



Supplemental list of KPIs to be
considered for
Bloomberg Gender-Equality Index
2024

OCTOBER 2023

LANXESS
Energizing Chemistry

Bloomberg Gender-Equality Index (GEI)

KPI	Notes on KPI	More information
Percentage of women on company board	LANXESS AG's twelve-member Supervisory Board currently has five female members: Birgit Bierther, Dr. Heike Hanagarth, Pamela Knapp, Iris Schmitz and Manuela Strauch. This is a ratio of 42%.	Annual Report 2022, page 85 (Link)
Gender balance in board leadership	Pamela Knapp is chairwoman of the Audit Committee, one of LANXESS' four committees, thus equaling 25%.	ESG Data Factsheet, tab Governance (Link), Website (Link)
Percentage of women executive officers	Frederique van Baarle is part of the LANXESS Board of Management which consists of five members, thus equaling 20%.	Website (Link)
Percentage of women in total management	The proportion of women in management positions was 25.2% in 2022.	Annual Report 2022, page 43 (Link)
Percentage of women in senior management	The proportion of women in senior management (equal to first level below Board of Management at LANXESS) was 22.5% in 2022.	Annual Report 2022, page 43 (Link)
Percentage of women in middle management	The proportion of women in middle management (equal to second level below Board of Management at LANXESS) was 24.8% in 2022.	Annual Report 2022, page 43 (Link)
Percentage of women in total workforce	The proportion of women in the total workforce was 20.5% in 2022.	Annual Report 2022, page 43 (Link)
Percentage of women total promotions	In 2022, 26.4% of all promoted employees were female.	
Percentage of Women IT/Engineering	13.2% of employees that worked in IT/engineering and related fields were women in 2022.	Background Paper "Working at LANXESS", page 8 (Link)
Percentage of new hires are women	In 2022, 296 women were hired at LANXESS. In total 1,125 employees started with the company, thus equaling a percentage of female new hires of 26.3%.	Annual Report 2022, page 44 (Link)
Percentage of women attrition	In 2022, 243 women left LANXESS. In total 1,152 employees left the company (657 left voluntarily), thus equaling 21.1%.	Annual Report 2022, page 50-51 (Link)
Time-bound action plan with targets to increase the representation of women in leadership positions	LANXESS has several targets in place to increase the representation of women in leadership positions: <ul style="list-style-type: none"> • 25% women at the first level below the Board of Management by 2027 (respectively 28% for second level) • 30% women in management by 2030 • Continuously increase the number of female participants to at least 30% in corporate talent programs 	Annual Report 2022, page 43 (Link) & Background Paper "Working at LANXESS", page 8 (Link)

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Adjusted mean gender pay gap	The adjusted mean gender pay gap was 0.14% (adjusted for consideration of role).	Background Paper "Working at LANXESS", page 4 (Link)
Global mean (average) raw gender pay gap	The raw gender pay gap was -1.95% incl. Board of Management referring to hourly wage only, also considering variable pay.	Background Paper "Working at LANXESS", page 4 (Link)
Number of weeks of fully paid primary parental leave offered	For the majority of employees (between 50% and 80%) 14 weeks of fully paid primary parental leave are possible (52 weeks for employees with a salary less than 1,000 euros in Germany).	
Parental leave retention rate	99% of the employees who ended a parental leave period in 2022 returned to a job at LANXESS, 97% of which still worked in the company at the end of 2022.	Annual Report 2022, page 49 (Link)
Back-up family care services or subsidies through the company	We offer back-up family care services or subsidies through the company for the majority of our employees (between 50% and 80%).	
Flexible working policy	LANXESS offers Xwork models including flexible concepts with regard to working hours (flexitime, part-time or trust-based working hours, job sharing) and the work location (mobile working & working from home).	Background Paper "Working at LANXESS", page 9 (Link)
Employee resource groups for women	WInX - our global Women Initiative LANXESS - links women at LANXESS across national borders. With a "Male Ally Workshop", the Women's Network Germany showed that the commitment of male employees to gender diversity and equality is also important.	Background Paper "Working at LANXESS", page 9 (Link)
Unconscious bias training	In 2022, we initiated various learning opportunities that address unconscious thinking patterns and offered an "Unconscious Bias e-learning" in various languages.	Background Paper "Working at LANXESS", page 7 (Link)



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