

Re-Think Our Future

Sustainability Report 2022
Bayer Switzerland



2022 at Bayer Switzerland

We had an eventful year in 2022, raising awareness of sustainability topics in various ways alongside partners and employees. We have summarized some of the highlights for you.

#climatechallenge

Since 2021, we have been working with our environmental coach eevie, an app which helps employees to reduce their carbon footprint. The principle: users earn points by making changes to become more sustainable. Employees can then spend these points to support reforestation projects run by the Eden Reforestation Foundation, a not-for-profit organization that is rebuilding natural landscapes in developing countries that have been destroyed by deforestation.

Over the past year, 531 employees have taken part in the #climatechallenge. Together we recorded 19,501 climate actions in the app and collected 3,201 saplings. The climate actions recorded correspond to a carbon reduction of 8,440 kilograms. In addition, the trees planted will be able to absorb up to 40,012 kilograms of CO₂ each year. This amount is comparable to the CO₂ emissions from driving a car around the globe seven times, and would prevent 726,787 metric tonnes of glacier ice from melting.

Tree Planting Event

The emphasis was on sustainability and working together at the first Bayer CropScience tree planting event. In collaboration with the Schauenburg forestry district, 45 Bayer employees planted around 800 trees in the Muttentz wood on one Saturday in September. The team was actively supported by Franziska Stadelmann, Mayor of Muttentz. Trees help to bind CO₂, while the planting of different tree species promotes biodiversity. Both of these measures help to combat climate change.



Franziska Stadelmann, Mayor of Muttentz,
with Thomas Wessa, Site Head for Bayer
CropScience Schweiz AG, Muttentz



Clean-up Day

On the Clean-up Day in September, around 80 employees in Basel and Zurich gathered to take action and help make Switzerland cleaner. Bayer gave all the participants half a day off to take part in the project. Armed with safety vests, grabbers, rubber gloves and garbage bags, our employees headed out to pick up all kinds of waste. Over the course of the 2.5-hour session, the garbage bags got fuller and fuller. Once their work was done for the day, the participants raised a glass together to celebrate.

Partnership with the World Food System Center, ETH Zurich

In December 2022, Bayer and World Food System Center at ETH Zurich signed a partnership agreement lasting four years. As part of the agreement, Bayer will be supporting interdisciplinary projects at the World Food System Center, to promote sustainable solutions for agricultural systems and advance production practices and strengthen their biodiversity and resistance against environmental influences.



TEDx Talks by Bayer Switzerland

Last year, we held a series of TEDx talks to mark the start of our internal sustainability initiatives; short, concise speeches that can be shared with the public online. The talks centered around the question of why individual action is so important in the fight against climate change. The speakers in the series of five talks were Axel Steiger, CEO Bayer Switzerland, Stefanie Drescher, HR Partner Bayer Switzerland, Tono Willms, CEO and founder of eevie, Matthias Berninger, Head of Public Affairs, Science & Sustainability at Bayer, and Eric Levine, Count us in.

Sustainability Movie Night Basel

The curtain came down on the TEDx series with a Sustainability Movie Night in Bayer's Basel office. After grabbing popcorn and drinks, attendees were treated to a viewing of the film *BREAKING BOUNDARIES* by Sir David Attenborough and scientist Johan Rockström in the auditorium, which turned into a temporary cinema for the evening. The film looks at the collapse of biodiversity on Earth, and shows how climate catastrophe can still be averted.



Credits

Bayer (Schweiz) AG
Uetlibergstrasse 132
CH-8045 Zurich
T +41 58 272 68 88
www.bayer.ch

Responsible at Bayer
Nicole Borel
Head Corporate Communications &
Public Affairs

Design and realization
Farner Consulting AG

Images
Bayer, Unsplash



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1 Editorial

“Rethink our Future”: Time to Roll up Our Sleeves

None of us could have imagined that 2022 would turn out the way it did. Never has the saying “when it rains it pours” been so apt: Climate crisis, coronavirus, war, product shortages, supply bottlenecks, inflation, and recession were just a few of the challenges we faced last year. All of us are dealing with this situation in different ways: Some of us prove to be agile and crisis-proof – or “resilient” as we call it in these post-coronavirus times – whereas others remain passive and in a state of shock or alternatively cling on desperately to their zest for life and calculated optimism. We believe there is neither cause for indiscriminate pessimism nor for glossing over the issues.

The year 2022 also marked two important milestones for environmental protection: It has been 50 years since the publication of the Club of Rome’s landmark report “The Limits to Growth” and 50 years since the first United Nations conference on the human environment – the 1972 Stockholm Conference.

“Earth for All” – A Remedy for Despair and a Road Map for the Future

In August of last year, the Club of Rome published its second report entitled “Earth for All: A Survival Guide for Humanity.” While this new report from the Club of Rome does make for frightening reading, it also offers hope. “Earth for All” is thus both a remedy for despair and a road map towards a better future. Johan Rockström, Head of the Potsdam Institute for Climate Impact Research and co-author of the report, explains: “We’re not facing environmental problems – we’re facing social problems that enhance the environmental problems.” This leads us to the conclusion that if we as the human race manage to solve our most pressing social problems, then climate protection will automatically follow.

Specifically, the study identifies the following five challenges in this regard:

1. Putting an end to poverty.
2. Putting an end to injustice: The top 10 percent of the population should no longer be allowed to control more than 40 percent of the world’s resources.
3. More education for women, which will in turn lead to a drop in the birth rate.
4. Healthier diets for everyone: Reducing meat consumption in particular will increase the availability of food for all.
5. A rapid transition to cleaner forms of energy.

All of us are no doubt familiar with these five challenges, but the fact that the history of climate change is so vague and complex makes it hard for us humans to comprehend. Despite this, we all remain responsible for our own environmental footprint.

#COP27: the Disillusionment after the Extension

The major breakthrough that was promised at the last global climate conference #COP27 in Sharm El-Sheikh (Egypt) never came to pass, despite the grand words with which the COP27 climate summit was opened: “Humanity has a choice: cooperate or perish,” announced UN Secretary-General António Guterres as he warned of a “highway to climate hell.”

Following a one-day extension to the conference in Sharm El-Sheikh, it was at least possible to celebrate one achievement: After decades of debating, the delegations finally decided to set up a communal fund to offset climate-related damage in poorer countries. However, a number of key questions in relation to the fund remain unanswered.

Yet this money will only serve to curb the effects of the climate crisis; it will not offer a solution to the situation. At the end of the day, the most effective way to combat climate-related damage will always be to quickly and radically reduce global greenhouse gas emissions in order to keep the global temperature increase as low as possible. However, although the Final Declaration drawn up by the roughly 200 states does reiterate their previous decision to gradually phase out coal, there is no mention of ceasing the use of oil and gas.

“Science for a Better Life”

With our strategic focus on sustainability, we are making a key contribution to ensuring this vision becomes reality. Few companies are as well placed as Bayer to make a contribution to both improving human health and feeding the growing global population while respecting the limits of our planet.

For us, sustainability is more than just a corporate responsibility: Sustainability underpins the future growth of Bayer. We deploy our innovation power to develop sustainable solutions for the pressing problems of our time. For example, we have established sustainability criteria in our own research and development. Furthermore, we invest in disruptive life science technologies with our “Leaps by Bayer” unit and promote social innovations via our foundations.

It's Not Too Late

To conclude, we would like to circle back to the Club of Rome and quote Sandrine Dixon-Declevé, Co-President of the Club of Rome: "We need to make sure that the frustration does not become a self-fulfilling prophecy." After all, if everyone stops believing they can make a difference, no one will find the strength to change things for the better. We still believe we can make a difference, and we are already rolling up our sleeves.

The Executive Board of Bayer Switzerland

Thank you, Axel

Axel Steiger, CEO of Bayer Switzerland who previously wrote this editorial, passed away unexpectedly in February 2023. We are still deeply shaken by this loss, and he will be greatly missed as a fantastic person, friend, and wonderful colleague and manager. Axel made a huge contribution to shaping and driving sustainability policy at Bayer Switzerland. We wish to thank him for everything he did for our company.



