

## LANXESS wants to increase number of women in management

### Proportion of women in management positions to rise to 30 percent by 2030

**Cologne, December 20, 2021** – LANXESS wants to further promote gender diversity: By 2030, the specialty chemicals company aims to increase the proportion of women in management positions worldwide to 30 percent. At the end of 2020, around 23 percent of these positions were held by women.

“To move LANXESS forward, we need the best talents. We also know from our own experience that diverse teams come to better decisions and drive innovation. Bringing more women into management positions is therefore a decisive factor for the further successful development of our company,” said Matthias Zachert, Chairman of the Board of Management of LANXESS AG.

### Tailored offers to promote women

All LANXESS executives are obliged to pursue this new goal. To promote the professional and personal development of women, LANXESS supports young executives with individual mentoring and coaching offers. In addition, the specialty chemicals company is setting concrete targets for staffing its global talent programs: At least 30 percent of participants are to be female. In recruiting, LANXESS works with events tailored specifically to women. In addition, development and training opportunities are designed to be attractive to women. The company is also continuously expanding its offerings for balancing work and family life. For example, by the end of 2022, offers for flexible working - in terms of time and place - are to be available in 95 percent of the countries in which LANXESS operates.

#### LANXESS AG

Corporate Communications  
50569 Cologne  
Germany

#### Contact:

Ingo Drechsler  
Head of External Relations  
Phone +49 221 8885-3790  
[ingo.drechsler@lanxess.com](mailto:ingo.drechsler@lanxess.com)

Daniela Eltrop  
Spokesperson  
Financial and Business Media  
Phone +49 221 8885-4010  
[daniela.eltrop@lanxess.com](mailto:daniela.eltrop@lanxess.com)

Alexander Böhm  
Spokesperson  
Financial and Business Media  
Phone +49 221 8885-4746  
[alexander.boehm@lanxess.com](mailto:alexander.boehm@lanxess.com)

### Commitment to equality

In February 2021, LANXESS joined the Women's Empowerment Principles initiative of UN Women and UN Global Compact. This underlines the company's commitment to promoting business practices that empower women. These include equal pay for work of equal value, gender-sensitive policies for the advancement of women, and zero tolerance for sexual harassment in the workplace.

Group financing also reflects the company's commitment to increasing the proportion of women. Since the end of 2019, the interest rate of LANXESS' main revolving credit facility has been linked, among other things, to how successfully the company increases the proportion of women on the top three management levels.

LANXESS reports comprehensive key figures on diversity management here: <https://lanxess.com/en/Investors/ESG>

LANXESS is a leading specialty chemicals company with sales of EUR 6.1 billion in 2020. The company currently has about 14,900 employees in 33 countries. The core business of LANXESS is the development, manufacturing and marketing of chemical intermediates, additives, specialty chemicals and plastics. LANXESS is listed in the leading sustainability indices Dow Jones Sustainability Index (DJSI World and Europe) and FTSE4Good.

### Forward-Looking Statements

This company release contains certain forward-looking statements, including assumptions, opinions, expectations and views of the company or cited from third party sources. Various known and unknown risks, uncertainties and other factors could cause the actual results, financial position, development or performance of LANXESS AG to differ materially from the estimations expressed or implied herein. LANXESS AG does not guarantee that the assumptions underlying such forward-looking statements are free from errors, nor does it accept any responsibility for the future accuracy of the opinions expressed in this presentation or the actual occurrence of the forecast developments. No representation or warranty (expressed or implied) is made as to, and no reliance should be placed on, any information, estimates, targets and opinions, contained herein, and no liability whatsoever is accepted as to any errors, omissions or misstatements contained herein, and accordingly, no representative of LANXESS AG or any of its affiliated

### LANXESS AG

Corporate Communications  
50569 Cologne  
Germany

#### Contact:

Ingo Drechsler  
Head of External Relations  
Phone +49 221 8885-3790  
[ingo.drechsler@lanxess.com](mailto:ingo.drechsler@lanxess.com)

Daniela Eltrop  
Spokesperson  
Financial and Business Media  
Phone +49 221 8885-4010  
[daniela.eltrop@lanxess.com](mailto:daniela.eltrop@lanxess.com)

Alexander Böhm  
Spokesperson  
Financial and Business Media  
Phone +49 221 8885-4746  
[alexander.boehm@lanxess.com](mailto:alexander.boehm@lanxess.com)

## Press Release

companies or any of such person's officers, directors or employees accept any liability whatsoever arising directly or indirectly from the use of this document.

### Information for editors:

All LANXESS news releases and their accompanying photos can be found at <http://press.lanxess.com>. Recent photos of the Board of Management and other LANXESS image material are available at <http://photos.lanxess.com>.

You can find further information concerning LANXESS chemistry in our digital magazine "Inside LANXESS" at <http://inside.lanxess.com>.

**Follow us** on Twitter, Facebook, LinkedIn and YouTube:

<http://www.twitter.com/LANXESS>

<http://www.facebook.com/LANXESS>

<http://www.linkedin.com/company/lanxess>

<http://www.youtube.com/lanxess>

### LANXESS AG

Corporate Communications  
50569 Cologne  
Germany

#### Contact:

Ingo Drechsler  
Head of External Relations  
Phone +49 221 8885-3790  
[ingo.drechsler@lanxess.com](mailto:ingo.drechsler@lanxess.com)

Daniela Eltrop  
Spokesperson  
Financial and Business Media  
Phone +49 221 8885-4010  
[daniela.eltrop@lanxess.com](mailto:daniela.eltrop@lanxess.com)

Alexander Böhm  
Spokesperson  
Financial and Business Media  
Phone +49 221 8885-4746  
[alexander.boehm@lanxess.com](mailto:alexander.boehm@lanxess.com)