



Impact Report 2024



Health for all, Hunger for none

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Message from the CEO

Dear Valued Stakeholders, Esteemed Partners, and Team Members,

Health for all, Hunger for none – our mission is at the heart of everything we do at Bayer. We're dedicated to better health, improved patient care, and innovative agriculture to not only produce more food but also restore nature: by improving soil health, restoring biodiversity, and conserving water.

This past year highlighted significant global challenges, including climate change and food insecurity, underscoring the importance of Bayer's initiatives aligned with the Sustainable Development Goals (SDGs).

Our key achievements in Greece encompass a substantial reduction in the carbon footprint of our operations, the establishment of partnerships within the food value chain that promote regenerative agriculture, the provision of access to innovative healthcare solutions for all, the engagement of local research centers in clinical trials, the enhancement of a work environment that offers equal opportunities to all, and the commitment to supporting Greek society whenever necessary.

The journey ahead holds both challenges and opportunities, and Bayer emphasizes the need for trustful and clear communication in advancing science. We invite everybody to collaborate, in order to build a sustainable future for people and the planet.

Sincerely,



Ana Vega

Managing Director Bayer Hellas AG, Greece
Cluster Division Head Pharma
Southern Mediterranean & Black Sea



About this Report

With this **Impact Report**, **Bayer Hellas** strives to offer clear and comprehensive insights into its sustainability strategy and overall performance.

The reporting period for this Impact Report is the **2024 fiscal year**. The closing date for all data and facts was December 31, 2024.

The Bayer Group's sustainability reporting has been aligned to the guidelines of the **Global Reporting Initiative (GRI)** and the 10 principles of the **UN Global Compact (UNGC)** since 2000. Building on the Sustainability Statement, which is part of the Bayer Group's Annual Report 2024, this Impact Report provides a comprehensive overview of Bayer Hellas' **sustainability performance**. It outlines our progress toward **key goals**, our alignment with the United Nations **Sustainable Development Goals (SDGs)**, the **metrics** we use to measure our impact, and the **strategic actions** we plan to implement in the coming years to further our commitment to sustainability.



Introduction

As a global leader in healthcare and nutrition, **Bayer** is uniquely positioned to address some of the most **pressing challenges** facing the world today. With its deep **expertise** in life sciences, the company is committed to developing **innovative solutions** that tackle the complexities of a growing and aging population. Through **ambitious goals** and the collective **efforts** of its employees, **Bayer** strives to drive **progress** in healthcare and sustainable nutrition. These efforts are aimed at creating lasting **value**, while contributing meaningfully to the resolution of critical global issues.

Bayer Hellas, although not having production units in Greece, works with partners for local production, operating as an affiliate based in Athens and playing an active role in various **research programs**, contributing to global innovation in healthcare and nutrition.

At **Bayer**, we believe in the possibility of creating a **better world** - one where health and nutrition are accessible to everyone. A world where science and innovation empower both people and the planet to flourish.



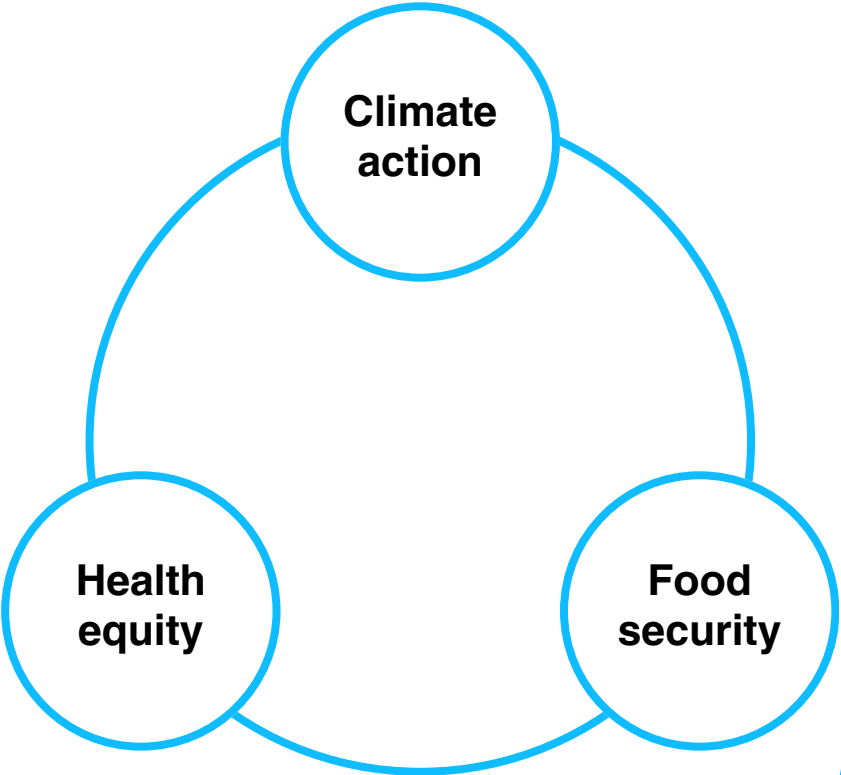
Our overall goal: from margin to impact

To advance its mission of *Health for all, Hunger for none*, **Bayer Global** identified **three critical areas** where it can make a meaningful **impact**. In these areas, it aims to strengthen its ambitions and drive innovative business solutions forward. We, at **Bayer Hellas**, approach these areas of action with a comprehensive mindset, understanding the strong **interconnections** between them. It is at these intersections where **Bayer** can create scalable impact, driving our business forward in meaningful ways:

Climate change undermines both the availability and the nutritional value of staple crops, fruits and vegetables. This creates the **dual challenge** of increasing nutritious **food production** while preserving the **planet's health**.

Health challenges are intensifying as **demographic shifts** and **environmental pressures** take their toll. An ageing and expanding population is straining healthcare systems, while rising temperatures and changing climates exacerbate existing conditions and enable the spread of new diseases. Together, these factors heighten risks, reduce quality of life, and place growing burdens on people and health services - especially in low- and middle-income countries.

Food security is deeply rooted in the continuous progress of **sustainable agricultural innovations** and the **health of the farmers and communities** who cultivate our food. Likewise, good health depends on the availability of nutritious diets.



By tackling these areas with a strong emphasis on **interdependence** and our **impact**, we aim to help close the nutrient gap, enhance regenerative agriculture, and provide solutions for improving people's health.