2 About this Report

This is the third Sustainability Report published by Bayer Switzerland providing key information about the economic, societal, and environmental consequences of its activities.

Through the Sustainability Report, Bayer Switzerland provides a transparent and comprehensive insight into its sustainability strategy and performance. The report supplements the nonfinancial statement pursuant to the CSR Directive Implementation Act (CSR-RUG) that is published in the combined management report of the 2022 Annual Report of the Bayer Group.

Reporting Period and Scope

This Sustainability Report presents our key progress areas and figures for 2022. All of the information found in the document relates to the activities pursued by Bayer Switzerland. Where this is not the case, it will be indicated accordingly. The reporting period is the 2022 fiscal year. The closing date for all data and facts was December 31, 2022.

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 and 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
- Sponsorship



3 Sustainability Strategy

As a group, Bayer is active worldwide and always operates in line with our corporate mission “Science for a Better Life.” This means that the principle of sustainability is firmly anchored in our strategy, our processes, and our guidelines.

In order to help ensure that everyone benefits from a good quality of life on a healthy planet, we drive science and innovation with the objective of making our vision “Health for All, Hunger for None” a reality. All of us have a duty as Bayer employees to act in accordance with this vision.

For us, sustainability is more than just a corporate responsibility: Sustainability underpins the future growth of Bayer. 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 also at the center of our corporate vision “Health for All, Hunger for None” and comprises the following three core elements for all divisions:

- Generating inclusive growth and added value for society
- Reducing our environmental footprint
- Acting responsibly throughout our entire value chain

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

The Corporate Sustainability Committee (CSC) is responsible for developing the group-wide sustainability strategy and activities. In Switzerland, the Swiss Sustainability Council (SSC) manages local activities at the headquarters in Basel. We aggregate these activities under the claim “Rethink our Future.”

Our Contribution to the SDGs

In line with our organization’s strategy, we aim to contribute to the achievement of the United Nations Sustainable Development Goals (SDGs).

Bayer Switzerland is focusing on a select number of SDGs in order to achieve the greatest possible impact on people, the environment, and society. These particular SDGs also dovetail with our area of business.

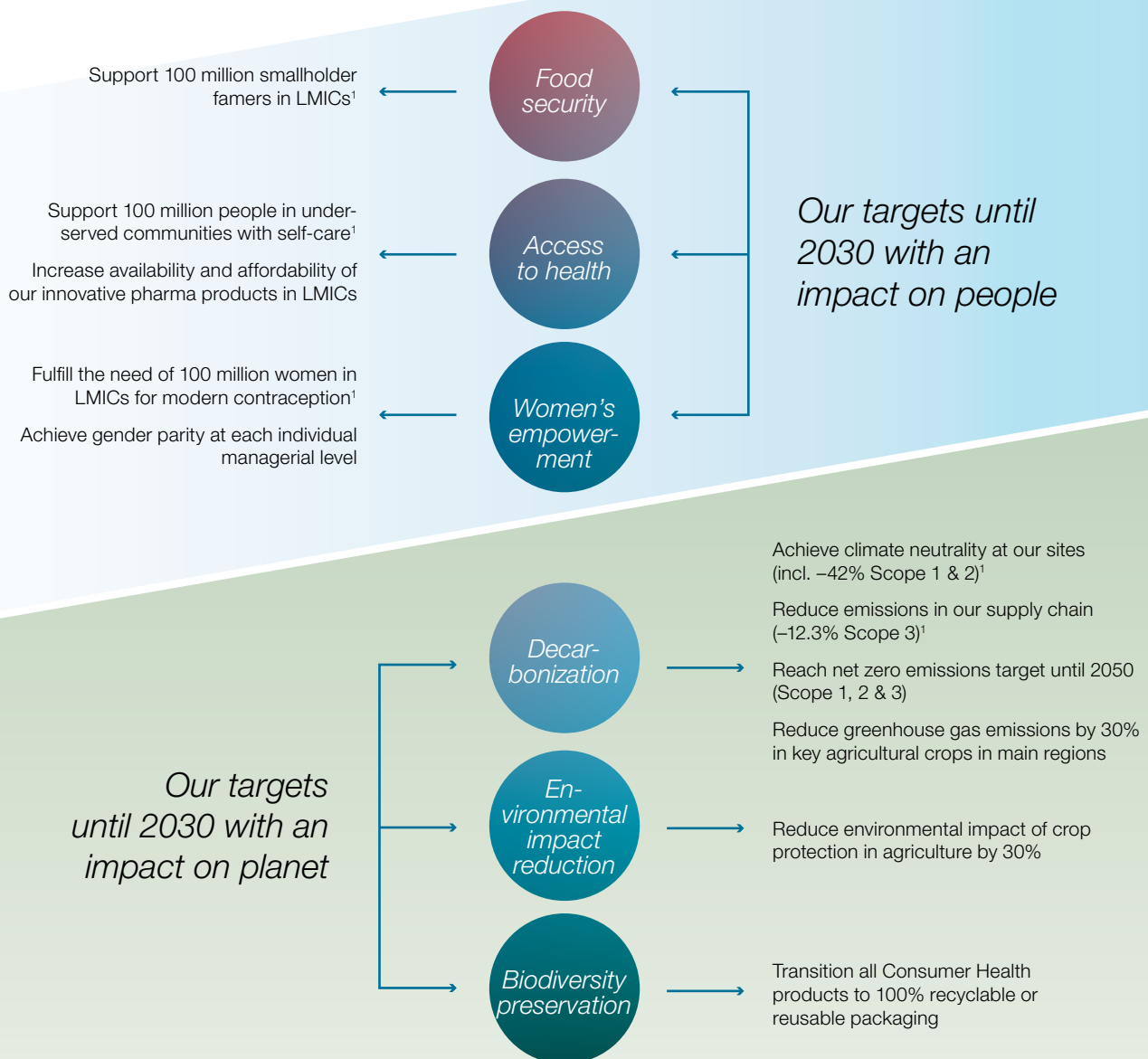
The Global Focus SDGs and our Contribution to the Objective “Health for All, Hunger for None”

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.

Global Milestones 2022

We believe climate protection must remain our first priority. There are two aspects to this endeavor: reducing emissions and thereby minimizing further increases in the global temperature. We must also address the current and future consequences of climate change for human health and food production. In 2022, we reached the following global milestones:

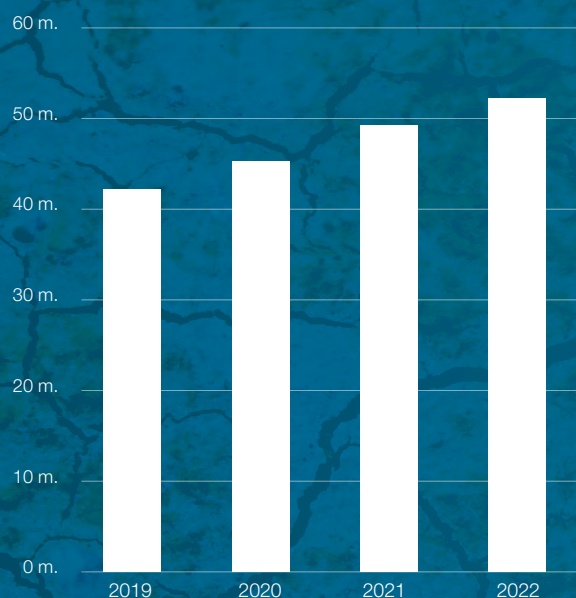
In 2022, we once again managed to reduce our overall greenhouse gas emissions while dynamically growing our businesses. We are on track to make our own operations 100 percent climate-neutral by 2030.

Hardly any other companies are investing as much as we are in climate change adaptation, in particular with respect to plants that can tolerate climate extremes and require fewer resources. At the same time, we are currently in the process of introducing a new climate-resistant and more sustainable variety of maize. Our teams are working full steam ahead on other, similar groundbreaking innovations for the staple crops rice and wheat.

