



For a better life

Sustainability and Social Commitment
Andean Countries, Central America and the Caribbean

/ Management 2023

#ForBetter

Content

1. About this document	04
2. About Bayer	07
3. Sustainability strategy	09
4. Corporate governance	14
5. For a better future: tackling child malnutrition	27
6. For farmers	32
7. For patients and consumers	71
8. For our collaborators	102
9. Supply chain management	113
10. Environmental management	118
11. For the community: our contributions	126



“Shaping a future with health and nutrition for all: Our mission at Bayer”



At Bayer, we want to improve people's lives, so we are committed to working toward a future where health and nutrition complement each other, ensuring that no one is left behind.

To make this happen, we are putting all our skills to the test and will continue to unleash the power of science to deliver innovative and sustainable solutions to create a better future, where life can be lived to the fullest. Our mission is to achieve Health for All, Hunger for None.



[Watch video](#) 

*Dr. Christian
A. Meyer*

President of Bayer
in Andean Countries, Central America
and the Caribbean

About this document

We have categorized our initiatives according to our sustainability commitments. This encompasses, among other aspects:



Corporate governance

We include the practices, principles and regulations that enable us to manage our operations responsibly in relation to the three pillars of sustainability: environmental, social and governance.



For a better future: addressing child malnutrition

Project that is positively impacting 200 families in the municipality of San Juan Chamelco, Guatemala, where 1 in 2 children live in precarious health conditions.



For the farmers

We strive to increase food security and improve environmental sustainability in agriculture. Through agricultural innovations such as biotechnology, we contribute to food cultivation and provide digital tools that can generate transformative results in this area.



For patients and consumers

We work to enable more people to enjoy better health and quality of life, and to help lift them out of poverty. We do this through our portfolio of self-care and women's health products, as well as through educational platforms and access to medicines.



For our employees

Not only do we act based on human rights with our employees, promoting their well-being and development, but we also implement programs to improve the balance between their personal and professional lives.



Supply chain management

In our commitment to responsible business conduct, we interact with various stakeholders through regulations that enable us to conduct our operations in a transparent manner. We encourage partnerships as a means of ensuring social, economic and environmental development in the communities in which we operate.



Environmental stewardship

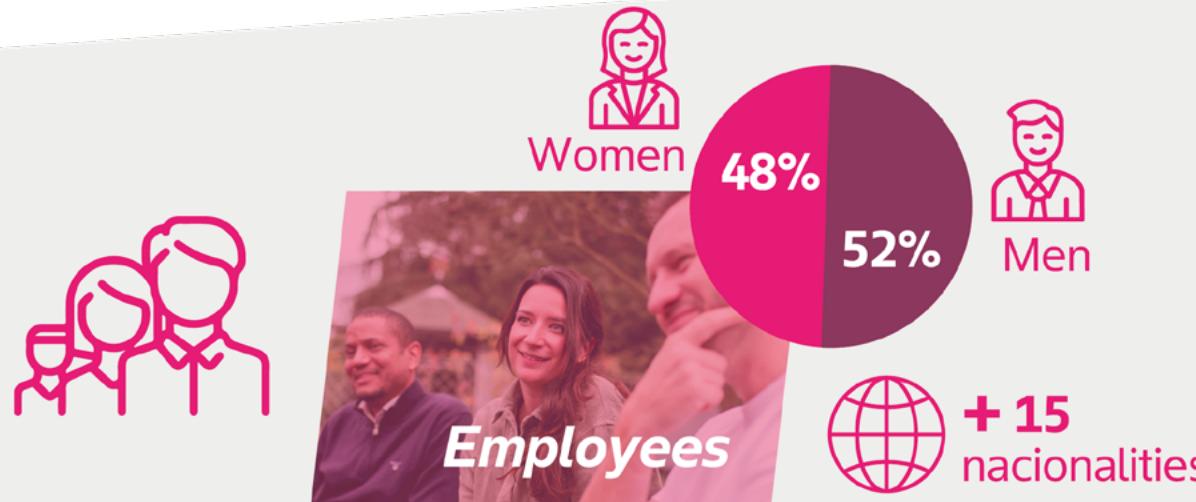
As a life sciences company, Bayer has identified the risks associated with global climate change. Our goal is to continuously reduce greenhouse gas emissions in our company and throughout the value chain.



For the community: Our contributions

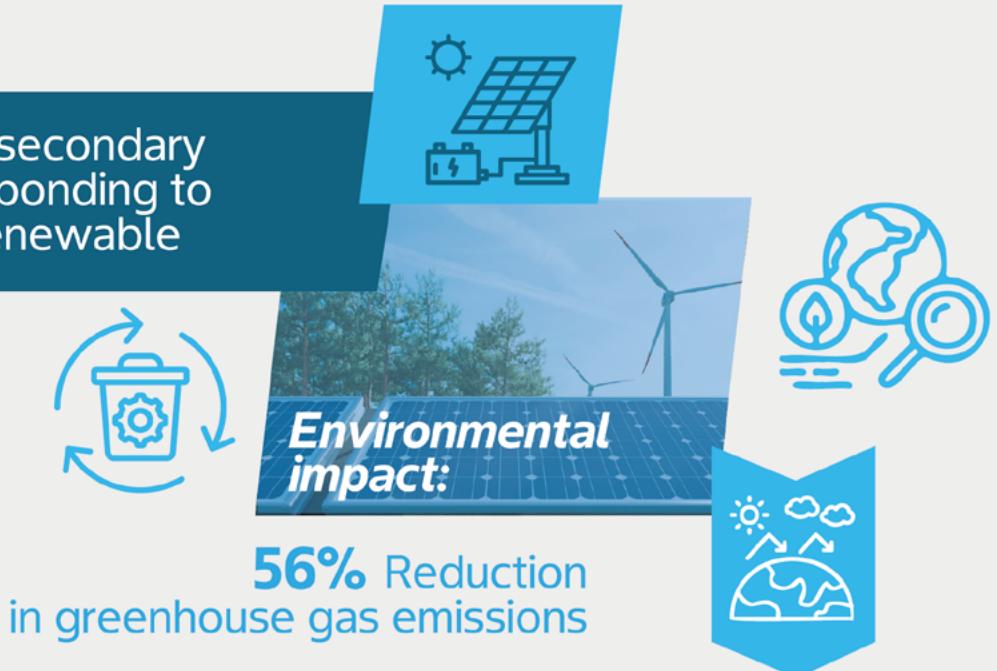
At Bayer, our goal is to contribute to building a world where everyone has access to the food they need and can enjoy optimal health. For this reason, we support social initiatives together with leading partners in the non-profit sector.

Relevant data from the PACA region



70% of the secondary energy corresponding to electricity is renewable

44% reduction in waste generated



111.043 people benefited



*Germán
Fernández*

Director of Communications,
Public Affairs and Sustainability

Bayer in Andean Countries, Central America
and the Caribbean

“Since our founding as a company, we have built our reputation

by fulfilling our enduring purpose: “Science for a Better Life.” We have brought essential products and solutions to millions of people around the world.

With this report, we focus our efforts on agriculture, access to healthcare, human rights, climate protection and social engagement. We have become a brand committed to sustainability that everyone, everywhere, can trust. Together, we are helping people and our planet to thrive. 

[Watch video](#) 

About Bayer Corporate Profile

We are a life sciences company and a global leader in healthcare and nutrition. Our innovative products support efforts to overcome the major challenges of a growing and aging global population. We help prevent, alleviate and treat disease.

As part of this effort, the responsible use of natural resources is always a top priority. In keeping with our vision “Health for all, hunger for none,” our goal is to end hunger and help everyone lead a healthy life, while protecting ecosystems. That is what we aspire to achieve, guided by our purpose “Science for a better life”. We aim to continuously improve and create value for customers, patients, shareholders, employees and society. Growth and sustainability are integral parts of our strategy.

We deliver breakthrough innovations in healthcare and agriculture. We contribute to a world in which diseases are not only treated, but effectively prevented or cured, in which people can better address their own health needs, and in which sufficient agricultural products are produced with respect for our planet's natural resources. This is because, at Bayer, growth and sustainability go hand in hand.

Innovation, growth and sustainability are integral parts of our strategy, while our corporate values lay the foundation for the way we operate, shape our culture and ensure a common identity.



Corporate structure

As a global leader in health and nutrition, we continue to develop our activities. We create value with a resource allocation based on the growth-focused strategy. We are present in regulated and responsible businesses that are driven by innovation and where we aim to grow ahead of the competition.



/// Crop Science:

Innovative crop, seed and trait protection, digital technologies and services.

/// Pharmaceuticals:

Prescription products for cardiology, women's health, oncology, hematology, ophthalmology, radiology and other areas.

/// Consumer Health

Over-the-counter medications in the categories of dermatology, nutrition, supplements, pain, cardiovascular risk and prevention, digestive health, allergies, coughs and colds.

/// Enabling Functions:

Operational support to the business.



25 *countries*

19 *legal entities*

12 *main offices*

6 *wineries*

6 *production sites*

1 *service center*

4 *research and development centers*



Sustainability strategy

A growing world population and the ever-increasing burden on natural ecosystems are among the greatest challenges facing humanity. This situation is further complicated by the effects of health challenges and global geopolitical events. Moreover, the crises of recent years have clearly demonstrated how important it is to protect health and ensure food security around the world, and how these goals are at risk.

Our overall goal:

As a global leader in health and nutrition supplies, Bayer can contribute more than any other company to solving global challenges through its businesses. With this goal in mind, Bayer is committed to ambitious goals that it intends to achieve through its own business activity and the efforts of its employees.

To support Bayer's mission of "Health for All, Hunger for None", we define three areas where we have a significant impact and aim to drive our ambitions and drive our business solutions:

// Climate action

// Health Equity

// Food safety

Bayer is uniquely positioned to offer solutions to these challenges, together with our partners.

We view these areas of action from a holistic perspective, recognizing that they are strongly interconnected, and it is precisely at those intersection points that Bayer can make a significant impact that drives our business forward in a scalable way:



// Climate change has a negative impact on both the availability and nutritional value of basic food crops and vegetables. This creates a challenging cycle of growing more nutritious food without undermining our planet.



// Health needs and access are threatened by climate change, where rising temperatures exacerbate health problems and new or more diseases. This creates a heavy burden on both individuals and healthcare systems.



// Food security depends fundamentally on the continued development and advancement of sustainable agricultural innovations and on the health of farmers and food-producing communities, and in turn, health depends on the availability of nutritious diets.

By addressing these areas with a clear focus on interdependence and our impact, we will contribute to closing the nutrient gap, strengthening regenerative agriculture, and providing solutions for people's health, in the face of rapidly rising temperatures around the world.

Sustainability is part of our corporate strategy

We see sustainability as the core of our corporate responsibility, and it also safeguards our future growth. Sustainability is therefore an essential component of our corporate strategy, our business activities, our corporate values and the way we conduct our business. Sustainability is at the heart of our corporate mission of “Health for All, Hunger for None.”

The following strategic sustainability objectives are applied as a guide for the actions of all divisions:

- To create inclusive growth and added value for society and our investors.
- Reducing our ecological footprint.
- Adopt responsible business practices throughout our value chain.



*Mitchelle
Romero*

Sustainability Manager

Bayer in Andean Countries, Central America
and the Caribbean

“Our message through this document is not limited to the presentation of information;

it is a promise of change, hope and responsibility. By acting on our mission to ensure “Health for All and Hunger for None,” we are bringing significant value not only to the lives we impact today, but also to generations to come.

This commitment implies the adoption of sustainable practices in the present and the creation of a legacy that transcends time, where the preservation of the environment and the well-being of communities are pillars for sustainable development. 

Watch video 

Our Contribution to the Sustainable Development Goals

We align our own strategic sustainability goals with the United Nations' global Sustainable Development Goals (SDGs), which apply until 2030. The global community lags behind goals in many areas, which means that the contribution we as a company can make to achieving them becomes even more important.

At Bayer, we are convinced that we can make a particular impact here, because of our portfolio, our global reach and our innovative power. In this context, we consciously support those SDGs where there is a pressing need to act and where we can have the greatest impact through our businesses and their sustainability-focused transformation.



SDG 1: No poverty

Since agriculture is often the only source of resources in low- and middle-income countries (LMICs), we help fight poverty there through our engagement with smallholder farmers and supporting women.



SDG 2: Zero hunger

Our products and services help the global agricultural industry increase production and therefore feed a growing world population, while consuming fewer natural resources. This also benefits smallholder farmers in LMICs.



SDG 3: Good health and well-being

Our products have a direct impact on people's health. Some prevent or cure diseases and others treat them. This applies all over the world, but particularly in LMICs, where we strive to make existing products and services accessible and affordable.



SDG 5: Gender equality

We work to achieve gender equality in our business and throughout our supply chain. Through modern contraception, we support women around the world in self-determined family planning. We promote equal opportunities within our company.



SDG 6: Clean water and sanitation

Our products and services serve to reduce future water consumption in agriculture. We are committed to protecting water resources, using them as sparingly as possible, and further reducing water pollution.



SDG 13: Climate action

We pursue a climate protection and decarbonization strategy that is aligned with the goals of the Paris Agreement. In our value chain, we promote resilient, low-emission agriculture that helps capture CO2 through new methods.



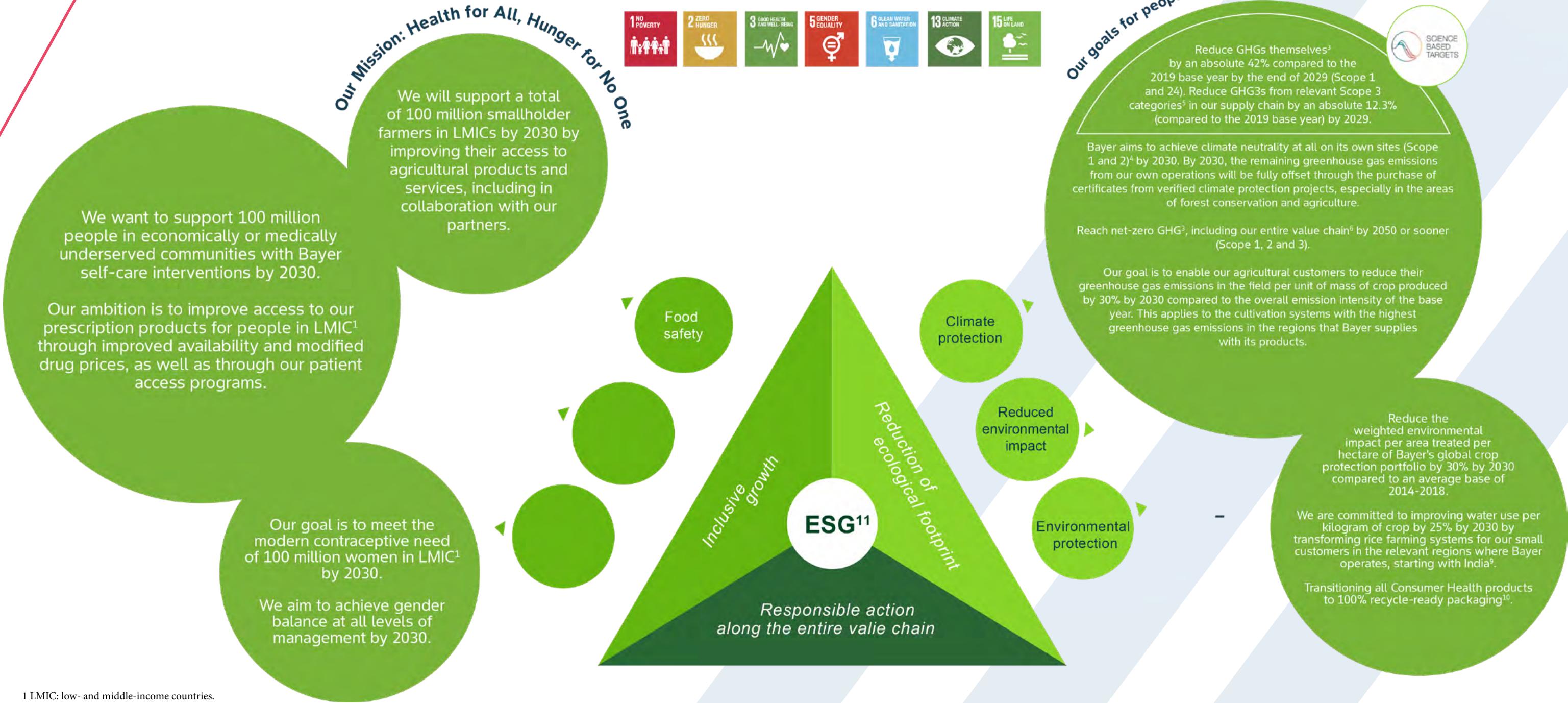
SDG 15: Life on Land

By reducing the environmental impact of crop protection products, we support sustainable agriculture that helps protect the environment within our value chain and conserve biodiversity.

Bayer aims to promote sustainable development around the world in line with the SDGs, while focusing on the future and aligning its businesses to grow in line with sustainability goals. To achieve this, we link the concept of inclusive growth with a reduction in our ecological footprint based on responsible business practices throughout our value chain.

Global sustainability strategy

SDGs on which we have the greatest impact through our businesses



1 LMIC: low- and middle-income countries.

2 These objectives are accounted for in the long-term variable compensation (LTI) of our Board of Directors and our LTI-eligible management partners.

3 GHG: greenhouse gas emissions.

4 Includes direct emissions (Scope 1) and indirect emissions (Scope 2, market-based) from Bayer facilities whose annual energy consumption exceeds 1.5 terajoules.