For further details on our **global strategy, targets, and results**, please refer to the **Bayer Global Impact Report 2024**.

Sustainability is part of our corporate strategy

At **Bayer Hellas**, sustainability is not only a corporate responsibility but also a **driver** of business **opportunities** and long-term **growth**. Our ambition is pursued through world-class **innovation**, operational **excellence**, and the creation of **sustainable impact**, positioning us as a leader in health and nutrition. Our activities in healthcare and nutrition directly support people, communities, and the environment. From raising awareness and training healthcare professionals to advancing gender parity in leadership and pursuing bold, science-based climate action, sustainability is **fully integrated** into how we operate. Our **strategic priorities** include:

Reducing our ecological footprint
through climate-focused measures across our operations and value chain.
We actively measure and track our Scope 1 and 2 emissions, energy consumption, and waste, ensuring continuous improvement in sustainability performance year after year.

Creating inclusive growth and added value
for Greek society and healthcare professionals through our Pharma R&D Program, awareness campaigns, and specialized training.

Acting responsibly along our value chain
by embedding innovation, digitalization, and sustainable practices into our business.

Methodology

Our approach began by anchoring the analysis in Bayer's three global strategy pillars - **Climate Action, Health Equity and Food Security**. Using these as a compass, we examined the full spectrum of programs and initiatives implemented in **Greece** and matched them to the environmental and social themes most relevant to the local landscape. This mapping process helped surface the company's true impact footprint and created a coherent structure for evaluating its contribution to people, communities and the planet.

To ensure this work reflected the reality of Bayer Hellas' operations, we engaged closely with teams across the organization. Each department contributed insights into two dimensions: the **company's own practices** relating to society and the environment, and the **initiatives that generate value beyond core business activities**. These included community-focused interventions supporting vulnerable groups, clinical trials advancing R&D and access to innovation and regenerative agriculture programs helping farmers transition to more resilient and sustainable practices.

With this complete view, we identified **a set of indicators** capable of capturing both the scale and the substance of Bayer Hellas' actions. The selected metrics highlight not only quantitative outputs but also the qualitative outcomes that matter - how programs enable long-term resilience, equitable access and climate-positive progress.

All indicators are consolidated into **a tailored internal dashboard** that brings the data to life. This tool provides a transparent, always-on snapshot of performance and impact across themes, empowering teams to monitor progress, surface opportunities and make informed decisions that strengthen business value for social and climate action.





01

ESG Performance

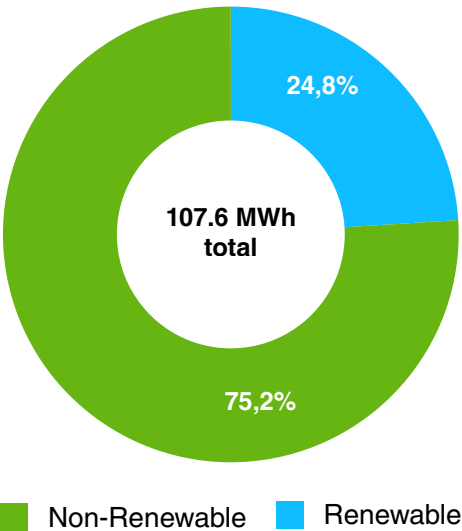
Environment

Energy consumption

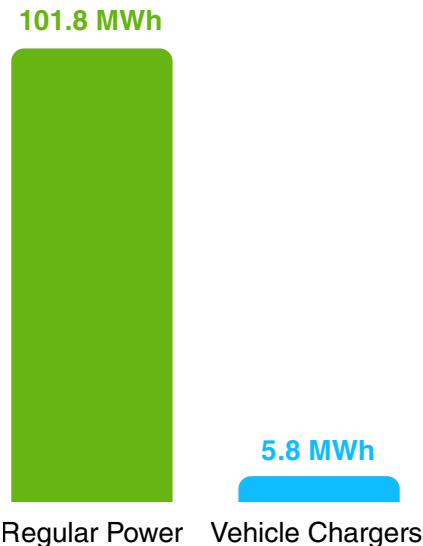
The company operates in Athens, where its headquarters are located.

Energy consumption at the premises comes exclusively from **purchased electricity**, which is used both to meet **office needs** and to **charge the company's vehicles**.

Energy Consumption
BY SOURCE



Electricity Use
BY CONSUMER



Carbon Footprint

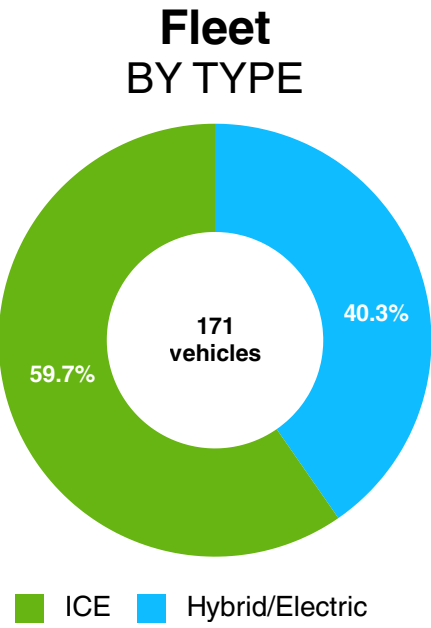
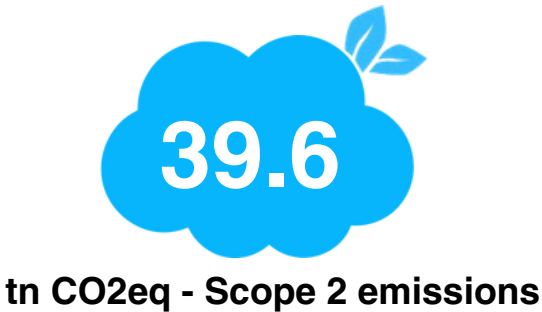
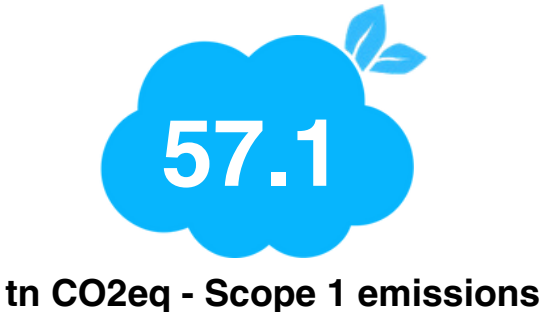
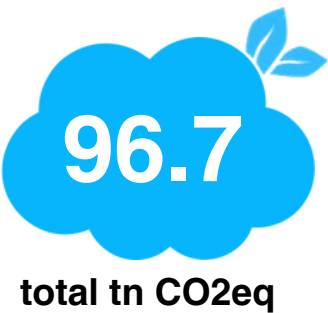
The company's carbon footprint from its operations in Greece has been calculated based on **direct emissions from mobile sources (company vehicles) - Scope 1** and **indirect emissions from purchased electricity - Scope 2**.

