

Re-Think our Future

Sustainability Report 2021
Bayer Switzerland





Credits

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“Driving change is what matters. And that’s what drives us here at Bayer every day. We are all the climate and we all need to play a part to rethink our future.”

1 Editorial

Re-Think our Future: Time is running out.

This decade is decisive in terms of preventing the most damaging consequences of climate change. Experienced natural scientist and filmmaker, Sir David Attenborough, also made this abundantly clear in his impressive speech at the UN Climate Change Conference (COP26) held in Glasgow last year. He appealed to the heads of state and government leaders present at the climate summit “to rewrite our story, to turn this tragedy into a triumph”.

As a result of the climate conference, we have seen a compromise on the lowest common denominator. For example, the once agreed formulation on the coal phase-out was weakened three times. This is still an important first step – but not enough. Much of the debate surrounding climate change focuses on what governments or companies say or do, which is undoubtedly a very important, even decisive, factor, but I believe that this approach overlooks those who actually cause the emissions: The consumers – us.

Ultimately, it is how we live our lives, day in, day out, that determines the concentration of greenhouse gases in the atmosphere. Whether it’s the car we drive, the flight we take, the products we buy, or the home we heat

Global climate goal under pressure

414 parts per million (ppm): This is the concentration of carbon dioxide (CO₂) in the Earth’s atmosphere. Sir David Attenborough opened his speech in Glasgow with this figure. The CO₂ concentration has not been this high for several million years. This increase seriously threatens the likelihood of achieving the climate goal of limiting global warming to 1.5°C, because in order to achieve this, CO₂ emissions must be reduced or the remaining CO₂ budget for humanity limited. If we surpass a value of 558 ppm, we could lose all control over the development of the climate.

Climate change is real

We all know that climate change is real and that we have to do something about it. It’s also clearly showing its face in Switzerland: We are all noticing the changes in the weather and remember last year’s very wet summer. In Switzerland, the annual average temperature has increased by 2°C since records began back in 1864. This is roughly double the global average increase. Nine of the ten warmest years on record in Switzerland happened in the 21st century. The glaciers of the Alps have lost about 60% of their area since the mid-19th century. Since 1970, the number of days of snowfall per year at 2,000 meters above sea level has fallen by 20%, and below 800 meters above sea level it now snows only half as often as it did back then.



These are, in my opinion, remarkable figures that show just how crucial it is that we take responsibility for our own ecological footprint.

Focus on sustainability – together with eevie

For this reason, we started our internal Climate Challenge in 2021, in collaboration with eevie. Around 234 employees took part: Together, we recorded 24,096 climate actions and were rewarded with almost 5,000 seedlings, which were planted in collaboration with the Eden Reforestation Foundation. The climate actions recorded in the app correspond to a CO₂ reduction of 10,617 kilograms. Planting the trees created additional annual carbon sequestration potential amounting to 61,713 kilograms. This is comparable to driving a car around the globe 10 times, and would prevent 1,084 tonnes of glacier ice from melting.

The story of inequality

Climate change is also a story of inequality. The lowest contributors to CO₂ emissions will be the first to face the consequences, primarily as a result of the pressure on global food systems. This pressure is now even greater due to the war in Ukraine. The war is a humanitarian disaster. It is causing unspeakable suffering in the war zone and will have devastating effects on global food security. Known as the “European breadbasket”, Ukraine exported around 33 million tonnes of wheat in 2021 alone, and has been feeding parts of the Middle East and East Africa for many years. As a result of the war in Ukraine and the fact that key ports are being blocked, these important exports cannot take place and a global hunger crisis looms. This is because the situation was already difficult as a result of the pandemic, weather phenomena, and relatively poor harvests in Africa and Latin America.

Health for all, hunger for none

At Bayer, we have a vision: “Health for all, hunger for none”. Achieving this goal will not be easy. Nor will we be able to do it alone. But we are determined to make a sustainable contribution. We are supporting farmers all around the world so that they can continue to sustainably and reliably produce enough food. We must strengthen the entire food chain, which, for us, means driving innovation in plant breeding and developing new digital solutions that enable farmers to generate better harvests with fewer resources.

Wide-ranging commitment to a better life

As part of our “Science for a better life” mission, we want to help create a world in which

- diseases are not only treated, but effectively prevented or cured;
- people are able to truly look after their health;
- enough food is produced to feed everyone and
- natural resources are respected; and
- success in business goes hand in hand with sustainability.

To close, I would like to quote Sir David Attenborough again: “If working apart we are powerful enough to destabilize our planet, surely, working together we are powerful enough to save it”.

On that note – Yours

A handwritten signature in dark ink, appearing to read 'A. Steiger', with a stylized flourish at the end.

Axel Steiger

2 About this Report

Bayer Switzerland is publishing a Sustainability Report for the second time in order to provide information about the fundamental economic, social and environmental effects of its business activities.

The Sustainability Report allows Bayer Switzerland to provide a transparent insight into its sustainability strategy and measures. It supplements the nonfinancial statement pursuant to the CSR Directive Implementation Act integrated into the combined management report of the Annual Report 2021 of the Bayer Group.

Reporting Period and Limitations

This Sustainability Report presents the main progress made and our key figures in 2021. All of the information in this document refers to the activities carried out by Bayer Switzerland. If this is

not the case, it will be indicated accordingly. The reporting period is the financial year 2021. The reference data for all data and facts is December 31, 2021.

The Sustainability Report of the Bayer Group www.bayer.com/en/sustainability/reporting-principles covers the following content:

- The company
- Governance
- Product stewardship
- Procurement
- Human rights
- Employees
- Climate Protection
- Environmental Protection and Safety
- Charitable Giving and Foundations

In the Sustainability Report of Bayer Switzerland, we report on the following themes:

- Sustainability Strategy
- About Bayer Switzerland
- Employees
- Inclusion & Diversity
- Engagement for Environment and Safety
- Social Engagement



In the interests of legibility, we have avoided gender-based overlaps in the text as well as naming the legal form of the companies. This report is written in German, French and English.

Reporting Method

The sustainability reporting of Bayer Switzerland is aligned to the guidelines of the Global Reporting Initiative (GRI). This report has been prepared in accordance with the GRI Standards: “core” option.

Materiality Analysis

We have also reviewed to what extent our core business impacts globally relevant environmental and sustainability agreements and how we can integrate goals from the Paris Agreement and the United Nations Sustainable Development Goals (SDGs 2030)

into our strategies. Many of our company’s identified priorities correlate with the UN Sustainable Development Goals, as we show in this report.



Key Issues

Within the analysis, the following areas came to the fore as being particularly relevant for Bayer Switzerland. The topics have also been structured in line with the Bayer Group reporting requirements:

Sustainability Strategy

- Our contribution to the SDGs

Bayer Switzerland

- About Bayer in Switzerland

Employees

- Employee Data
- Fair Compensation
- Learning and Training
- Work-Life Integration
- Safety and Health at Work

Inclusion & Diversity

Engagement for Environment and Safety

- Energy Management and Sustainable Sources
- Emissions into the Air
- Waste Disposal and Recycling
- Water and Wastewater
- Plant Safety

Social Engagement

- Our Donations
- Charitable Activities
- Sponsoring



3 Sustainability Strategy

As Bayer, we are active worldwide and act consistently in line with our corporate purpose “Science for a better life”. Derived from this, the principle of sustainability is firmly enshrined in our strategy, processes and guidelines.