5 In accordance with the criteria established by the Science Based Targets (SBT) initiative, the following categories of Scope 3 of the Greenhouse Gas Protocol Corporate Value Chain Accounting and Reporting Standard (Scope 3) are relevant to Bayer: (3.1) purchased goods and services, (3.2) capital goods, (3.3) fuel and energy-related activities, (3.4) transportation and distribution (upstream) and (3.6) business travel.

6 Full Scope 1, 2 and 3 emissions. Scope 3 includes all categories defined in the GHG Protocol.

7 Our reduction target refers to an overall base-year greenhouse gas intensity that includes the weighted emission intensities of 18 crop and country combinations. Base years are defined individually for each crop and country combination, using data from the 2020, 2021, or 2022 crop year, depending on data availability.

8 The Maize-Italy and Maize-Spain crop and country combinations were not selected based on these factors, but were additionally included because data were already available.

9 Base year calculated with 2021 data, validation process still ongoing.

10 Where permits and safety regulations permit.

11 ESG: environmental, social, governance.

Corporate governance

Bayer is committed to responsible corporate governance. By adhering to laws, safeguarding values, and strengthening our reputation, we aim to ensure the long-term success of our company and foster a high level of trust among all stakeholders. Our efforts in this regard are supported by our further integration of sustainability aspects into all processes and areas of the company.



Practices and principles //



Our // values

Our corporate culture is based on our LIFE values (Leadership, Integrity, Flexibility and Efficiency), which are firmly anchored in our company and provide guidance in our daily work.

Corporate governance practices that go beyond legal requirements stem from our common mission and values, which form the basis of the respectful working relationship between our employees and our external partners. Compliance with responsible practices at every stage of the value chain is crucial in corporate governance.

The main guidelines are mainly summarized in our Group's standards on compliance, human rights, fairness and respect at work, as well as in our Code of Conduct for Suppliers and the Bayer Social Commitment Principles (BASE). In addition, Bayer has established compliance management and risk management systems.

Corporate governance practices that go beyond legal requirements stem from our common vision and values, which form the basis for the respectful working relationship between our employees and with our external partners.

Principles of // social commitment

As a leading agriculture and healthcare company, we take on a great deal of responsibility. To ensure that we meet today's social expectations, we introduced the Bayer Principles of Social Engagement (BASE) in 2019.

These principles are set out in a publicly available Board-approved Group regulation that sets out how we interact worldwide, not only with our employees, but also with patients, customers, consumers, business partners, political stakeholders, scientists, critics and our shareholders.

In this way, we want to live up to our social responsibility as a transparent company that acts sustainably and is respected for its contribution to progress in health and agriculture. We want to listen, understand, take concerns seriously and engage in respectful dialogue, especially when it is difficult or uncomfortable.

The BASE principles are based on our purpose "Science for a Better Life", our mission "Health for All, Hunger for None" and the LIFE values. The principles describe our actions in 8 areas:



1. Our commitment to society.
2. Our guiding principles and core values.
3. How do we drive innovation?
4. How do we operate in the workplace?
5. How do we conduct our business?
6. How do we interact with our customers, patients and the consumers of our products?
7. How do we interact with the media, legislators, regulators and civil society organizations?
8. How do we interact with stakeholders?

Transparency

As our activities relate to the sensitive areas of health and nutrition, they arouse inquiries and the desire to understand even better what we do. In this context, we strive to further strengthen trust, for which transparent conduct is essential. For example, we disclose information on various areas of our work and openly communicate how the safety of our products is rated.

Compliance

Bayer conducts its business responsibly and in compliance with the legal and regulatory requirements of the countries in which it operates. What we mean by compliance is the legally impeccable behavior of our employees in their daily work. After all, the way in which each employee conducts the company's business can affect the public image of our company. We do not tolerate any violation of applicable laws, codes of conduct or internal regulations. Compliance is essential to our long-term business success



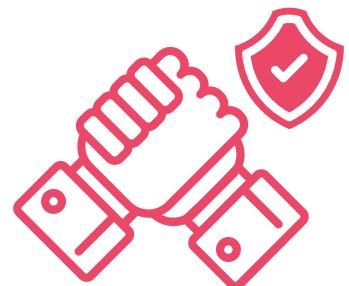
Bayer compliance management

Bayer is unreservedly committed to compliance and will waive any business transaction that violates any of the 10 principles of our corporate compliance policy approved by the Board of Directors and observed throughout the Bayer Group.

These principles are as follows:

- 1 | We compete fairly in all markets.**
- 2 | We act with integrity in all our business dealings.**
- 3 | We act with integrity in all our business dealings.**
- 4 | We observe all trade controls that regulate our global business.**
- 5 | We safeguard equal opportunities in securities trading.**
- 6 | We maintain accurate books and records.**
- 7 | We treat each other fairly and respectfully.**
- 8 | We protect and respect intellectual property rights.**
- 9 | We act in the best interests of Bayer.**
- 10 | We protect and secure personal data.**

All employees are obliged to observe the compliance principles and to immediately report any violation of the corporate compliance policy. Violations are sanctioned. Lawful and compliant conduct is also taken into account in the performance evaluations of all management employees.



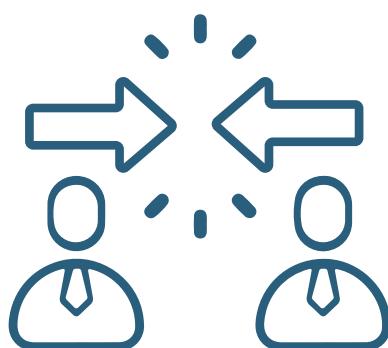
General compliance: **We embrace integrity**

Our common purpose is to provide innovative solutions that improve people's quality of life, but we can only achieve this if we have the trust of society. For us, this means that our actions must be based on the law, internal policies, voluntary commitments and ethical principles. Illegal transactions and activities are therefore unacceptable worldwide without exception.



Anti-corruption: **We act with integrity in all our business operations.**

Bayer does not tolerate corruption and will reject any business opportunity that involves any form of bribery. We never offer or grant benefits to improperly influence the decisions or actions of third parties.



Conflicts of interest: **We always act in Bayer's best interests.**

Bayer employees ensure that they separate their personal interests from those of Bayer. We make impartial decisions and do not let the possibility of personal advantage affect our judgment, job performance or decisions. When we are faced with a potential conflict of interest, we report it so that a decision can be made on how to address the conflict.



Fairness and respect **at work**

All Bayer Group employees are obliged to report suspected compliance violations. The principles for dealing with compliance incidents are described in the Group's regulations on compliance incident management, which set out the respective roles and responsibilities and explain the procedure for handling suspected and actual compliance violations.

There is an ethics hotline, Compliance Hotline, for complaints and queries related to compliance issues, which is managed on a regional basis. It is characterized by maintaining the corresponding confidentiality and adequately documenting the reports received.

Human Rights

Bayer is a founding member of the United Nations Global Compact and upholds the Universal Declaration of Human Rights and the International Covenants on Civil and Political Rights and on Economic, Social and Cultural Rights.

Our human rights due diligence is based on the principles outlined in the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines. These guiding principles are considered among the most important international standards for preventing and combating potential human rights violations in connection with business activities.

We are committed to respecting these principles along the entire value chain and within our sphere of influence worldwide. We also support the International Labor Organization's (ILO) Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy and the ILO core labor standards.



The implementation of our human rights standards in business operations is governed by the Group's standards, processes, and management and monitoring systems.

Our company fully supports human rights and has documented its position in a globally binding Bayer Human Rights Policy, which defines human rights requirements within the company and obliges us to respect and promote human rights in our own business activities and in business. This applies to all Bayer employees worldwide and to the entire value chain, i.e. to suppliers, business partners, customers, consumers and local communities alike.

Guided by our LIFE values, and as a complement to our Human Rights Policy, we base specific standards and responsibilities for respecting human rights on existing standards and Group regulations. These include the Bayer Principles of Social Engagement (BASE), along with regulations on data privacy, corporate compliance, fairness and respect at work, SSHE management and key SSHE requirements, and security and crisis management, and the Supplier Code of Conduct.

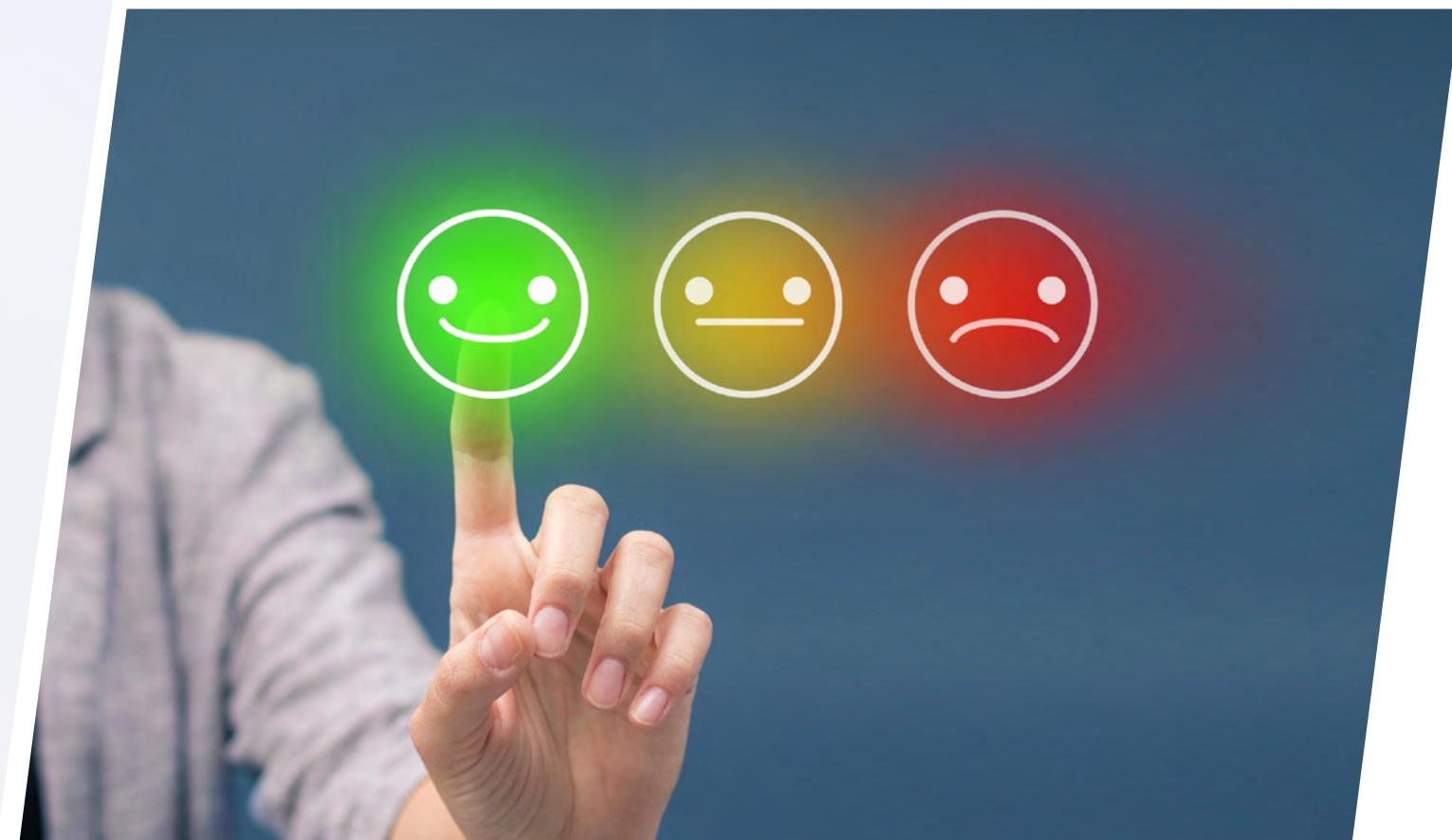
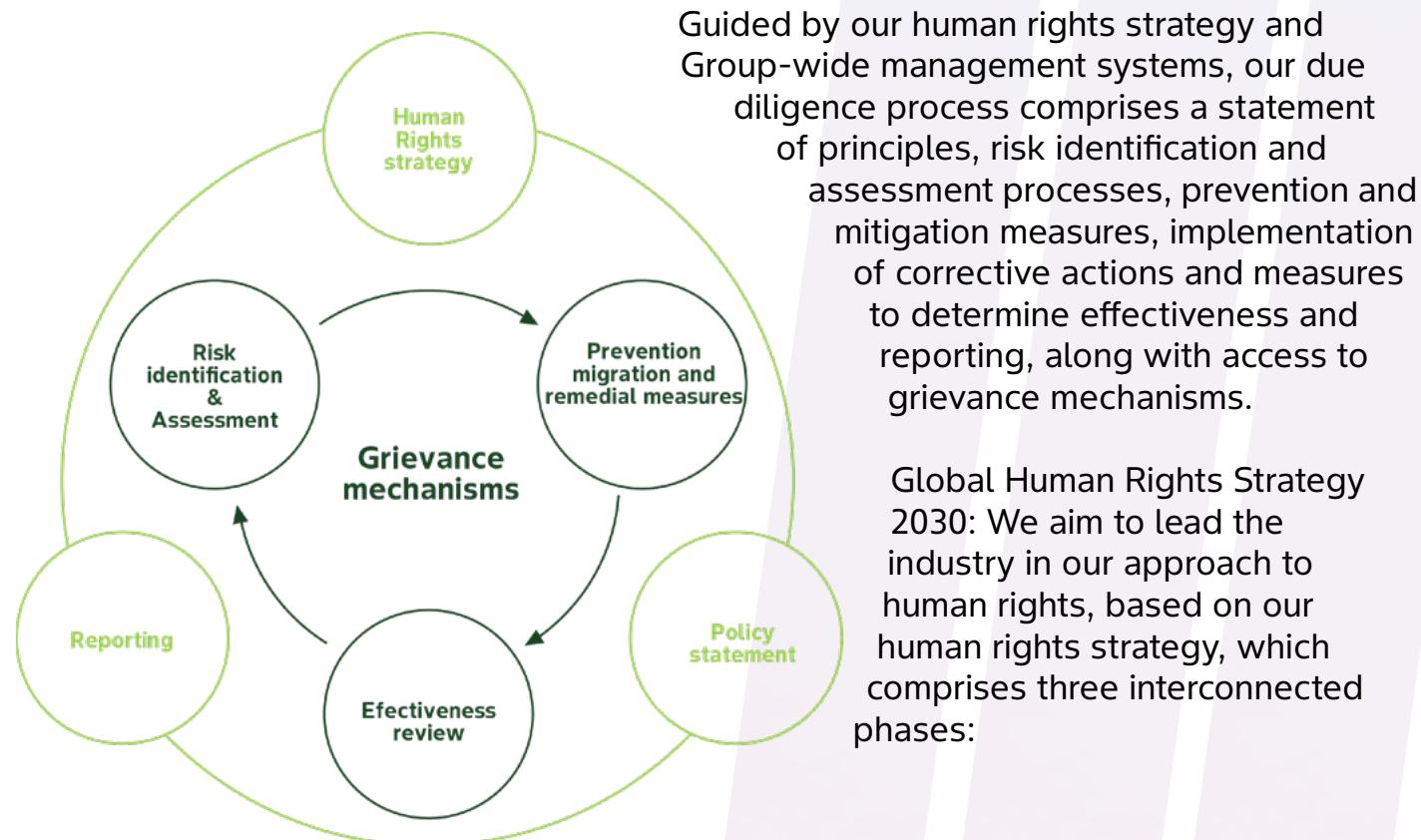
The Supplier Code of Conduct specifies what we expect from our suppliers and obliges them to fully respect human rights. The Supplier Code of Conduct is based on the principles of the United Nations Global Compact and the ILO core labor standards.

These principles and standards serve as the basis for enforcing a strict prohibition of child and forced labor in our own business areas and within our suppliers' activities, supported worldwide by our Human Rights Policy.

We have implemented appropriate guidelines and management systems to fulfill our product stewardship responsibility, also in relation to human rights. For us, stewardship means that our products meet the highest quality standards and are safe for people, animals and the environment when used correctly.

Human Rights Due Diligence

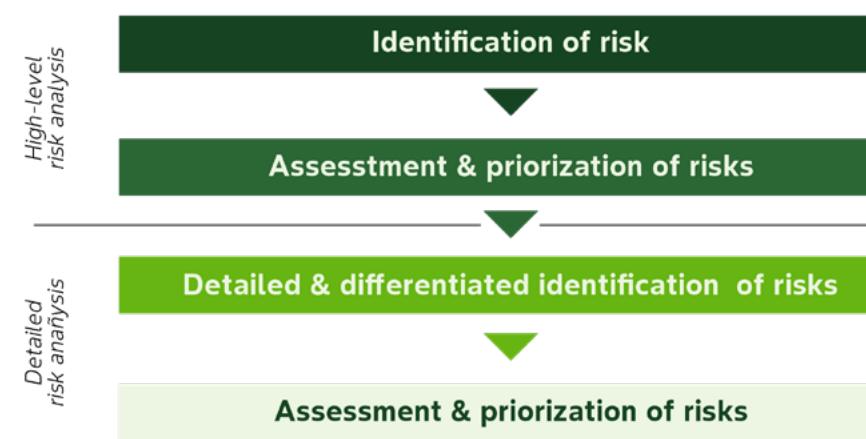
We implement measures to respect human rights both within our own company and throughout our value chain. Group standards and processes, as well as management and monitoring systems, govern the implementation of human rights standards. We are aware that the implementation of human rights due diligence is an ongoing process that must be constantly adapted and improved. To specifically ensure respect for human rights in the value chain, Bayer operates in accordance with a due diligence approach that is based on the UN Guiding Principles and the OCDE Guidelines for Multinational Enterprises.