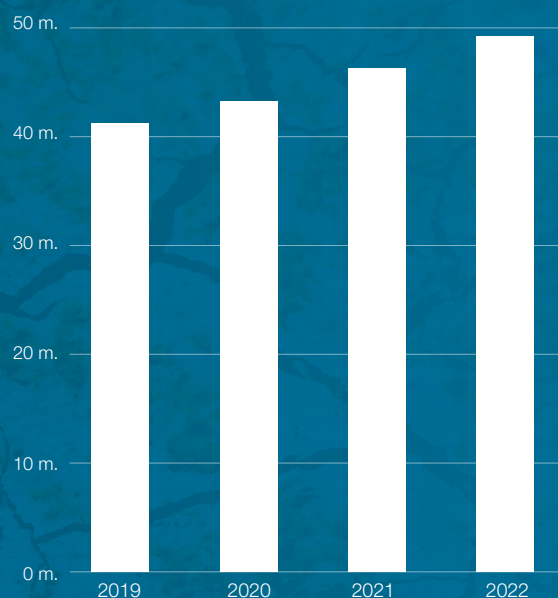
We are continuously increasing access to our medications in low- and middle-income countries. In 2022, we made it into the top ten companies in the renowned "Access to Medicine Index." That is an impressive achievement. We are on track to meet all of our social sustainability objectives: By 2030 we are set to reach 100 million people – women and smallholders – in areas that are underserved in terms of healthcare and agriculture. We are continuing to work on reducing the environmental impact of our crop protection products by 30 percent by 2030. By 2021, we had already reduced this environmental impact by around 14 percent. We are making further progress in gaining recognition for our contributions to climate protection and sustainability. In 2022, the ratings agency MSCI ESG Research lifted the "red flag" it had previously assigned to Bayer. The organization CPD designated us as a leader in climate protection for the fifth time in a row.

Target for 2030:
Supporting 100 million smallholder farmers in LMICs.

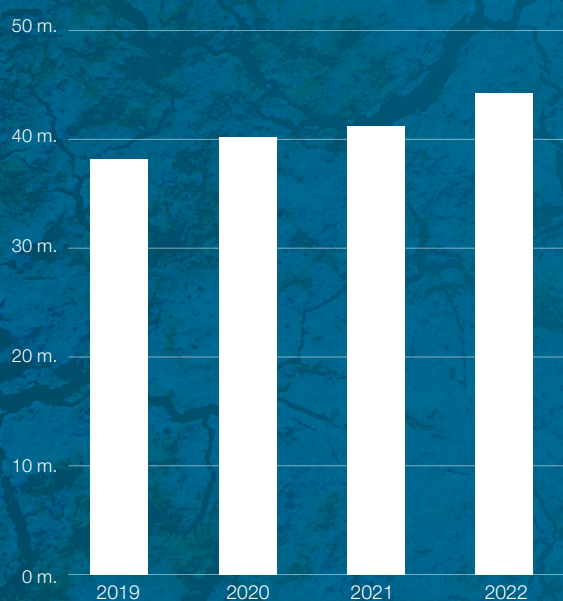
¹ Low- and middle-income countries



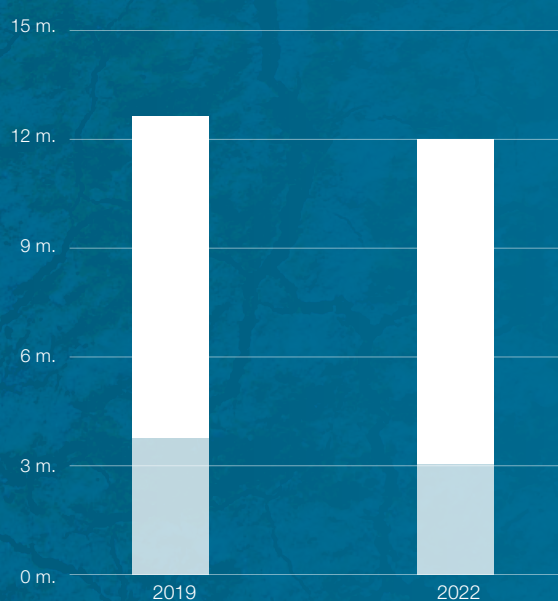
Target for 2030:
Supporting 100 million people in everyday health care.



Target for 2030:
Enabling 100 million women in LIMICs to access modern contraception.



Target for 2030:
Climate neutrality of own sites and achievement of a science-based target.



■ Emissions at our own sites
■ Emissions in the value chain

Basel

International Headquarters of the Consumer Health Division

EMEA Headquarters of the Crop Science Division

Office of the Global Pharmaceuticals Therapeutic Areas Oncology, Ophthalmology, and Hematology

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

European Office of The Climate Corporation AG

Group Management Functions Finances, HR, Procurement, Legal and Compliance, IT

Muttenz

Bayer Crop Science Switzerland AG

International Crop Science production site

Zurich

Headquarters of Bayer (Switzerland) AG, Pharmaceuticals and Consumer Health Divisions for the local market with the functions Marketing and Distribution, Clinical Research, Medical Affairs, and Regulatory Affairs





4 About Bayer in Switzerland

Bayer has been operating in Switzerland since 1954 and is represented there by the three national subsidiaries Bayer (Schweiz) AG, Bayer Consumer Care AG, and Bayer Crop Science Schweiz AG. These subsidiaries serve both the local and international market. In addition to its Swiss operations, several of Bayer's other international business areas have taken up residence in Switzerland over the years.

4.1 Business Divisions

Pharmaceuticals. Innovation for the Future.

Demographic change has repercussions for healthcare systems. 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 benefit for patients while also satisfying the growing requirements of physicians and health insurers. In addition to the local business with its office in Zürich, the global headquarters of the therapeutic areas of oncology, ophthalmology, and hematology have been located in Basel since 2012/2013. Bayer is active in the following therapeutic areas in Switzerland:

- Eye diseases
- Women's health
- Hematology
- Cardiovascular diseases
- Infectious diseases
- Cancers
- Pulmonary hypertension
- Men's health
- Neurology
- Radiology

Consumer Health. Innovation for a Healthy Life.

Bayer Consumer Health primarily deals in over-the-counter (OTC) products for the health and well-being of consumers and patients. The registered office of the Swiss branch is in Zurich. The global headquarters of the Consumer Health Division has been located in Basel since 2016. It is headed up by Heiko Schipper, Member of the Board at Bayer. Bayer AG offers more than 170 products across the globe for self-medication and care in the following areas:

- Skin protection and care
- Nutritional supplements
- Pain
- Gastrointestinal health
- Colds
- Allergies

Crop Science. Innovation for a Growing Population.

Bayer wants to foster the next generation of agriculture. We help both large and small farms meet the population's demand for food and animal feed despite limited natural resources.

In Muttenz, Bayer manufactures active substances and intermediates primarily for fungicides that are sold worldwide.

The marketing and sales operations of the Crop Science Division for the Swiss agricultural business are based in Zollikofen. Since 2019, the EMEA headquarters of the Crop Science Division has been based in Basel.

Basel is also home to the European office of The Climate Corporation AG. The Climate Corporation has set itself the task of helping farmers sustainably increase their productivity using digital tools. The Climate-Field-View™ platform generates data directly from the fields and provides farmers with valuable analyses and recommendations.

4.2 Management

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

- Axel Steiger, SBR & CEO Bayer (Schweiz) AG
- Christoph Breitenstroeter, Country Division Head Crop Science Switzerland
- Gustavo Gomez, Country Division Head Consumer Health Switzerland
- Thorsten Hein, Country Division Head Pharmaceuticals Switzerland
- Jacqueline Pelous, Head HR Switzerland
- Nicole Borel, Head Communications & Public Affairs Switzerland
- Marco Berchner, Head HSE & Real Estate Switzerland
- Pascal Bürgin, Head Law, Patents & Compliance Switzerland
- Thomas Wessa, Head Production Site Bayer Crop Science Schweiz AG
- Gerald Auer, Head of Finance, Crop Science EMEA
- Christoph Koenen, Head of Clinical Development and Operations
- John Koelink, Head Product Supply Consumer Health (until June 30, 2022)
- Maria Overgaard, Global Talent Lead Consumer Health (since July 1, 2022)



5 Employees

The knowledge and commitment of our employees are key pillars of Bayer's success. It is important to us that our teams are able to constantly evolve and feel appreciated by us as their employer.