To ensure that we can help provide a good life on a healthy planet, we promote science and innovation. And always with the aim of living according to our “Health for all, hunger for none” vision. All of the employees at Bayer are called upon to align our actions with this vision.

For us, sustainability means more than just corporate responsibility – it safeguards Bayer’s future growth. Sustainability is therefore an essential component of our corporate strategy, our business activities, our corporate values and the way in which we operate our businesses. Sustainability is at the center of our corporate vision “Health for all, hunger for none” and comprises the following three core elements for all divisions:

- Inclusive growth and value added for society
- Reduction of our ecological footprint
- Responsible business practices along our value chain

We deploy our innovation power to develop sustainable solutions for the pressing problems of our time.

The Corporate Sustainability Committee (CSC) draws up the sustainability strategy and activities across the Group. In Switzerland, the Swiss Sustainability Council (SSC) manages the local activities at the head office in Basel. We summarize these under the claim “Re-Think our Future”.

Our Contribution to the SDGs

In accordance with our organization’s strategy, we are committed to achieving the United Nations Sustainable Development Goals (SDGs).

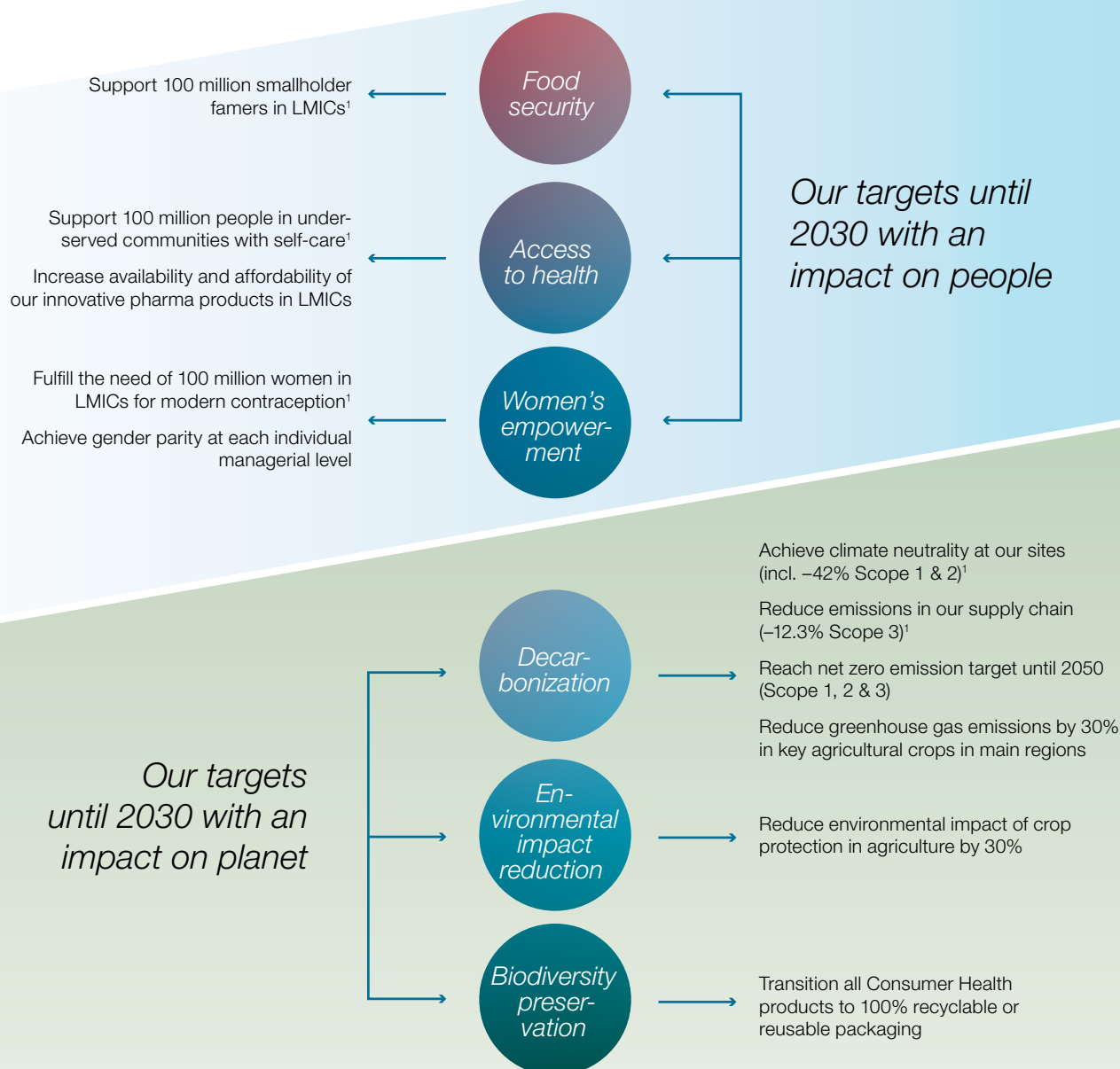
Bayer Switzerland focuses on selected SDGs with the largest effect on humankind, the environment and society. At the same time, we can achieve the greatest impact with these goals because of our business.

Global focus SDGs and our contribution with the goal of “Health for all, hunger for none”

Bayer Switzerland focuses on the following SDGs



Globally, Bayer is also committed to achieving the following SDGs



LMICs: low- and middle-income countries

¹ These targets are accounted for in the long-term variable compensation of the Board of Management and the managerial employees.

Basel

International Headquarters of the
Consumer Health division

EMEA Headquarters of the Crop Science division

Headquarters of the global Pharmaceuticals
therapeutic areas oncology, ophthalmology and
hematology

Marketing and Sales Crop Science for the Swiss
Market (since September 1, 2021)

European headquarters of
The Climate Corporation AG

Group management functions such as Finance,
HR, Purchasing, Legal and Compliance, IT

Muttenz

Bayer Crop Science
Switzerland AG

International Crop Science
production site



Zollikofen

Marketing and Sales
Crop Science for the
Swiss Market (until
August 31, 2021)

Zürich

Head office of Bayer (Schweiz) AG

The Pharmaceuticals and
Consumer Health divisions for the
local market with the following
functions Marketing and Sales,

Clinical Research, Medical Affairs
and Regulatory Affairs



4 *About Bayer in Switzerland*

Bayer has been operating in Switzerland since 1954 and is an important employer and economic factor. We have three national subsidiaries – Bayer (Schweiz) AG, Bayer Consumer Care AG and Bayer Crop Science Schweiz AG – and a total of three locations. The locations operate on both the local and international markets. In addition to the Swiss business, various international Bayer functions came to Switzerland over the years.

Pharmaceuticals. Innovating tomorrow.

