

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

The Board of Management and the Supervisory Board of LANXESS Aktiengesellschaft last issued a declaration of conformity with the recommendations of the German Corporate Governance Code (the "Code") pursuant to Section 161 of the German Stock Corporation Act on December 7, 2021. This declaration is updated below as follows:

Recommendation G. 12

According to Recommendation G. 12 of the Code, in the event of termination of an Management Board employment contract, the payment of outstanding variable compensation components attributable to the period up to the termination of the contract shall be made in accordance with the originally agreed targets and comparison parameters and in accordance with the due dates or holding periods specified in the contract.

As part of the mutually agreed termination of the appointment of Dr. Stephanie Coßmann as a member of the Management Board, an early settlement of the long-term variable compensation component LTSP was agreed. In the opinion of the Supervisory Board, this agreement is appropriate as part of an amicable solution and in view of the fact that Dr. Coßmann will no longer have any influence on the achievement of agreed targets and payment conditions several years in the future following her departure from the Management Board.

The due dates for all other variable compensation components of Dr. Coßmann remain unaffected by the premature mutual termination of her Management Board employment contract in accordance with recommendation G. 12.

In all other respects, the declaration of conformity dated December 7, 2021 shall continue to apply without restriction.

Cologne, March 2022

For the Supervisory Board For the Board of Management

(Dr. Matthias Wolfgruber) (Matthias Zachert) (Michael Pontzen)