We operate on the basis of our corporate values and practice open dialog. The code of conduct on "Fairness and Respect at Work" is designed to protect all employees from discrimination, harassment, and retaliation.

The Human Resources department works to ensure that this code of conduct is actually adhered to in practice, and gives the organization the tools it needs to this end. Specialized organizational units are responsible for the operational design, implementation, and steering of the global processes.

Our Corporate Values

The acronym LIFE stands for our values and management principles: Leadership, Integrity, Flexibility, and Efficiency.

Digitalization

Digitalization represents a major opportunity for us too. Our HR department is already using robot-assisted process automation and artificial intelligence for various recruitment processes. This makes it possible, for example, to identify talented candidates both internally and externally in a more efficient and effective way. The program suggests suitable candidates based on their qualifications and experience, and those candidates are then

invited for an interview. In order to drive the digitalization process forward, our team receives regular training from the HR department. The aim is to improve automation and projections with respect to staffing.

5.1 Employees and Recruitment Trends

On December 31, 2022, Bayer Switzerland had 1,539 employees across its various divisions and organizations. On average, our employees have worked for Bayer Switzerland for 9.8 years. In 2022, 141 new employees were recruited in Switzerland. The fluctuation rate at Bayer Switzerland stood at 10.7 percent, which includes all employer- and employee-driven terminations, retirements, and deaths.

Employees in 2022 2022

Number of employees, total	1,539
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Employees by divisions

Pharma	457
Crop	388
Consumer Health	481
Enabling Function	213

Employees by gender

Women	685
Men	854

Employees by role

Sales & Marketing	312
GA, Enabling, CPL	333
Research & Development	243
Supply Chain Management	275
Production	351
Apprentices	25

Nationalities

Number of nationalities	66
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New Hires in 2022 2022

New hires	141
Women	62
Men	79
New hires: 50 years old or above	18
New hires: between 31 and 49 years old	88
New hires: 30 years old or below	35

Fluctuation 2022

Fluctuation	164
Men	81
Women	83
Fluctuations: 50 years old or above	53
Fluctuations: 31 years old or below	32
Fluctuations: between 30 and 49 years old	79



Demography

We want to provide our employees with an optimal working environment where they feel comfortable, whatever phase of their life they are in. That is why we offer health and sports programs, flexible working models, and knowledge management, among other things.

Employees by Age Structure 2022

Average age	43
Men under 20 years old	0
Women under 20 years old	0
Men between 20 and 29 years old	38
Women between 20 and 29 years old	31
Men between 30 and 39 years old	262
Women between 30 and 29 years old	228
Men between 40 and 49 years old	301
Women between 40 abd 49 years old	280
Men between 50 and 59 years old	202
Women between 50 and 59 years old	130
Men aged 60 or above	51
Women aged 60 or above	16



5.2 Fair Pay

Bayer applies uniform standards to ensure that employees are fairly compensated throughout the Group. Our performance and responsibility-related remuneration system combines a basic salary with performance-related elements, plus additional benefits. Salaries are regularly reviewed to ensure we remain competitive on the international stage. We attach great importance to equal pay for men and women, as well as informing our employees transparently about the overall structure of their salaries. We already achieved remuneration equity back in 2020 as confirmed by an external body, which allowed us to obtain the nationally recognized “Fair Compensation” certification of the Association of Compensation & Benefits Experts (acbe). Our “Total Rewards” corporate policy specifies the global requirements to this end.

5.3 Continuing Education and Training

Via the “Bayer Academy” we offer our employees a diverse continuing education program. It covers not only vocational training but also systematic leadership development and has won numerous international awards. Employees from the individual areas can expand their expertise by way of func-

tion-specific study units like the “Finance Academy.” We currently offer more than 40 of these study units.

Since 2018, our employees have had access to a comprehensive e-learning library. This allows them to access content that is relevant to them free of charge and compile their own personal study plan.

5.4 Balancing Work and Family Life

We allow our employees to flexibly choose their working hours and offer support for childcare or for the care of close relatives. Our commitments in this area go beyond the statutory requirements. In the reporting year, 189 of our employees in Switzerland (approximately 12.3 percent) were working part-time.

Part-time	2022
Men working part-time	31
Women working part-time	158
Full time	87.7%
80 to 90% contract	7.1%
60 to 70% contract	2.7%
50% or less contract	2.4%



New Ways of Working

Between 2019 and 2021 we gradually introduced a flexible working model at our sites in Zurich and Basel: New Ways of Working (NWOW). The concept is simple: Each person decides where they work according to the type of job they do, whether that's in a modern open-plan office, in one of the focus rooms or phone booths for telephone calls, in one of the special rooms for creative brainstorming, or within their own four walls at home. In 2022, NWOW became the new normal, and our teams have already settled into the new routine.



Working Hours, Holidays, and Parental Leave

Bayer Switzerland operates a 40-hour week. Employees are entitled to between 25 and 30 days of vacation per year, depending on their age. The following rules apply for parents:

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

Flexible Working Models

Where possible we support flexible working in order to allow our employees the necessary freedom. We firmly believe that flexibility fosters innovation and enables our employees to focus on what really counts, in keeping with our mission “Science for a Better Life.”

On the one hand, flexible working concerns the place a person works: Our employees can choose where they work in consultation with their manager, whether that’s in an open-plan office at a workstation that can be ergonomically adjusted to their needs, in one of the focus rooms or special booths for telephone calls, in one of the special rooms for creative brainstorming, or within their own four walls at home. We have also created flexible and innovative office concepts in Basel and Zurich that are in line with the new hybrid work situation.

On the other hand, flexible working also covers different working methods like buying additional days of vacation or taking a sabbatical, or the option to work part-time or job-share. Job advertisements are always listed as “80–100%” positions. Applicants discuss the options with the HR managers and agree on a number of working hours that meets the needs of both parties.

5.5 Occupational Health and Safety

The well-being and safety of our employees when at work or when traveling for work are of the utmost importance to us. Bayer Switzerland therefore regularly organizes campaigns, initiatives, and events to this end.

Safeguarding the occupational health and safety of our employees, and of the employees of contractors under the direct supervision of Bayer involves:

- Preventing occupational accidents and occupational illnesses
- Assessing potential hazards
- Ensuring comprehensive risk management
- Creating a healthy working environment

Our SAFE campaign regularly highlights key issues that are often forgotten in everyday working life. Moreover, our Health, Safety, and Environment (HSE) Department identifies the most common causes of accidents and initiates a range of measures to prevent these in future.

Most common cause of accidents at Bayer Switzerland in 2022: mechanical work in manufacturing.

Occupational accidents	2022
Total for Bayer Switzerland	0
Muttenz manufacturing site	2
Basel & Zurich offices	0

Type of accidents	2022
Traffic/Transportation	0
Contact with chemicals	0
Movement (tripping)	0
Mechanical work	2
Other	0

Health and Safety Day

By instilling a positive culture of safety we can prevent accidents or at least reduce their frequency. That is why we organize an annual Global Health and Safety Day to promote safe conduct within and outside of the office environment. An evacuation drill is carried out so that everyone knows the procedures and any necessary corrective measures can be taken. The Health and Safety Day involves various courses like first-aid refreshers or fire-fighting courses as well as a town hall meeting addressing

different aspects of health and safety each year. As part of the “Together Towards a Healthy and Safer Workplace” initiative, a new safety briefing was made available to inform employees about all of the health services on offer and to stress the importance of occupational safety.

