9	-
Non-hazardous	kt	1,076.4	1,030.4	845.8	681.5	80.6	-

\* 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



<b>Signatories and Commitments</b>	Further information: <b><u>Commitment</u></b>	
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	

<b>Sustainable Sourcing</b>	Further information: <b><u>Resilient Sourcing</u></b>						
<b>Ambition</b>							
Position on Human Rights	Yes						
Business Partner Code of Conduct	Yes						
Conflict mineral free value chain	Yes						
	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>Target</b>
<b>Responsibility along the value chain</b>							
Number of systematic sustainability risk analysis to evaluate all suppliers	Number of suppliers evaluated	-	-	7100	7213	6057	Status inquiry to identify relevant suppliers with high risk level
Share of suppliers	% of suppliers evaluated	-	-	43	45	49	-
Identification and reduction of sustainability risks in the supply chain	Ø Sustainability risk score of supplier	-	-	47	49	51	-
<b>Audits and Compliance</b>							
Total number of suppliers assessed	Number	-	-	1919	1370	1461	-
Together for Sustainability (TfS) assessments	Number	-	-	1852	1314	1407	-
TfS audits	Number	-	-	67	56	54	-
Share of relevant procurement volume covered by TfS audits	%	70	55	50	67	72%	-
Number of suppliers that have or could have a significant negative impact	Number	-	-	0	0	0	-
Thereof number of major/ critical findings with progress	Number	-	-	0	0	0	-
Number of suppliers with whom the business relationship was terminated as a results of the findings	Number	-	-	0	0	0	-
Supplier's average Ecovadis sustainability assessment	Points	-	46	47	49	51	-

<b>Safe and Sustainable Sites</b>	<b>Further information: <a href="#">Safe and sustainable sites</a></b>						
	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>Target</b>
Production sites	Number	-	-	58	63	57	-
Operating countries	Number	-	-	18	19	18	-
<b>Facility and Process Safety</b>							
Relevant incidents relating to facility and process safety	Number	-	-	7	5	8	Continuous reduction
Of which classified as reportable		-	-	4	3	5	-
Reportable environmental incidents	Number	-	-	2	2	0	Continuous reduction
<b>Contractor safety</b>							
Contractor fatalities	Number	0	0	0	0	0	-
<b>Transport safety</b>							
Reportable transportation incidents	Number	0	0	1	1	0	Continuous reduction

<b>Product Responsibility</b>	<b>Further information: <a href="#">Sustainable Product Portfolio</a></b>						
	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>Target</b>
<b>Product safety</b>							
Position on animal testing	-					Currently under development	-
Inspected/updated REACH lead dossiers	%	-	5	7	17	31.6	2026: 100%
<b>Safe use</b>							
Safety Data Sheets (SDS) available	Number	~251.000	~277.000	~311.000	~391.000	277,000	-
Languages of SDS	Number	-	-	-	43	43	-

## 6 Corporate Governance

### Governance key facts

Board structure	Two-tier system
Size of the Board of Management	5 senior executives (currently one position not filled)
Size of the Supervisory Board	6 independent stockholder representatives, 6 employee representatives
Next Annual General Meeting (AGM)	May 24, 2023

<b>Board of Management</b>		<b>Further information: <u>Overview of Board of Management</u></b>						
Name	Matthias Zachert	Michael Pontzen	Dr. Anno Borkowsky	Dr. Hubert Fink		Average or Sum	Target	
Position	CEO/Chairman	CFO/board member	Board member	Board member		5 members	-	
Gender	male	male	male	male		0 female members	1 woman by 2022	
In office since	Apr 2014	Mar 2015	May 2019	Oct 2015		-	-	
<b>Compensation for FY 2022 (in k €)</b>		<b>Further information: <u>Remuneration of Board of Management</u></b>					Target for CEO	Target for Board
<b>Total compensation pursuant to §162 AktG</b>		<b>4,296</b>	<b>1,816</b>	<b>1,449</b>	<b>1,834</b>		-	-
<b>Total fixed compensation</b>		<b>1,481</b>	<b>690</b>	<b>601</b>	<b>708</b>		-	-
Fixed compensation	Annual base salary	1,400	650	550	650	30% of total pay	33% of total pay	
	Comp. in kind	81	40	51	58	-	-	
<b>Total variable compensation</b>		<b>2,815</b>	<b>1,126</b>	<b>848</b>	<b>1,126</b>		-	-
Variable compensation short-term	Financial (EBITDApre)	1,750	650	518	650	30% of total pay	30% of total pay	
	LTPB 2022	450	225	197	225	40% of total pay	37% of total pay	
Variable compensation long-term	Stock perf. (LTSP 2019)	615	251	133	251			
Value Pension		788	325	275	325	-	-	
Value of shares held in € (December 31, 2022)		2,407,441	702,339	552,886	1,076,921	100% of base pay (150% for CEO)	100% of base pay (150% for CEO)	

