

**Kimberly Mathisen**, Oslo, Norway  
Born on May 24, 1972, in Watseka, Illinois, USA  
U.S. and Norwegian citizenship



Chief Executive Officer of HUB Ocean, Norway

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| 1994        | BSc in Industrial Engineering at the University of Illinois, USA   |
| 2001        | MBA at Harvard Business School, USA  |
| 1994 – 1999 | Various functions as engineer in the fields of beauty care and paper products at Procter & Gamble, USA                                 |
| 2000        | International Business Development Associate at ASK Jeeves, USA  |
| 2000 – 2001 | Co-Founder of Appear Networks, Sweden  |
| 2001 – 2010 | Various management functions with increasing responsibility at Eli Lilly and Company, USA, most recently as General Manager in Germany |
| 2010 – 2013 | Vice President and Global Alliance Leader at Eli Lilly and Company, USA  |
| 2013 – 2016 | Chief Executive Officer of Orkla Home & Personal Care, Norway  |
| 2016 – 2021 | General Manager of Microsoft in Norway   |
| since 2021  | Chief Executive Officer of HUB Ocean, Norway   |

Membership on statutory supervisory boards:

- Bayer Aktiengesellschaft (since 2022, listed company)

Memberships in comparable supervising bodies of German or foreign corporations

(all corporations are members of the Aker group):

- Aker BioMarine ASA, Lysaker, Norway (non-executive member of the Board of Directors, listed company)
- Aker Horizons ASA, Fornebu, Norway (non-executive member of the Board of Directors since April 21, 2023, listed company)
- Aize AS, Lysaker, Norway (non-executive member of the Board of Directors)

Membership in committees of the Supervisory Board of Bayer Aktiengesellschaft:

- none

Ms. Mathisen is a member of the Advisory Board of Nysnø Klimainvesteringer AS, Stavanger, Norway. She does not perform other significant activities.

In addition to her international business experience, Ms. Mathisen supports the work of the Supervisory Board in particular through the expertise and experience she possesses in the fields of research and development, agriculture and food, health care, human resources, digitalization, as well as sustainability and climate protection.

The Supervisory Board is convinced that Ms. Mathisen is able to meet the expected time commitments for performing her Supervisory Board duties, also taking into account her further board memberships. After Ms. Mathisen was appointed as a member of the Supervisory Board by the court on September 1, 2022, she attended all subsequent meetings of the Supervisory Board that fiscal year. Ms. Mathisen was not a member of any committee of the Supervisory Board after her appointment in fiscal 2022.

The Supervisory Board considers Ms. Mathisen to be independent. Beyond the membership of Ms. Mathisen on the Company's Supervisory Board, the Supervisory Board does not consider there to be any personal or business relationships between Ms. Mathisen on the one hand and the companies of the Bayer Group, the governance bodies of Bayer Aktiengesellschaft, or any stockholder that directly or indirectly holds more than 10 percent of the voting shares of Bayer Aktiengesellschaft on the other, that are of material significance to the decision of the Stockholders' Meeting regarding her election.