### Greenhouse Gas Emissions

<table>
<thead>
<tr>
<th>Scope 1 GHG emissions</th>
<th>1.91 million metric tons of CO₂ equivalents</th>
<th>Reference 1 SR: Page 107</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scope 2 GHG emissions</td>
<td>1.12 million metric tons of CO₂ equivalents</td>
<td>Reference 1 SR: Page 107</td>
</tr>
<tr>
<td>Scope 3 GHG emissions</td>
<td>9.64 million metric tons of CO₂ equivalents</td>
<td>Reference 1 SR: Page 108</td>
</tr>
<tr>
<td>Total GHG emissions</td>
<td>12.67 million metric tons of CO₂ equivalents</td>
<td>Reference 1 SR: Page 108</td>
</tr>
</tbody>
</table>

**Active in the fossil fuel sector**: No

**Share of non-renewable energy consumption**: 88.6%

**Share of renewable energy consumption**: 11.3%

**Share of renewable electricity consumption**: 32.6%

**Energy consumption intensity per high impact climate sector**: 9,853 GWh


2. In line with the GHG Protocol, we also report the direct emissions resulting from the generation of energy for other companies that is sold as a site service.

3. In 2022, these emissions corresponded to 0.13 million metric tons of CO₂ equivalents.

4. Emissions from eight Scope 3 categories are of material importance to Bayer and together represent our total inventory of Scope 3 emissions: (3.1) purchased goods and services, (3.2) capital goods, (3.3) fuel- and energy-related activities, (3.4) (upstream) transportation and distribution, (3.5) waste generated in operations, (3.6) business travel, (3.7) employee commuting and (3.12) end-of-life treatment of sold products.

5. Recalculated from reported 35,472 terajoules.

6. Calculated value based on TOC figures (TOC x 3 = COD).
Social and Employee Matters

<table>
<thead>
<tr>
<th>UN Global Compact principles and OECD Guidelines for Multinational Enterprises</th>
<th>2022</th>
<th>Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bayer is a founding member of the UN Global Compact and respects the Universal Declaration of Human Rights and the International Covenants on Civil and Political Rights and on Economic, Social and Cultural Rights of the United Nations. Our human rights due diligence is based on the human rights due diligence principles described in the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines.</td>
<td></td>
<td>SR: Page 83</td>
</tr>
<tr>
<td>Unadjusted gender pay gap</td>
<td>2.51%</td>
<td></td>
</tr>
<tr>
<td>Board gender diversity</td>
<td>Board of Management: 16% women (1 out of 6) Supervisory Board: 45% women</td>
<td>AR</td>
</tr>
<tr>
<td>Exposure to controversial weapons: anti-personnel mines, cluster munitions, chemical weapons and biological weapons</td>
<td>No</td>
<td></td>
</tr>
</tbody>
</table>

Masthead

Published by
Bayer AG, 51368 Leverkusen, Germany

Date of publication
Tuesday, February 28, 2023

Public Affairs, Science, Sustainability & HSE
Klaus Kunz
Email: klaus.kunz@bayer.com
Sebastian Leins
Email: sebastian.leins@bayer.com

Bayer on the internet: www.bayer.com

Forward-Looking Statements:
This publication may contain forward-looking statements based on current assumptions and forecasts made by Bayer management. Various known and unknown risks, uncertainties and other factors could lead to material differences between the actual future results, financial situation, development or performance of the company and the estimates given here. These factors include those discussed in Bayer’s public reports which are available on the Bayer website at www.bayer.com. The company assumes no liability whatsoever to update these forward-looking statements or to conform them to future events or developments.

---

Data covering 62% of our employees globally. Countries covered: Argentina, Australia, Belgium, Brazil, Canada, China, France, Germany, India, Japan, Mexico, Philippines, Poland, Russia, Spain and United Kingdom