- 1** Definition of the framework: Derivation of the human rights strategy based on a status and risk analysis in accordance with the OECD Guiding Principles and Guidelines, our mission "Health for all, Hunger for none" and legal requirements such as those arising from the German Supply Chain Due Diligence Act (SCDDA).
- 2** Full operationalization and integration: Extension of existing due diligence processes to address human rights risks.
- 3** Strategic positive contribution: Support for the protection of human rights in areas that concern our business.

Risk identification and assessment: We use a risk analysis to identify potentially harmful effects of our business activity on human rights. In doing so, human rights risks are identified, assessed and prioritized, from a global risk analysis for the entire company to detailed analyses in selected areas.

Levels of Risk Analysis according to Chemie³ Industry Standard



The analyses are carried out at least once a year and on an ad hoc basis. The results of this human rights risk analysis are communicated to the relevant internal decision-makers and incorporated into the Bayer risk portfolio of our integrated group-wide risk management system in cases where threshold values are exceeded. Decisions on risk

mitigation measures are also documented there. The risk portfolio is regularly reviewed by the Bayer Assurance Committee.

We have identified six priority topics: +

- // Right to health
- // Responsible use of natural resources
- // Protection from child labor
- // Right to be free from slavery, servitude and forced labor
- // Right to fair and favorable working conditions
- // Right to freedom of association

Risks are identified and assessed at a higher level in a two-step process:

- a. The first step is to identify potential human rights risks that we might encounter, either through our business activities, products and services or in our value chain.
- b. The second step is to assess these rights separately in terms of their risks with respect to their degree of severity (based on their extent, scope and reversibility), materiality and likelihood of occurrence.



Data Privacy

Data is very important in today's world, and its financial value is growing. As a result, people have an increasing interest in their data remaining secure.

Bayer is committed to protecting the personal data of all its stakeholders, whether they are employees, business partners, shareholders, suppliers or customers. Fulfilling this commitment is an important business principle and a central condition for the company's success.

Since there is no globally binding data privacy law, legislation varies greatly from country to country. To set a standard for all countries in which Bayer operates, a Group-wide approach is required. This is the only way to ensure that personal data receives sufficient protection while also facilitating efficient business processes.

The Group Regulation on Data Privacy approved by the Board of Directors sets out the minimum requirements for the way in which personal data is processed throughout the Bayer Group.

Our company strives to protect people's privacy and prevent the misuse of their data. We are aware of the potential harm caused by unlawful data processing and have set a standard to minimize this risk.

The Data Privacy Management system addresses risk situations that are relevant to the company's business. The system covers the entire data lifecycle, from collection to transfer, analysis and storage to disposal. The core elements of the data privacy management system – maintaining a processing record, managing data leaks, querying affected individuals, and mitigating risks – are mandatory.

Training and guidance, along with system-based monitoring, ensure that regulations are met. These measures are being implemented as a mandatory training course for all new employees. The content transmitted includes the fundamentals of data privacy, the principles and life cycle for the processing of personal data, the rights and conduct of the affected persons in the event of a data privacy breach.

Protection of personal data: We protect and secure personal data



Bayer strictly complies with laws aimed at protecting and ensuring the privacy and confidentiality of personal information. This includes personal data, health, family, financial and other similar information. We are careful not to disclose personal data, either inside or outside the company, except where legally permitted and there is a legitimate need arising from the business.

Risk Management

As a life sciences company, we are exposed to a wide variety of events, internal and external, that could have a significant impact on achieving our financial and non-financial goals. Therefore, opportunity and risk management is an integral part of corporate governance at Bayer.

We ensure safe working conditions and an environment where our employees can work safely and without fear, whether in the office, in production or on international business trips. In emergency and crisis situations, ensuring the safety of our employees, facilities, sites and neighbors is our top priority.

We consider opportunities as positive deviations, and risks as negative deviations, from projected or target values for possible future developments. In addition, our definition of risk is complemented by the possible negative impacts that our business operations could have, for example, in environmental or social matters.

We have implemented a holistic and integrated risk management system designed to ensure the continued existence and achievement of the Group's future objectives through the early identification, assessment and treatment of risks. Our risk management system is aligned with internationally recognized standards and principles, such as the International Organization for Standardization ISO 31000, and is defined and implemented with the help of binding Group standards.

Sustainability management

Sustainability is one of our strategic focuses, and it manifests itself in the consistent alignment of our business activities with positive contributions to people and the environment. Clearly defined roles and responsibilities that ensure effective sustainability management across the organization. The highest level of responsibility is held by the Chairman of the Board of Directors in his role as Chief Sustainability Officer (CSO), together with the entire Board of Directors.

An external Sustainability Board provides the Board of Directors with constructive criticism on all sustainability matters. In October 2022, the Governing Body introduced the position of Human Rights Officer, who oversees human rights risk management and reports directly to the Governing Body on their work.

At the beginning of 2022, the Supervisory Board established a separate committee for the areas of environmental protection, social affairs and corporate governance (ESG Committee).

The ESG Committee oversees and advises Bayer's management on the integration of sustainability into business strategy and corporate governance, as well as on sustainability-related opportunities and risks, including potential consequences for the company's reputation.

The Public Affairs, Science, Sustainability and SSHE functions help the CSO and the Board of Directors identify risks and opportunities, develop strategies, define objectives and guidelines for sustainability management, and also ensure the governance of all sustainability issues.

For the PACA region there is a Country Group Leadership Team that ensures the necessary actions for the sustainability of the business, the development of its people and the well-being of society.



Materiality analysis

We determine the expectations and requirements of the various stakeholders through a materiality analysis that surveys the management staff of various areas of the company worldwide and representatives of important stakeholders.

The results of these reveal important themes and the latest developments, along with sustainability-related opportunities and risks, and help us assess them accordingly. The survey of external stakeholders also reflects how our sustainability performance is perceived, allowing us to identify weaknesses and areas for improvement.

In addition, Bayer's managers complement the evaluation of relevant topics from an external perspective with an estimate of the impact that the company has on the environment, employees and health in each respective subject area. Finally, the matters prioritized on this basis are approved by the Board of Directors.

Materiality Analysis Results



Stakeholders



As a company, Bayer is part of society and public life. Continuous dialogue with our stakeholders is therefore particularly important to us. After all, their expectations and views affect our public acceptance, and therefore our commercial success.

We distinguish, fundamentally, between four stakeholder groups with whom we engage in discussions on different topics.



How do we interact with our customers, patients, and the consumers of our products?

We act responsibly in dealing with our customers, patients and the consumers of our products.

- When we create value, we share it with our customers and shareholders in the right way. We provide a significant benefit at a value-based price.
- We develop safe, high-quality products and provide support for the safe application of our products in close cooperation with everyone who uses our products and services.
- We research, develop, manufacture and provide products based on our quality management system.
- We continuously review and improve the effectiveness, efficiency, and quality of our processes to meet external and internal requirements, responsibilities, and ethical standards.
- We transparently report on scientifically established benefits and risks and monitor product quality performance in the market.
- We use responsible marketing practices.
- We respect the preferences of patients and customers.
- We empower clients and patients to make informed decisions.
- We aim to increase access to our products in the areas of medicine and agriculture and also for the poorest sections of the world's population.

How do we interact with the **media, legislators, regulators, and civil society organizations?**

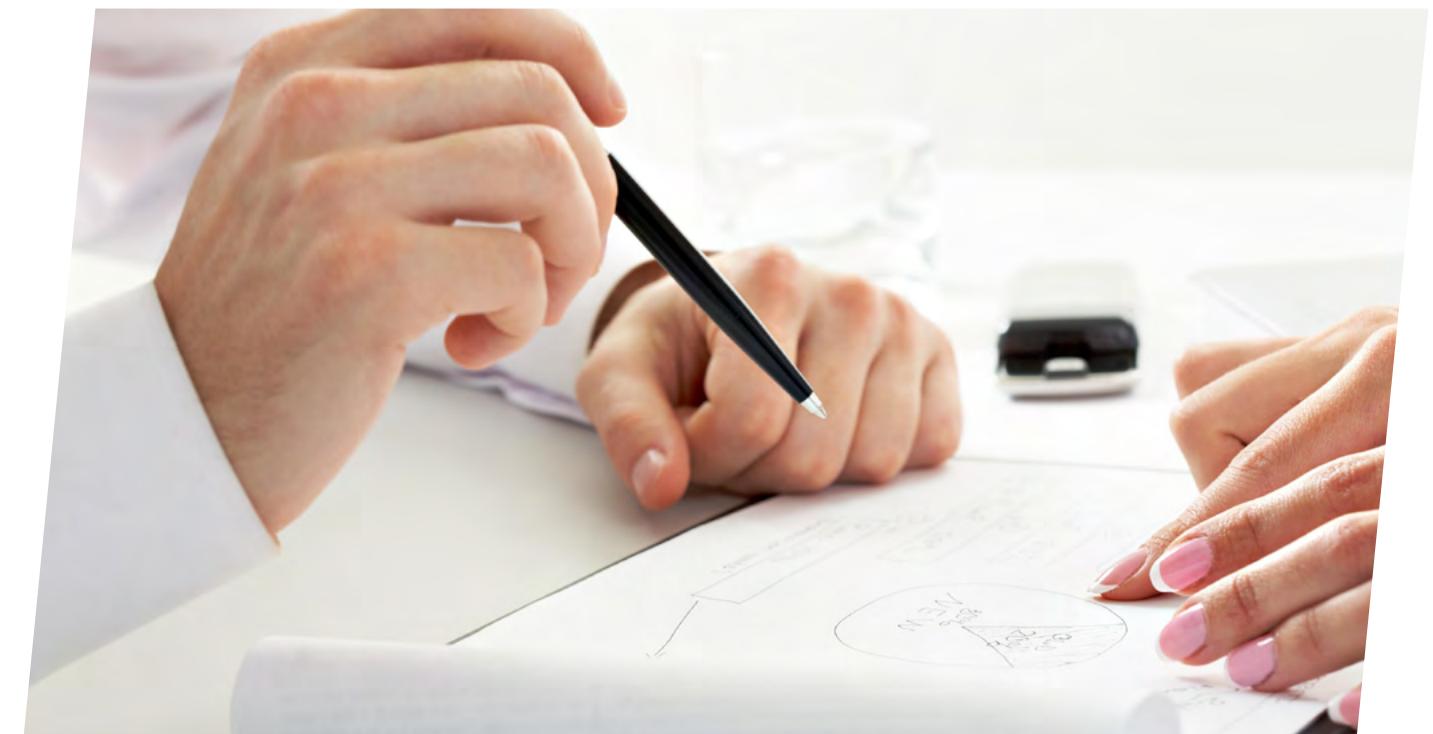
We seek common ground with public policy stakeholders. We listen carefully to the various points of view and engage in a thoughtful dialogue. This requires that all commitments and communications be truthful and transparent.

- We support responsible regulatory proposals that improve transparency in our markets.
- We, as well as all third parties funded by Bayer, appropriately identify ourselves in all interactions as Bayer or supported by Bayer.
- We do not make donations of any kind as a business to political parties, politicians, or candidates for political office, with the exception of political contributions in the United States at the state level.
- We interact with non-governmental organizations (NGOs) with the purpose of learning and exploring common ground.
- If Bayer employs former officials of the authorities, we respect their obligation to abide by the rules and confidentiality requirements applicable to them. We refrain from hiring former ministers or former federal secretaries of state (in other jurisdictions, the first two political levels) for two years to perform political functions. We do not hire active members of Parliament or legislative officers for the service.
- We respect the privacy of all stakeholders with whom we identify and interact.
- We publish our positions on relevant policy issues on the Bayer website to enable public debate based on these views.
- As active members of trade associations, we advocate for these organizations to adopt a code of conduct for responsible lobbying.
- We seek to contribute to bipartisan and multi-party initiatives and to greater consensus by reaching out to all parties.
- We provide transparency about our lobbying expenses.

How do we interact with shareholders?

We recognize our shareholders' expectations to create long-term value in society while delivering business results in line with our promises. We pursue an inclusive business approach, in which we combine financial objectives with social and environmental responsibility, and balance short- and long-term objectives.

- We create sustainable value for our shareholders by focusing on solving some of the world's most pressing problems.
- We ensure transparency about the impact of our value chain.
- We inform the capital markets with correct and appropriate information in a timely manner.
- We protect corporate assets.
- We carry out responsible risk management.
- We measure key non-financial indicators with the same rigor as financial indicators.
- We take into account financial and non-financial indicators for performance evaluation and compensation decisions.





***For a better future:
tackling child malnutrition***



For a better future

*facing child
malnutrition*

The thousand-day window is one of the most common terms when talking about early childhood development, as they are determinants in the subsequent cognitive, physical, and emotional development of a child.

However, in the world more than 200 million children suffer from child malnutrition and 45% of deaths of children under 5 years of age are due to this malnutrition, according to the World Health Organization. In Latin America, Guatemala is the country most affected by child malnutrition according to the United Nations Children's Fund (UNICEF).

In this country, 49.8% of children under 5 years of age are chronically malnourished. Malnutrition is one of Guatemala's main structural problems, driven by the extreme poverty in which 79 per cent of the country's children live.

As a result of this problem, the "For a Better Future" project was initiated with the aim of serving 200 mother-child binomials (pregnant, breastfeeding or under 18 months), which includes 400 children under 5 years of age at risk of food and 1,000 people in a condition of co-habitability, providing them with resources and educating them on issues related to the improvement of their health and nutrition.



Healthy Kids

by **BAYER**

In partnership with United Way Guatemala,

the project is executed in line with the Great National Crusade for Nutrition, which is the country strategy in which special emphasis is given to “The Window of a Thousand Days”. “For a Better Future” is positively impacting 200 families in the municipality of San Juan Chamelco, in the department of Alta Verapaz. where 1 in 2 children live in precarious health. In the first half of 2022, 16 children under 5 years of age died in this department due to lack of food and another 11,437 showed acute malnutrition, according to the Secretariat of Food and Nutritional Security (Sesan). This project seeks to implement specific actions that contribute to achieving the Sustainable Development Goals #ODS1, #ODS2, #ODS3, #ODS5, #ODS6 and #ODS17

The aim is to generate an exemplary model of social intervention, led by the private sector; which can be replicable, sustainable and scalable, in other populations with food and nutritional insecurity.



Impact with comprehensive solutions

Comprehensive work on issues that promote improved living conditions in families. An increase in the percentage of implementation of the main behavior change practices in the different topics is achieved. This is in accordance with the baseline data with respect to the data at the end of the first year of the project.



“I give him food harvested from my garden, with nutrients according to his age so that he grows healthy. What I am most grateful for is that they have followed up on us.”