<b>Pay Ratios</b>	Unit	Value	Comments
Vertical Pay Ratio (CEO-to-managerial employee)	Average target total direct compensation	34 times	Of all managerial employees in Germany (not including the Board of Management)
Vertical Pay Ratio (Board-to-managerial employee)	Average target total direct compensation	19 times	Of all managerial employees in Germany (not including the Board of Management)

<b>General Compensation Framework</b>	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

<b>Supervisory Board: Stockholder Representatives</b>	<b>Further information: <u>Overview of Supervisory Board</u></b>						
<b>Name</b>	<b>Dr. Matthias L. Wolfgruber</b>	<b>Hans van Bylen</b>	<b>Dr. Heike Hanagarth</b>	<b>Pamela Knapp</b>	<b>Lawrence A. Rosen</b>	<b>Dr. Rainier van Roessel (since May 2022)</b>	<b>Average or Sum</b>
Position	Chairman	-	-	-	-	-	-
Age (in years)	69	61	63	65	65	65	64.7
Gender	male	male	female	female	male	male	33% female
In office since	May 2015	Aug 2020	Jul 2016	May 2018	May 2015	May 2022	-
Tenure (in years)	8	2	7	5	8	1	5.2
Committees membership (total number)	3	2	2	1	2	1	1.8
External mandates (total number)	2	3	3	3	2	2	2.5
Executive committee (also remuneration 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
<b>Competence Profile</b>							
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	x					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	x		
Accounting & auditing		x		x	x		
Digitalization/IT			x				
Sustainability/ESG	x		x				x
<b>Compensation for FY 2022 (in k €)</b>							
<b>Total realized pay</b>	<b>262</b>	<b>186</b>	<b>99</b>	<b>180</b>	<b>150</b>	<b>82</b>	<b>82</b>
Fixed compensation	245	85	85	85	85	51	51
Pay for committees	0	80	5	80	50	20	20
Attendance allowance	17	21	9	15	15	11	11

<b>Supervisory Board: Employee Representatives</b>	<b>Further information: <u>Overview of Supervisory Board</u></b>						
<b>Name</b>	<b>Birgit Bierther</b>	<b>Ralf Sikorski</b>	<b>Iris Schmitz</b>	<b>Armando Dente</b>	<b>Dr. Hans-Dieter Gerriets</b>	<b>Manuela Strauch</b>	<b>Average or Sum</b>
Position	Chairwoman of the Works Council	Vice Chairman of Supervisory Board	-	-	-	-	-
Age (in years)	60	61	54	43	63	51	55.3
Gender	female	male	female	male	male	female	50% female
In office since	Jan 2019	May 2015	October 2021	Aug 2020	Aug 14	May 2015	-
Tenure (in years)	4	8	1	3	9	8	5.5
Committees membership (total number)	1	2	2	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
<b>Competence Profile</b>							
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			
Accounting & auditing		x	x	x	x	x	
Digitalization/IT	x	x	x			x	x
Sustainability/ESG		x		x	x	x	
<b>Compensation for FY 2022 (in k €)</b>							
<b>Total realized pay</b>	<b>142</b>	<b>182</b>	<b>140</b>	<b>140</b>	<b>140</b>	<b>142</b>	
Fixed compensation	85	125	85	85	85	85	85
Pay for committees	40	40	40	40	40	40	40
Attendance allowance	17	17	15	15	15	15	17

<b>Ownership &amp; Control</b>	<b>Unit</b>	<b>Value</b>
Votes per share	-	1 vote
Shares outstanding	Number	86,346,303
WKN	-	547040
ISIN	-	DE0005470405
Dividend Policy	-	Increase, at least stable
Dividend paid in 2022	€/share	1.05
Dividend proposal for AGM 2023	€/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 15, 2023, if not indicated differently.