Demographic change has repercussions for the health care system. The number of patients with chronic conditions and multiple morbidities is on the rise. At the same time, people are taking a more active role in managing their own health. With our innovative products, we seek to achieve therapeutic benefits for patients, while at the same time satisfying the growing requirements of physicians and health insurers. In addition to the local business based in Zurich, the global headquarters for the therapeutic areas of oncology, ophthalmology and hematology is located in Basel since 2012/2013. Bayer operates in the following therapeutic areas in Switzerland:

- Eye disorders
- Women's health
- Hematology
- Cardiovascular disease
- Infectious diseases
- Cancer
- High blood pressure in the lungs
- Men's health
- Neurology
- Radiology

Consumer Health. Innovation for a healthy life.

Bayer Consumer Health mainly comprises over-the-counter (OTC) products for maintaining and improving consumer health and well-being. In addition to the Swiss business based in Zurich, the global headquarters of the Consumer Health Division, which is led by Heiko Schipper, a member of the Board of Management of Bayer AG, have been located in Basel since 2016. Bayer offers more than 170 products worldwide for self-medication and care in the following areas:

- Skin protection and care
- Nutritional supplement
- Pain
- Digestive health
- Cough and cold
- Allergies



Crop Science. Innovations for a growing population.

Bayer aims to drive forward the next generation of farming. We help both large and small farms so that they can meet the population's demand for food and animal feed despite limited natural resources. Bayer produces intermediates for fungicides for global distribution in Muttentz and the Crop Science Division's marketing and sales for the Swiss agricultural business are based in Zollikofen. Since 2019, the EMEA headquarters of the Crop Science division has been located in Basel. In 2021, the Zollikofen site was closed and the Crop Science Division's marketing and sales for the Swiss agricultural business moved to Basel.

In addition, Basel is also the European headquarters of The Climate Corporation AG. Climate Corporation's mission is to help farmers sustainably increase their productivity with digital tools. The Climate FieldView™ platform uses detailed imagery and data layers to provide farmers with analysis and recommendations based on weather modeling, agronomic modeling and seamless data integration.

4.1 Country Leadership Team

The businesses in Switzerland are managed by the Country Leadership Team Switzerland

- Axel Steiger, CEO Bayer Schweiz
- Niklaus Knuchel, Country Division Head Crop Science Schweiz (until September 30, 2021)
- Christoph Breitenstroeter, Country Division Head Crop Science Schweiz (since October 1, 2021)
- George Fatouros, Country Division Head Consumer Health Schweiz (until June 30, 2021)
- Gustavo Gomez, Country Division Head Consumer Health Schweiz (since July 1, 2021)
- Florian Ibe, Country Division Head Pharmaceuticals Schweiz (until August 31, 2021)
- Thorsten Hein, Country Division Head Pharmaceuticals Schweiz (since September 1, 2021)
- Jacqueline Pelous, Head HR Schweiz
- Nicole Borel, Head Communications & Public Affairs Schweiz
- Marco Berchner, Head HSE & Real Estate Schweiz
- Pascal Bürgin, Head Law, Patents & Compliance Schweiz
- Thomas Wessa, Head Production Site Bayer Crop Science Schweiz AG
- Gerald Auer, Head of Finance, Crop Science EMEA
- Steffen Roellinger, Clinical Operations Pharmaceuticals
- John Koelink, Head Product Supply Consumer Health



5 Employees

The knowledge and commitment of our employees are key to the success of Bayer. We value that our employees are always able to develop constantly and in a wide range of areas, and that they feel at ease and appreciated by us as an employer.

We are guided by our company values (LIFE) and always maintain open dialogs. With the “Fairness and Respect at the Workplace” code of conduct, every employee is protected against discrimination, harassment and retaliation. Human Resources (HR) is committed to ensuring that this code of conduct is adhered to and empowers the organization to do so. Specialized organizational units are responsible for the operational design, implementation and steering of the global processes.

Our Company Values

LIFE stands for our values and management principles by which we act. LIFE stands for Leadership, Integrity, Flexibility and Efficiency.

Digitalization

Digitalization provides a huge opportunity – for us, too. Our HR department is already using robot-control process automation systems and artificial intelligence in a wide range of processes. In this way, talented candidates can be identified internally and externally with greater efficiency and effectiveness, for example. The program suggests suitable candidates based on their qualifications and experience, who are subsequently invited to a one-on-one interview by the recruiter, HR business partner or

manager. Our recruitment process has become more effective thanks to digitalization.

Our HR department regularly conducts digital development training for our team. The aim is to improve the automation and forecasting of staffing through digitalization.

5.1 Employee Data

As at December 31, 2021, Bayer Switzerland employed 1,524 people across various divisions and organizations. On average, our employees work at Bayer Switzerland for 9.7 years. In total, 121 new employees were hired at Bayer in Switzerland in 2021.

The staff turnover rate at Bayer in Switzerland was 9.6 percent and includes all employer- and employee-driven terminations, internal transfers to other Bayer entities abroad, retirements and deaths.

Employees 2021

Total number of employees	1'524
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Employees by Division

Pharmaceuticals	442
Crop	392
Consumer Health	479
Enabling Function	211

Employees by Gender

Women	692
Men	832

Employees by Corporate Function

Sales & Marketing	307
GA, Enabling, CPL	358
R&D	239
Supply Chain	329
Production	274
Trainees	17

Nationalities

Number of nationalities	64
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New employees 2021

New employees	121
Women	52
Men	69

New employees aged 50 or older	8
New employees under 30 years old	41
New employees aged between 30 and 49 years old	72

Staff turnover 2021

Staff turnover	147
Women	82
Men	65
New employees aged 50 or older	39
New employees under 30 years old	20
New employees aged between 30 and 49 years old	88



Demographics

The employment environment at Bayer is aimed to be optimal for every stage of our employees' lives. That is why we provide health and sports programs, flexible worktime models and knowledge management, among other things.

Employees by age structure 2021

Average age in years	43
Men aged under 20	3
Women aged under 20	1
Men aged between 20 and 29	49
Women aged between 20 and 29	38
Men aged between 30 and 39	250
Women aged between 30 and 39	237
Men aged between 40 and 49	282
Women aged between 40 and 49	264
Men aged between 50 and 59	209
Women aged between 50 and 59	135
Men aged 60 and above	39
Women aged 60 and above	17



5.2 Fair Compensation

Bayer enacts uniform standards to ensure that employees are fairly compensated throughout the Group. Our performance and responsibility-related compensation combines a base salary with elements based on the company's success, plus additional benefits. This is regularly reviewed so that we can remain competitive internationally. We pay men and women equally and inform our employees transparently about the overall structure of their compensation. Our "Total Rewards" corporate policy specifies the global requirements for compensation. Bayer Switzerland had the parity of pay between men and women analyzed already in 2020. It was confirmed that there is a parity of pay, taking into account various factors such as professional experience, qualifications, length of service and position category.

5.3 Learning and Training

With the Bayer Academy, we offer our employees a varying continuing education program. The Bayer Academy has been bestowed with multiple international awards and provides both professional training and systematic management development.

Employees from individual areas can build up their expertise in functional academies, such as the "Finance Academy". We currently have more than 40 of these functional academies and training organizations.