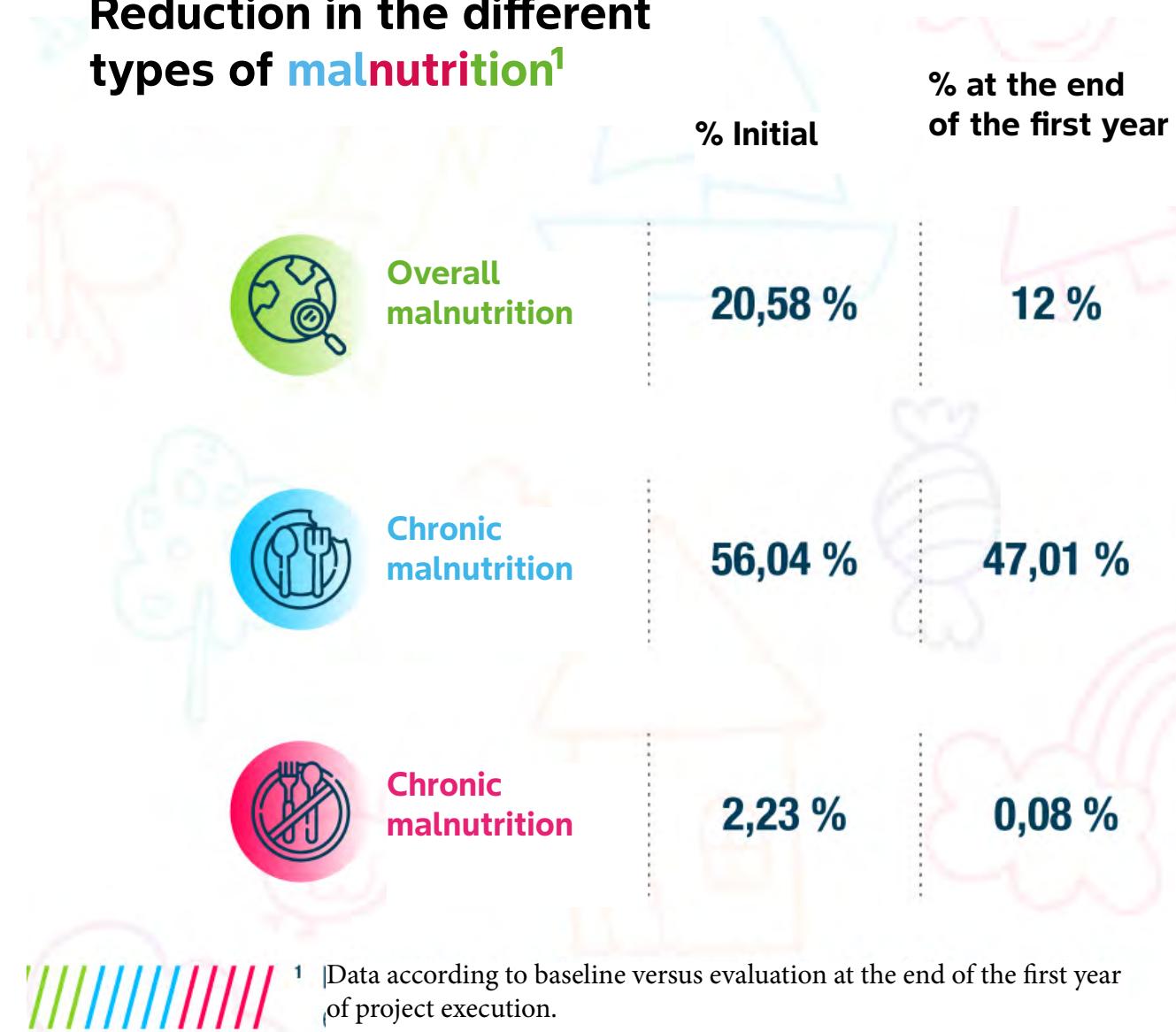
Mirza Nohemi Tzib May
and her baby Roslin



Main achievements

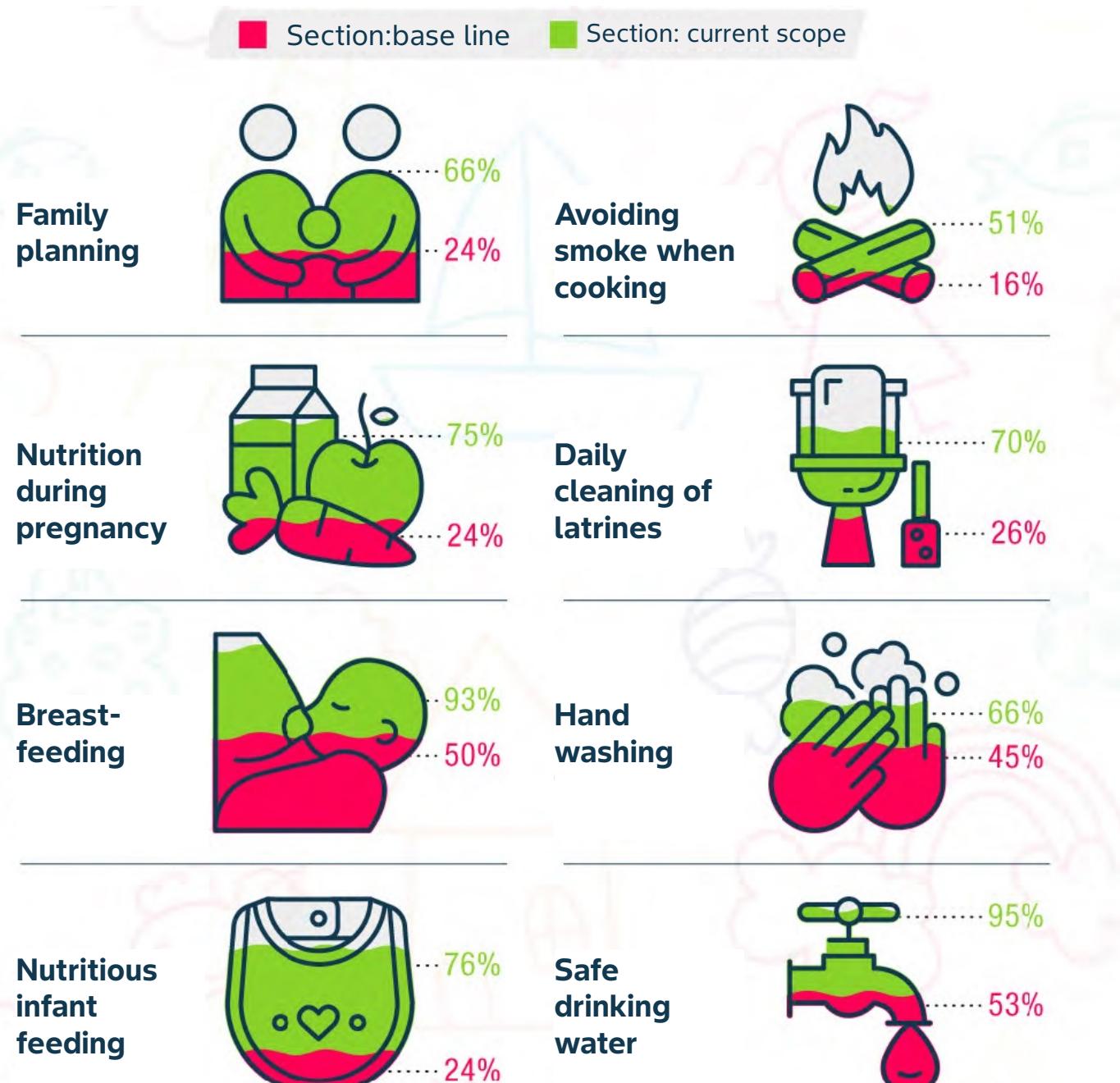
Care for 200 mother-child pairs (pregnant, nursing or under 18 months), including 400 children under 5 years of age at nutritional risk and 1,000 people living together, providing them with resources and educating them on issues related to improving their health and nutrition

Reduction in the different types of malnutrition¹



Main practices of families to improve their living conditions:

Percentage of implementation by the 200 families from the start of the project (baseline) to the end of the first year (current scope).



Margarita Tiul with her one-and-a-half-year-old son.

Margarita became an active participant, along with her family, in “The 19 Practices for Better Living.” The program has a capacity-building focus and offers monthly counseling, food delivery, family gardens, and culinary practices, from which Margarita and her family have been able to benefit.

Beneficiaries of the project “For a better future”

Alta Verapaz, Guatemala

Learn more about the project in the following video: [🔗](#)



For farmers

Para una agricultura sostenible

Crop Science is the world's leading agricultural division, with businesses in crop protection, seeds and genetic traits, digital technologies and services. We offer a broad portfolio of high-value seeds with enhanced characteristics, innovative chemicals and biologics for crop protection, digital solutions and extensive customer service for sustainable agriculture.

We market these products primarily through wholesalers and retailers or directly to farmers. In addition, we market products and services for pest and weed control. Most of our plant protection products are manufactured at the division's production sites.

Decentralized formulation and filling sites allow the company to respond quickly to the needs of local markets. Seed breeding, propagation, production or processing, including seed treatment, is carried out at locations close to our customers, at our own facilities or under contract.

The landscape is changing in agriculture due to increasing pressures from climate change which, combined with a growing population, have brought us to a pivotal moment in how our customers provide food, feed and fuel for a world that needs to learn to live within planetary boundaries.

These challenges have spurred rapid and disruptive changes in the industry, intensifying competition across the value chain, creating new players,

and opening up new sales opportunities.

In this dynamic environment, the differentiators for our clients are clear: speed, scale of innovation, and a focus on sustainable outcomes. With a leading innovation portfolio, a wide range of digital tools informing our producers, our research and development (R&D) capabilities, and partnerships that accelerate the availability of new technologies, we are currently the market leader and are also very well positioned to move forward.

Our mission is to transform agriculture and drive a more sustainable food system through a farmer-centric, outcome-based, and digitally enabled approach. Our overall goal is to grow faster than the market and deliver superior returns to our competitors.

As part of these efforts, we pursue ambitious global sustainability goals: to reduce the environmental impact of Bayer's crop protection products globally by 30%, to reduce greenhouse gas emissions in the field by 30% in the most emission-generating cropping systems with which we work, and to improve the quality of life of 100 million smallholder farmers.

In the near term, we are building on the positive market momentum, spurred by favorable commodity prices, and further accelerating our strong performance across all regions. We continue to invest in the backbone of our business: customer-centric innovation, in seeds, traits, crop protection and digital solutions.



We take our responsibility to help farmers produce better crops with fewer resources. We invest extensively in new agricultural solutions and are committed to providing farmers with tailored solutions that integrate crucial tools to plant, cultivate, and protect their crops.

Our connectivity in the field continues to create faster innovation, drive more customized solutions for farmers, automate processes, and increase the productivity of our research and development pipeline.

We are digitally connecting farms, optimizing input use, and creating an industry-wide ecosystem aimed at unlocking new revenue streams for our customers and our own business by pioneering new business models with sustainability at their core.



In the area of agriculture and nutrition, our innovative products and services help to better feed a growing world population and end hunger (SDG 2).

We aim for inclusive growth in low- and middle-income countries, and since agriculture is often their only economic source, we also help fight poverty through our commitment to smallholder farmers (SDG 1).



Crop Science // Production Plants

Latin America, recognized as one of the main agricultural regions worldwide, is the scenario where our Product Supply area extends, covering essential markets. We maintain operations throughout South and Central America, including prominent countries such as Colombia and Guatemala. Our locale is comprised of 15 facilities spread across the region, including dedicated cultivation sites and agricultural protection input production plants, as well as dedicated research centers.

In Colombia and Guatemala we have two production sites, one in Barranquilla and the other in Amatitlán, respectively.

Our production sites have support programs and dialogue with the community. We generate projects and actions that guarantee the sustainability of our business in the places where we operate and that allow us to contribute to social development and environmental care.

Thanks to the great commitment of the sites in Barranquilla and Amatitlán, we managed to exceed our proposed goal for 2023 (4,000 people), impacting 5,474 people between the two countries (Colombia: 3,329 and Guatemala: 2,145).

Empowerment through Industrial Operations Training for Women

We contribute to one of our objectives as a company: Gender Equality. We join forces to generate study and employment opportunities for women in Barranquilla and Amatitlán.

We identified that a large part of our talent attraction processes had a low female participation, which led us to ask ourselves the reasons for this fact and, thanks to the proximity to the community, we understood that it was due to the low percentage of women prepared to work in industrial companies.

The project seeks to empower local women and offer them job opportunities in the city's industrial sector. In collaboration with the local government, the company provides trainings on topics such as Lean Six Sigma, 5S, health and safety, forklift use, and other key areas, addressing the lack of female representation in operational roles and promoting inclusion and equal employment opportunities.

Thanks to these projects, we were able to train 33 women and hire 5 of them outsourced.

We are Open Doors Sites

We understand that more than industrial plants, we can also become generators of knowledge and experiences for our community. That is why, through our open house program, throughout the year we welcome students, farmers, customers, suppliers, the media and the community in general, so that they can learn much more about our business and the impact on agriculture. Likewise, this program allows them to expand their personal and professional knowledge.

In 2023, we welcomed 877 people and organized 37 visits to our two production sites.

This is undoubtedly an activity that allows us to connect directly and leave a mark on people.

Bayer volunteers, united by the community

Through our corporate volunteering days, we managed to impact more than 600 people.

Among the days carried out, we highlight the day of beach cleaning, tree planting, beautification of neighborhoods and installation of orchards in Barranquilla, Colombia and the reforestation project, science tour and industrial training for women in Amatitlán, Guatemala.



Learn more about our **Crop Science Plants**

Crop Protection Products Plant in Amatitlan, Guatemala

A pillar in the production of agricultural inputs for more than five decades in Guatemala.

A variety of vital inputs for the protection of agricultural crops are formulated and packaged in this plant, such as fertilizers, fungicides, insecticides, herbicides, and seed treatments.

The products are designed to meet the specific needs of farmers in Latin America, with a strong focus on supporting small and medium-sized producers.

- Foundation: 1965.
- Location: Amatitlán, 30 kilometers south of the capital city of Guatemala.
- Jobs: 66.
- Extension: 47,000 m².
- Formulation and packaging capacity: 5,500 tonnes/year.

Founded in the midst of the boom of the Central American cotton industry, today, it represents one of the most modern agricultural input production plants in the world. It exports from Guatemala to more than 20 countries in the Central American region, South America, Mexico and the Caribbean.

The plant not only focuses on production, but also on quality and sustainability. It is certified under ISO 9001:2015 for quality, ISO 14001:2015 for environment and ISO 45001:2018 for occupational health and safety, demonstrating its commitment to the highest international standards.

The heart of the plant is its modern quality control laboratory. Equipped with state-of-the-art technology, this laboratory ensures that all products meet Bayer's demanding global specifications, thus guaranteeing maximum efficacy and safety.



*Branca
Palau*

Manager of the Production Plant
for Crop Protection in Amatitlán

“ Sustainability is in our DNA,
we will continue to work in
line with our mission **Health**
for all, Hunger for none.

”

Training in the safe use of agrochemicals for farmers in Guatemala



Open day and training in the proper use and management of agrochemicals, in collaboration with the Ministry of Agriculture and Livestock of Guatemala.

More than 100 farmers from nearby communities, such as Aldea El Durazno, Caserío Dos Cerros, and Aldea Tacatón, participated in this training.

“Science for a Better Life”, educational tour

Educational tour aimed at the children of the El Rincón Rural Mixed School. The purpose of this activity was to encourage curiosity and interest in learning and researching in the fascinating world of science in the children of the community.

An interactive chemistry and physics demonstration was held and Bayer volunteers were dedicated to encouraging creativity and experimentation in children, with the aim that they could develop their own ideas and discover new ways to explore science, connecting it to their daily lives.

- **Volunteers: 5**
- **Volunteer hours: 12**
- **Participants: 275 people including children, teachers and parents**



Quality Education for Students



In alliance with other companies, we hold congresses and receive visits from various student groups to offer young people a comprehensive understanding of the industry.

- **32 Industrial Engineering students from the Universidad Del Valle de Guatemala South Campus.**
- **163 students from various disciplines, such as mechanical, industrial, mechatronics, chemistry, telecommunications, among others.**

Crop Protection Products Plant in Barranquilla, Colombia

In terms of size, this is Bayer's second plant for the formulation of plant protection products in Latin America.

40% of production is destined for the local market and 60% is exported to 23 Latin American countries.

- Foundation: In the 1970s, with the boom in cotton cultivation in Colombia, Bayer founded the Crop Protection Plant. Construction was planned in 1974 and the plant was founded in 1977.
- Location: Barranquilla, Colombia
- Jobs: 131 employees, 50% are part of the neighboring communities.
- Annual production: more than 13,500 tons of agricultural inputs.
- Product portfolio:
 - » The plant produces 89 products to meet agricultural needs.
 - » It serves banana, coffee, potato, rice, corn, avocado, citrus, flowers, vegetables, among others.
 - » It offers more than 280 presentations to satisfy large, medium and small farmers with tailor-made solutions.

// Specialization: Formulation and packaging of agrochemicals for crop protection. It offers a wide range of insecticides, fungicides and herbicides in various presentations.

// Exports:

2022: 101 million euros.
2023: €114 million

// Future investments: Between 2025 and 2029, investments will be made focused on digitalization, sustainability, renovation and automation of equipment.



Héctor
Torres

Crop Protection Products Plant
Manager in Barranquilla, Colombia

“At Planta Barranquilla we are committed to sustainability

in everything we do. We continuously improve our processes, prioritize the safety of our team, promote the efficient use of resources and generate diverse and inclusive work environments.

We are guided by the principle of “Health for All, Hunger for None”, driving actions to contribute to the progress of our local communities. We do our part through initiatives in education, training and early childhood care. //

Environment

- Air: from 2020 to 2023 we worked on a process of reducing greenhouse gas emissions, reducing our emissions by 80% (559 tonnes of CO₂ to 115 tonnes of CO₂). We have achieved these results due to changes in combustion forklift equipment to electric and the I-REC certification of the energy we consume in the plant, which is generated by hydroelectric plants.
- Water: 21% reduction (4102m³ by 2022). To manage discharges and the impact on water, we have treatment plants with automation systems and to reduce the use of this resource, the treated water is reused in the irrigation system for green areas. We have a permit for the reuse of treated water, both industrial and domestic. From this we can say that we are a factory with zero discharges.
- Soil: in soil conservation we have hydraulic or sewerage networks for non-domestic wastewater that are separated and completely disconnected from the public sewerage system. In addition, containment dams and automatic level and over-level systems in order to protect the impact on the ground and the systems surrounding the plant.
- Emission control and gas treatment systems: the plant's three production units have treatment systems for particulate matter and gas emissions. In general, a triple filtration of gases is carried out to ensure that they comply with the standards of Colombian legislation in terms of emissions.
- Plastic - packaging: we work on reducing the percentage of plastic in our packaging. This reduction varies between 10% and 12% depending on the presentations, with future projects that will even reduce plastic in our largest presentations by 20%. We are associated with the company CampoLimpio, which is responsible for collecting the containers already used and giving them an ideal treatment.

BQual

Program that promotes the generation of equal opportunities and strengthens the culture of respect and equality among employees, in addition to promoting the inclusion of women in all positions in the plant. During 2022-2023, it linked the first 5 women operators in packaging lines and in 2023 it started the inclusive internship program for young professionals with different types of disabilities.

Forklift Driving Course

Program that promotes the generation of equal opportunities and strengthens the culture of respect and equality among employees, in addition to promoting the inclusion of women in all positions in the plant. During 2022-2023, it linked the first 5 women operators in packaging lines and in 2023 it started the inclusive internship program for young professionals with different types of disabilities.