A significant portion of the **fleet** has already been replaced with **electric and hybrid vehicles**, recognizing their important contribution to reducing the company's overall carbon footprint in Greece, as the company does not operate any production facilities in the country.

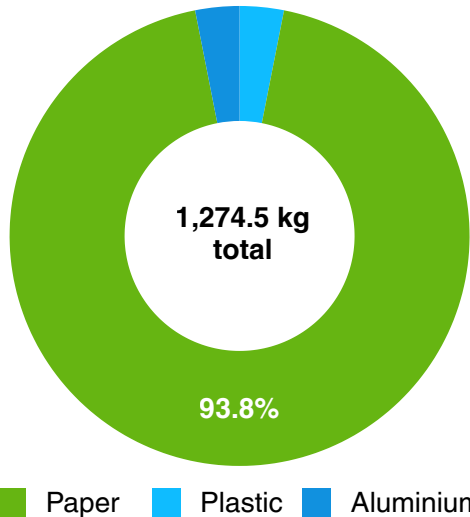
Office Waste Management

Recycling of **paper, plastic, and aluminum** is already in place at our offices and carried out with great care and attention.

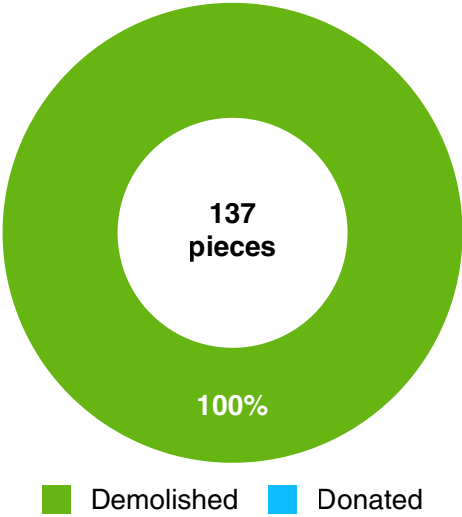
Additionally, **electronic waste** that can be reused is **donated**, while the remaining pieces are **demolished** under strict destruction protocols.



Municipal Waste Recycled
BY TYPE



Electronic Waste
MANAGEMENT



Society

Workforce Remuneration

Gender Pay Gap



1.0% gender pay gap: Women earn 99.0 cents for every euro men earn

1.58

Entry level to minimum wage ratio

2%

Turnover Rate

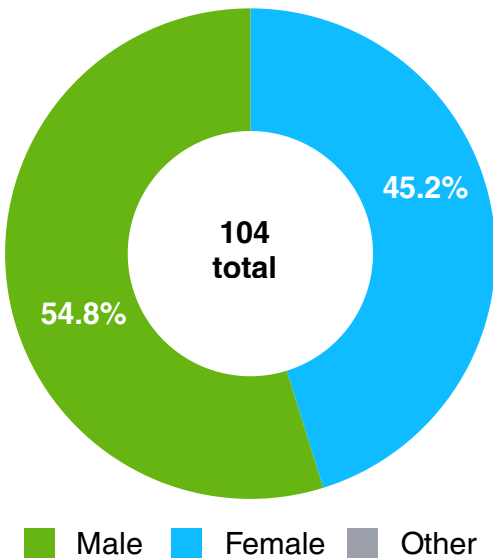


Bayer Hellas demonstrates a **lower gender pay gap (1%) compared to the Bayer Group average (3.46% in 2024).**

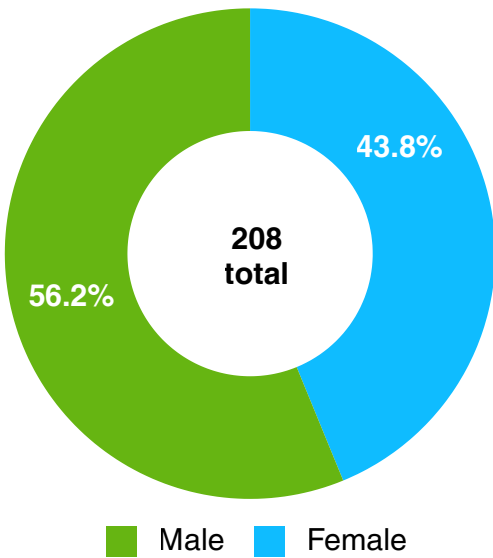
This reflects the company’s genuine commitment to fostering an equitable and fair working environment for all employees.

Gender Composition in Workforce

Gender Composition
MANAGEMENT



Gender Composition
EMPLOYEES



Society

D&I

Women empowerment programs

Mentorship Program

A Women’s **Mentorship Program** designed to help women clarify their goals, harness their skills, and confidently navigate their path to leadership - equipping them with the tools and support network needed to reach their full potential.

50 Ways to Fight Bias

A transformative **workshop** designed to deepen our understanding of both conscious and unconscious biases in the workplace. Through real-world examples of gender bias, it offers practical, actionable strategies for fostering a more inclusive environment.

Lean In Circle

An **initiative** launched in partnership with *Lean In* to create a vibrant community dedicated to women’s empowerment. Each Lean In Circle brings together 8 - 12 women who meet regularly to share experiences, build skills, and support one another - fostering a space where every voice is heard and uplifted.

Panhellenic Research Program

A **Bayer-funded project**: research study on women’s preparedness for natural disaster management - focusing on communities in Thessaly and Evros. The initiative reflects Bayer’s commitment to social responsibility by uncovering the specific challenges women face during crises and contributing to a more resilient, empowered society.

The Bad Moment is Not Only One

A powerful **awareness session** focused on recognizing abusive behavior and preventing domestic violence against women. It helps participants identify early warning signs that may lead to violence or femicide - empowering those in the victim’s environment, such as friends, family, and neighbors, to take proactive steps.