Since 2018, our employees have also been able to make use of an extensive e-learning library. All of our employees have thus had free 24/7 access to content that meets their needs and have been able to put together an individually tailored learning plan.

5.4 Work-Life Integration

We offer our employees flexible working hours and support in caring for children and close relatives. Our commitment in this area goes beyond the statutory requirements.

In the reporting year, part-time employees accounted for around 177 (approx. 12 percent) members of our workforce.

Part-time	2021
Part-time male employees	25
Part-time female employees	152
work on a full-time basis	88.4%
work on an 80–90% basis	6.3%
work on an 60–70% basis	3.0%
work on a 50% basis or less	2.3%

A close-up photograph of a child with reddish-brown hair wearing a green felt superhero mask. The mask has a single eye cutout and a small green leaf-like detail on the forehead. The child is holding the mask with their right hand. A green fabric cape is attached to the back of the mask. The background is blurred, showing other people in a crowd.

New Ways of Working

Between 2019 and 2021 we introduced a flexible working model at our locations in Zurich and Basel: New Ways of Working (NWOW). The concept is simple: everyone decides where they work, depending on the type of work – be it in a modern open-space office at a workplace that can be individually adapted to ergonomic needs, in one of the focus rooms or phone booths for telephone calls, in one of the special rooms for creative brainstorming sessions or from home. We trust that this is the working model of the future. And even more important: We trust our employees.



Working Hours, Vacations and Parental Leave

Here at Bayer Switzerland, we work a 40-hour week. Employees have between 25 and 30 vacation days per year, depending on their age. The following rules applied for all:

- Maternity leave: 20 weeks (statutory 14 weeks)
- Paternity leave: 20 working days within one year (statutory 10 days)

Flexible Working Hours Models

Whenever possible, we want to allow our employees to work flexibly so that they can have the necessary freedom for themselves. We firmly believe that flexibility breeds innovation and allows our employees to focus on what really matters – in line with our mission: “Science for a better life.”

For example, our employees can – in accordance with the respective supervisor and in line with the legal requirements – choose independently how and where they want to work. And because the office is more than just a workplace and can even be described as a social eco-system, we have set up flexible and innovative office concepts in Basel and Zurich which satisfy the new hybrid working situation.

In addition to this daily flexibility, we also offer various working models, including home office, the purchase of additional vacation days, sabbaticals, part-time working and job sharing.

Job Advertisements with the “80 – 100%” Suffix

We support flexible working, where possible, through the “80 to 100 percent” job model. HR managers will actively discuss the options with applicants, with both parties agreeing to the percentage of working time that meets both parties’ needs.

5.5 Safety and Health at Work

The well-being and safety of our employees at work and on the road is a top priority for us. Bayer Switzerland is committed to this with regular campaigns, activities and events.

Occupational safety and the protection of the health of our employees and the employees of our service partners, who work under Bayer's direct supervision include

- the prevention of occupational accidents and diseases
- the assessment of potential hazards
- comprehensive risk management
- the creation of a healthy working environment

Our SAFE campaign regularly highlights key points that are often missed in everyday work. In addition, our HSE (Health, Safety and Environment) department looks at the most common causes of accidents and initiates various actions to prevent them in the future. The most common cause of accidents at Bayer Switzerland in 2021 was tripping on the stairs.

Occupational accidents	2021
Total Bayer Switzerland	2
Production site MuttENZ	2
Basel & Zurich office site (home office)	0

Type of accidents	2021
In traffic and transport	0
Contact with chemicals	0
Movement (tripping on stairs)	2
Mechanical work	0
Other	0

Safety Day

With a positive safety culture, we can prevent or at least reduce accidents. For this reason, we organize an annual global safety day to promote safe behavior inside and outside the office environment. By means of an evacuation drill, we practice procedures and can take possible corrective action. The Bayer Global Safety Day includes various courses such as: First Aid Refresher or fire-fighting courses, as well as a Townhall Meeting with annually changing safety topics.

From 2021, the day will change from "Global Safety Day" to "Health & Safety Day". As part of the "Together towards a healthy and safer workplace" theme, a new safety briefing was provided to inform employees of all health offerings and to re-emphasise the issue of occupational safety.

First aid training

It is our duty to ensure that sufficient first aiders are available at our locations in the event of an emergency. In addition to trained medical staff who volunteer as emergency responders, our facility management and reception team is trained in first aid (IVR 1+2). Furthermore, we have set up an emergency response team consisting of volunteers. They have been trained in evacuation and can participate in IVR 1 training. This is how we make our working environment as safe as possible.

Mental health

It is important for each of us to take time to understand our needs, look after our wellbeing and support each other to stay motivated, focused & efficient. The coronavirus pandemic, and the associated home office, has presented many people with additional challenges. At Bayer Switzerland, we support our employees with so-called Mental Health and Resilience trainings and also work together with ICAS, an external partner. ICAS offers personalized employee support. This includes professional support and expert information on personal and work-related issues that can affect work performance as well as health, mental and emotional well-being.

Exercise and fitness

A healthy workplace also includes exercise and fitness. Our employees benefit from joint sports activities and offers. With our MOVE! program, we offer a wide range of sporting activities in everyday life – from basketball and badminton to beach volleyball and running. MOVE! is not only suitable for experienced athletes, but also for beginners. Within the framework of MOVE! we are able to financially support charitable projects every year thanks to Run for Charity and our MOVE! endurance athletes.

We also contribute CHF 250 to the fitness subscription or other fitness activities of our permanent employees. We provide fresh fruit, drinks, kitchen facilities and in-house showers. As part of our long-term strategy, we regularly conduct health risk assessments within the company to reduce any stress factors. We also offer all employees the opportunity to receive a seasonal flu vaccination.



Ergonomic work

We also attach great importance to ergonomic work. For this reason, all workstations are equipped with two monitors, a height-adjustable desk and individually adjustable office chairs. For the correct workstation set-up, we offer an ergonomics guide, as well as videos, so that all employees can adjust their workstations in a way that is conducive to good health. In addition, we have implemented an intelligent lighting system at the Basel site, which controls the warmth of the light: cooler light in the morning and warmer light in the evening to support relaxation.

In order to ensure ergonomic working in the home office due to COVID-19, Bayer in Switzerland financed the purchase of IT equipment (e.g. monitors, printers) for employees. In addition, surplus office chairs and high tables were sold cheaply at an internal flea market.

Support for Ukrainian employees in Switzerland

The war in Ukraine is having a major and devastating impact, especially for our Ukrainian colleagues with relatives in the war zone. In addition to humanitarian aid in the form of donations and supplies of medicines, Bayer Switzerland has supported its Ukrainian employees and their families in the following ways and their families in the following ways:

- Free language courses in cooperation with EF Education First AG
- Support in finding a suitable school for children
- Psychological help from our partner ICAS

There is also a special regulation at Bayer for voluntary employees and employees whose families have fled:

- Employees who do voluntary work as members of recognized aid organizations (e.g. Red Cross) receive paid absence of up to eight working days.
- Employees who are involved in small local or self-initiated aid projects to support refugee aid in Switzerland were granted up to two working days paid absence.
- Employees with family members, close relatives or close friends in Ukraine who have fled received up to ten working days paid free time to support these people.