Sowing a sustainable culture through good practices



The promotion of agricultural practice is the basis of this project that began in 2022 as a pedagogical initiative of the plant's collaborators to promote the creation of a garden, this in order to further understand the difficult task of producing food in tropical climates such as the Atlantic Coast of Colombia. Currently, the garden has been remodeled with intelligent irrigation systems to be a living showcase of the behavior of our products for the community, our customers and collaborators. Its harvests of tomatoes, cucumbers, watermelons, peppers, among others, have allowed educational days to be held on sustainable and modern agriculture practices.

Sowing life in Barranquilla

Our plant in Barranquilla became the scene of an ecological transformation, on a 3600 m² land, a group of 20 volunteers came together to give life to a project with a purpose: the planting of 80 trees of the Carreto species.

The Carreto, a species that was once endangered by being exploited for wood, now finds a new home in the heart of our plant. These trees, native to the Tropical Dry Forest and adapted to the unique characteristics of the Colombian Caribbean, will not only transform the plant's landscape, but will also become a vital lung, filtering the air and contributing to our mission to reduce the carbon footprint.



Certifications

- The plant has certifications that validate good manufacturing practices and environmental protection (ISO 9.001, ISO 14.001, ISO 45.001).
- Authorized Economic Operator (AEO), for export and import processes.
- I-REC in our operations: We adopt internal changes to the site's infrastructure with the adoption of clean energy. This certification helps to ensure that the energy resource we use is sustainable.
- Environmental license: we have had this license since 1996 for the manufacture of agrochemical products, which is granted by the National Environmental Licensing Authority (ANLA). We receive follow-up visits annually to check that all our processes comply with Colombian environmental legislation.



Fruit and Vegetable Seed Plant in Ica, Peru

For 27 years we have been a pole of development, partners of the community and source of decent employment in the Ica region.

From Peru we produce innovation in vegetable and fruit seeds for the world.

- Founded: 1997
- Location: 300 km south of the capital of Lima, in the Villacuri Valley.
- Jobs: 300 permanent jobs and 650 temporary jobs (58% women, 42% men).
- Production: 15-18% of Bayer's fruit and vegetable seeds in the world, 16,245 kg (2022) and 20,300 kg (2023).
- Crops: tomato, melon, watermelon, cucumber, cauliflower and sweet corn.
- Operations: 190 hectares owned and 65 hectares rented in Ica.
- Exports: USD \$20.3 million in 2022 and USD \$17.5 million in 2023.

Our seeds go to the Netherlands (70%), USA (28%) and Chile (2%) for final processing.

Water is an integral part of our operations, business decisions, investments, and supplier selection. We are committed to innovation and technology to reduce and optimize the consumption of this vital resource.

In 2023 we achieved a 60% reduction in water consumption per kilogram (kg) of seed produced ($70 \text{ m}^3/\text{kg} \rightarrow 28 \text{ m}^3/\text{kg}$ in 10 years) with tools such as:

- 100% of the crops on the farm have drip irrigation
- 100% of tomato and melon production is carried out in substrate
- 83% of our water is treated in our double reverse osmosis treatment plant
- Use of humidity sensors and crop monitoring
- Since 2008 we have had the licenses granted by the National Water Authority (ANA) to operate with authorized wells in a closed zone with restrictions.



*Jorge
Rafaile*

Site Manager of Vegetable Seed
Production Ica, Peru

“For our operations at Home Farm Ica, sustainability is critical. Water is a critical and vital resource, which is why we integrate responsible use practices into every stage of our process.

We are focused on improving our practices and constantly reducing our social and environmental impact. In agriculture, a sector in constant evolution, it is crucial to establish solid alliances with our local suppliers and community. Our team actively participates in corporate volunteering activities. Our commitment transcends the commercial; it is a constant call to create a healthier and more sustainable world, where there is Health for all, Hunger for none.”

Research centers

Seed Research & Development Center in Cañas, Costa Rica

Foundation and location: Began operations in 1997 in Cañas, Guanacaste (headquarters and processing plant), La Palma de Abangares (conventional genetic improvement farm) and Chomes de Puntarenas (biotechnological seed reproduction farm).

Jobs: 49 permanent jobs and more than 250 temporary jobs.

Extension: More than 300 hectares that are dedicated to the planting and reproduction of conventional and biotechnological cotton seeds.

Production: It operates under two lines: supporting the research of new varieties of cotton through genetic improvement and in the reproduction of biotechnological seeds that are in the last stages of the process to go to market.



100% of exports are destined for the US market. In addition, 30 tons of seeds and germplasm per year, corresponding to more than 50,000 new varieties of biotechnological cotton, are candidates to become commercial products.

Our environmental commitment

The Station is sustainably managed, following Bayer's commitments, to achieve the objectives of the UN's 2030 Agenda for Carbon Neutrality. For this reason, it has incorporated the latest technology on its farms to contribute to the reduction of the carbon footprint.

- For the second consecutive year, we renewed the certification of our operations under the "Carbon Neutral Country Program" in accordance with the parameters established by the Costa Rican authority, after a 6-year process of work in the measurement of its greenhouse gas (GHG) emissions, accompanied by a reduction and mitigation program.
- In addition to living environmental protection in the day-to-day operations, the station has offset 223 tons of CO₂ through reforestation projects of more than 10 hectares of forest.
- The Station has the Ecological Blue Flag seal from the Government of Costa Rica in the climate change category in its offices in Cañas since 2015 and in the Agricultural category in its farms in La Palma and Chomes since 2016.
- It has also implemented additional sustainability measures to reduce the environmental footprint that include optimization of electricity consumption and water recycling, as well as regenerative agriculture practices that include plants and biological controllers for pest control, increased soil protection through 0 plowing and rotation of planting areas to prevent erosion, among others.

Community actions with a focus on caring for the environment

1. Cleaning of public areas in La Palma de Abangares and garbage collection in the San Cristóbal neighborhood in Cañas.

- Action: Volunteering was carried out for the cleaning of public areas and garbage collection in the local community, managing to collect a total of 3 tons of garbage.
- Impact: It contributed to improving the environment and quality of life in local communities.

2. Reforestation project in Finca La Palma.

- Action: Volunteering was carried out for the planting of 300 trees of native species, fruit trees and scenic beauty at Finca La Palma, in order to contribute to the conservation of the environment.
- Impact: It was possible to increase forest cover and promote biodiversity in the area.

3. Environmental fair at the school of Las Juntas de Abangares.

- Action: An environmental fair was held for 273 children and teachers, promoting good agricultural practices, actions to reduce the use of water, electricity, solid waste, and environmental education.
- Impact: It was possible to raise awareness among the school community about the importance of environmental conservation and promote sustainable practices.





Adrián
Vargas /
Site Manager of Vegetable Seed
Production Ica, Peru

“At Bayer’s Seed Research and Development Station in Cañas

Guanacaste, we are committed to combining agricultural innovation with a sustainability-focused business model to help dress the world. These commitments drive us towards a future without emissions, we are a carbon neutral operation, promoting high-yield crops and superior quality fiber, with a lower environmental impact and promoting the responsible use of natural resources.

As Bayer, we are involved in transforming today’s agricultural systems through the practice of regenerative agriculture that focuses on protecting soil health to mitigate climate change. We strongly believe that this contributes significantly to improving the quality of life of rural populations and protecting biodiversity. ☺

Community development

A workshop was held for parents in the San Joaquin neighborhood in Abangares, in collaboration with the National Children's Trust, benefiting 15 families. The objective was to provide tools and knowledge to parents to promote positive parenting and the integral development of their children. It contributed to the strengthening of parenting skills and the well-being of families in the community.

Educational gardens for sustainability

1. Training for the creation of an educational garden at the Professional Institute of Community Education (IPEC) of Cañas.
 - Objective: To provide training in topics such as leadership, entrepreneurship, reduction, separation and management of solids, creation of seedlings, and risk analysis of tasks.
 - Beneficiary population: Students, teachers and users of the school's dining room.
 - Scope: 320 people benefited.
2. Training for the creation of an educational garden at the Liceo Nueva Guatemala.
 - Objective: To train students and their families in the creation of gardens both at school and in their homes, promoting the entrepreneurial spirit.
 - Impact: To awaken interest in entrepreneurship and sustainability in 57 students and their families.



Innovation Hub (iHub)

La Tupia, Valle del Cauca, Colombia

The only research center of a global company in Colombia, which conducts research on molecules and seeds in early stages.

- Foundation: 1977
- Jobs: 24 in the field by 2024, including Bayer personnel and contractors.
- Area: 28 hectares (85% arable where fruits and vegetables are planted under open field conditions and greenhouses).
- Production: due to its strategic location, it has unique environmental conditions that allow research 365 days a year, in more than 20 crops (in the open field and under greenhouses) and 80 biological targets. In addition, tests are carried out on beneficial insects such as pollinators and predators of other pest insects.
- Research plan: 100 trials per year, 95% of trials dedicated to early development of insecticides, fungicides and herbicides and 5% to local development.
- It is one of Bayer's 8 iHubs worldwide.
- Integrated into the network of 59 experimental centers dedicated to innovation research in agricultural inputs globally.
- Environmental license: granted by the Colombian Environmental Authority ANLA in 2023 for the useful life of the project. It authorizes Bayer to carry out small-scale agronomic evaluation activities in experimental lots.
- Reception of visits from National Authorities, Universities, research centers and the surrounding community to promote the transfer of knowledge and technical assistance that we can offer.





Paola
Rodríguez

Innovation Center Leader,
La Tupia, Colombia

“ We develop innovative products for the benefit of farmers and the future of agriculture.

Our field operation is based on the principles of sustainability and regenerative agriculture, which means “producing more with less, while restoring soil health.

This includes the efficient use of natural resources such as water and soil and the conservation of the ecosystem around our operation including fauna, flora and beneficial microorganisms in the soil. Our intention is also to contribute to the social well-being of our employees and the adjacent community of our project. ”

Soil management

The iHub aligns with the company's regenerative agriculture goal by offering solutions that allow farmers to face the challenges of climate change, the reduction of arable land and the growing demand for food, to produce "more food with fewer resources", that is, optimizing the use of water, making better use of soils, minimizing the impact on biodiversity and reducing the carbon footprint of agriculture.

Our soil protection program includes planting and rotation with cover crops, promoting erosion protection, maintaining erosion structure, and fixing, capturing, and preventing nutrient loss, as well as increasing carbon content and microbiological diversity.

We protect a forest area of more than one hectare (annual CO₂ capture of approximately 150 tons).

We protect water resources

- We do not generate domestic or industrial water discharges.
- Drip irrigation for 100% of the trials and our solar prototype for ferti-irrigation allows us to place the precise amount of water and fertilizer in a given area on the crops.
- Automation of irrigation in the planting process, saving water and optimizing operation 7 days a week.
- Use of drones for agricultural applications (reduction of water consumption between 60-85%).



Ecosystem program

Our crop and forest areas are home to more than 93 species of birds cataloged and classified as endemic, migratory and/or resident species, which are sighted and classified every six months for monitoring.

The extinction risk assessment process leads to the assignment of categories that describe the risk at which a species is found.



With regard to digitalization and automation, this includes the testing of global tools, where all test information is stored. We record 100% of the data using digital tools, which has allowed us to reduce the use of paper.

Our team of collaborators is trained for all field work and has adopted digital tools to make their work more efficient. Your well-being and accident prevention is part of our core commitments.

Transforming the education // // // **of children and young people in Colombia**

Thanks to the joint work of the NGO United Way Colombia and through our experience in the development and implementation of innovative educational solutions, we seek to reduce inequity and ensure that all children have access to quality education.

In 2023 we joined together in favor of the community in La Tupia and delivered 10 computers to the Alfredo Posada Correa educational institution, in Valle del Cauca.

In addition, we have developed and implemented innovative educational programs that focus on:

- Early childhood: we enhance the physical, affective and social capacities of children from birth to 6 years of age.
- Basic and secondary education: we strengthen students' critical and analytical thinking through preparation for the careers of the future.
- School permanence: We work to reduce school dropout rates and ensure that all children complete their basic and secondary education.

Also, at the Alfredo Posada Correa educational institution, we worked with the NGO United Way Colombia, to implement two routes:

- Solutions incubation route: we developed two innovative prototypes, one focused on caring for the environment and the other on promoting healthy eating habits.
- ICT competency development pathway: we train teachers in the use of technological tools to strengthen their teaching practice and improve student learning. The use of technological tools in the classroom allows for greater student participation in their learning process and prepares them for the competencies of the 21st century.



Vegetable Seed Research and Development Center in Salamá, Baja Verapaz, Guatemala

Production of vegetable seed under greenhouse in research and development phases, supporting various genetic improvement programs worldwide.

- Foundation: 1975
- Location: Salamá, Baja Verapaz, Guatemala. The agricultural innovation center in Salamá is located in a region with an ideal microclimate for the production of vegetable seeds, located at 940 meters above sea level.
- Production: More than 15 genetic improvement programs worldwide are supported here, focusing on seven key crops: tomato, chili, melon, cucumber, watermelon, onion and sweet corn.





“At the Salamá vegetable research station, we contribute to the development of seeds

of new varieties of vegetables with ideal characteristics to help farmers around the world face the different challenges, which allow them to produce vegetables with good yields, tolerant to adverse climatic conditions and good nutritional quality so that they reach the table of consumers around the world, thus contributing to our mission “Health for All, Hunger for None.”

*Jorge
Ceballos* /

Manager of the Vegetable Seed Research Center
in Salamá, Guatemala

Our role in the seed production process:

- The center plays a crucial role in the company's plant breeding programs, offering more vegetable options for consumers and addressing the challenges facing the global food system.
- During a production cycle, the center can house up to 130,000 plants in both greenhouses and open fields.
- The seeds produced here are distributed globally, including destinations such as the United States, Mexico, Chile, Brazil, Europe, and Asia.
- The production process is meticulous and detailed, from sowing in the parent seed to harvesting, extraction, washing, chemical treatment, drying, storage and export.
- Each year, the centre pollinates up to 10 million flowers, with the collaboration of more than 200 temporary workers.

Innovation and technology:

- The use of cutting-edge technology and innovative tools, such as molecular or DNA markers, have allowed the center to significantly reduce the time needed to develop new varieties. What previously took 8 to 10 years, can now be achieved in as little as 2 or 3 years thanks to these technological advances.
- Bayer is firmly committed to developing innovative solutions in agriculture, integrating seeds, crop protection products and digital tools. These initiatives seek to benefit agricultural producers, improve the quality of life of consumers and contribute to the sustainability of the planet.

Water management

We have implemented various activities related to treatment, awareness, measurement and reuse, addressing key aspects to promote responsible management of this vital resource.

Treatment:

1. Internal water sources
2. Treatment (clarification)
3. Controlled irrigation and fertilization equipment
4. Drip irrigation

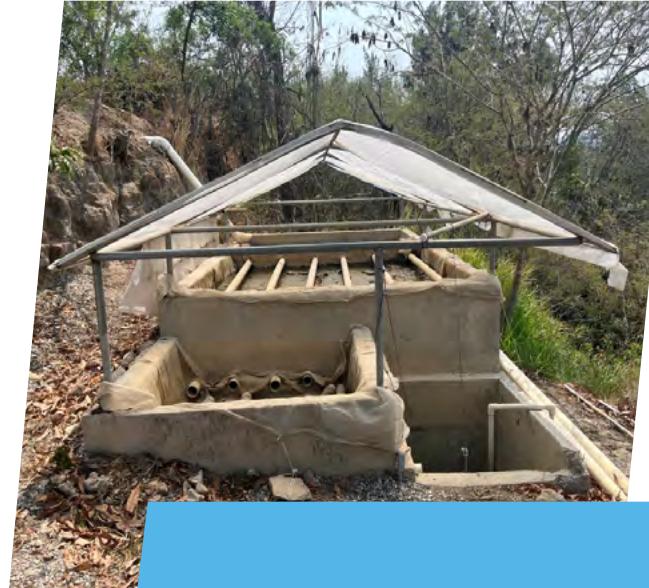
Awareness:

Talks have been held with staff to promote the responsible use of water, accompanied by communication campaigns that seek to raise awareness among all employees about the importance of this resource and responsible practices for its conservation.

Measurement and reuse:



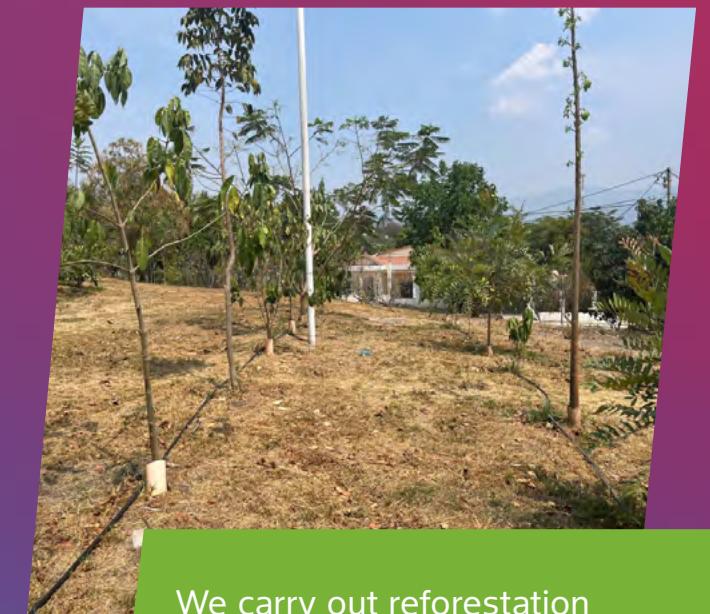
We implement measurements of water flows for the different processes, which allows us to have a detailed and efficient control of its use.



We reuse the water from the clarification process, thus maximizing its use and reducing the environmental impact.



