





LANXESS Sustainability Goals						
Topic	Goal	Indicator	Deadline	Status quo 2023	SDG	Page
 Circular and Sustainable Sourcing					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	2023	Risk tool reflects all trading partners globally for all countries and categories. Risk assessment has been conducted and 15 High Risk suppliers have been audited in 2023, based on the evaluation.		19–21
Identification and reduction of sustainability risks in the supply chain	Differentiation of risk score by goods group/country (levels 1–6)	Sustainability risk score	2023	Risk tool reflects all trading partners globally for all countries and categories. Risk assessment has been conducted and 15 High Risk suppliers have been audited in 2023, based on the evaluation.		19–21
 Safe and Sustainable Sites					3, 4, 6, 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	As of December 31, 2023, our matrix certificate covered 36 certifiable companies with 74 sites in 21 countries. In relation to the number of employees, this equates to 90% 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, which will also be transferred to our matrix certificate.		22–24
Global process safety	Continuous reduction in incidents relating to facility and process safety	Number of reportable incidents relating to facility and process safety	Ongoing	There were no major process safety incidents in fiscal year 2023.		22
	Continuous reduction in environmental incidents	Number of reportable environmental incidents	Ongoing	There were no relevant environmental incidents.		22
	Continuous reduction in transportation incidents	Number of reportable transportation incidents	Ongoing	There were no relevant transportation incidents.		24–25
Water consumption	Reduction of specific water consumption by 2% per year	Water consumption in cubic meters per thousand euros of sales	Ongoing	For continuing operations, the specific water consumption amounted to 1.33 cubic meters/thousand euros (–2.2% year-on-year). Including the HPM business unit, the specific water consumption amounted to 1.29 cubic meters/thousand euros (+4.2% year-on-year).		25–26
Wastewater	Reduction of specific Total Organic Carbon (TOC) by 2% per year	Kilograms per thousand euros of sales	Ongoing	For continuing operations, the specific TOC amounted to 0.13 kilograms/thousand euros (+6% year-on-year). Including the HPM business unit, the specific TOC amounted to 0.12 kilograms/thousand euros (+20% year-on-year).		26–27
Water risk sites	Introduction of a water stewardship program	Percentage of sites that have introduced a water stewardship program	2023	All four water risk sites (100% of the sites) met the defined criteria. They are therefore deemed water stewardship sites in accordance with the "LXS Water Stewardship Framework."		25–26
	Reduction of absolute water withdrawal by 15% compared with base year 2019	Absolute water withdrawal in cubic meters	2023	For continuing operations, absolute water withdrawal at water risk sites has been reduced by 31% compared with the base year 2019. Including the HPM business unit, the reduction was likewise 31%.		25–26

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 Climate Action and Energy Efficiency					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	In continuing operations, absolute CO ₂ e emissions amounted to 1,722 thousand metric tons. Including the HPM business unit, the figure was 1,817 thousand metric tons of CO ₂ e. This constitutes a reduction of 73.5% for continuing operations and 72% including the HPM business unit versus 2004, when the company was founded.		32–35
	Reduction of emissions of non-methane volatile organic compounds (NMVOC) by 25% compared to base year 2015	Absolute NMVOC emissions	End of 2025	For continuing operations, this constitutes a reduction of 91% compared with the base year. Including the HPM business unit, the reduction compared with the base year is 90%.		32–35
	Reduction of CO ₂ e emissions by 80% 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	–		32–35
	Climate neutrality for the entire Group	Absolute CO ₂ e emissions (Scope 1 and 2)	End of 2040	–		32–35
	Reduction of CO ₂ e emissions by 60% versus 2015	Absolute CO ₂ e emissions (Scope 3)	End of 2030	For continuing operations, this constitutes a reduction of 64.7% compared with the base year 2015.		32–35
	Climate neutrality for the upstream and downstream supply chain	Absolute CO ₂ e emissions (Scope 3)	End of 2050	–		32–33
 Good Governance and Energized Employees					3, 4, 5, 8	
HR 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 3.9% in continuing operations. Including the HPM business unit, it was 3.9%.		50–51
HR development	At least 80% of apprentices hired after completing their training	Proportion of apprentices hired in Germany	Ongoing until the end of 2023	79.5% of apprentices were hired.		45
Diversity and inclusion	Increase the proportion of women in the first level below the Board of Management to 25%	Proportion of women in the first level below the Board of Management	Mid-2027	The proportion of women on December 31, 2023, was 23.1%.		42–43
	Increase the proportion of women in the second level below the Board of Management to 28%	Proportion of women in the second level below the Board of Management	Mid-2027	The proportion of women on December 31, 2023, was 28.4%.		42–43
	Increase proportion of women in management to 30%	Proportion of women in management	End of 2030	The proportion of women on December 31, 2023, was 26.1%.		42–43
Occupational safety	Continuous decrease in the LTIFR by > 50% (reference LTIFR of 2.0 in 2016)	LTIFR	End of 2025	The LTIFR was 0.6 in continuing operations. Including the HPM business unit, it was 0.6.		55

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 Sustainable Products					3, 12, 13	
Active portfolio management from a sustainability perspective	Development of a strategy plan for all end products with more than 0.1% critical substances	Development of a strategy plan	2023	The strategy plan covers 100% of the relevant products.		58–60
	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 proportion of inspected/updated dossiers is 47.7%.		57
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	140 projects in the reporting year were aimed at developing new/improving existing products and applications.		58–61
	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	83 projects in the reporting year concerned process technology issues with a view to reducing costs, improving efficiency or increasing capacity.		32–33
Long-term customer relationship	Improvement in customer satisfaction and maintenance of customer retention: customer retention index > 75	Customer retention index score	2024	In the survey at the start of 2024, the customer retention index score was 74. The survey is carried out every two years.		64