Open Up our Minds

WE MAKE THE MIX WORK

**Here is to the
people who move
us forward:**

The ones who believe everybody, and every body, deserves good health – no matter the race, age, religion, gender, sexual orientation, status or income.

The ones who are committed to solutions that feed the world without starving the planet.

The ones who create the world they want to see for themselves and the next generations.

The ones who keep the hope, even when the world seems to take steps back.

When we celebrate individuality and differences. That's a step forward.

When we see the beauty and power of every body, no matter imperfections. Another step forward.

When we enable everyone to realize their full potential. Forward. Forward.

When we accept that love is love. Forward. Forward. Forward.

When we at Bayer speak up. We step forward with you.

We aren't here to just do the job, but to use our jobs to do better. Better for our planet, better for our customers and consumers, and sure, for our business too.

We're moving forward because when one of us steps forward, the whole world does too.

Because we all have the power to shape our world, to challenge stereotypes, and inspire lasting change, through our words and actions.

More about our engagement
[go/idswitzerland](https://www.bayer.com/go/idswitzerland)

6 Inclusion and Diversity

We are convinced that mixed teams with different personalities work better together, make better decisions and achieve better results. This is because diversity facilitates innovation and at the same time helps us to better understand the diversity of our clientele, patients and consumers around the world. For us, inclusion and diversity are more than just topics covered in guidelines and speeches – we live up to our promise: “we make the mix work.”

Our strategy

In September 2019, Bayer defined a new I&D strategy and made the creation of a more inclusive working environment a strategic priority. Our strategy is based on four pillars. We have defined what each pillar means for us at Bayer Switzerland:

Culture

We actively integrate our employees and managerial staff and together create a more inclusive working environment and an open mindset.

Talent

Through our processes and decisions, we find and support the right talents, regardless of their skin color, religion, gender, age, nationality, physical ability, gender identity, gender expression and sexual orientation. Our aim is to create equal opportunities for everyone.

If there were no differences in the way we think, there would be no innovations.

Company

We are committed to having diverse and inclusive customers and suppliers, as this is a key growth factor for our business.

Brand

We promote our engagement – both internally and externally – in order to create trust. Our employees proudly reflect the society we live in and demonstrate the value of diverse thinking in delivering best-in-class solutions.

Employee networks

We can promote inclusion and diversity more strongly via employee networks. For example, through the Business Resource Groups (BRGs), the purpose of which is to facilitate networking and thus also the exchange of ideas between and support of employees within the Group. They provide the different stakeholders with a voice, both internally and externally.



BLEND

BLEND aims to be the point of contact to which every employee can raise LGBT(+)-related questions at the workplace. We are networking with colleagues in Switzerland to promote this initiative further and are working with other companies in Switzerland so that we can learn from one another. BLEND is committed to ensuring that Bayer continues to review its corporate guidelines relating to LGBT(+) employees. The goal is as simple as it is obvious: equal treatment for everyone.



“Yes to marriage for all”

On September 26, the Swiss electorate clearly said “yes” to “marriage for all”. Around 64.1 percent spoke out in favor of equality for same-sex lovers in our country. As part of our commitment, we also supported the “YES for everyone” campaign. In doing so, we wanted to make a contribution to an inclusive Switzerland and show that “marriage for all” is not a minority concern, but a basic attitude of society and the economy: for the same duties, for the same rights. The result of the vote is a sign of an open, liberal Switzerland. For a country as a place worth living and working in. For equality and inclusion.



We carry the Swiss LGBTI label

In 2021 we applied for the “Swiss LGBTI Label” quality seal, which we were awarded in spring 2022. The “Swiss LGBTI Label” distinguishes organizations that rely on holistic diversity and inclusion management. And that regardless of the size of the organization. The Swiss LGBTI label sensitizes employees in the workplace to better acceptance and inclusion of lesbian, gay, bisexual, transgender and intersex colleagues. In order to receive the label, it is checked to what extent the organization has implemented instruments and measures to promote and support LGBTI people. This is done using a standardized questionnaire that inquiries about the relevant operational processes of an organization’s quality management.



ENABLE

The aim of the ENABLE employee network is to promote equal opportunities for everyone and create a more inclusive workplace that supports people with disabilities. The Group is committed to paving the way for a better understanding of the needs of our employees with disabilities as well as those of our customers and patients. This is because it is not the disability that matters, but the abilities instead.



Internships for people with disabilities: experiences beyond the job

From May to June, two students from the International School of Basel (ISB) completed an internship at Bayer as part of a program for special needs students organized by the Swiss national association of the ENABLE Business Resource Group. Anna and Francesco, both 17 years old, have a form of autism that affects the development of their communication, social and cognitive skills. Despite the wide range of forms of autism and the large number of autistic people with unique abilities, young people with autism often have difficulties finding work. A study by the UK Statistics Office, published in February 2021, showed that just 22 per cent of autistic adults in the country were in some form of gainful employment. Their experiences gave us insights into a more inclusive corporate culture and show that "learning on the job" is not just for interns. Bayer should and can be a place where people of all backgrounds, strengths and abilities can make a difference together.



Family Connections

This employee network wants to create an environment in which every professional and family obligation can be carried out to the full extent. Family Connections offers employees support and solutions to harmonize personal and professional responsibilities and attain the best quality of life. This is done by creating a forum for parents to share ideas and solutions and identify opportunities.



grow

grow stands for Growing Representation & Opportunities for Women. Our vision is for women to be equally represented at all levels, to take on leadership roles and to be recognized, and for men to be advocates for this equality. We set up initiatives to promote an accountable and inclusive culture that champions women's growth and their achievements.



We have set ourselves the goal of increasing the proportion of women in the entire top management to 50 percent by 2030.

Peer coaching

As part of its ongoing I&D efforts, Bayer Switzerland has set up peer coaching groups as a development opportunity for women at different stages in their lives. To this end, we are creating platforms on which business coaches and respected managerial staff can share their knowledge and experiences as mentors and offer support.

In 2021, various peer coaching sessions were carried out on the following topics:

- Professional development
- Networking
- Emotional intelligence
- From lone warrior to team leader
- Leadership style
- Motivation of teams
- Conflict management/change management

Promoting women within the company

Bayer advocates the promotion of gender equality. We have endeavored for many years to achieve a better gender balance in management. The proportion of women in management is reviewed every year. The proportion of women in management positions at Bayer Switzerland is currently over 49 percent. In upper management, 43 percent of positions are held by women.

The development of the proportion of women in management

	% women 2020*		% women 2021**		Aspiration 2025	Aspiration 2030
	Bayer Global	Bayer Switzerland	Bayer Global	Bayer Switzerland		
TOP Management (VS4.2+)	23%	22%	27%	24% ▲	33% women	50/50 balance
Upper Management (VS2 – VS4.1)	36%	40%	37%	43% ▲		50/50 balance on each individual managerial level
Lower Management (VS1.1 - VS1.3)	43%	57%	44%	57%		50/50 balance on each individual managerial level
Across all combined levels	43%	45%	44%	49% ▲	50/50 balance across all combined levels	50/50 balance on each individual managerial level

Proportion of female managers in higher management levels has increased; at the lower levels it is 57% and thus already reaches the target for 2030.