Infosessions



4

Total number of sessions



9

Total hours of sessions



260

Total number of participants

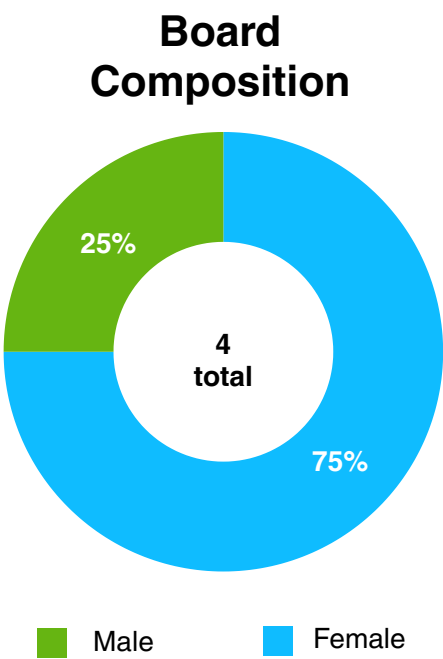
Governance

“We’re building a company where everyone will make bigger, more important decisions about how to serve our mission”

Bill Anderson, Bayer CEO

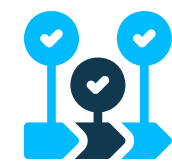


With specific goals and commitments on a global level Bayer Hellas exceeds expectations with 75% women representation in the Board composition.



How we interact with customers, patients and consumers

- Quality
- Quality Standards and Good Practices
- Safety and Quality Reporting Obligations of Employees
- Counterfeit Protection



How we work together

- Fairness and respect at work
- Conflicts of Interest
- Internal/External Communications
- Security incidents



How we work with stakeholders

- Sustainability, Human Rights, and Health & Safety
- Regulatory
- Financial



02

For the Planet & People

For the Planet & People

Our ESG performance reflects our own operations' impact through specific metrics, as presented in the previous chapter. Beyond this, the company's impact programs translate its commitments into tangible action, directly advancing the UN Sustainable Development Goals (SDGs) and its global vision of Health for All, Hunger for None.

In healthcare, these initiatives promote access, innovation, and wellbeing in alignment with SDGs 3 (Good Health and Well-being), 4 (Quality Education), and 10 (Reduced Inequalities). Through continuous investment in clinical research and radiology training, Bayer strengthens health systems and supports the upskilling of medical professionals. Circular healthcare initiatives, such as responsible recycling of medical materials, contribute to SDG 12 (Responsible Consumption and Production) and SDG 6 (Clean Water and Sanitation) by reducing waste and improving environmental performance in the healthcare sector. Meanwhile, programs that promote employee wellbeing, mental health, and access to care in remote regions embody a holistic approach to sustainable health and inclusion.

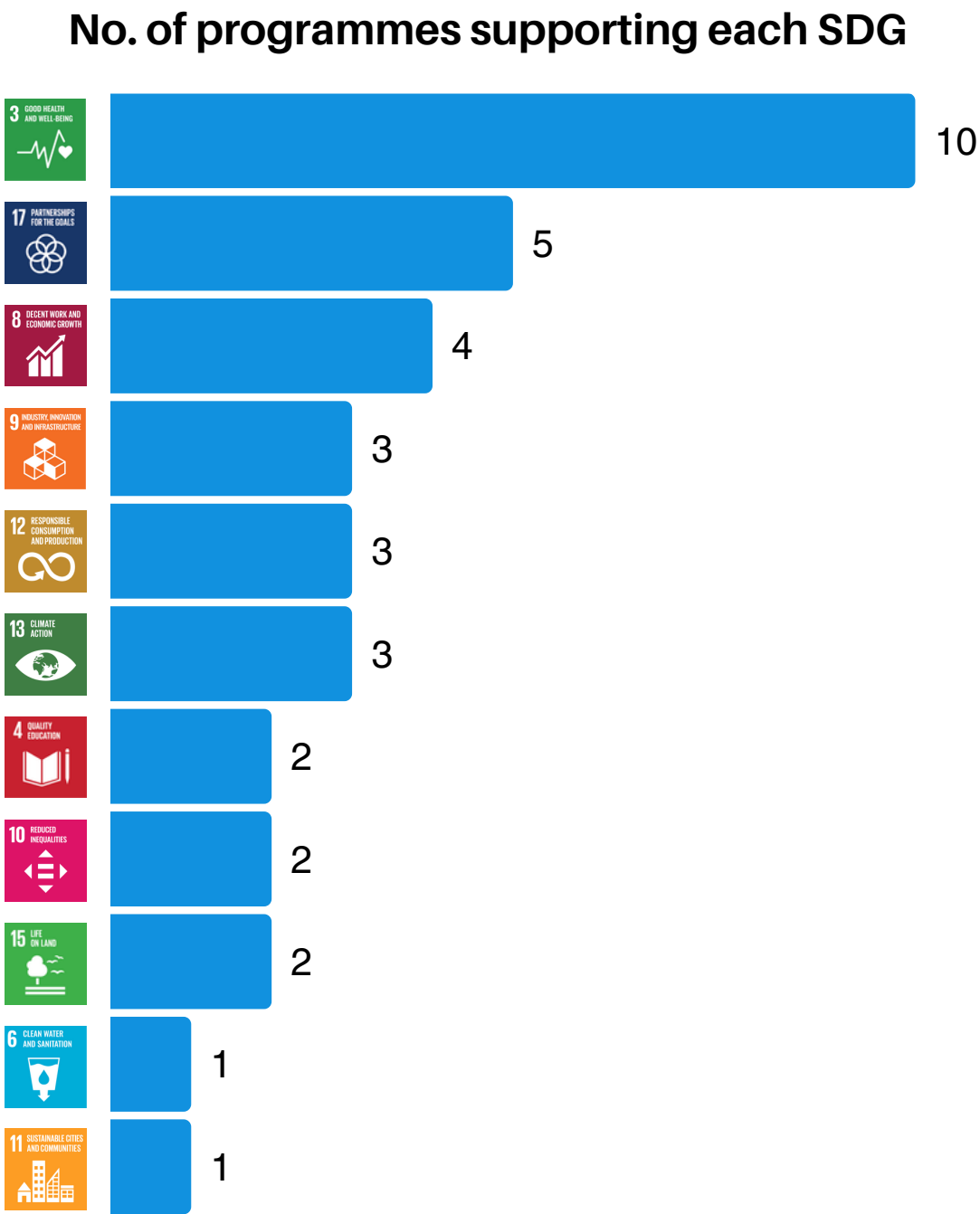
At the same time, Bayer Hellas advances environmental and agricultural transformation through regenerative and climate-smart practices that align with SDGs 2 (Zero Hunger), 13 (Climate Action), and 15 (Life on Land). By improving soil health, restoring degraded ecosystems, and supporting farmers in adopting sustainable methods, the company contributes to climate resilience and biodiversity protection. These initiatives, coupled with efforts to promote responsible mobility and sustainable entrepreneurship, showcase Bayer's integrated approach to sustainability — creating long-term value for people, nature, and society alike.



