

| LANXESS Corporate Responsibility Goals | | | | |
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| Topic | Goal | Indicator | Deadline | Status Quo 2020 |
|  Resilient Sourcing Our value chains start from a diverse, sustainable raw material portfolio. We engage with our suppliers and relevant stakeholders to improve the working and environmental conditions in the global supply chains. | | | | |
| 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 | 2021 | The migration of the risk analysis system with the objective of mapping risk more precisely resulted in delays. The timeframe has been extended accordingly from 2020 to 2021. |
| Identification and reduction of sustainability risks in the supply chain | Differentiation of risk score by goods group/country (levels 1–6) | Sustainability risk score | 2021 | Adjustment of timeframe from 2020 to 2021 necessary due to the migration of the risk analysis system. |
|  Safe and Sustainable Sites We manufacture sustainable products at competitive and sustainable chemical sites. Continuous process improvements and investments are fundamental for our sustained success. We care about the communities of which our sites are a part. | | | | |
| 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, 2020, our matrix certificate covered 39 certifiable companies with 74 sites in 21 countries. In relation to the number of employees, this equates to 88% 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; these will also be transferred to our matrix certificate. As of the reporting date, a total of 98% 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 seven relevant incidents, of which four are classified as reportable. |
| | Continuous reduction in environmental incidents | Number of reportable environmental incidents | Ongoing | There were two environmental incidents (release of saline solution) in El Dorado, U.S. |
| | Continuous reduction in transportation incidents | Number of reportable transportation incidents | 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 of continuing operations amounted to 2.18 cubic meters/thousand euro (+0.9% year-on-year). Including the Leather business unit, the figure was 2.13 cubic meters/thousand euro (–1.4% year-on-year). |
| Wastewater | Reduction of total organic carbon (TOC) by 2% per year | Kilograms per thousand euros of sales | Ongoing | The specific TOC of continuing operations amounted to 0.20 kilograms/thousand euro (+11.1% year-on-year). Including the Leather business unit, the figure was 0.19 cubic meters/thousand euro (+5.6% 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 will begin 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 3% compared with the base year 2019. |
|  Climate Action and Energy Efficiency For LANXESS, climate action based on efficient energy use is the right thing to do for society and also a key to delivering financial performance in the long term. | | | | |
| 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 2,533 thousand metric tons. Including the Leather business unit, the figure was 2,565 thousand metric tons of CO ₂ e. Both cases constitute a 61% 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 of continuing operations increased year-on-year to 0.30 metric tons of CO ₂ e per metric ton of product. Including the Leather business unit, the figure was 0.29 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 | The absolute VOC emissions were reduced by 78% compared to the base year. This applies both to continuing operations and including the Leather business unit. |
| | 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 | The specific Scope 2 emissions of continuing operations likewise increased year-on-year to 0.30 metric tons of CO ₂ e per metric ton of product. Including the Leather business unit, the figure was 0.29 metric tons of CO ₂ e per metric ton of product. |
| | 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. For continuing operations, specific energy consumption amounted to 1.59 MWh/t. Including the Leather business unit, the figure was 1.57 MWh/t. |
|  Energized Employees and Performing Teams We create a motivating, energetic and health-preserving working environment for all employees, striving for high engagement and impact. We nurture and promote a value-based, performance-orientated culture. We aim to be an attractive employer and to develop peoples' full potential throughout their professional life. | | | | |
| 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 2.2% both in continuing operations and including the Leather business unit (previous year: 3.0%). |
| Employee development | At least 80% of apprentices hired after completing their training | Proportion of apprentices hired in Germany | Ongoing until the end of 2023 | 85% (previous year: 88%) of apprentices were hired. |
| Occupational safety | Continuous decrease in the LTIFR by > 50% (reference LTIFR of 2.0 in 2016) | LTIFR | End of 2025 | The LTIFR was 1.0 in continuing operations. Including the Leather business unit, the LTIFR was 1.1. |
| 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 2020, the proportion in continuing operations was 78%. Including the Leather business unit, the proportion was 75% (previous year: 74%). |
| Diversity & inclusion | Increase proportion of women in middle and upper management to 20% | Proportion of women in middle and upper management | End of 2020 | The proportion of women was 19.9% in continuing operations. Including the Leather business unit, the figure was 19.7% (previous year: 19.8%). |
| | 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 17.1% in continuing operations. Including the Leather business unit, the figure was 16.7% (previous year: 20.9%). |
| | 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 23.7% in continuing operations. Including the Leather business unit, the figure was 23.4% (previous year: 25.1%). |
| | 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 89 participants in 2020, the proportions amounted to 30% female and 61% non-German participants (previous year: 31%/49% respectively). |
|  Sustainable Product Portfolio Our products are manufactured and marketed so that they do not pose a risk to humans or the environment. We systematically evaluate the sustainability of our entire portfolio. Sustainability criteria are also applied in the development of products and applications. | | | | |
| 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 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 project started in mid-2019. The proportion of inspected/updated dossiers is 7%. |
| 1) Countries in which LANXESS operates. | | | | |
|  Business-Driven Innovation We drive process-, product-, application- and business model-oriented innovation for and together with our customers and suppliers. We help our customers to make their business sustainable. | | | | |
| 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 | 134 projects in the reporting year were aimed at developing new/improving existing products and applications. |
| | 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 | 75 projects in the reporting year concerned process technology issues with a view to reducing costs, improving efficiency or increasing capacity. |
|  Valuing Customers Relationships We value long-term customer relationships, built on trust and knowing, understanding and solving the customers' challenges. | | | | |
| Long-term customer relationship | Improvement in customer satisfaction and maintenance of customer loyalty: customer loyalty index > 75 | Customer loyalty index score | 2020 | In the 2019/2020 survey, the customer loyalty index score was 77. The survey is carried out every two years. |