* as of 31.12.2020

** as of 31.12.2021



*At Bayer
Switzerland,
we are aiming for
climate neutrality
by 2030.*

7 Engagement for Environment and Safety

Climate change is an environmental factor that is essential for us as a globally active company. It has an impact on our customers, our employees, our management, our suppliers and the environment in which we operate. For Bayer, the protection of the environment and the safety of our employees and the people living in the neighborhood of our sites are of the highest priority.

We are committed to taking into account the key points in the area of health, safety and environmental protection in our daily activities. Following a clearly defined process, we establish action plans to continuously reduce our environmental impact. The Enabling Function HSE (Health, Safety and Environment) is responsible for managing and monitoring these plans, as is the case in Switzerland.

At our production site in MuttENZ, this is managed and controlled by the QHSE (Quality, Health, Safety and Environment) department. Based on international ISO standards, an integrated management system is implemented to also ensure compliance with safety standards. Reporting and analysis of occupational accidents are ensured by a globally applicable approach.

A tailored integrated management system is also in place at the office locations in Zurich and Basel.

7.1 Energy Management and Sustainable Sources

The processes in production and the depth of our value chain have a major influence on our energy requirements. For example, the extraction of raw materials for crop protection products and the preparation and further processing of these in pre-production are particularly energy intensive. The total energy consumption of Bayer Switzerland in 2021 was 490.7 terajoules. (136.1 million kWh).

Production site MuttENZ

With 484 terajoules (134.4 million kWh) last year, our production facility in MuttENZ is the big energy consumer in our system. For this reason, we are committed and motivated to constantly save energy. Together with the Energy Agency of the Swiss Private Sector (Energie-Agentur der Wirtschaft, EnAW), we have set these target areas in order to improve every year:

- CO₂ intensity and reduction
- Energy efficiency

Bayer's global goal is to rely 100 percent on green power by 2030. We have already achieved this at our production site in Muttentz. As early as 2021 we are using 100 percent CO₂-free electricity from renewable energies. We are using energy from sustainable sources – for example, steam from waste incineration from GETEC PARK.SWISS AG and steam condensate from production for heating.

Basel site

The office location in Basel had an energy consumption of 6.7 terajoules (1.85 million kWh) last year. For heating, we currently obtain district heating in a mix of:

- 44% waste incineration (CO₂ neutral, 50% of the waste is biodegradable, such as our Naturess coffee cups)
- 35% natural gas
- 17% wood combustion (CO₂ neutral, thanks to wood from local, sustainable cultivation)
- 3% sewage sludge
- 1% heating oil

We are examining whether the share from CO₂-neutral sources of 61 percent can be further increased. Since January 2021, we have been sourcing in Basel energy exclusively from renewable sources in Switzerland. Since March 2021, this has also been the case in our offices in Zurich.

The site in Basel has a rainwater collection system, so the collected water can be used for the sprinkler system. Thanks to the weather station, the heating and ventilation system at the same location can be optimally adjusted to the current conditions and energy can be saved. The data from this station is also used to control window blinds in perfect harmony with the weather. In addition, there are motion detectors in all rooms and at the workplaces that control the brightness as needed.

Sites in Zurich and Zollikofen

In Zurich and Zollikofen, we currently have no insight into energy use due to the conditions on site (in Zurich, for example, we only rent individual spaces). We are working on analyzing the values and optimizing them according to our goals. Since March 2021 we have been sourcing in Zurich energy exclusively from renewable sources in Switzerland. The office in Zollikofen was closed on August 31, 2021.

7.2 Emissions into the Air

At Bayer Switzerland, we are aiming for climate neutrality by 2030. To achieve this, we are relying on three strategic levers: process innovations, more efficient plants and building technology, and the implementation and optimization of energy management systems.

The largest share of emissions at Bayer in Switzerland is generated in production in Muttentz: in 2021 it was 25,600 tonnes CO₂.

In Muttentz, we produce active ingredients and intermediates for crop protection products that are used worldwide. The infrastructure includes:

- two multi-purpose chemical plants
- a tank farm
- several warehouses
- a process development laboratory
- several quality control laboratories
- one administration building

The Muttentz production site is certified according to these four ISO standards:

- Environment ISO 14001
- Energy Management ISO 50001
- Occupational Health and Safety ISO 45001
- Quality ISO 9001

Through the ISO certification, we ensure the responsible, efficient and sustainable use of our resources. The quality of the products, safety during production and transport, occupational and plant safety, the health of the employees and the flawless handling of business processes are important prerequisites for climate neutrality.

Fleet management

The average CO₂ emissions of the Swiss company car fleet in December 2021 was 139 grams CO₂ per kilometer and the value for newly registered vehicles in 2020 was 144 grams CO₂ per kilometer. This year, we will completely rework our car policy and adjust our vehicle selection. In the future, the management will exclusively use electric vehicles and these will also be prioritized for our field employees. We support the installation of the necessary infrastructure – both at the office locations as well as at the home of employees with company cars.

Business travel

We travel significantly less than in the past due to the corona-virus pandemic and thanks to the technological/digital improvements. Above all this benefits our health, protects the environment and saves costs. Online meetings, including video are our first choice – especially for internal meetings. Business trips are still important for meetings in which face-to-face interactions add significant value such as customer meetings, 3rd party audits, or for global/regional leaders that must also connect with their teams physically from time to time. We only travel when it is absolutely necessary.

7.3 Waste Disposal and Recycling

Our systematic waste management enables us to keep the consumption of materials as well as the disposal quantities at the lowest possible level. Our targeted waste separation, safe disposal methods and economically appropriate recycling processes contribute to the same goal.

Waste quantity in tonnes	2021
Production site Muttensz	24'743,0
– Chemical waste	24'730.0
– Ordinary waste	13.0
Office site Basel	8.5

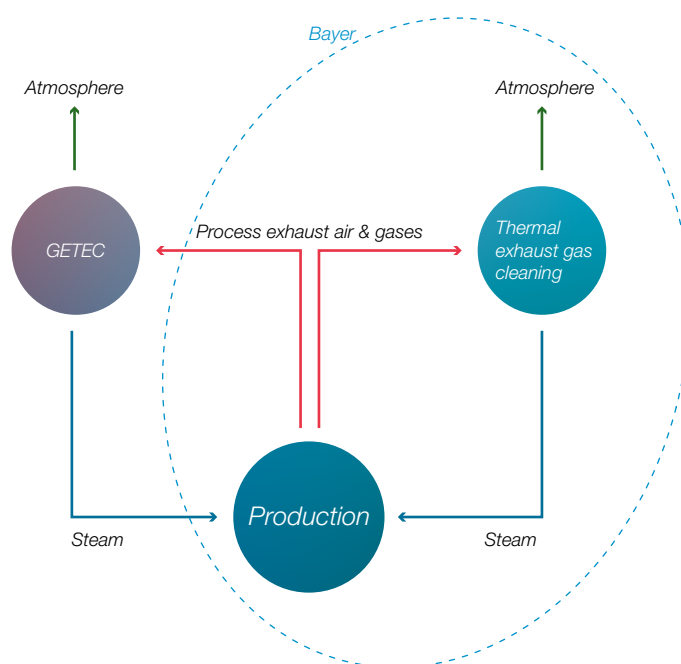
We do not have any figures for the Zollikofen and Zurich locations.