<b>Employees per tax jurisdiction (per country of legal entity)</b>	<b>Unit</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Argentina	Number	163	172	174
Australia	Number	36	32	33
Belgium	Number	954	946	962
Brazil	Number	538	543	563
Canada	Number	213	212	221
China	Number	978	969	1,022
France	Number	61	108	109
Germany	Number	7,627	7,729	7,843
Great Britain	Number	358	467	475
Hong Kong	Number	52	55	48
India	Number	841	826	831
Italy	Number	169	167	162
Japan	Number	67	64	67
Mexico	Number	96	96	77
Netherlands	Number	16	164	169
Russia	Number	40	43	26
Singapore	Number	86	69	84
Slovakia	Number	57	56	61
South Africa	Number	78	60	51
South Korea	Number	38	32	34
Spain	Number	30	29	31
Switzerland	Number	8	6	11
Taiwan	Number	21	22	21
Turkey	Number	16	17	19
USA	Number	1,766	1,982	2,075

## 7 Human Capital and Social Data

<b>Workforce diversity</b>							
	Unit	2018	2019	2020	2021	2022	Target
<b>Women in the workforce</b>							
Women in the overall workforce	%	19.5	19.6	19.6	19.7	20.5	-
Women in the Board of Management	Number	0	0	1	1	0	
Women in the first level below the Board of Management	%	13.8	20.9	16.7	18.2	22.5	Mid 2027: 25%
Women in the second level below the Board of Management	%	19.2	25.1	23.4	25.7	24.8	Mid 2027: 28%
Women in management	%	22.4	22.6	23.1	24.0	25.2	2030: 30%
Women in junior management positions	%	-	-	25.8	26.8	28.1	-
Women in top management positions	%	-	-	22.2	24.4	24.7	-
Women in management positions in revenue-generating functions	%	-	-	19.1	20.2	21.3	-
Women in STEM-related positions	%	-	-	12.7	12.9	13.2	-
<b>Diversity in Corporate Talent Program</b>							
Female participants in LANXESS corporate talent program	%	-	31	30	25	28	Continuously ≥30%
Non-German participants in LANXESS corporate talent program	%	-	49	61	60	55	Continuously ≥40%
<b>Employees with a disability</b>							
Ratio of people with a disability at German sites	%	5.7	5.9	6.2	6.2	6.8	
<b>Remuneration ratio of women to men</b>							
Executive level base salary (total remuneration)	%	-	-	93 (93)	94 (94)	101 (103)	-
Younger than 30 years	%	-	-	-	-	-	-
30-39 years	%	-	-	-	98 (98)	111 (113)	-
40-49 years	%	-	-	107 (103)	87 (83)	119 (129)	-
50 years and older	%	-	-	105 (107)	100 (103)	103 (105)	-
Management level base salary (total remuneration)	%	-	-	98 (98)	97 (97)	90 (91)	-
Younger than 30 years	%	-	-	-	-	103 (104)	-
30-39 years	%	-	-	100 (99)	101 (101)	95 (98)	-
40-49 years	%	-	-	101 (102)	100 (100)	94 (99)	-
50 years and older	%	-	-	99 (100)	101 (101)	92 (92)	-
- Middle management level base salary (total remuneration)	%	-	-	-	92 (91)	95 (99)	-
Younger than 30 years	%	-	-	-	104 (104)	-	-
30-39 years	%	-	-	-	99 (99)	99 (102)	-
40-49 years	%	-	-	-	100 (99)	99 (104)	-
50 years and older	%	-	-	-	101 (101)	98 (100)	-
- Junior management level base salary (total remuneration)	%	-	-	97 (97)	97 (96)	93 (96)	-
Younger than 30 years	%	-	-	100 (100)	104 (104)	103 (104)	-
30-39 years	%	-	-	101 (101)	98 (97)	95 (97)	-
40-49 years	%	-	-	99 (99)	99 (99)	95 (100)	-
50 years and older	%	-	-	99 (99)	101 (101)	97 (98)	-
Non-management level base salary (total remuneration)	%	-	-	105 (100)	106 (107)	99 (103)	-
Younger than 30 years	%	-	-	99 (104)	99 (100)	93 (91)	-
30-39 years	%	-	-	97 (95)	106 (108)	101 (105)	-
40-49 years	%	-	-	93 (92)	109 (111)	102 (109)	-
50 years and older	%	-	-	94 (101)	110 (111)	100 (107)	-



