

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

Since issuing its last declaration of compliance on December 9, 2022 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*) with the following exception and will comply with such recommendations without exception in the near future:

The share of variable remuneration achieved as a result of reaching long-term targets does not yet exceed the share from short-term targets under all contracts currently applicable for the members of the Management Board (deviation from recommendation G.6 of the German Corporate Governance Code ("GCGC")).

After the publication of the then latest version of the GCGC on March 20, 2022 and the related introduction of recommendation G.6 the Supervisory Board adopted a revised compensation system and started to continuously reflect this recommendation in service contracts which were newly entered in the course of new and re-applications of Management Board members as of January 1, 2021. In order to maintain the previously agreed weighting of the individual compensation elements and thus the level of total compensation of the Management Board, however, any Managing Board contracts ongoing at that time remained unaffected by this change. Following the recent new and re-applications of Management Board members during 2023 the recommendation G.6 of the GCGC will be fully implemented in all service contracts of the current Management Board members as of April 1, 2024.

Cologne, December 15, 2023

For the Supervisory Board

(Dr. Matthias Wolfgruber)

For the Management Board

(Matthias Zachert) (Oliver Stratmann)