Heavy metals in production – such as copper or zinc – are almost completely recovered and therefore do not become waste materials.

Waste Management

The industrial park GETEC PARK.SWISS AG in Muttensz offers comprehensive waste management. Waste incineration is used to generate energy and to mineralize industrial waste. Hazardous and industrial waste is incinerated, generating heat in the form of steam, hot water and warm water.





Thermal waste

The thermal waste gas purification plant with steam generator is used for the incineration of waste gas and waste air streams generated at the site during the production of crop protection products and intermediate products. The pollutant composition requires flue gas denitrification and flue gas scrubbing to comply with the limit values. To minimize the support fuel natural gas, substitute fuel is also burned.


Recycling

By eliminating PET bottles in all our meeting rooms, we have drastically reduced our PET quantity within two years. In 2018, the amount was still 3,670 kilograms, which was reduced by 20 percent to 2,889 kilograms in 2019. In 2021, the rate was still 411 kilograms – the decrease is largely due to the COVID-19 pandemic. And in 2021 we have recycled a total of 183 kilograms PET.

We have introduced professional recycling stations and central printer rooms in the Basel offices. This has simplified recycling and minimized air pollution and noise emissions in the offices thanks to the central printer stations.

At the production site in Muttentz, 609 tonnes of metal and zinc salts were recycled in 2021.

Together with the industrial park GE-TEC PARK, SWISS AG and our own thermal waste gas purification plant (TAR) we ensure ecologically and economically sound waste disposal for industrial waste.



Water is a rare commodity

At Bayer, we strive to constantly reduce water consumption, develop resource-saving methods, and optimally purify the water we use.



7.4 Water and Wastewater

The office location in Basel used around 55 percent less water in 2020 than in the previous year due to the COVID-19 pandemic. In 2021, around 54.6 percent less water was needed than in 2020 because of the home office situation. The water comes from local groundwater and Rhine water sources.

Wastewater treatment

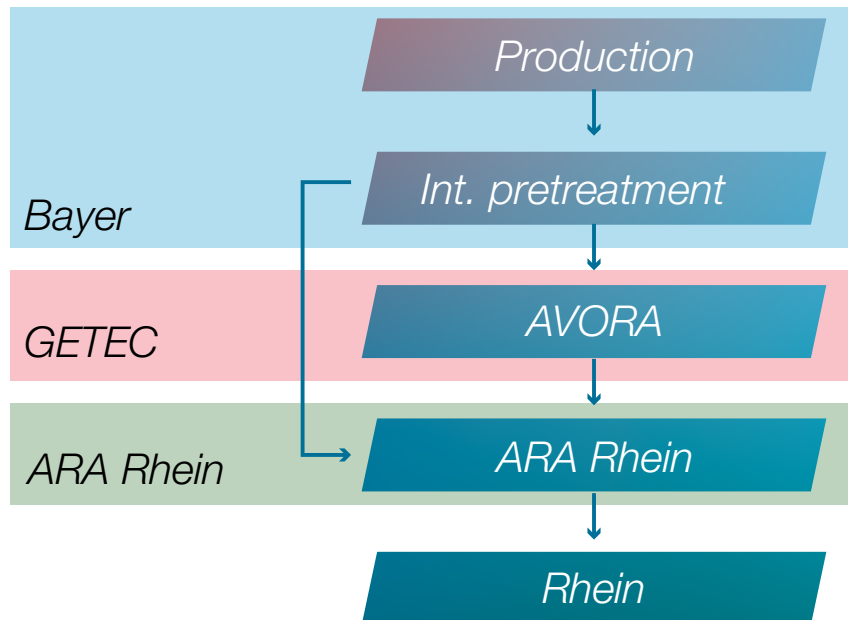
At our production site in MuttENZ, we use various purification processes and treatment steps for the wastewater. Depending on the ingredients, we combine the processes so that the wastewater is discharged in compliance with the law and directives. Wastewater treatment almost always begins with internal pre-treatment in the production building. For example, solvents are recycled, or pollutants eliminated through distillation or extraction. At the production site in MuttENZ, in 2021 228 million liters of water were professionally treated. cht gereinigt.

Water consumption in million liters	2021
Production site MuttENZ	3'507
Office location Basel	0.912

We do not have any figures for the Zollikofen and Zurich sites.

Our laboratory at the MuttENZ site tests the wastewater for constituents so that we can decide how to dispose of it properly: directly to ARA Rhein for final biological cleaning or first to AVORA for further pretreatment.

Wastewater Treatment



Wastewater pretreatment AVORA (GETEC PARK.SWISS AG)

Since 1990, AVORA has specialized in the pretreatment of industrial wastewater containing substances that are difficult or impossible to degrade in biological treatment plants. Such wastewaters are pretreated in such a way that the legal requirements for biological carbon elimination as well as the limitation of heavy metals and individual substances are safely met.

ARA Rhein industrial wastewater treatment plant (Pratteln)

ARA Rhein is responsible for the treatment of municipal and industrial wastewater. Since 2001, it has been an independent joint-stock company owned by the Canton of Basel-Land and the regional industry, including Bayer CropScience Schweiz AG. ARA Rhein purifies around 2.5 billion liters of wastewater per year from industrial sources in a multi-stage process – chemically and biologically. Thanks to the multi-stage treatment, it enables the chemical and pharmaceutical industry in the region to produce in an environmentally friendly way.




7.5 Plant Safety

We want to design and operate our processes and production facilities so safely that no unacceptable risks arise for employees, the environment or the neighborhood. We therefore rely on an effective system that ensures process and plant safety. In this way, we identify, reduce or eliminate operational risks and limit their potential impact.

We continuously train our employees in their skills and invest in a safety culture. At our Swiss sites, we comply with the globally applicable Group regulations on process and plant safety. These prescribe uniform processes and standards for risk assessment and corresponding safety measures.

Responsibilities and verification

Clearly defined responsibilities distributed among different organizational units enable us to guarantee a high level of safety at our facilities. Operational responsibility for the safe operation of the production facilities lies with the plant management. Protection concepts are reviewed every five years.

A photograph of a man and a young boy standing in a field of tall grass. In the background, several large white wind turbines are visible against a blue sky with scattered clouds. The image is partially covered by a large blue and teal graphic element on the left side, which contains white text. The man is on the right, looking towards the left, and the boy is on the left, looking towards the camera.

At Bayer Switzerland, we are committed to society in three areas: donations, charitable activities and sponsoring. In doing so, we focus on topics and projects that are close to our core business. In line with our corporate purpose “Science for a better life” and our vision “Health for all, hunger for none”.



8 Social Engagement

8.1 Our Donations

Basel Cancer League

As Bayer Switzerland, we have been supporting the Basel Cancer League since 2014. This partnership is particularly important to us: because as a highly respected institution, the Cancer League understands the challenges for sick people and for society.