<b>Workforce structure</b>							
	Unit	2018	2019	2020	2021	2022	Target
<b>Workforce key facts</b>							
Total FTE		15,222	15,258	14,531	14,636	14,945	-
Employees with permanent contract	%	93.5	93.0	93.3	93.5	93.5	-
Employees with temporary contract	%	6.5	7.0	6.7	6.5	6.5	-
<b>Workforce nationality (of total workforce)</b>							
German	%	-	-	52.3	49.9	47.7	-
American	%	-	-	10.2	11.6	12.8	-
Chinese	%	-	-	7.6	6.3	6.8	-
Belgian	%	-	-	6.1	5.9	6.2	-
Indian	%	-	-	5.9	5.6	5.7	-
Brazilian	%	-	-	3.3	3.8	3.8	-
<b>Workforce nationality (of total management positions)</b>							
German	%	-	-	54.5	54.9	52.6	-
American	%	-	-	12.1	12.4	14.9	-
Chinese	%	-	-	5.6	4.9	5.0	-
Indian	%	-	-	4.6	4.7	4.8	-
Brazilian	%	-	-	2.8	3.1	3.0	-
British (2021 and 2020: Belgian; top six nationalities displayed)	%	-	-	(2.4)	(2.4)	2.9	-

<b>Human Rights</b>	Further information: <a href="#">Human Rights</a>
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<b>Health and Safety</b>	Further information: <a href="#">Health and Safety</a>						
	Unit	2018	2019	2020	2021	2022	Target
<b>Employees</b>							
LTIFR	/1,000,000 hours	1.5	1.6	1.0	0.9	0.5	2025: ≤1.0
Fatalities	Number	0	0	0	0	0	-

<b>Labour practice indicators</b>							
	Unit	2018	2019	2020	2021	2022	Target
<b>Employee turnover</b>							
Total employee turnover rate	%	7.0	6.5	5.2	6.4	7.7	-
Voluntary employee turnover rate	%	3.1	3.0	2.2	3.4	4.4	Continuously <3.5%
<b>Freedom of association</b>							
Employees covered by an independent trade union or collective bargaining agreements (worldwide)	%	65	65*	64*	64	61	-
Employees covered by an independent trade union or collective bargaining agreements (in Germany)	%	92	92*	92*	92	92	-

<b>Employee welfare/work-life balance</b>							
	Unit	2018	2019	2020	2021	2022	Target
Xwork principles	% of countries	-	74	75	89	96	2022: 95
Flexible working hours and models	% of countries	92	69	79	91	92	-
Working from home arrangements	% of countries	87	78	77	82	99	-
Options for Childcare, Maternity/Paternity Leave and Care Models Worldwide							
Childcare	% of employees	64	70	75	62	59	-
Paid maternity leave	% of employees	68	76	77	76	78	-
Paid paternity leave	% of employees	73	76	76	75	72	-

\*These figures include data for the Business Unit Leather

<b>Training</b>							
	Unit	2018	2019	2020	2021	2022	Target
Apprentices hired after completing their training	%	84	88	85	83	85	Continuously ≥80%
Employees who received Training during the year	%			99	95	95	-
Average training hours per FTE	Number (hours)			14	15	15	-
Average training costs per FTE (using example of France)**	EUR	1,392	1,480	784	1,083	833	-

\*\*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.

<b>Recruiting</b>							
	Unit	2018	2019	2020	2021	2022	Target
New employee hires	Number	1051	868	508	842	1,125	
Open positions filled by internal candidates (internal hires)	%	25	24	18	18	20	

<b>Community engagement</b>	<b>Further information: <u>Impact Valuation</u> <u>Corporate Citizenship</u></b>						
	Unit	2018	2019	2020	2021	2022	Target
Beneficiaries of community program	Number (estimate)	100,000	300,000	1,500,000	885,954	1,481,950	-
Thematic focus on community involvement							
Education	%	62	69	68	74	71	-
Culture	%	7	6	5	5	4	-
Climate protection	%	2	4	5	7	12	-
Water	%	2	2	5	6	5	-
Other	%	27	19	16	8	8	-
Social activities by type of investment							
Charitable gift	%	38	19	20	14	4	-
Commercial initiatives	%	10	6	5	5	6	-
Community investments	%	52	75	74	81	90	-

All figures for 2022 except LTIFR including data for High Performance Materials business unit



## 8 Safe Harbor Statement

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