First-Aid Training

It is our duty to ensure that there are enough first-aiders present at our sites in case of emergency. That is why we not only have trained doctors available who provide voluntary emergency aid, but also train our facility management and reception team in first-aid (IVR 1 and 2). We have also created an emergency aid team that employees can volunteer to join. These employees are trained in evacuation and can participate in IVR 1 training. This allows us to make our working environment as safe as possible.

Mental Health

At Bayer Switzerland we offer our employees support through mental health and resilience training. We do this because we believe it is important for our employees to take the time to really understand what it is they need.

These training sessions are provided in collaboration with the external employee counseling firm ICAS Schweiz AG. ICAS offers personalized employee counseling comprising professional support and expert information on personal and work-related issues. The counseling covers all problems that can impair not only performance at work, but also physical, mental, and emotional well-being.

Exercise and Fitness

Creating a healthy workplace also means encouraging employees to do exercise and keep fit outside of the office or laboratory. As part of the MOVE! program, for example, all employees can take part in the Dreiländerlauf race in Basel. Internal sports groups organized by employees can also be coordinated via the MOVE! platform.

We make a CHF 250 contribution to gym memberships or other fitness activities for permanent employees. We also offer fresh fruit, drinks, cooking facilities for employees to make their own food, and in-house showers for employees to use after exercise. As part of our long-term strategy, we regularly evaluate the health risks within the company in order to identify and reduce any stress factors. All employees are offered a seasonal flu shot.



Ergonomics at Work

Ensuring proper office ergonomics is very important to us. All work stations are equipped with two screens, a height-adjustable desk, and individually adjustable office chairs. We provide an ergonomics guide and videos to help employees set up their work station correctly. At the Basel site we have introduced a smart lighting system that controls the warmth of the lighting: In the morning the lights are cooler in tone, and in the evening a warmer tone promotes relaxation. In order to ensure those working from home have a proper ergonomic set-up too, Bayer subsidizes the purchase of IT equipment (e.g. screens) for its employees in Switzerland. Every employee has a budget of around CHF 500 for their home office.

Support for Ukrainian Employees in Switzerland

The war in Ukraine has had enormous and devastating consequences, in particular for our Ukrainian colleagues with relatives in the war zone. In addition to providing humanitarian aid in the form of donations and deliveries of medication, Bayer Switzerland offered its Ukrainian employees and their family members the following support in 2022:

- Free language lessons in collaboration with EF Education First AG
- Assistance finding a suitable school for children
- Psychological support via our partner ICAS

Bayer introduced a special rule for employees involved in volunteer work and employees whose families were forced to flee the region:

- Employees who volunteered for recognized aid organizations (e.g. Red Cross) received up to eight days of paid leave.
- Employees who helped out with small local or self-initiated aid projects to support the refugee assistance program in Switzerland received up to two days of paid leave.
- Employees with family members, close relatives, or close friends in Ukraine who fled the country received up to ten days of paid leave to allow them to support these individuals.

6 Inclusion and Diversity

Teams made up of people with different personalities work better together, make better decisions, and achieve better outcomes. This is something we firmly believe in. Ultimately, diversity fosters innovation while also helping us to better understand the varied nature of our global customers, consumers, and patients. For us, inclusion and diversity is more than just a set of guidelines. We live our promise day after day: “We make the mix work.”

Every day, we see firsthand how differences in age, origin, gender, nationality, sexual orientation, physical capabilities, style of thinking, and cultural background enrich our work environment, and we want to actively foster this diversity. A local Inclusion & Diversity (I&D) Council is responsible for managing the relevant activities in Switzerland. It is comprised of representatives of the divisions, sites, and country organization.

Our Strategy

In September 2019, Bayer defined a new I&D strategy and made it a strategic priority to establish an inclusive working environment. The strategy is built on four pillars. For each pillar, we have defined what it means for us at Bayer Switzerland:

Culture

We encourage active participation by our employees and managers and together lay the foundations for a more inclusive working environment and an open-minded approach.

Talent

Our processes and decisions allow us to find and foster talented recruits who tick all the boxes regardless of skin color, religion, gender, age, nationality, physical disabilities, gender identity, gender expression, and sexual orientation. Inclusion is all about creating equality of opportunity for all.

If we didn't think in different ways, there would be no innovation.

Company

We champion diverse and inclusive customers and suppliers, because this is an important growth factor for our business.

Brand

We promote our commitment both internally and externally in order to build trust. Our workforce is a reflection of the society we live in and exemplifies how different perspectives and ways of thinking can contribute to first-class solutions.

Employee Networks

By creating networks of employees we can give inclusion and diversity an even bigger boost. This includes the “Business Resource Groups” (BRGs), which facilitate networking and thus dialog and mutual support for employees within the Bayer Group. These networks lend a voice to the various stakeholder groups both within the company and outside.



BLEND

BLEND is our contact point concerning LGBT(+)-related questions at the workplace. We network with colleagues in Switzerland to further progress this initiative, and we are also working with other companies in Switzerland so that we can learn from one another. BLEND is committed to ensuring that Bayer constantly reviews compliance with the corporate guidelines on LGBT(+) employees. The goal is as simple as it is obvious: equal treatment for everyone.



Swiss LGBTI Label

We Carry the Swiss LGBTI Label

In spring 2022 we were awarded the “Swiss LGBTI” quality label. The “Swiss LGBTI Label” is awarded to organizations of all sizes that have a holistic diversity and inclusion management system in place. The Swiss LGBTI Label raises awareness among employees in the workplace in order to improve acceptance and inclusion of lesbian, gay, bi-, trans-, and intersexual colleagues. In order to be awarded the label, organizations must undergo an audit of the instruments and measures they have put in place for empowering and supporting LGBTI people. This is done via a standardized questionnaire regarding the relevant operational processes in the organization's quality management system.



ENABLE

The objective of the employee network ENABLE is to promote equal treatment for all and to create an inclusive workplace that supports people with disabilities. The group is committed to paving the way to a better understanding for the needs of our employees, customers, and patients with disabilities. ENABLE focuses on people's abilities, not their disabilities.



Family Connections

The aim of this employee network is to establish an environment in which each and every individual can fully meet their job and family commitments. Family Connections offers employees support and solutions in order to reconcile their personal and professional responsibilities and to achieve the best possible quality of life. A forum for parents provides a space for exchanging ideas and solutions and for identifying possibilities for improvement.



grow

grow stands for “Growing Representation & Opportunities for Women.” Our vision is for women to be equally represented on all levels and to take on and be assigned management roles, and for men to champion gender equality too. We implement initiatives that foster a culture of accountability and inclusiveness that supports opportunities and equal treatment for women in the company.

A photograph of two women in an office setting. The woman on the left has dark, curly hair and is wearing a black top. The woman on the right has long, reddish-brown hair and is wearing an orange top. They are both smiling and looking towards the camera. In the background, another person is visible but out of focus. A large red diagonal shape is overlaid on the left side of the image, and two thin blue lines run diagonally across the upper part of the image.

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 our ongoing I&D efforts, Bayer Switzerland has set up a number of "peer coaching groups". These groups promote and bolster development opportunities for women at various levels in the company. This allows us to establish platforms where business coaches and respected managers serve as mentors to share their knowledge and experience and offer their support. In 2022, various peer coaching groups were set up on the following topics:

- Networking
- Emotional intelligence
- From lone wolf to team leader
- Leadership style
- Motivating teams
- Conflict management/change management

Empowering Women in 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 annually. At Bayer Switzerland it currently stands at around 50 percent. Women now make up 44 percent of the senior management team.

Evolution of the Proportion of Women in Management

	% women 2021*		% women 2022**		Target for 2025	Target for 2030
	Bayer Global	Bayer Switzerland	Bayer Global	Bayer Switzerland		
Top management (VS4.2+)	27%	24%	28%	25% ▲	33% women	50/50
Senior management (VS2 - VS4.1)	37%	43%	40%	44% ▲		50/50 on each individual managerial level
Junior management (VS1 - VS1.3)	44%	57%	45%	55%		50/50 on each individual managerial level
Across all managerial levels	44%	49%	43%	48%	50/50 balance across all combined levels	50/50 across all managerial levels

The proportion of women in senior management positions has risen; at lower levels the proportion stands at 55 percent, thereby already exceeding our objective for 2030.