We collect water to use it for irrigation, promoting an efficient and sustainable use of this resource.



We carry out reforestation campaigns on site and use reused water for irrigation, thus contributing to the conservation and restoration of local ecosystems.

Waste Management

Our waste management program encompasses a comprehensive process that begins with employee awareness campaigns, followed by the separation of waste into specific categories, and ends with waste management through partnerships with specialized suppliers.

Awareness:

- Talks are given to raise awareness among employees about environmentally responsible waste management, highlighting the importance of its proper classification and disposal, as well as the negative environmental impact of not treating it correctly.
- Emphasis is placed on separation and labelling that identifies the type of waste, and suitable containers are installed for each type of waste. In addition, the role of each employee in the internal cleaning train is explained, and the implementation of these measures is monitored.
- Reduction, reuse and recycling are promoted as a key approach to minimise waste generation and maximise its use. .

Waste separation:

- A rigorous separation of waste is carried out, organizing it into specific categories, including organic products, recyclable and non-recyclable plastics, metals and scrap metals, hazardous waste and non-recyclable waste. Separation is carried out meticulously, especially between organic and inorganic waste.

Waste management with specialized suppliers:

- Partnerships are established with specialized suppliers who maintain a high sense of responsibility and whose disposal methods are legally endorsed. Each type of industrial waste (toxic, bioinfectious, corrosive, flammable, etc.) requires a specific disposal method, and it is crucial to keep a regular control of the quantities generated.

Donando vida

Within the framework of our social actions, 6 employees of our organization demonstrated their commitment to the community by making their donation to the Blood Bank of the hospital in Salamá, Guatemala.

Every blood donation can make a difference in people's lives and becomes a step towards a healthier and more sustainable future, where solidarity and empathy are the pillars of our society and our mission.

Mamás precavidas

A workshop was held for 20 women from the community, who were trained on how to respond to an emergency in their homes. In topics such as: first aid, burns, fires, breaks, CPR, among others.

Open doors

We received several groups of students from the agronomy and forestry area to introduce them to what is done daily on agronomic management and care for the environment.

In total we received 105 students from different institutions such as the San Carlos University of Guatemala, EANOR and the Tezulutlán Mixed School.

A breath of fresh air for our planet

Site collaborators took the initiative to create a nursery with trees native to the region, achieving a total of 3,500 trees.

These trees were delivered to educational institutions located near our site.

In addition, in commemoration of World Earth Day, we gave these trees to our employees, who pledged to plant and care for them.



Central American Experimental Station (ECA) in Limón, Costa Rica

Developing innovative and sustainable alternatives for tropical crops.

- The ECA is part of Bayer's network of 59 experimental centers worldwide.
- Foundation: 1970.
- Location: Guácimo de Limón, Costa Rica.
- Employment: 10 employees.
- Extension: In an area of 11 hectares, studies of early-stage molecules are developed to protect banana, pineapple, vegetables and corn crops against pests and diseases.
- Research Plan: ECA conducts 40-45 agricultural research and innovation trials per year, of which 60% is early development for Bayer AG.

Global ally for the banana sector

The station is a global ally for the banana sector (fresh fruit) in the Americas and the world by studying various problems associated with the world's favorite fruit, especially the Black Sigatoka fungus.

Due to its geographical location, the station has a climatic condition that favors the development of the Black Sigatoka fungus (we are a reference for the company), one of the most important diseases that attack the banana crop. This allows us to develop sustainable solutions through chemical and biological innovation in balance with the environment.

The station complies with national operating regulations established by the Costa Rican Ministry of Health, Ministry of Environment and Ministry of Agriculture.

One of the most important achievements of the experimental station in Costa Rica is a banana nematicide that was discovered and developed at the ECA and was launched on the market in 2014. This product has 90% of the banana market and is innovative in a segment where the traditional use is of highly toxic granular products.





“We are a pillar in agricultural research and have over the years played a crucial role

not only in developing bananas from their earliest stages, but also in ensuring their commercial viability for global markets. Dedication to research demonstrates a commitment to local innovation and transparency, allowing consumers to see the development process from start to finish.

This approach not only increases confidence in the products that reach the market, but also reinforces the scientific and technical integrity of the solutions we offer. In addition, in the effort to contribute to a more sustainable economy, the Station has expanded its research into biological products, reflecting an evolution towards more sustainable and environmentally friendly practices. This is intended to positively impact food security and the region's economy, since by improving working conditions and promoting cleaner and greener production, we are laying the groundwork where health and nutrition are fundamental issues and always hand in hand with the mission of "Health for all, Hunger for none." //

Carmen Hernández

Manager of ECA's Field Station in Limón,
Costa Rica

Dona TAPA

The initiative consists of collecting as many plastic caps as possible from food and household products such as detergents and soaps, and delivering them to collection centers, in collaboration with the Costa Rican Network of Accessible Tourism. The plastic from the lids is transformed to create plastic wood, which represents an innovative way to recycle and reuse plastic, thus contributing to the reduction of plastic waste and promoting environmental sustainability, in addition to supporting accessibility projects in natural areas of the country.

In 2023, 5.75 kg were delivered to collection centers.

Integrated Pest Management (IPM) and chemical load reduction projects

We accompany Integrated Pest Management practices: ethological control, cultural practices, chemical control and biological control with pilots of reduced use of chemicals in banana cultivated area (less frequency and smaller quantities), reducing operating costs, water consumption, chemical load to the crop and soil and reducing the impact on the environment.

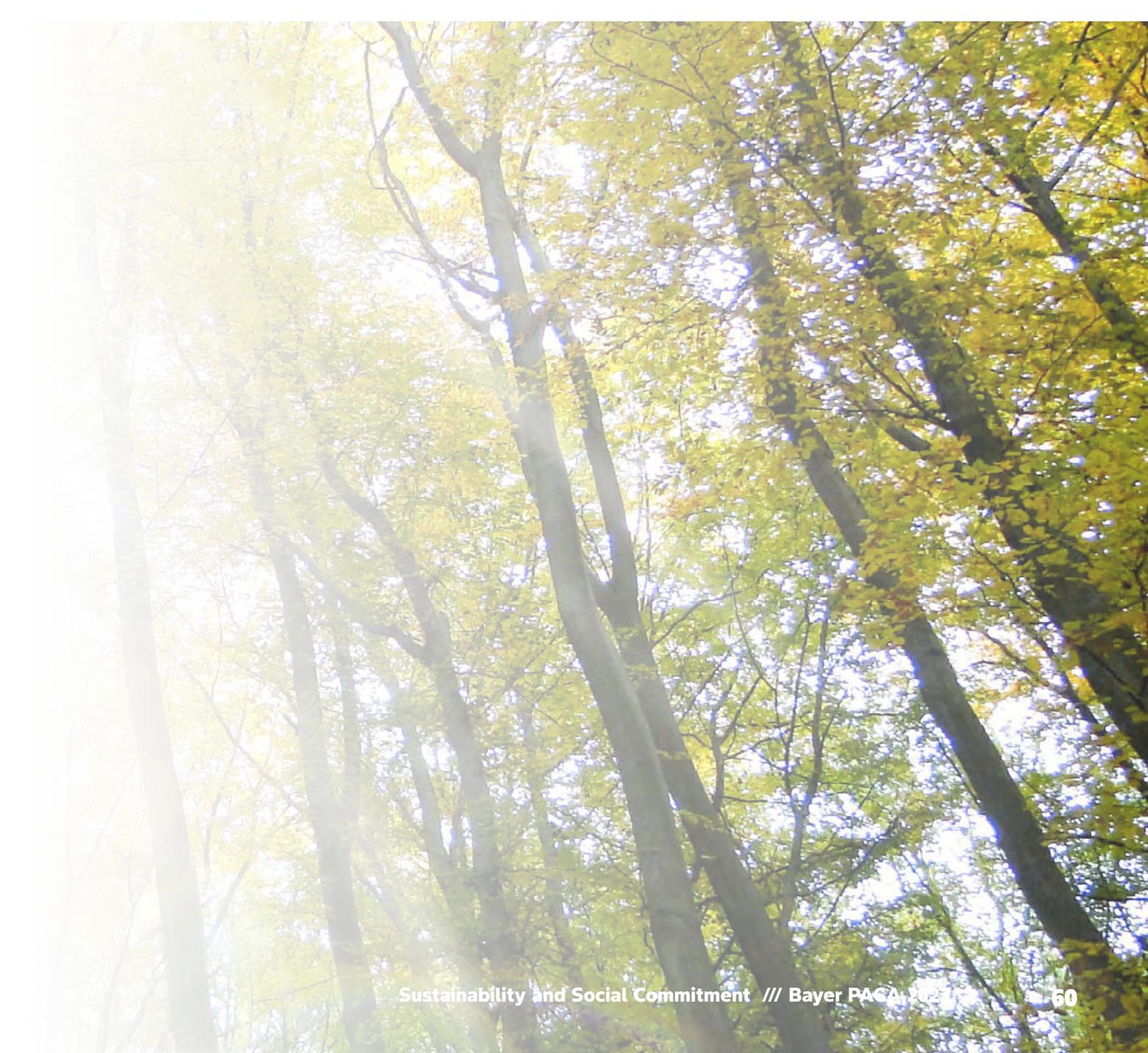
Recapacilda

This is a recycling program that seeks to promote awareness of the importance of recycling and the correct disposal of waste. This program not only involves the station, but also encourages the participation of our employees, thus promoting the culture of recycling in a broader scope. In terms of impact, in 2023, 2,332 kg of paper and common plastic were recycled and sent to a recycling company for processing. In addition, training has been provided to staff on recycling and environmental protection to strengthen the program.

ReforECA

In 2023, we held a reforestation day with the participation of 38 colleagues from different Bayer sites who accepted the invitation to reforest the biological corridor of the Bobo fish passage.

By reforesting in biological corridors, we provide a suitable habitat for a wide variety of flora and fauna species. This helps to protect and increase biodiversity in the region, conserving threatened or endangered species, such as the Bobo fish.



Cultivating progress agricultural projects that drive development

AgroVida

This is the farmer support program in which we promote through trainings the safe and responsible use of crop protection products, Good Agricultural Practices (GAP) and Integrated Pest Management (IPM).

Through specific training courses we show growers, seed treatment professionals, distributors and other users how to use our products effectively and safely to maintain healthy plants and, consequently, increase the yield and quality of their harvested products.

Our goal is to continuously increase the reach of our training activities, through more widespread use of digital media in the future. The training courses convey content such as the safe handling of our products during use, transport, storage and disposal, the correct use of protective clothing and first aid measures in case of emergency.

We focus our training activities in countries where there are no legal certification requirements for farmers regarding the safe handling of plant protection products.

By 2023, we will train 96,300 people in 813 events:

AgroVida	People trained by country
Colombia	12.890
Costa Rica	1.458
Ecuador	11.665
Guatemala	7.708
Panama	186
Peru	40.300
Cuba	163
El Salvador	59
Honduras	3.150
Nicaragua	63
República Dominicana	13.206
Venezuela	5.442

BayG.A.P.

The program aims to train, advise and support farmers in the implementation of good agricultural practices, to ensure food safety and give them the opportunity to participate in different verification and certification processes of their products.

By being available on a digital platform, BayG.A.P. allows the farmer, free of charge, to know the different aspects to consider for a process of implementation of good agricultural practices, taking their production to the next level and providing data that allows them to optimize their production cycle, leading to an optimization of production costs. It empowers and connects smallholder farmers to new market access points and therefore new income generating opportunities, helping them to be competitive in local and international markets.

The course is currently available on the website of IICA, a partner in this training project for several years.

In its latest version, producers will find all the material in Spanish, in video format, with case studies that provide greater clarity on the topic learned; each of these modules is facilitated by an expert on each topic, giving greater technical value to the content.

[Visit page](#)



Cooperativas Digitales

The project Cooperativas Digitales, represents an innovative strategy focused on empowering small-scale women farmers, enabling them to join forces and collaborate in innovative spaces.

This initiative seeks to break the cycle of poverty by increasing agricultural income, improving bargaining power and enabling women to manage their own income and expenses. Targeting women farmers with limited access to digital platforms and who face constraints on their farm income, the primary objective is to empower them, through technology, to achieve long-term financial independence. This is facilitated through inclusion in strategies that enable them to access digital tools and financial literacy content.

The NGO Producers Direct in Peru, in collaboration with Bayer since 2022 and its network of partner agricultural cooperatives, is leading this initiative. The Digital Cooperatives impact management model is based on a holistic approach, starting with user-centered workshops to understand their needs and design tailored strategies.

Digital training enables farmers to improve their production, quality, resilience and crop diversification, while gathering information for informed on-farm decision making. Loans are also offered through a revolving fund for crop diversification and strengthening existing farm enterprises, along with financial trainings.

A network of women farmers works collectively to aggregate surplus produce and negotiate better prices with accredited buyers, which can significantly increase their incomes.

The FarmDirect platform, co-designed by the NGO Producers Direct and smallholder producers, plays a crucial role in enabling women farmers to sell their surplus produce at fair markets and access digital tools and data via SMS or WhatsApp. The inclusion of youth agents ensures the sustainability of the process, supporting women in logistical activities, sales and product registration.

Results in Peru:

- 1,284 registrations in the FarmDirect application, where 86% are women, on the other hand, 271 buyers are registered in the application.
- 347 small producers who sell through the platform, of which 93% are women.
- \$15-\$20 per month or \$180-\$240 per year (dollars) is the average profit that smallholder farmers have through the sale of their products on the FarmDirect platform.
- 57 women farmers have received a microcredit to invest in improvements on their farms. The farmers also record their harvest and sales data in notebooks to better understand their profits and losses.
- 8,662 kg, 1,944 pieces, 1,897 bundles, 384 bunches is the number of products sold.
- 410 small producers were able to access training, data and markets.



A program that promotes good agricultural practices through education on the use of personal protective equipment (PPE) and the responsible use of phytosanitary products in Latin America.

With our partners at CropLife LATAM, we focus our activities on raising awareness and training farmers through posters and digital media that demonstrate the principles of Good Agricultural Practices. By establishing partnerships with local stakeholders, we ensure the quality and availability of PPE.

In 2023, a total of 5,020 farmers were the beneficiaries of CuidAgro, who were trained through 140 face-to-face and 20 virtual workshops.

Cultivando mejores vidas

This program for small farmers in Honduras consists of the installation of small stores or kiosks of innovative agricultural inputs from Bayer and its partners in remote rural areas with little access and transportation.

The program unifies the desire to undertake and help a “socio-local” or community entrepreneur with the needs of the farmers. Eighty percent of the managers are women, who allow us to contribute to their dream of starting their business and bring our agricultural solutions to those who need them.

There are regions where inputs are more than 3 hours away, so the farmer sometimes cannot travel to obtain them. With just one of these stores, we are impacting a radius of 40 kms in areas that previously had no access to these products, thus contributing to the development of these communities.

Bayer, Yara, Netafim, Corporación Financiera Internacional, are some of the promoters with seed capital and services for the construction of the entrepreneurs' dreams. In addition to the adequacy of our portfolio of seeds and products for pest and weed control, among others, belonging to the participating companies. From Bayer we offer solutions and assistance aligned with consumption and food production needs of the chosen areas.

With a network of 31 agricultural kiosks in remote rural areas, we are benefiting more than 10,000 coffee and basic grains producing families directly. They now find our innovative products, fertilizers and irrigation systems in the population close to their homes.

A Honduran family consumes an average of 1.5 tons of corn per year, the conventional native crop has a meager production of about 3 tons per hectare (ton/ha) and the costs of moving the grain are unprofitable. With the conviction of being able to meet the consumption needs of the families involved, the project's goal is to produce 25,000 hectares of corn, with an average yield of 7 tons/ha.

Another of the program's challenges is to strengthen vegetable production in areas where it was not previously cultivated, through the supply of vegetable seeds and seedlings.

DKsilos

In tropical areas, the diet of livestock farms is mostly based on grazing with large areas of grasslands, which causes at certain times of the year that the dry season is a problem for the supply of pasture in the animals' diet. With droughts, cows can lose up to 25% of their weight, produce 50% less milk, and be more likely to get sick and less likely to reproduce.

Bayer created the DKsilos project in 2015, with the aim of offering farmers an alternative to the cattle diet through the use of corn silage. It is a comprehensive project that offers farmers a technological package recommended through the free technical advice of agronomists to monitor the cultivation of corn. Silage is produced by cutting corn plants, for which Bayer provided the necessary machinery and tools.

Most of the participating farmers who have worked with DKsilos report positive social benefits. In a study conducted by 60 Decibels in May 2023 among 400 farmers, 68% of participants reported that their income increased thanks to DKsilos, 75% reported that they experienced a better farming method, and 67% perceived a better quality of life.

The DKsilos program has been operating for eight years, reaching more than 40,000 farmers throughout southeastern Mexico, Guatemala, Honduras, Nicaragua, Costa Rica, Panama, and the Dominican Republic.

Market Access for Smallholders / Más+ Programme



With the support of Bayer AG with a first grant in late 2021, the non-governmental organization Mercy Corps proposed to expand the MÁS+ program for a period of 21 months, henceforth referred to as “MÁS+,” in the Western Highlands and Verapaces region of Guatemala, focusing on the departments of Baja and Alta Verapaz, Huehuetenango, Sacatepéquez, Sololá, and San Marcos.

Throughout the implementation of the MÁS+ project, more than 4,000 people were impacted through direct support to 846 smallholder farmers representing 25 producer associations, supporting vital links to new markets to increase farmers' income, productivity, and resilience to climate change.