For the Planet & People

Our **dedicated programs and initiatives** for 2024 are summarized in the list below. Their **contribution to the UN Sustainable Development Goals (SDGs)** is illustrated in the accompanying graph, highlighting how each program aligns with the impact Bayer Hellas strives to create.

<div>For the planet</div> <div>Restoration of Green</div> <div><div><div>13</div><div>CLIMATE ACTION</div></div><div><div>15</div><div>LIFE ON LAND</div></div><div><div>17</div><div>PARTNERSHIPS FOR THE GOALS</div></div></div>	<div>For the people</div> <div>Awareness Campaigns</div> <div><div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div></div><div><div>17</div><div>PARTNERSHIPS FOR THE GOALS</div></div></div>
<div>For the planet</div> <div>Regenerative Agriculture Program</div> <div><div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div><div><div>13</div><div>CLIMATE ACTION</div></div><div><div>15</div><div>LIFE ON LAND</div></div></div>	<div>For the people</div> <div>Level Up</div> <div><div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div><div><div>9</div><div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div></div><div><div>17</div><div>PARTNERSHIPS FOR THE GOALS</div></div></div>
<div>For the planet</div> <div>Re:Contrast</div> <div><div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div></div><div><div>6</div><div>CLEAN WATER AND SANITATION</div></div><div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div></div>	<div>For the people</div> <div>Behind the Wheel</div> <div><div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div></div><div><div>11</div><div>SUSTAINABLE CITIES AND COMMUNITIES</div></div><div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div><div><div>13</div><div>CLIMATE ACTION</div></div></div>
<div>For the people</div> <div>Pharma R&D</div> <div><div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div></div><div><div>9</div><div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div></div><div><div>17</div><div>PARTNERSHIPS FOR THE GOALS</div></div></div>	<div>For the people</div> <div>Employee Assistance Program</div> <div><div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div></div><div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div></div>
<div>For the people</div> <div>Be Well @ Bayer</div> <div><div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div></div><div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div></div>	<div>For the people</div> <div>Radiology Academy platform</div> <div><div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div></div><div><div>4</div><div>QUALITY EDUCATION</div></div><div><div>9</div><div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div></div><div><div>10</div><div>REDUCED INEQUALITIES</div></div></div>
<div>For the people</div> <div>Collaboration with Aegean Team</div> <div><div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div></div><div><div>10</div><div>REDUCED INEQUALITIES</div></div><div><div>17</div><div>PARTNERSHIPS FOR THE GOALS</div></div></div>	<div>For the people</div> <div>Contrast media Safety Trainings</div> <div><div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div></div><div><div>4</div><div>QUALITY EDUCATION</div></div></div>
	<div>For the people</div> <div>First Aid Trainings</div> <div><div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div></div><div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div></div>



For the Planet & People

Environment

Restoration of Green

Since 2022, **Bayer Hellas** has partnered with the environmental organization "**We4all on the Restore Green**" and the educational program "**Green future**". This initiative focuses on **reforestation** efforts, aiming to revitalize forests and cultivate trees and plants in areas affected by environmental degradation. Additionally, the educational program focuses on **environmental awareness**.

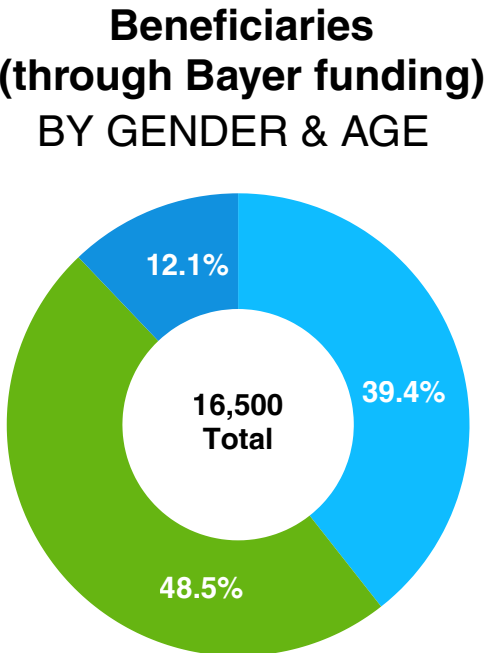
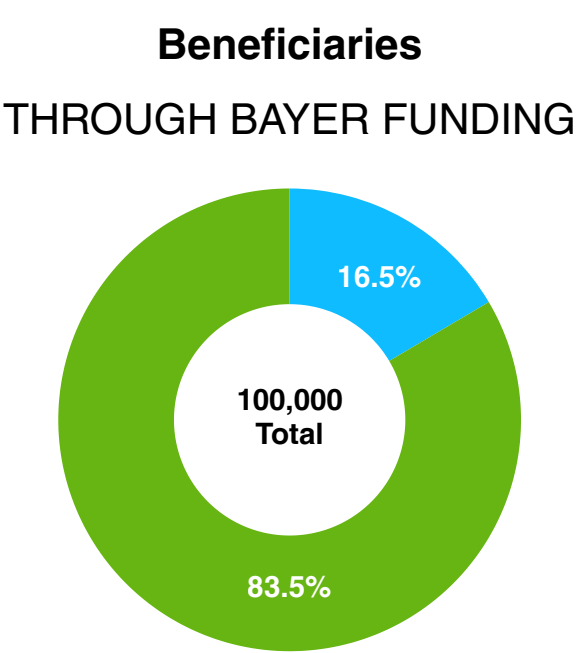
The collaboration underscores **Bayer Hellas'** commitment to **environmental restoration and sustainability**.

IMPACT

Our reforestation program strengthens ecosystems, restores degraded land, and protects biodiversity, directly advancing climate action and sustainable forest management.

Beyond environmental benefits, it raises awareness in local communities, engages schools and employees, and fosters environmental education.

By uniting corporate, civil society, and community partners, it stands as a model for impactful cross-sectoral collaboration toward the SDGs.