* as of December 31, 2021

** as of December 31, 2022



Bayer's global goal is to rely 100 percent on green electricity by 2030. We have already achieved this at our production site in Muttentz.

7 Action on the Environment and Safety

Climate change is an environmental factor that is highly relevant to us as a global company. It has consequences not only for our customers, but also for our employees, our managers, our suppliers, and the area in which our sites are located. For Bayer, protecting the environment and ensuring the safety of our employees and the people who live near our sites is of the highest priority.

We are committed to incorporating the key issues of health, safety, and environmental protection into our daily activities. We draw up catalogs of measures according to a clearly defined process in order to constantly reduce our environmental impact. The responsibility for managing and monitoring these plans both at a global level and in Switzerland falls to the "Enabling Function HSE" (healthy, safety, and environment).

At our production site in Muttentz, the "Quality, Health, Safety, and Environment" (QSHE) area is responsible for managing and monitoring these measures. An integrated management system based on international ISO standards guarantees compliance with safety standards. A tailored, integrated management system is also in place at the Zurich and Basel offices. Reporting and analysis of occupational accidents is ensured by way of a globally applicable approach.

7.1 Energy Management and Sustainable Resources

Our production processes and the depth of our value chain have a huge influence on our energy requirements. Particularly energy intensive operations include the production of raw materials for our plant protection products and their processing and treatment at the pre-production stage. In 2022, the total energy use figure for Bayer Switzerland stood at 494.6 terajoules (137.55 million kWh).

Basel Site

Last year, energy consumption at the Basel office stood at 5.6 terajoules (1.55 million kWh). Bayer Basel was able to reduce its energy consumption by more than 270,000 kWh in 2022 compared to the previous year. This is equivalent to around 270,000 hours of using a hairdryer, or the annual energy consumption of 50 single-family homes. Up until July 2022, we used district heating with the following composition:

- 44% refuse incineration (CO₂-neutral, 50% of the waste is bio-degradable, e.g. our Naturesse coffee cups)
- 35% natural gas
- 17% wood combustion (CO₂-neutral due to the use of wood from local, sustainable forestry)
- 3% sewage sludge
- 1% fuel oil

Since July 2022, we have managed to adjust our district heating mix, and now use 100 percent CO₂-neutral district heating derived from 99 percent biogenic waste and 1 percent waste wood.

Since January 2021, the electricity used at the Basel office has come from 100 percent renewable sources (over 90 percent from hydro-electric power) and is 100 percent generated in Switzerland. Thanks to the energy saving measures we have pledged to implement, we have been a member of the city of Basel's "Energiespar Alliance" (Energy Saving Alliance) since 2022.

The Basel site boasts a rainwater collection system which collects water for use in the sprinkler system. The on-site weather station allows the heating and ventilation system to be optimally adapted to actual conditions, thereby saving energy. The data from this station is also used to perfectly adjust the window blinds based on current weather conditions. Moreover, there are proximity sensors in every room and at each workstation to allow the lighting to be adjusted as needed. In addition, in 2023 there are plans to convert all light fixtures to LED and adjust lighting periods to save even more electricity.

Zurich Site

Due to the particular circumstances at our facilities in Zurich (where we mostly rent out individual spaces), we currently do not have any insight into energy consumption there. We are working on analyzing the values and optimizing our figures accordingly. Since March 2021, we have exclusively been using renewable energy generated in Switzerland in our offices in Zurich.

Muttenz Production Site

In Muttenz we produce active ingredients and intermediates for plant protection products that are used worldwide. The infrastructure comprises:

- two multipurpose chemical plants
- a tank farm
- multiple warehouses
- a laboratory for process development
- multiple quality control laboratories
- an administrative building

The Muttenz production site is certified according to the following four ISO standards:

- ISO 14001 (environment)
- ISO 50001 (energy)
- ISO 45001 (occupational health and safety)
- ISO 9001 (quality)

By achieving ISO certification we ensure that we use our resources in a responsible, efficient, and sustainable manner. Critical factors for achieving climate neutrality include the quality of the products, safety in manufacturing and transport, workplace and plant safety, employee health, and faultless execution of business processes.

Our production facilities in Muttenz were the biggest consumer of energy in our system last year, using a total of 489 terajoules (136 million kWh), which represents 0.06 percent of the energy consumption of the whole of Switzerland. That is why we have a duty and a desire to make further energy savings in this area. Together with Energieagentur der Wirtschaft (Energy Agency for Business, EnAW), we have identified two target areas in which we want to make improvements year on year:

- CO₂ intensity and reduction
- Energy efficiency

There are essentially five major energy saving projects that were implemented in Muttenz in 2022. Together, they resulted in a reduction in energy consumption of around 4.7 million kWh.

1. Diversion of a Major Waste Stream

One of our distillation waste streams is now recycled instead, which has reduced steam consumption and wastewater volume.

2. Retrofitting of Circulation Pumps

Smart software is used to adapt pump output to actual, real-time consumption instead of output remaining constant.

3. Upgrade of the Fractionating Column

A heat exchanger upgrade has made solvent fractionation much more energy efficient.

4. No More Solvent Cleaning

An entire solvent cleaning cycle has been removed with no detrimental impact on quality, thereby reducing solvent use and generating less waste.

5. Replacement of Vacuum Pumps

Replacement of the old pumps has allowed for much faster cycle times, resulting in a higher yield and reduced energy consumption.

Bayer's global goal is to rely 100 percent on green electricity by 2030. We have already achieved this at our production site in Muttentz. Since 2021, we have been using 100 percent CO₂-free electricity from renewable sources (hydro and wind power).

In addition, we are pursuing the "waste-to-energy" concept by using the energy from the incineration of our waste streams to generate steam. This is done for us by our partner GETEC PARK. SWISS AG does this for us.

7.2 Air Emissions

By 2030, we want Bayer Switzerland to be climate neutral. In order to achieve this, we are focusing on three strategic levers: process innovations, more efficient facilities and building technology, and implementation and optimization of energy management systems.

The majority of emissions produced by Bayer in Switzerland come from our manufacturing operations in Muttentz: In 2022 the site emitted 25,300 tonnes of CO₂.

Vehicle Fleet

In December 2022, the average CO₂ emissions of the company vehicle fleet of Bayer Switzerland stood at 126 g CO₂ per kilometer. The value for newly redeemed vehicles stood at 43 g CO₂ per kilometer in 2022. In October 2022, we once again completely overhauled our company vehicle policy. All newly ordered vehicles for managers are now electric. These are also intended for sales representatives; diesel vehicles may only be ordered under exceptional circumstances. We support the installation of the necessary electricity infrastructure, both at our offices and at employees' homes.

Business Trips

As a result of the coronavirus pandemic and thanks to technological and digital advancements, we now travel far less than we used to. This has benefits for our health, reduces our environmental impact, and saves money. Most of our internal meetings take place via video conferencing. Business trips are still important for meetings in which face-to-face interactions add significant value such as customer meetings, third-party audits, or for global/regional managers who must also meet with their teams in person from time to time.

7.3 Waste Disposal and Recycling

Our waste management system allows us to keep material consumption and waste volumes at a relatively low level. This management system involves targeted waste separation, safe disposal channels, and economically expedient recycling processes.

