



*Sustainable Finance Disclosure
Regulation (SFDR) Index*

2025

Greenhouse Gas Emissions

| | 2025 | Reference ¹ |
|---|--|------------------------|
| Scope 1 GHG emissions ² | 1.89 million metric tons of CO ₂ equivalents | AR: Page 151 |
| Scope 2 GHG emissions ³ | 0.90 million metric tons of CO ₂ equivalents | AR: Page 151 |
| Scope 3 GHG emissions ⁴ | 9.10 million metric tons of CO ₂ equivalents | AR: Page 151 |
| Total GHG emissions ^{2,3,4} | 11.89 million metric tons of CO ₂ equivalents | AR: Page 151 |
| Active in the fossil fuel sector | No | |
| Share of non-renewable energy consumption | 77.3% | AR: Page 149 |
| Share of renewable energy consumption | 22.7% | AR: Page 149 |
| Share of renewable electricity consumption | 51.2% | AR: Page 140 |
| Energy consumption intensity per high-impact climate sector | 8,855 GWh | AR: Page 149 |

Biodiversity

| | 2025 | Reference ¹ |
|---|--|------------------------|
| Sites/operations located in or near to biodiversity-sensitive areas | Using the World Database of Key Biodiversity Areas (KBA), the World Database on Protected Areas (PA) and the IUCN Red List of Threatened Species, we analyzed the geographic proximity of relevant conservation areas and endangered species to our 485 production sites, agricultural field and breeding stations, and mining operations. With an impact radius 10 times greater than the size of the respective site, we identified 38 sites near conservation areas (PA or KBA), including 18 production sites, 5 seed production facilities, 14 field and breeding stations and 1 phosphate mine. Six of these 38 sites are located near areas in which more than 10 different species are endangered (EN) or critically endangered (CR) according to the IUCN Red List. | AR: Page 125 |

Water

| | 2025 | Reference ¹ |
|----------------------|---|------------------------|
| Emissions into water | 1,000 metric tons | IR: Page 130 |
| | Phosphorus | 0.36 |
| | Nitrogen | 0.31 |
| | Total organic carbon (TOC) | 2.2 |
| | Heavy metals | 0.0031 |
| | Inorganic salts | 170.4 |
| | Chemical oxygen demand (COD) ⁵ | 6.5 |

Waste

| | 2025 | Reference ¹ |
|-----------------|----------------------------------|------------------------|
| Hazardous waste | 272,000 metric tons ⁶ | IR: Page 131 |

¹ SR: [Impact Report 2025](#) / AR: [Annual Report 2025](#)

² Scope 1 greenhouse gas from Bayer sites with an annual energy consumption exceeding 1.5 terajoules

³ Scope 2 greenhouse gas emissions, market-based method from Bayer sites with an annual energy consumption exceeding 1.5 terajoules

⁴ Greenhouse gas emissions from eight Scope 3 categories: (3.1) purchased goods and services, (3.2) capital goods, (3.3) fuel- and energy-related activities, (3.4) (upstream) transportation and distribution, (3.5) waste generated in operations, (3.6) business travel, (3.7) employee commuting and (3.12) end-of-life treatment of sold products.

⁵ Calculated value based on TOC figures (TOC x 3 = COD)

⁶ Definition of hazardous waste in accordance with the local laws in each instance

Social and Employee Matters

| | 2025 | Reference ¹ |
|---|---|------------------------|
| UN Global Compact principles and OECD Guidelines for Multinational Enterprises | Bayer is a founding member of the UN Global Compact and respects the Universal Declaration of Human Rights and the International Covenants on Civil and Political Rights and on Economic, Social and Cultural Rights of the United Nations. Our human rights due diligence is based on the related principles described in the UN Guiding Principles on Business and Human Rights (UNGPs) and the Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises. The UNGPs are considered to be among the most important international standards for preventing and combating possible human rights violations in connection with business activities. We are engaged in meeting this responsibility along the entire value chain and within our scope of influence worldwide. We also support the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy of the International Labour Organization (ILO), and the latter's core labor standards. | IR: Page 105 |
| Unadjusted gender pay gap | 1.32% | IR: Page 116 |
| Board gender diversity | Board of Management: 17% women (1 out of 6) Supervisory Board: 55% women | AR: Page 106 |
| Exposure to controversial weapons: anti-personnel mines, cluster munitions, chemical weapons and biological weapons | No | |

Masthead

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