Objectives and results

Increased agricultural productivity through improved farm management, processing, and post-harvest techniques and adoption of best agricultural, manufacturing, and business practices.

- Training/technical assistance to increase yield.
- Implementation of good agricultural practices, biological control of pests and diseases, personal protective equipment, and soil conservation.
- The project provided the 25 groups with an Agricultural Revolving Fund, providing complementary capital amounting to \$43,812 USD.

Increased income through sustained access to more profitable markets.

- Linkage with companies that purchase the crop.
- Sales amount to \$650,210 USD.
- Global GAP certifications for export.

Increased entrepreneurship through savings and loan groups.

- 21 self-saving and loan groups were formed with 623 participating women.
- They managed to save a total of \$143,142 USD and \$44,533 USD in interest.
- The destination of the loans is summarized as: agriculture, livestock and other commercial activities.

Access to meteorological data and information to improve decision-making and agricultural practices and adapt to climate variability using accurate agroclimatic forecasts and climate services.

- 42 participants selected and trained as agroclimatic promoters, who now have access to climate information platforms.
- Strengthening in climate issues under 3 training modules covering topics such as: climate variables, climate services, resource allocation map, seasonal calendar and the 4 sub-seasonal scales.

Improved livelihoods for 155 families through the adoption of good health, nutrition and hygiene practices by implementing WASH practices and improving their homes.

- Children under 2 years of age and single mothers.
- Improvement of latrines and floors.
- Switching to improved stoves for 20 families.
- 155 vegetable gardens with native species, edibles and cooking workshops.



Brendy Maaz is one of the MÁS+ participants, she has implemented self-saving and is also part of a broccoli production project. In this video she tells us about the benefits she has received and some dreams and expectations she hopes to achieve.

Watch video 

Chemical Emergency Response Plan

Visit page



We are part of the Chemical Emergency Response Plan (PAEQ), a national strategy led by the Procultivos Chamber of the National Association of Entrepreneurs of Colombia, which aims to establish guidelines to apply in the preparation, prevention and response to chemical contingencies that may occur during the land transportation of pesticides and identified raw materials, such as active ingredients.

This strategic approach not only seeks to mitigate the risks inherent to the handling and transportation of chemical substances, but also has the main objective of safeguarding public health, protecting the environment and ensuring the safety of workers involved in these critical activities.

Transformation program for small farmers

This program for small farmers in Guatemala aims to incorporate more than 100,000 small corn producers in the highlands into modern agriculture by 2025 with input packages tailored to their needs, as well as dissemination and technical assistance in the 22 languages spoken in the region.

The program demonstrates that a small farmer can make use of innovative tools and is willing to use them to benefit their quality of life and nutrition, since the farmers who are part of the program use the crops mainly for self-consumption in the preparation of tortillas that are part of their basic diet.

By 2023, more than 18,000 producers within this project went from obtaining 3 quintals of corn per rope (a rope is equal to 450 square meters) with their native corn to 7 quintals with our seed.



Red Emprende Rural is an initiative by Bayer and Solidaridad Network that was created to help close the entrepreneurship gaps in the agricultural sector.

500 rural women and youth benefited from this initiative, which was developed in parallel in Costa Rica and Colombia. In the Central American country, the Network worked with women located in the cantons of Cañas and Abangares, belonging to the province of Guanacaste, and in the canton of Miramar, in the province of Puntarenas. On the other hand, the participants from Colombia were located in the Province of Sugamuxi, in the Department of Boyacá.

This project designed a training accompaniment route that lasted approximately 6 months, which included the completion of 11 workshops dedicated to strengthening skills and competencies in leadership, entrepreneurship and associativity. The participants followed this route with the advice of a manager and provided with a field diary that helped them reinforce concepts around the 3 thematic axes mentioned above.





Last mile support

With the completion of the training support route, the closing phase began, which included advice for several of the ventures. In the end, 12 productive initiatives were selected, led by participants from Costa Rica and Colombia.

//6 entrepreneurs dedicated to primary production received advice on techniques for production costs with vegetables and cash flow management for decision-making.

//6 entrepreneurs who transform raw materials (packaged honey, filled chocolate and beauty products) received training in good manufacturing practices with an emphasis on labeling and tagging. They also participated in a discussion about inspiring experiences of entrepreneurs who took their ventures to a level of sustained growth.

//An event was held in Costa Rica with the attendance of 20 participants and whose purpose was to bring the rural entrepreneurship ecosystem closer to learn about new opportunities for continued growth.

//4 entrepreneurs from Colombia and Costa Rica received advice on digital marketing that included the redesign of their logos and a brand manual that provides guidelines for promoting their products through social networks.

Get to know the profiles of last mile entrepreneurs [Here](#)

Achievements that fill us with pride!

- We reached 500 participants, of which 302 completed the entire training process. Of the 302, 222 are located in Colombia and the remaining 80 in Costa Rica.
- We achieved massive involvement of women, which reached 90% of the total number of participants.
- We supported 12 ventures with last-mile support.
- We created and consolidated safe learning spaces, in which women freely and spontaneously expressed their thoughts, doubts and recommendations related to the execution of the project.
- We left installed capacity in Costa Rica through the knowledge transfer process under the trainer-of-trainers methodology. Thanks to this initiative, the Bayer volunteer team now gives training talks on entrepreneurship to school-aged youth.
- We built an inventory in Colombia on the productive potential of small producers belonging to AGRONIT (a Colombian organization specialized in the association of agricultural producers and marketers), which becomes an opportunity to consolidate new support and future commercial relationships and productive chains that promote a decent income.



Learn more about the project



Access the Red Emprende Rural microsite [here](#)



Field Diary: A step-by-step guide that takes small producers on the path to entrepreneurship [Learn about its content here](#)



Watch the project closing video [here](#)

Se Puede

It is a program that creates business opportunities for small and medium-sized fruit, vegetable and spice farmers in Ecuador. Bayer contributes to Se Puede with the transfer of knowledge in sustainable agriculture. Through the virtual module developed and sponsored by Bayer, more than 3,000 small farmers have benefited.

Of the total number of people trained in the Integrated Pest Management module, 56% are women.

"Se Puede" has a free training platform www.sepuede.com.ec that is open to agro-entrepreneurs throughout the country.

With "Nuestras Cosechas", a program that is part of Se Puede, we offer support and a portfolio of products to tomato producers to obtain higher quality and safer crops in Ecuador and Peru.

Bayer in Ecuador is awarded the prestigious Violeta Award for our support and commitment to gender equity and our strong backing of agricultural sustainability through the "Se Puede" program.

The Violeta Award, awarded by the Ecuadorian government in partnership with other organizations, is aimed at companies that have developed good practices for the generation or maintenance of equal employment for women and the prevention of violence against women, whether in the workplace, in their communities or in groups of influence. The recognition contributes to our vision of a sustainable future that is possible through joint work to create safe and fair environments for all.

Our commitment to gender equity and sustainability has been highlighted nationally and has become an inspiring model for other companies and organizations.

A photograph of a man with a beard and a woman in a hospital setting. The man is wearing a light blue shirt and has his arm around the woman. The woman is wearing a white medical uniform and has her hand on the man's arm. They are both looking towards the right. In the background, there are other people and medical equipment. The image has a color gradient overlay, transitioning from green on the left to red on the right.

**For patients
and consumers**

For their care and well-being

Through our Pharmaceuticals and Consumer Health divisions, we reach people in the region with our products and solutions to help prevent and treat various diseases.

We also align ourselves with the needs of people in low- and middle-income countries, for whom we make existing products and services accessible and affordable. This is how we systematically advance innovations and increase the resilience of our production and supply chains. In this way, we help improve people's health and well-being (SDG 3).

Our purpose

- *Ensure healthy lives..*
- *Promote well-being for all at all ages..*
- *Achieve gender equality.*
- *Empower all women and girls.*
- *Promote inclusive and sustainable economic growth, employment and decent work for all.*



Access to Self-Care

Rising healthcare-related costs, changing demographics, and increasing health consciousness among consumers continue to drive the relevance of self-care. These factors are anticipated to continue to drive long-term growth in the consumer healthcare market. Awareness of the importance of self-care has further intensified, driving increased consumption of categories such as nutritional supplements and accelerating the transition to e-commerce.

Consumer Health is positioned as a leading provider of over the counter (OTC) medications, nutritional supplements, skin care products, and other self-care solutions in areas such as pain, cardiovascular risk prevention, dermatology, digestive health, allergies, cough and cold. Its products are typically carried in pharmacies, pharmacy chains, supermarkets, online retailers, and other retail establishments, whether large or small.

The digitalization of all operational areas, such as marketing, sales, supply chain, and research and development, is an ongoing strategy to improve interaction with consumers, customers, and healthcare professionals. This is done with the goal of increasing productivity, flexibility, and resilience.

We adopt an agile innovation model and collaborate with external partners to offer innovative solutions that meet consumers' daily health needs. Through strategic acquisitions and partnerships, we have gained access to new business models and capabilities to provide personalized diagnostics and treatment solutions.

We commit to ambitious global sustainability goals, such as expanding access to everyday healthcare for 100 million people in underserved communities by 2030. It is for this reason that we work to ensure that our products are available where our consumers need them, so that more people can have a better quality of life.

We seek to fully integrate sustainability into all our operations, providing solutions that benefit consumers, especially those for whom self-care is the primary form of care. All of this, while actively working on reducing our CO2 emissions and minimizing our environmental footprint.





A calzón quitado

Access ecosystem to educate, treat and demystify vaginal infections

Our digital communication strategy, "A calzón quitado," represents a direct and straightforward commitment to educate, treat, and demystify vaginal infections. This initiative seeks to raise awareness and encourage open conversations about intimate hygiene, a topic that remains taboo in many of our countries in Central America and the Caribbean, limiting women in their ability to seek information, consult, and address their intimate health issues.

Strategy objective: To work on demystifying vaginal infections, promoting openness and dialogue on a topic that is crucial to women's health. Through marketing and educational campaigns, as well as the promotion of product solutions, we seek to break down cultural and social barriers that prevent women from accessing the information and treatment they need.

Approach: "A calzón quitado" represents a brave and direct approach to addressing an issue that has been relegated to silence. We seek to empower women to inform themselves, speak openly about their intimate health, and seek medical solutions without feeling limited by social stigma. Our strategy focuses on educating, treating, and demystifying, thereby promoting the health and well-being of women in our region.

Impact and reach: This strategy not only seeks to inform, but also to eliminate the stigma surrounding vaginal infections, allowing women to access medical solutions openly and without prejudice. Through "A calzón quitado", we seek to transform the perception of intimate hygiene, offering women the opportunity to take care of their health in an informed way, free of taboos and cultural stigmas.

Cuidarte nos late

“Cuidarte nos late” is an educational-informative campaign designed to raise awareness among the population about the importance of adopting good lifestyle habits to prevent cardiovascular diseases. This initiative is aimed at people who, due to their exhausting workdays, have little time to take care of their health and well-being when they return home.

Objective of the campaign: The main objective of “Cuidarte nos late” is to reach those people who face exhausting workdays and who, on many occasions, neglect their health. Through simple information, accessible from their mobile devices without consuming data, the campaign seeks to provide resources so that both workers and their families can learn to take care of their cardiovascular health.

Accessibility and content of the website: it offers practical advice for exercising, healthy eating options with simple recipes, as well as information and advice on cardiovascular health. In addition, it offers the possibility of taking a cardiovascular risk assessment test and accessing additional resources to improve health and well-being.

Focus on family and friend engagement: The campaign not only targets employees, but also seeks to involve their family and friends, giving them the opportunity to support their loved ones in adopting healthy habits. By providing accessible resources and tools, “Cuidarte nos late” fosters a comprehensive approach that involves the community in promoting cardiovascular health.

Impact and reach: Through “Cuidarte nos late”, we seek to promote positive change in the daily lives of those who face challenges in taking care of their health. By offering practical and accessible information, the campaign aims to empower people to take preventive measures and adopt healthy lifestyle habits, thereby reducing the risk of cardiovascular diseases and improving their overall well-being.

Family 360

Strengthening healthy school nutrition.

The “Family 360” project aims to facilitate the consumption of high-protein foods in schools in the Municipality of San Juan Chamelco, Alta Verapaz, for 3 months of the 2023 school year. This effort was carried out in collaboration with Bayer, the NGO United Way Guatemala, educational communities and parent organizations, aligning with SDG 17.

The project team focused on several key aspects:

1. Strengthen the intake of plant and animal proteins to maintain an adequate weight in each student.
2. Adapt to cultural conditions regarding food consumption and cooking methods.
3. Strengthen the capacities of Parent Organizations (OPF) in the safe preparation of school meals.
4. Promote food consumption at school to ensure enrollment, encourage the consumption of healthy foods, and access to different menus.
5. Facilitate intersectoral participation by involving different actors, including the NGO United Way Guatemala and Bayer.
6. Obtain evidence of interventions through initial and final weight/age measurements.
7. Begin with a first 3-month foray, conceived as an initial stage that facilitates the implementation of future interventions in the medium term.
8. Visualize potential interventions in infrastructure through donations or efforts by other local organizations.

Impact and reach: The project benefited 208 students and more than 200 mothers, covering 6 participating schools.

The “Family 360” project not only focuses on school nutrition, but also represents a significant collaboration between several entities to strengthen healthy nutrition, well-being and community development in San Juan Chamelco, Alta Verapaz.

Mompreneurs



Inclusive distribution network with business opportunity and social impact, which allows entrepreneurs to improve their income by selling our products.

In line with the strategy of being present wherever our buyers purchase our products, the Consumer Health division in Andean countries has included the health and wellness portfolio (over-the-counter medications) in the direct sales channel or catalog sales since 2019. In this way, by 2024 more than 360,000 entrepreneurial mothers who are heads of household have made this model their source of income, to improve their quality of life and that of their families.

This inclusive distribution model facilitates access to our products since we are not only offering solutions for people's health and well-being, but we are also contributing to improving the quality of life of entrepreneurial mothers, breaking down the traditional limits of the industry, helping to generate greater income for mothers who are heads of household in rural areas and thus contributing to strengthening the social fabric of our region.

Nutrient GAP

Bayer's Nutrient GAP Initiative is a significant effort to expand access to vitamins and minerals to underserved communities, recognizing that health is a human right that is unfortunately not always fulfilled due to birth circumstances. This initiative focuses on providing essential micronutrients for pregnant women and deworming for children, to improve the health and well-being of the neediest communities.

Approach and collaboration: Working together with Vitamin Angels, a nonprofit organization with which we have a global alliance, we can reach 11,000 pregnant women with more than 68,000 doses of multivitamins. This program focuses on pregnant women and their babies, recognizing that they are a population sector vulnerable to micronutrient deficiencies.

Impact and reach in our region:

- Partners such as United Way and APROFAM in Guatemala have received donations from the NGO Vitamin Angels, including supplements intended to strengthen the health of children beyond the breastfeeding stage.
- The program targets women living in vulnerable and underserved communities, with the aim of improving access to essential micronutrients for them and their unborn babies.
- Facilitating access to essential vitamins and minerals is of vital importance for the health and well-being of society in general.

Shared mission:

Bayer and Vitamin Angels share the firm mission of ensuring that every baby has an optimal start in life, reflecting a gesture of solidarity that represents the combined efforts of all parties involved in providing comprehensive support to women and children.



Mujer 360°



Bayer's "Mujer 360" program integrates health initiatives to benefit women and their families. With the purpose of facilitating access to women's health, Bayer focuses on informing and educating women about vaginal yeast infections, addressing a topic that many still do not dare to speak or consult about.

Program actions and approach:

Bayer provides a mobile clinic and covers the costs of the tours, as well as professional staff to offer talks to community leaders. To overcome distance barriers, the program uses digital tools, such as geolocalized SMS messages, to reach women in their local languages.

Program growth and expansion:

Started in Guatemala in 2019, the program expanded to Honduras in 2021 and to Nicaragua in 2022. In 2023, the program is expanding to include cardiometabolic consultations for vascular risk in some activations, extending its reach to Jamaica.

Community Impact:

1. Access to women's health: The program provides free gynecological education and consultations to women in underserved rural areas, countering the incidence of vaginal infections.
2. Generation of sustainable economic income solutions: Promotes and strengthens entrepreneurship among health promoters, generating economic income for enterprising women.
3. Education for the strengthening of technical capacities: Improves the technical quality in the delivery of family planning services provided by volunteer promoters.

Scope in 2023:

- 7 activations
- 2.725 services offered
- 712 health promoters trained
- Countries included: Guatemala, El Salvador, Honduras and Jamaica

Bayer's "Women 360" program focuses on education and access to women's health and seeks to empower women through sustainable economic solutions and the strengthening of technical capacities. Its expansion to multiple countries demonstrates a strong commitment to improving the health and well-being of communities in the region.

[Watch video](#) 

Women's soccer sponsorship

Bayer has a vision of empowering women in different areas, and therefore, since 2019 to date, it has sponsored clubs in the first division of women's soccer in Central America: Deportivo Saprissa from Costa Rica; FAS de Santa Ana, from El Salvador; Tauro FC Femenino in Panama; and since 2022, UNIFUT from Guatemala.

Sachets

Sachets + QR Codes: a combination of accessibility and positive impact on the environment

The understanding that low-income consumers in our countries purchase over-the-counter medications just in time for their needs, generally choosing to buy only the precise dose, has led us to innovate in the presentation of our products.