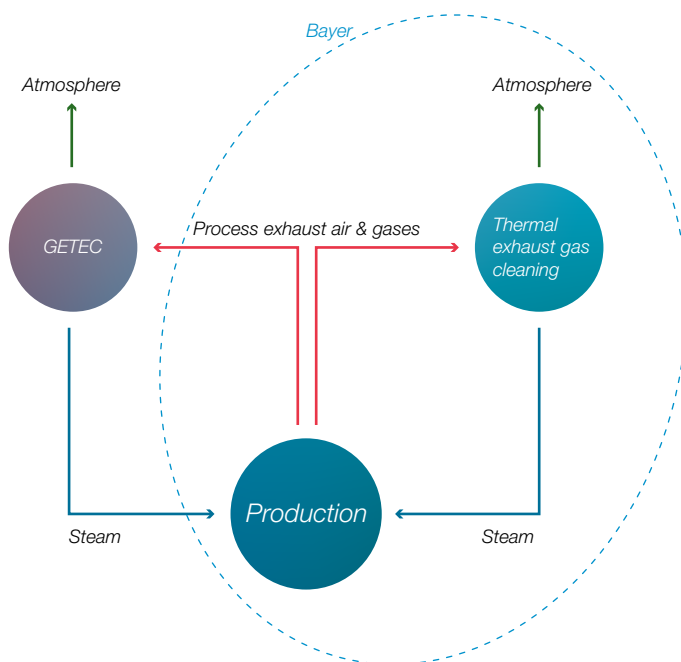
Waste quantity in tonnes	2022
Production site Muttentz	29,662
– Chemical waste	29,649
– Ordinary waste	13
Office site Basel	13,5

We do not have any figures for the Zurich locations.

Almost all heavy metals used in production, such as copper and zinc, are recovered and therefore do not end up as waste.

MuttENZ Thermal Waste Air Treatment System

The thermal waste air treatment system with steam generator is used for the combustion of emission and exhaust gas flows generated on the site during the production of plant protection products and intermediate products. In order to comply with the threshold values, the contaminated gases must undergo flue gas denitrification and flue gas cleaning. Natural gas is combined with substitute fuel so as to minimize its use as a support fuel.



GETEC PARK.
SWISS AG and our
own thermal waste
air treatment sys-
tem allow us to
ensure both envi-
ronmentally and
economically
sound disposal of
industrial waste.



Water consumption in Basel was reduced by 60% last year compared to the pre-pandemic period (2019).



Muttenz Thermal Waste Air Treatment System

The thermal waste air treatment system with steam generator is used for the combustion of emission and exhaust gas flows generated on the site during the production of plant protection products and intermediate products. In order to comply with the threshold values, the contaminated gases must undergo flue gas denitrification and flue gas cleaning. Natural gas is combined with substitute fuel so as to minimize its use as a support fuel.

Recycling

By removing PET bottles from all our meeting rooms we have been able to drastically reduce our PET consumption within just two years. In 2018, we were using 3,670 kilograms of PET a year; by 2019 we were able to reduce this by 20 percent to 2,889 kilograms. In 2020, the figure stood at 411 kilograms – this reduction was largely driven by the COVID-19 pandemic. By 2021, only 183 kilograms of PET was being recycled. Due to the return of increasing numbers of staff to our offices, PET volume went up slightly in 2022 compared to the previous year to a total of 244 kilograms.

We have introduced professional recycling stations and communal printing rooms at our offices in Basel. This simplifies recycling, and the communal printing rooms have minimized air pollution and noise emissions in the offices.

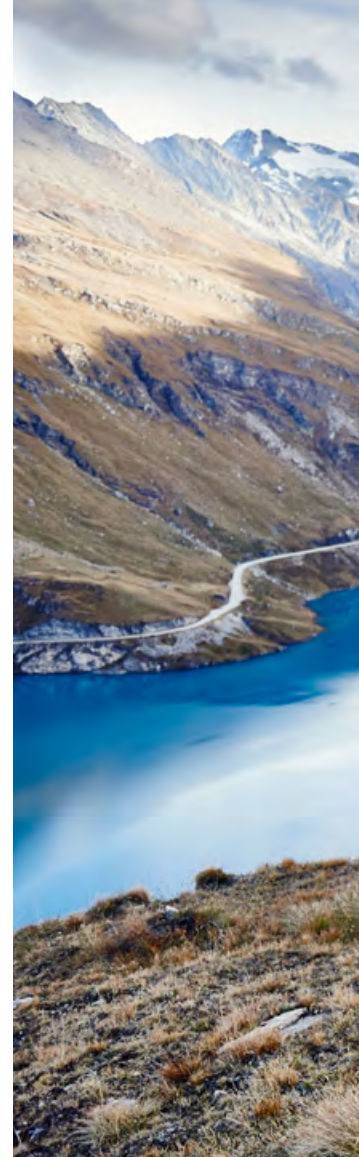
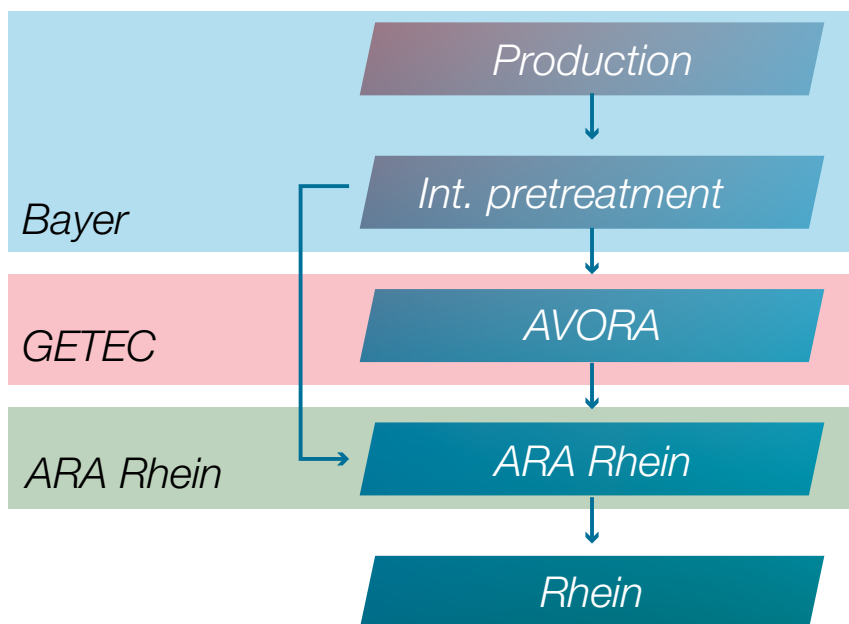
7.4 Water and Wastewater

As a result of the COVID-19 pandemic, the Basel office used around 55 percent less water in 2020 compared to the previous year. In 2021, water consumption was again around 54.6 percent lower than in 2020 as most of the staff were working from home. The water used originates from local groundwater and Rhine water sources. Water consumption increased again in 2022 as many of the staff returned to the office, amounting to 1,370 m³ in total. This is still 60 percent less than in the 2019 reference year. For 2023, we plan to install new water-saving adapters on all taps.

Wastewater Purification

Wastewater at the Muttenz production site undergoes a variety of purification processes and treatment stages. Depending on the contents of the wastewater, we combine processes to ensure that it meets the necessary legal and regulatory requirements before being released into the environment. Wastewater purification almost always starts with internal pre-treatment inside the production building. Solvents are recovered and toxic waste products eliminated through distillation or extraction. In 2022, around 237 million liters of water were professionally purified at the Muttenz production site.

Wastewater Treatment



Water Consumption in Millions of Liters

	2022
Muttenz production site	3,294
Basel office	1,37

We do not have any figures for the Zurich locations.

Wastewater Pre-treatment by AVORA (GETEC PARK, SWISS AG)

Since 1990, AVORA has specialized in the pre-treatment of industrial wastewater containing substances that are difficult or even impossible to break down in biological treatment plants. This type of wastewater is pre-treated until the legal requirements for biological carbon elimination and the heavy metal and individual substance limitations have definitively been met.

ARA Rhein Industrial Treatment Plant (Pratteln)

ARA Rhein is responsible for the purification of municipal and industrial wastewater. Since 2001, it has been an independent corporation owned by the Canton of Basel-Land and regional industrial companies, including Bayer CropScience Schweiz AG. In several chemical and biological stages, ARA Rhein treats around 2.5 billion liters of wastewater from industrial sources.