For the Planet & People

Environment

Regenerative Agriculture Program



Bayer's Regenerative Agriculture program promotes farming practices that improve soil health, plant resilience, and long-term productivity.

Our vision for the future of farming is:
Produce More. Restore Nature. Scale Regenerative Agriculture.

IMPACT

Promoting and establishing the application of regenerative agriculture practices with focus on soil, carbon and farmers livelihood we can protect Greek farmlands' ecosystem and strengthen climate resilience with efficient use of earth resources.

Improved soil health-including soil carbon cycles- placed at the core of the carbon reduction strategy fosters soils organic matter and leads to long term productivity

Soil Quality

Soil quality value is based on the **Biodiversity, Functionality, and Resistance** of the soil microorganisms which live in your soil. Soil Quality indices are biomarkers of the ecosystem in which the parcel is based and are related to agricultural management practices. Three indices are calculated based on the detection of all the microorganisms in the samples.



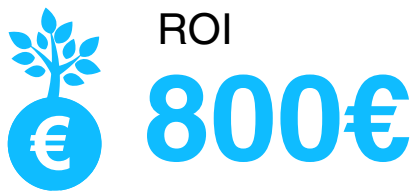
13.6

ha total area where
the agriculture
program is
implemented

For the Planet & People

Environment

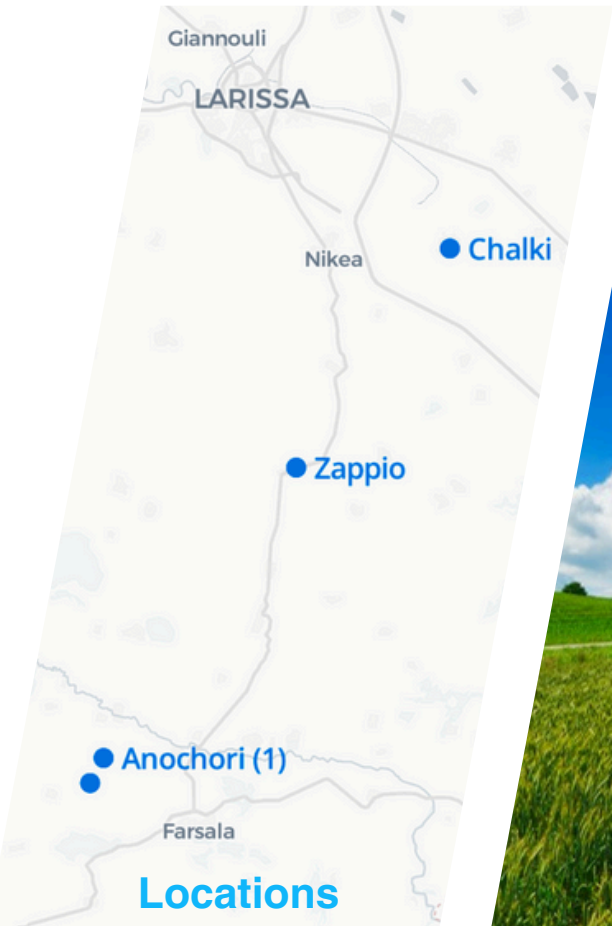
Summary and Future Plans



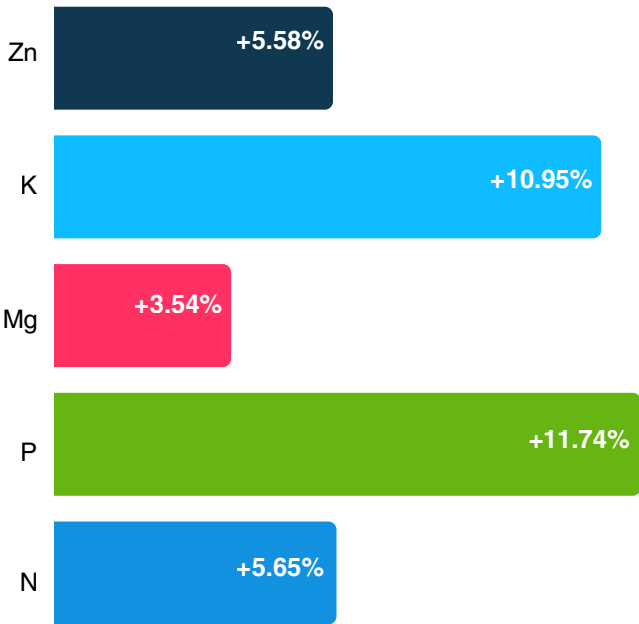
3.3 € in profit for every € invested



Higher Yield for treated plots than standard practice



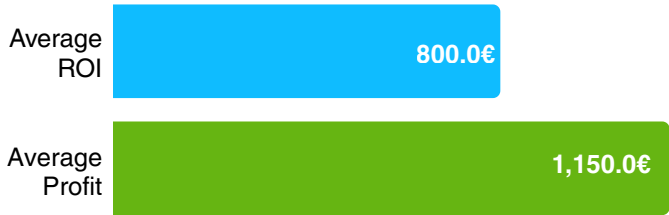
Average of nutrients increase compared to standard practice



Average Yield Efficiency



Average ROI & Average Profit



For the Planet & People

Environment

Re:Contrast



Bayer Hellas has launched the **Re:Contrast** program to **recover iodine residues from contrast agents used in CT scans**, beginning with the Affidea Group. The initiative focuses on sustainable resource management by reducing the need for new iodine extraction and ensuring the responsible collection and recycling of used contrast media. The recovered iodine is reintroduced into industrial supply chains for alternative uses, fostering a more circular and resource-efficient approach.

IMPACT

Through Re:Contrast, Bayer contributes to the protection of water resources and environmental sustainability by limiting the amount of iodine that reaches natural ecosystems. The program supports the transition to a circular economy within the healthcare sector, demonstrating how innovation and responsibility can work hand in hand to safeguard both human health and the environment.



Centers implementing the Program



For the Planet & People

Society

Pharma R&D



Bayer's Clinical Trials Program evaluates new drug candidates globally, ensuring that when **new drugs** reach the market that they **are both safe and effective**.

Bayer Hellas actively participates in this program, aiming to increase the number of centers involved in clinical trials each year. Through these efforts, the company enhances **early and free access** to innovative treatments for patients in Greece, **contributes to scientific advancement**, and **supports the creation and retention of high-level scientific jobs** in the country.