Our donation helped to finance an information and meeting center at Petersplatz in Basel. Many cancer patients are out of therapy after completing treatment, some are cured and yet not healthy. Unfortunately, there is no offer for these patients in the Basel region that helps them to find their way back into everyday life. This center provides them and their relatives with a broad and high-quality psychosocial offer to meet the emotional and social needs as well as the demand for information about the disease.

Swiss Youth Research Foundation

As Bayer Switzerland, we have been contributing to the Swiss Youth Research Foundation (Schweizer Jugend forscht) since 2019. This well-established foundation aims to awaken young people's interest in science and encourage them to conduct independent research. And we are happy to support them in this.

Verein Gassenküche Basel

The Gassenküche in Basel offers people in need a free breakfast or dinner for only CHF 3. Around 200 guests are served per day. The Gassenküche Basel association comprises about 50 volunteers and is financially supported by us. In the second half of the year, we managed to raise a further CHF 30,817 from the internal sale of furniture from the Zürich and Basel offices. Following an internal vote by employees, this amount was donated to the Gassenküche Basel soup kitchen.

Sozialwerk Pfarrer Sieber

Since 1988, the Sozialwerk Pfarrer Sieber has been putting all its energies into supporting people in need with the aim of reintegrating them into social structures as well as possible. Around 180 employees and an additional 350 volunteers are committed to helping people in need. And as Bayer Switzerland, we also make our contribution to the social welfare organization.

Theodora Foundation

The Consumer Health Division is also working with the Theodora Foundation. This foundation aims to brighten the daily lives of children in hospitals and specialized institutions through joy and laughter. To this end, the foundation organizes and finances weekly visits by professional artists – the dream doctors.

Debra Switzerland

Our Consumer Health Division has been supporting DEBRA Switzerland since 2021 as part of a partner program. Established in 1998, DEBRA Switzerland is a patient organization for people suffering from the genetic and currently incurable skin disorder epidermolysis bullosa (EB). The charity advises and supports individuals affected and their families.

Schtifti Foundation

The “Gorilla” health promotion and education program launched by the Schtifti Foundation is dedicated to encouraging young people to take responsibility for themselves and their environment. We are supporting this commitment to ensure the younger generation is actively made aware of topics such as healthy eating, sustainability, food waste, and consumer behavior.

Donation is funding workshops in 2021 and 2022 as part of the Quim program, which supports schools with a large proportion of pupils from foreign-language, immigrant, and socially disadvantaged families.

myclimate

myclimate is a partner for effective climate protection, globally and locally. Together with industry partners and private individuals, myclimate wants to shape the future of the world through advisory services and educational programs, as well as its own projects. It does so in a market-oriented and customer-focused way as a non-profit organization.

We managed to raise CHF 46,000 through the internal sale of office furniture from our Basel office in the first half of the year. This amount was to be donated to effective climate protection projects. Our employees were able to choose between and vote on a selection of myclimate climate protection projects. A sum of CHF 15,333.33 was donated to support each of the following projects:

- Renaturation of Swiss Upland Moors
- Indigenous communities protect rainforest in Fiji
- Biogas Plants Reduce Methane Emissions (Switzerland)

At the same time, we received three certificates confirming that we have offset 726.51 metric tons of CO₂ emissions through our donations (see the right-hand section of this article). By way of comparison, A return flight from Zürich to the Canary Islands generates around one metric ton of CO₂ per person.

Donations due to the COVID-19 pandemic

In April 2021, in conjunction with Lunch Check we launched an internal fundraising campaign to support the Pfarrer Sieber foundation and the Gassenküche Basel soup kitchen. Our employees had the option of donating an amount of their choice from their Lunch Check account. Due to the pandemic and the lack of opportunities to eat out in restaurants, many of them had accumulated a considerable sum in their accounts. We were therefore able to collect CHF 34,761 in just two weeks. As 27 percent of the overall donation came from Zürich and 73 percent from Basel, we split the total sum between the two organizations on a 2:1 basis.

Projects due to the war in Ukraine in 2022

In March 2022, we launched an internal fundraising campaign in conjunction with Swiss Solidarity and asked employees to donate money to support refugees from and individuals affected by the war in Ukraine. Bayer Switzerland doubled the amount donated by employees, so that a total of CHF 123,148 had been collected by the end of April.

Overview of donations in CHF

	2021
Basel Cancer League	30'000
Swiss Youth Research Foundation	25'000
Association of the Gassenküche Basel	54'703
Pfarrer Sieber foundation	12'441
The Theodora Foundation	7'500
Debra Switzerland	7'500
Myclimate	46'000
Schtifti Foundation	18'000
Total donations in 2021	201'114

8.2 Charitable Activities

Eden Reforestation Foundation

The Eden Reforestation Foundation is a non-profit organization that restores natural landscapes destroyed by deforestation in developing countries.

In 2021, we launched a pilot project at Bayer Switzerland together with the developers of the “eevie – your climate guide” app. We want to raise awareness among our employees and help them to reduce their own carbon footprint and examine their own behavior from an environmental point of view. The principle: Individuals who make changes to become more sustainable are rewarded with points. Once collected, these points can then be redeemed to support the reforestation



projects of the Eden Reforestation Foundation. In this way, we balance – together with our team – the unavoidable carbon footprint of our employees.

Over the course of the year, we ran four climate campaigns with 234 participants and logged 24,096 climate-related actions, and were rewarded with 4,937 saplings, which were planted in conjunction with the eevee partner Eden Reforestation. The overall effect of these efforts was a reduction of 10,617 kilograms CO₂ for the climate-related changes in habits and an annual sequestration potential of 61,713 kilograms CO₂ for the planting of the trees.

We will continue to work with eevee in 2022 to continually reduce our CO₂ emissions.

National Clean-Up Day

In 2021, we took part for the first time in the national Clean-Up Day in September. Switzerland's Clean-Up Day is embedded in the international "Let's Do it!" movement founded in 2008, which campaigns worldwide to clean up the social problem of littering. On September 17, just under one hundred employees picked up trash that was lying around our sites in Zürich and Basel. We

plan to take part in this national clean-up campaign again in 2022 and confident that we will be able to persuade more employees to join us after our successful event last year.

8.3 Sponsoring

Fondation Beyeler

As Bayer Switzerland, we have been a proud partner of the Fondation Beyeler, one of the world's most important museums for modern and contemporary art, since 2007. What connects us: Like Bayer, the Fondation Beyeler always thinks beyond borders, with the aim of bringing works of art and viewers together.

Sm'Aesch Pfeffingen

Sm'Aesch Pfeffingen is a volleyball club based in Aesch and Pfeffingen, which was formed by the merger of the clubs VBC Aesch and VBC Pfeffingen. We have supported the regional club since 2019.

9 GRI Content Index

This report is based on the Bayer Group Sustainability Report 2021 and was prepared in accordance with the GRI standards. Only the information specific to the GRI Index on Bayer Switzerland is recorded here – as a supplement to the index of the global Sustainable Development Report.

www.bayer.com/en/media/sustainability-reports

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GRI 401: Employment 2016	401-1 New employee hires and employee turnover	13, 14
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