The multi-stage treatment process makes it possible for the chemical and pharmaceutical industry in the region to conduct environmentally sound production activities.

7.5 Plant Safety

We aim to design and operate our processes and production facilities in such a way that they do not pose any unacceptable risks to employees, the environment, or neighboring communities. All of our Swiss sites comply with our globally applicable corporate policies on process and plant safety, which prescribe uniform processes and standards for evaluating risks and establishing suitable safety measures.

These policies allow us to identify, recognize, and eliminate process risks and limit their potential impact. Our employees receive regular safety training.



Responsibilities and Reviews

We are able to guarantee a high level of safety in our plants by clearly defining responsibilities and assigning them to the various organizational units. Responsibility for the safe operation of production facilities lies with plant management. Every five years, the risk analyses and prevention measures are reviewed and updated in line with the latest technology or changes in circumstances.



Social engagement is an important part of Bayer Switzerland. We support charitable projects and activities in the fields of health and nutrition, research and climate protection.



8 Social Engagement

At Bayer Switzerland we contribute to society in three ways: through donations, charitable activities, and sponsoring. These activities are always targeted towards issues and projects that are closely related to our core business in line with our corporate purpose “Science for a Better Life” and our vision “Health for All, Hunger for None”.

8.1 Our Donations

Krebsliga beider Basel

Since 2014 Bayer Switzerland has supported the cancer charity Krebsliga beider Basel. This partnership is particularly close to our hearts: As a highly regarded institution, Krebsliga beider Basel understands the challenges for sick people and for society. Our donations have helped finance an information and meeting center on Petersplatz, Basel. Many cancer patients go through treatment only to find out that their condition is incurable; others have been cured but are still not back to full health. In the past, there was nowhere these patients could go in the Basel region to obtain support to help them reintegrate into everyday life. The center offers them and their loved ones professional psychosocial support in order to meet the emotional and social needs of those affected as well as the demand for information about the disease.

Schweizer Jugend forscht

We have been making contributions to the youth research foundation Schweizer Jugend forscht since 2019. This renowned foundation aims to spark an interest in science among young people and inspire them to conduct their own research. We are delighted to offer them our support in this endeavor.

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 our employees, allowing us to collect a total of CHF 126,048.

Stiftung Theodora

The Consumer Health Division of Bayer Switzerland has been working together with the Stiftung Theodora foundation since 2020. The foundation aims to make the lives of children in hospital a little brighter through fun and laughter. It organizes and finances weekly visits by professional performing artists, referred to as “dream doctors.” The amount donated was CHF 7,500.

DEBRA Switzerland

Our Consumer Health Division has also supported DEBRA Switzerland since 2021. This is a patient organization for people suffering from the congenital, currently incurable skin disease epidermolysis bullosa (EB). In 2022 we launched “Butterfly Month,” during which we sent information and display window material to 800 pharmacies and drugstores across Switzerland to help raise awareness of epidermolysis bullosa among the general public. Moreover, we also donated one franc to DEBRA Switzerland for every Bepanthen DERMA SensiDaily protective balm product sold during this month. We were able to collect around CHF 15,000 during this donation campaign.

Kinderkrebs Schweiz

In 2022 we donated CHF 18,000 to children's cancer charity Kinderkrebs Schweiz. Thanks to early diagnosis and successful treatments, four out of five children and young people now survive cancer. The objective is for intensive research to be conducted and optimal treatment and post-closure care to be provided so that in the future, every child and young person survives cancer with as few long-term effects as possible.

The Kinderkrebs Schweiz information platform allows affected families and other interested parties to obtain relevant information to help them through the stressful post-diagnosis period as well as during treatment.

Schweizer Tafel

Bayer Switzerland donated 60,000 packs of RedoxImmuno and 10,000 units of Santogen to the food bank foundation Schweizer Tafel in the first half of 2022. In the second half of the year we also donated Bepanthen DERMA products worth around CHF 24,500.

Schweizer Tafel collects surplus but perfect quality goods and food from companies and then distributes these free of charge to 500 social organizations such as homeless shelters, soup kitchens, emergency accommodation centers, and women's refuges across Switzerland. Through its work, it aims to bridge the gap between abundance and deficit and help people in need across Switzerland, in keeping with our vision “Health for All, Hunger for None.” As a result of our donations, recipients at the social organizations were able to receive Bayer food supplements alongside their food parcels.

Kinderhaus TIPI

In December 2022 our employees collected a total of CHF 4,300 for the Kinderhaus TIPI children's home. The donation enabled the children to choose between a fun trip to the zoo or a day in the snow. Kinderhaus TIPI takes in children from infancy to the age of six, who live there in two residential groups. The organization provides loving care to children whose parents are unable to take adequate care of them.

ToGo opening eyes

In Togo, cataracts are a common yet unfortunately rarely treated eye disease. This clouding of the lens, which often occurs in old age, is usually easy to operate on but many cannot afford to pay the CHF 50 for the surgery. The ToGo opening eyes foundation is trying to change this, and is currently building an eye clinic in Vogan. Last year we donated CHF 5,000 to the foundation.

Kinderstiftung Ulmenhof

The Ulmenhof children's foundation, previously known as DIE ALTERNATIVE, provides support to families, adults, and children who find themselves in difficult circumstances in the form of personalized psychosocial services. The goal is to help them learn to live independently and continue to do so in the future. The foundation offers counseling and social services, assisted living, social therapy, and a children's home, and has locations in Ottenbach, Birmensdorf, and Obfelden in the Canton of Zurich. We donated CHF 1,450 to the foundation in 2022.

Overview of Donations in CHF

	2022
Krebsliga beider Basel	30,000
Schweizer Jugend forscht	25,000
Stiftung Theodora	7,500
Siftung Debra	15,000
Kinderkrebs Schweiz	18,000
Kinderhaus TIPI	4,000
Kinderstiftung Ulmenhof	1,450
ToGo opening eyes	5,000
Swiss Solidarity	126,048
Total Donations in 2022	231,998



8.2 Charitable Activities

Support for the Eden Reforestation Foundation

Since 2021 we have been using the app “eevie – your climate guide.” This app, which was developed in connection with the #climatechallenge project, helps employees reduce their CO₂ footprint. The basic principle is that users earn points by making changes to become more sustainable. Employees can then spend these points to support reforestation projects run by the Eden Reforestation Foundation, a not-for-profit organization that is rebuilding natural landscapes in developing countries that have been destroyed by deforestation. In 2022, 531 employees participated in the #climatechallenge project and recorded a total of 19,500 climate actions in the app. This translated into 3,201 saplings being planted by the Eden Reforestation Foundation.

National Clean-Up Day

In 2022 we participated in National Clean-Up Day for the second time. Around 80 employees picked up trash that was lying around our sites in Zurich and Basel. The Swiss Clean-Up Day is part of the international movement “Let’s Do It!” that was launched in 2008 and organizes global clean-up campaigns to tackle society’s littering problem.

Tree Planting Event

On September 17, 2022, the first ever Bayer CropScience tree planting event took place in Muttens. In collaboration with the Schauenburg forestry district, 45 Bayer employees planted around 800 trees. Planting trees helps to bind CO₂ on the one hand, and on the other the addition of different tree species promotes biodiversity. Both measures are important in the fight against climate change. Through this planting event we made a contribution to creating a habitat for linden, walnut, and cherry trees as well as pine trees, oak trees, and silver firs, species which are able to better adapt to the new environmental conditions but have previously struggled to establish themselves. The trees planted will bind around 8,000 metric tonnes of CO₂ each year, which corresponds to a car journey of around 30,000 kilometers.

8.3 Sponsorship

Fondation Beyeler

Since 2007, Bayer Switzerland has been a proud partner of Fondation Beyeler, one of the world’s most important museums for modern and contemporary art. What unites us is that like Bayer, Fondation Beyeler always thinks outside the box, with the aim of bringing together artwork and the observer.

9 GRI Content Index

This report is based on the Bayer Group Sustainability Report 2022 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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