IMPACT

Expanding clinical trials in Greece provides patients earlier access to innovative treatments, strengthens the country's role in global R&D, creates high-skilled biotech jobs, and fosters collaboration between stakeholders.

 **3M €**
Total investment in R&D


 **6**
Feasibilities in Greece

 **6**
Study confirmations in Greece

 **5%**
Contribution of Greece, in accordance with its population

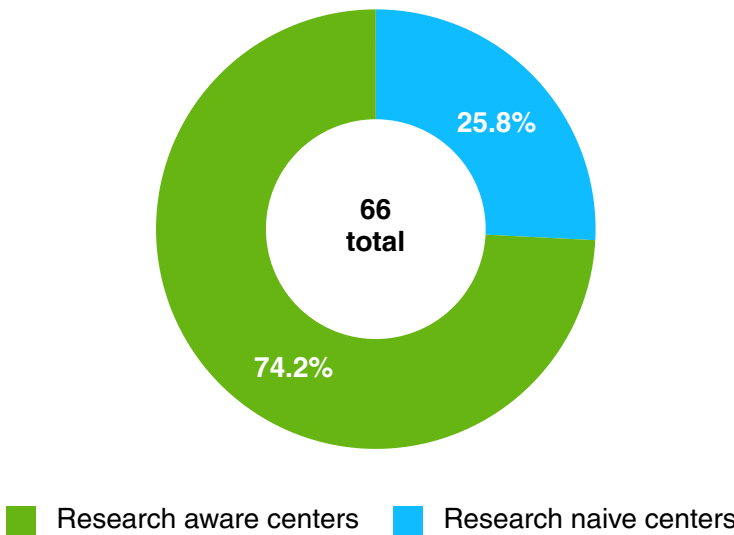


 **746**
Patients Participated

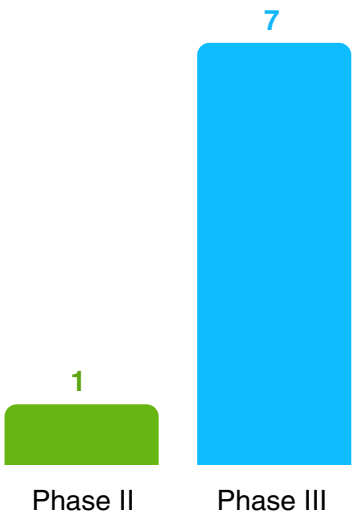
 **16**
Working positions created in R&D

 **1M €**
Invested in new working positions in R&D

Medical Centers



Number of Clinical Trials PER PHASE



For the Planet & People Society

Be Well @ Bayer



BeWell @ Bayer is **Bayer's** holistic program promoting employee **health and wellbeing**. It focuses on **physical, mental, financial, and social aspects**, offering services like 24/7 psychological support, counselling, family and health initiatives.

This program encourages employees to engage in community support activities, enhancing **societal wellbeing**.

IMPACT

BeWell @ Bayer strengthens employee health, engagement, and productivity while reducing stress and absenteeism, fostering community involvement, and improving retention and job satisfaction.

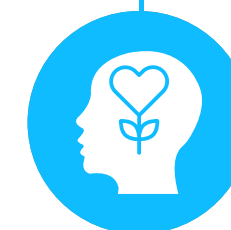


3 pillars



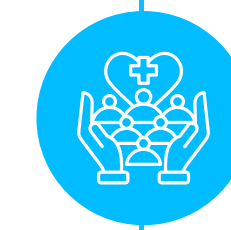
Physical Wellbeing

- Race for the Cure
- Athens Authentic Marathon



Mental Wellbeing

- BeWell Launch Activity
- Equine assisted learning & development (Hippolysis)
- 6 Modules on Mental Wellbeing with Charadiniotis



Social Wellbeing

- Menopause Talk
- School Bullying- Informative session for parents
- After High School Orientation

For the Planet & People

Society

Collaboration with Aegean Team

Bayer Hellas has supported the **Aegean Team NGO** for over 12 years, helping provide **healthcare services** and **construction work** to residents of isolated Aegean Sea islands.

The program aims to improve the **quality of life** in these remote communities having limited access to resources & medical services.



IMPACT

The program has improved healthcare access, expanded infrastructure, and created long-term community impact for hundreds of residents on remote Aegean islands, reducing inequalities and fostering sustainable development.

 **2**
Islands supported

 **1500**
Beneficiaries through
BAYER funding



For the Planet & People

Society

Awareness Campaign

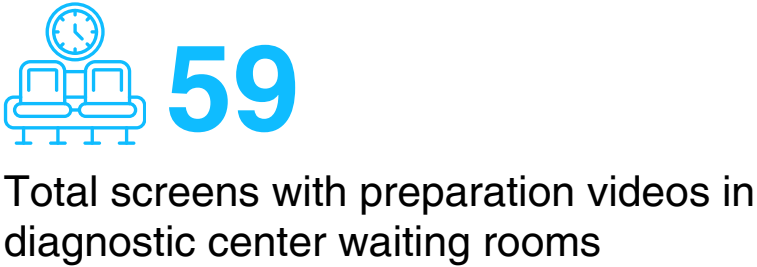
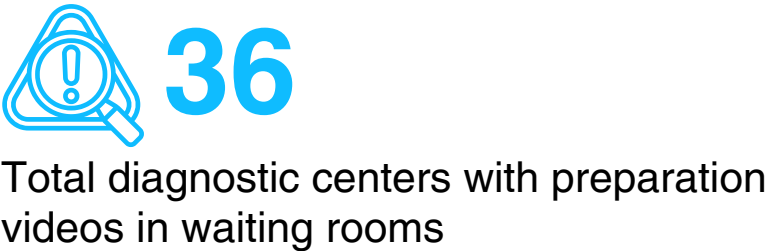


Bayer conducts impactful **awareness campaigns** on key medical topics, aiming to **inform** the public, support **prevention**, and promote **early diagnosis** through trusted, science-based information.



IMPACT

Bayer’s awareness campaigns empower citizens with trusted, science-based knowledge to prevent disease, promote early diagnosis, and drive community engagement, while leveraging partnerships to reach wide audiences and strengthen public health resilience.



For the Planet & People

Society

Level-up



Level-up is an open innovation program by **Bayer Hellas** that supports startups in developing and scaling their ideas. It offers **guidance, resources, and funding opportunities** to help startups grow and create sustainable solutions.

