

 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 until the end of 2025	As of December 31, 2021, our matrix certificate covered 38 certifiable companies with 71 sites in 21 countries. In relation to the number of employees, this equates to 85% coverage of our matrix certificate (not included in the newly acquired sites in 2021: 88.5%). Due to the changes in our site portfolio in recent years, we still have some site certificates and a region certificate; these will also be transferred to our matrix certificate. As of the reporting date, a total of 97% of our sites had ISO 14001 certification.
Global process safety	Continuous reduction in incidents relating to facility and process safety	Number of reportable incidents relating to facility and process safety	Ongoing	In total, there were five relevant incidents, of which three are classified as reportable.
	Continuous reduction in environmental incidents	Number of reportable environmental incidents	Ongoing	There were two environmental incidents (release of saline solution and hydrogen sulfide) in El Dorado, U.S.
	Continuous reduction in transportation incidents	Number of reportable transportation	Ongoing	There was a transportation incident with relevant product release in India.
Water consumption	Reduction of specific water consumption by 2% per year	Water consumption in cubic meters per thousand euros of sales	Ongoing	The specific water consumption amounted to 1.68 cubic meters/thousand euro (-21% year-on-year).
Wastewater	Reduction of total organic carbon (TOC) by 2% per year	Kilograms per thousand euros of sales	Ongoing	The specific TOC amounted to 0.17 kilograms/thousand euro (-10% year-on-year).
Water risk sites	Introduction of a water stewardship program	Percentage of sites that have introduced a water stewardship program	2023	The implementation of the developed standard began in 2021.
	Reduction of absolute water withdrawal by 15%	Absolute water withdrawal in cubic meters	2023	Absolute water withdrawal at water risk sites has already been reduced by 10.5% compared with the base year 2019.

 Climate Action and Energy Efficiency 3, 7, 8, 12, 13				
Emissions	Reduction of CO ₂ e emissions by 60% 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	Absolute CO ₂ e emissions amounted to 2,591 thousand metric tons. This constitutes a 60% reduction versus 2004, when the company was founded.
	Including update of 2025 targets from 2015: - Reduction of specific Scope 1 emissions to < 0.19 (CO ₂ equivalents, metric tons per metric ton of product) - Reduction of specific Scope 2 emissions to < 0.24 (CO ₂ equivalents, metric tons per metric ton of product)			The specific Scope 1 emissions decreased year-on-year to 0.27 metric tons of CO ₂ e per metric ton of product. The specific Scope 2 emissions decreased year-on-year to 0.27 metric tons of CO ₂ e per metric ton of product.
	Reduction of emissions of non-methane volatile organic compounds (NMVOC) by 25% compared to base year 2015	Absolute NMVOC emissions	End of 2025	Absolute VOC emissions were reduced by 85% compared to the base year.
	Reduction of CO ₂ e emissions by 75% 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	
	Climate neutrality for the entire Group	Absolute CO ₂ e emissions (Scope 1 and 2)	End of 2040	
Energy efficiency	Increase in energy efficiency of 40% to < 1.24 (MWh/t) compared to base year 2015	Energy efficiency	End of 2025	Energy efficiency deteriorated slightly. Specific energy consumption amounted to 1.64 MWh/t in the reporting year.

 Good Governance and Energized Employees 3, 4, 5, 8				
Employee 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 3.4%.
Employee development	At least 80% of apprentices hired after completing their training	Proportion of apprentices hired in Germany	Ongoing until the end of 2023	83% of apprentices were hired.
Employee welfare/work-life balance	95% of countries in which we operate have derived and implemented specific guidelines and/or corresponding models for flexible working conditions from our global "Xwork" principles.	Proportion of countries ¹⁾ that have derived and implemented specific guidelines and/or corresponding models for flexible working conditions from our global "Xwork" principles	End of 2022	At the end of 2021, the proportion was 89%.
Diversity & Inclusion	At least one female Board of Management member	Proportion of women on the Board of Management	Mid-2022	By resolution of the LANXESS Supervisory Board of December 11, 2019, Stephanie Coßmann was appointed as a member of the Board of Management and as Labor Relations Director with effect as of January 1, 2020.
	Increase the proportion of women in the first level below the Board of Management to 15%	Proportion of women in the first level below the Board of Management	Mid-2022	The proportion of women was 18.2%.
	Increase the proportion of women in the second level below the Board of Management to 25%	Proportion of women in the second level below the Board of Management	Mid-2022	The proportion of women was 25.7%.
	At least 30% female and 40% non-German participants in LANXESS corporate talent programs	Proportion of female and non-German participants in LANXESS corporate talent programs	Ongoing until the end of 2022	With a total of 102 participants in 2021, the proportions amounted to 25% female and 60% non-German participants.
	Increase proportion of women in management to 30%	Proportion of women in management	End of 2030	The proportion of women was 24.0%.
Occupational safety	Continuous decrease in the LTIFR by > 50% (reference LTIFR of 2.0 in 2016)	LTIFR	End of 2025	The LTIFR was 0.9%.

LANXESS Corporate Responsibility Goals

Topic	Goal	Indicator	Deadline	Status Quo 2021	SDG
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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 strategic evaluation of products with a sustainability risk in the total sales of products with a sustainability risk is complete. The work on the new strategy plan has begun.
	Inspection and, if necessary, optimization of the	Promotion of inspected/	2026	The project started in mid-2020. The promotion of inspected/updated dossiers is 7%