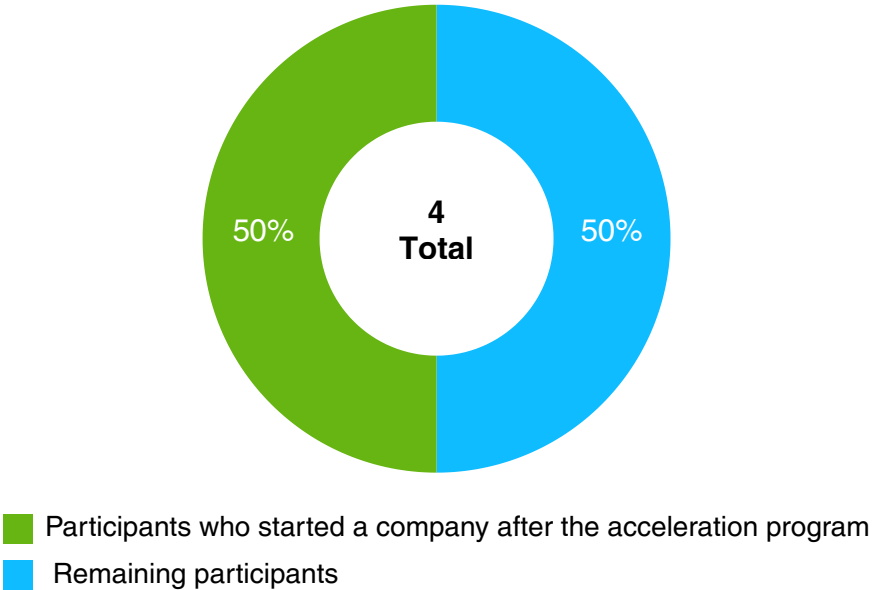
The program aims to foster innovative approaches to address global challenges, with a focus on advancing health and agriculture.

IMPACT

Bayer Hellas’ Level-up program accelerates startups in health and agriculture by providing mentorship, resources, and partnerships, fostering innovation, creating sustainable business opportunities, and strengthening Greece’s entrepreneurial and research ecosystem.



Workshop Participants



For the Planet & People

Society

Behind the Wheel



Behind the Wheel is **Bayer’s** training program on **road safety** and **sustainable driving**, offering track sessions, expert-led courses, and online seminars to reduce accidents and promote eco-friendly habits.

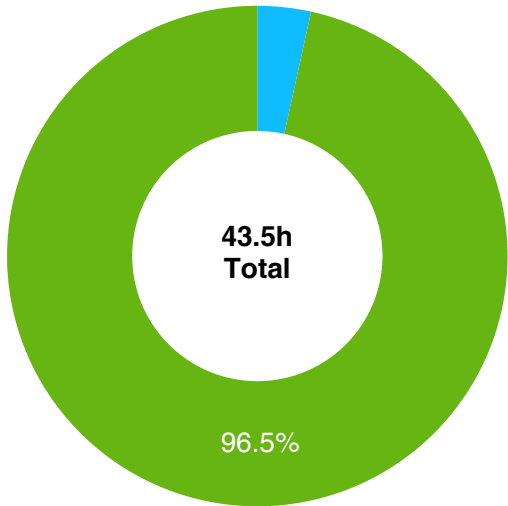
IMPACT

Bayer’s Behind the Wheel program improves road safety and reduces accidents while promoting eco-friendly driving habits, cutting emissions, and fostering safer, more sustainable mobility behaviour.

 **14**
Participants in 2024



Training Hours



■ Driving Sessions ■ Online Sessions

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Society

Employee Assistance Program (EAP)



Bayer Hellas offers a dedicated support line to help employees with **any personal or work-related challenges**.

IMPACT

Bayer Hellas’ Support Line improves employee wellbeing by resolving issues quickly and fostering a fair, supportive workplace.



17

Total calls received in 2024



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Radiology Academy Platform



The Radiology Academy Platform by Bayer Hellas is an online hub offering radiology professionals access to news, webinars, and learning materials to support continuous development and improve patient care.

IMPACT

Bayer Hellas’ Radiology Academy Platform strengthens healthcare capacity by providing radiology professionals with on-demand access to cutting-edge training, improving skills and patient care.



211

Total active users
and registrations



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Contrast Media Safety Trainings



Bayer Hellas' Contrast Media Safety Trainings equip healthcare professionals and technical staff with the knowledge to safely handle and administer contrast agents, aiming to increase awareness on potential risks, to balance the likelihood of adverse events with the benefit and ultimately enhance patient safety in radiology.

IMPACT

Bayer Hellas' Contrast Media Safety Trainings enhance patient safety and diagnostic accuracy by equipping healthcare professionals with specialized skills for the safe use of contrast agents.



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First Aid Trainings



Bayer Hellas' First Aid Trainings provide Health Care Practicioners (HCPs) and company’s employees with essential skills to respond to emergencies, promoting a safer and more prepared workplace, while at the same time participants can use the acquired skills to support society.

IMPACT

Bayer Hellas’ First Aid Trainings equip HCPs and company’s employees with life-saving skills to respond effectively to emergencies, strengthening safety in the workplace and society overall.





Summary and Future Plans

In 2024, Bayer Hellas strengthened its commitment to the global vision of **Health for All, Hunger for None**, turning its sustainability strategy into measurable progress across healthcare, society, and the environment. By combining **science**, **innovation**, and **responsibility**, the company continued to create meaningful impact in line with the UN Sustainable Development Goals (SDGs).

Bayer Hellas' ESG performance reflects a people-first culture built on integrity, inclusion, and wellbeing. With **75% female representation on the Board** and a **1% gender pay gap**, the company maintained its strong commitment to equality. Initiatives such as BeWell@Bayer and the Employee Assistance Program further enhanced mental health, balance, and resilience, fostering a fair and supportive workplace for all employees.

At the same time, company's programs and activities translated commitments into action. Clinical research and specialized training strengthened access to innovation and quality healthcare, while awareness campaigns empowered citizens with knowledge and prevention tools. Environmental and agricultural initiatives like **Re:Contrast**, **Restoration of Green**, and the **Regenerative Agriculture** Program advanced resource efficiency and ecosystem restoration, showcasing the link between human and planetary health.

Looking ahead, Bayer Hellas will continue to evolve its long-term programs and partnerships, ensuring continuity and lasting value. By keeping **collaboration**, **transparency** and **care** at the heart of its actions, the company remains dedicated to driving progress toward a healthier, more inclusive, and sustainable future.