In line with the sustainability pillars of providing consumers with access to our medicines, the Consumer Health team in Central America and the Caribbean developed the presentation in individual packaging for several of its brands.

In this way, we achieved:

- 1** Accessibility of medicines in individual doses: allows low-income consumers to acquire medicines in the exact amount they need, at the right time. This gives them the possibility of obtaining the necessary treatment without incurring additional expenses, thus improving their access to health care.
- 2** Regulatory information through QR codes: Through packaging with QR codes, we instantly and easily provide regulatory information on the product, thus complying with the country's regulations. This not only benefits consumers, but also guarantees transparency and regulatory compliance in every interaction with our products.
- 3** Taking advantage of the high penetration of smartphones allows us to guarantee broader and more effective access to relevant information about our products. This initiative focuses on improving access and reach of information in a context where smartphones are increasingly accessible to the population.
- 4** Reduced environmental impact: By taking up less printing and packaging space, our approach has a positive impact on the environment. This is achieved by minimizing the amount of material needed for our products, while ensuring that information is accessible to the consumer, thus promoting more sustainable practices.
- 5** Inclusion of people with visual impairments: Our packaging and information systems are designed to ensure the inclusion of people with visual impairments. We provide easy access and navigation, allowing these people to hear the product usage instructions, ensuring that they have a complete and safe experience when using our products.
- 6** Extended product shelf life: Thanks to innovative packaging technology, we have managed to extend the shelf life of our products in some cases by up to 12 months. This improvement not only benefits consumers by ensuring product quality for longer, but also reduces waste and promotes efficiency in inventory management and distribution.

Video podcast

For women at different stages of motherhood:

The video podcasts are specifically designed for women who are at different stages of motherhood, whether they are trying to get pregnant, enjoying pregnancy, or are already mothers. This informative space gives them the opportunity to explore everyday situations related to pregnancy and motherhood, offering relevant and valuable content for their daily lives.

Innovative content and format: Each episode addresses various topics through the participation of health professionals, mothers, and other experts, presenting innovative formats that are especially relevant for women at these stages of their lives.

Examples of topics covered:

“Mamá Juggling” season: Focused on topics such as early stimulation, mental health, marriage, breastfeeding challenges, and post-pregnancy sexuality, among others.

Podcast Mamá Malabarista 

“Yo Mamá” season: This segment focuses on a mother’s personal experience from pregnancy to postpartum, addressing topics such as the realities of pregnancy, the importance of support networks, emotional nuances during gestation, postpartum depression, baby sleep, growth spurts, among others.

Yo Mamá 

Impact and relevance: These video podcasts offer a valuable space for women to find information, support, and guidance at a crucial time in their lives. By addressing a wide range of topics relevant to motherhood, these episodes seek to provide an informative and supportive resource for women at every stage of their journey to motherhood.



Consumer Health Production Plant, Mixco, Guatemala

The plant is a highly flexible site for producing small and medium volume products, focused on the needs of low-income consumers and with a high diversity of packaging technologies: blisters, sachets, strips and bottles.

- Foundation: The first building was built in 1968 as a Miles legal entity and in 1993 it became a Bayer legal entity.
- Location: Mixco, Guatemala.
- Jobs: The plant has a total of 254 employees as of the end of 2023 and in terms of gender diversity, there is a 38.2% total Female Ratio and 45% in managerial positions.
- Area: 9,690 m².
- Production: Within marketing, products are manufactured for 18 countries: Central America, the Caribbean, Colombia, Ecuador and Peru. 13 brands, 31 formulations and 95 finished product codes are packaged. Within the site's technology, the largest percentage of volume corresponds to standard tablets, effervescent tablets and soft gelatin capsules.

In relation to quality compliance, the plant has a high focus on compliance with GMP's (Good Manufacturing Practices) which has been demonstrated by obtaining health licenses from entities such as: MINSA (Central America and the Caribbean), INVIMA (Colombia and Ecuador) and DIGEMID (Peru).

We are focused on making our purpose a reality, which is to build accessible health care for all and fulfill our vision of being the best for our consumers in commitment, competitiveness and service.



Angélica
Orozco

Manager of the Consumer Health Production
Plant, Mixco, Guatemala

“We build **accessible health** for all.

Through our products, we build (produce) health for our consumers. The phrase emphasizes the word accessible, since part of what differentiates us as a plant is that we are focused on low-income consumers. This refers to the fact that we make products at low costs and in small presentations so that our clients can buy the necessary quantity.

Our commitment to sustainability is very important to the plant. Currently, all our electricity comes from renewable sources, 100% free of CO₂ emissions. We also work on a culture of continuous improvement to reduce the consumption of energy and water needed for our production processes.



Programs

Generic cardboard

Thanks to the decision to use cardboard from recycled sources, we have managed to conserve more than 6,300 trees that would otherwise have been cut down. This initiative has not only contributed significantly to the protection of our environment but has also demonstrated the positive impact that small actions can have on the preservation of our natural resources.

Benefits:

- Reduction in complexity in materials, from 71 SKUs to 20 SKUs and more agile inventory management.
- Positive impact on business continuity, having more supply options.
- Project to use corrugated cardboard from recycled sources prevented the felling of trees.
- Energy saving projects: more than 400 tons of CO₂ emitted into the environment were saved.

In the past, cardboard from virgin pulp was used for tertiary packaging. In 2023, 100% recycled cardboard will be used.

The impact of this project:

- In 2022, 402,503 cardboard boxes were received, which corresponds to 3,028 trees
- In 2023, 440,608 cardboard boxes were received, which corresponds to 3,315 trees

El Mirador

This project aims to promote the professionalization of 14 workers, both in basic primary and high school stages, raise their professional level and promote the development and continued growth of our collaborators.

The results of this project to date are:

- In 2022: we had the first 5 graduates of the project.
- In 2023: 2 female collaborators completed the first stage of basic education (1st basic education) and 5 male collaborators completed the second stage of basic education (3rd basic education).

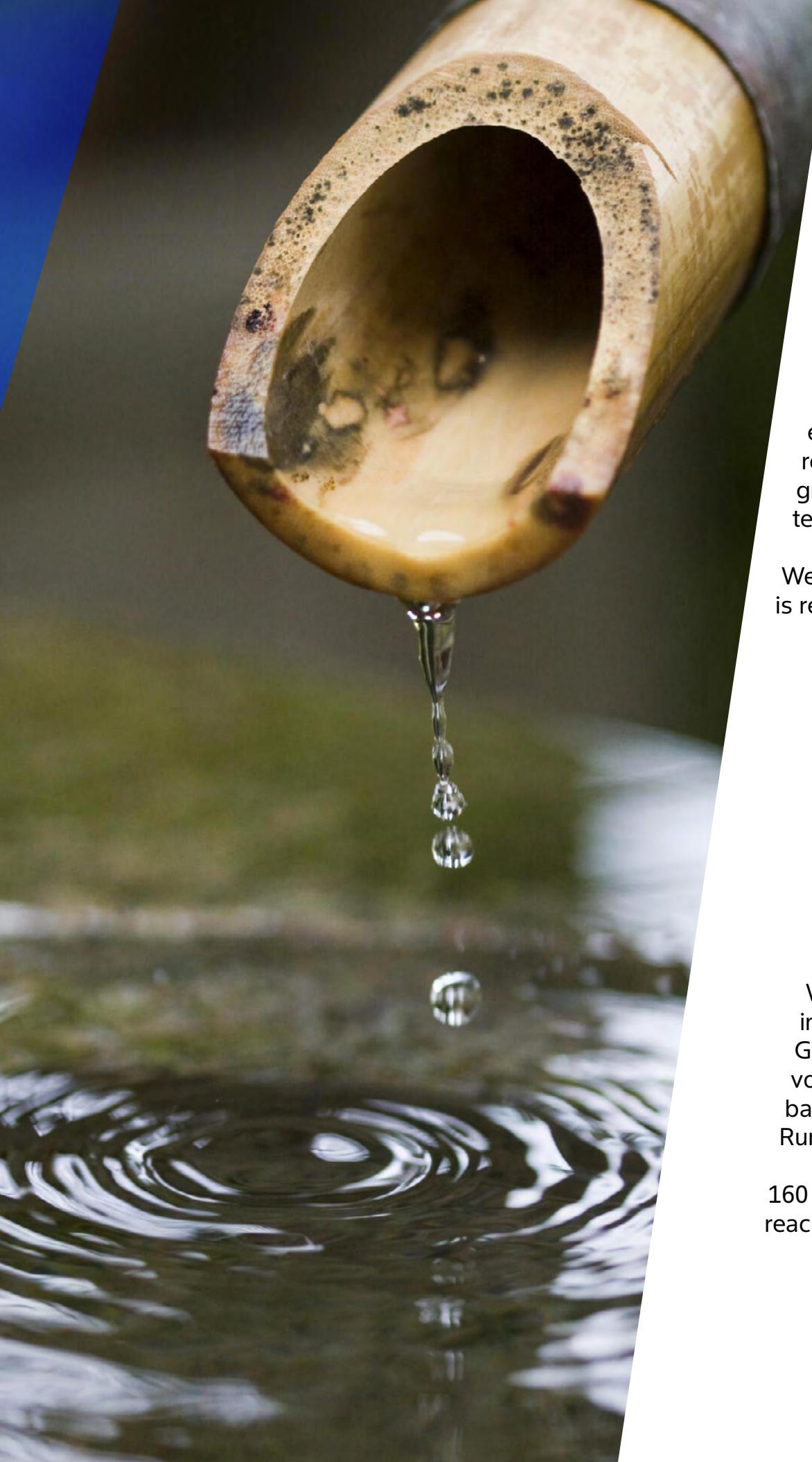
Giftree

The objective is to offset the plant's remaining emissions to achieve carbon neutrality by promoting the protection of native forests. This is possible through the maintenance of native forest in the Sierra Lacandona and the acquisition of VCUs (Verified Carbon Units).

Projects 2022 - 2023:

- Humidity limits in rooms
- Open door detection (optimize pressure cascade)
- Reuse of treated air





Responsible use of water

The water we extract from the well is consumed in the production process and is returned to an absorption well (returned to the ground) after treatment. For this we have a wastewater treatment plant with a fluidized bed biological reactor operating principle, ensuring a very strict treatment process as the water returns to the water table after filtering through the ground, from where it supplies us with drinking water.

We have 0 hazardous waste landfills; all plant waste is recycled or incinerated.

Volunteering

We participated in the activity called Mochilatrón in collaboration with the site located in Salamá, Guatemala, with the participation of 13 permanent volunteers and 2 from Salamá. We delivered 67 backpacks and school supplies to the El Carnero Rural School.

160 collaborators supported with donations; we reached 60 hours of volunteering.



Access to specialized healthcare

Globally, demographic growth and aging are leading to a significant increase in chronic diseases and the growing prevalence of various medical conditions. The convergence of biology and data science stands as an essential element for innovation in the pharmaceutical field. Digital technologies have the potential to transform the delivery of medical services, while cell and gene therapy present the possibility of curing serious diseases.

Our focus in the pharmaceutical division is on prescription products, especially in cardiology and women's health, as well as on specialized therapeutics, addressing areas such as oncology, hematology and ophthalmology, with medium-term perspectives on cell and gene therapy. We have established a strategic unit dedicated to cell and gene therapy that covers all stages of the process, from research and development to commercialization and patient care.

The division also incorporates the radiology sector, which markets diagnostic imaging equipment and digital solutions, along with the necessary contrast media.

Our portfolio includes a selection of key products that are positioned as leaders in the global pharmaceutical space for their respective indications. The distribution of our pharmaceutical division's prescription products is mainly through wholesalers, pharmacies and hospitals.

In addition, we pursue ambitious goals in sustainability. Our sustainability agenda includes improving access to medicines, implementing tiered pricing principles globally to set rates in line with the economic capacity of each country.



Another primary focus is improving women's health and strengthening their role in society, contributing to the promotion of gender equality and female economic participation. In this regard, we leverage our leadership position in women's health and aim to provide access to modern contraception to 100 million women in low- and middle-income countries by 2030.

Additionally, we remain committed to combating neglected tropical diseases and non-communicable diseases.

Impact

Bayer with you

Through this program launched in Peru in 2017, we are committed to supporting patients free of charge, positively impacting their lives and those of their families, ensuring that each person follows the recommendations of their doctor.

In 2023, 213 patients from Lima and the province received support through actions such as emotional support, education about the disease, and sessions with support groups, as part of the Patient Support Program based on the pillars of "education, adherence, and awareness" that allow them to achieve therapeutic goals and positively impact quality of life.

B-EYE CARE

With the project "B-EYE CARE: for an early diagnosis for better health outcomes" we have brought to different ophthalmological clinics in Colombia a technology capable of early detection of signs of diabetic retinopathy through artificial intelligence.

1,675 diabetic patients were screened; a prevalence of diabetic retinopathy of 35% was found and 0.3% of patients had diabetic macular edema (the diagnosis that puts the patient's visual health at risk).

This undoubtedly has a very positive impact on the health of these patients, since early diagnosis allows for early management of the disease and a more encouraging prognosis.



Bayer Medical Heredia, Costa Rica Production Plant

- * Founded: 2015
- * Location: Metropolitan Free Trade Zone, Barreal de Heredia, Costa Rica.
- * Employment: 211 employees
- * Area: It has a total space of approximately 3400 m², with two clean rooms of approximately 850 m²
- * Production:
 - // Radiology site: production of sterile disposables
 - // Semi-automatic and manual tube assembly, incoming inspection, product surveillance
 - // One ISO Class 8 clean room
 - // 2 production shifts

Bayer Medical Heredia began its journey in 2012 with the decision of Conceptus, a medical device developer, to establish operations in Costa Rica.

In 2013, Bayer acquired Conceptus, allowing it to expand its portfolio of products for women's health, and completed this process in 2018.

In 2017, Bayer decided to transfer the manufacturing process of LPCT, a type of X-ray contrast, with the aim of mitigating dependence on a single supplier, thus optimizing its supply chain.

In 2019, Bayer took a fundamental step in its growth strategy by beginning the construction of a second controlled environment, which guarantees quality and safety in its production processes. In addition, CER 1, a risk management system that reinforces its commitment to patient safety, was installed and validated.

Today, this timeline reflects our ongoing commitment to innovation, quality, and patient safety.

These advances consolidate Bayer's position as a leader in the medical device sector. Bayer is positioned as a key player in the healthcare landscape, offering reliable and effective medical solutions to improve people's lives.





Pablo
Arguedas /

Manager of the Bayer Medical Production Plant
Heredia, Costa Rica

“Health for all begins with universal access to early diagnostic tools that enable the effective detection and treatment of diseases. Our commitment at Bayer Medical Heredia is to manufacture products that contribute to this goal, providing hope and well-being to all people.”

Our management from the Health, Safety and Environment (SSHE) department aims at a comprehensive approach that includes personal health and well-being, occupational health and safety and environmental health, incorporating into this equation the community in which our operation is located.

Community actions of employees:

We established a framework agreement for collaboration with the “Alegría de vivir” senior day care center, where, thanks to the participation of Bayer employees, non-perishable food and cleaning supplies were sent. Some of our stakeholders in our value chain were involved in this work as suppliers, who also contributed with these types of supplies.

Some of the results are:

- /// 112 volunteers***
- /// 48 senior citizens benefited***
- /// 6 months of support to the day center***
- /// 180 kg of food delivered***

A gift donated by the collaborators was given to each of the senior citizens, this as part of an end-of-year celebration.

Convinced that corporate volunteering is a triple-impact tool that generates value for the community, the company, and the collaborators, 5 more activities were carried out, including blood donation, waste collection in the Turrubares River, reforestation, and good child nutrition.

- /// 95% of the collaborators participated in the activities***
- /// 1,058 Hours of volunteer work in 2023***



During 2023, as every year, we focused above all on preventing and controlling occupational risks, reducing illnesses and accidents associated with any type of task performed in our facilities, emphasizing the reporting of safety observations and the control of unsafe behaviors, through the programs: BBS (Behavior-Based Safety) and the "Casi-tico" program.

In this same sense, we began the process of implementing the corporate SAFE methodology, which is the set of interconnected main indicators to improve performance through improved risk management (preventive approach). SAFE provides detailed information on the effectiveness of risk management implemented at the plant, including incident reporting, investigation process, management of actions resulting from the investigation, preventive reporting of safety observations for the prevention of incidents and the way to share lessons learned to prevent them from being repeated at other sites.



S

Strive: To reduce the severity of incidents by investigating Potential Serious Incidents, first aid, and recordable accidents.

A

Accountability: To prevent the same types of events from happening again.

F

Focus: On recognizing the hazards present in the plant through near miss reporting and safety observations.

E

Effectiveness: On corrective and preventative actions implemented. Work was also done on the industrial hygiene program, which includes chemical exposure monitoring and noise and lighting mapping, with no findings that compromise the health and safety of employees.

Summary of indicators:

Indicator	Annual Goal	Result 2023
SAFE score	≥75%	146,5%
Safety observation report	≥350	376
First aid	≤12	19
Recordable accidents	0	0
Days without recordable accidents	N/A	669 días
RIR (Recordable Incident Rate)	≤0,38	0,00
Alcohol exposure (Isopropyl alcohol)	≤400 ppm	1.147 ppm
Cyclohexanone exposure	≤50 ppm	0,0541

Health

In the current context, where health and well-being have become fundamental and highly appreciated values, we recognize that the proper functioning of our company depends largely on ensuring the health and well-being of each of our collaborators. We understand that health and well-being encompass both physical health and mental health in their entirety. For this reason, we have defined, implemented and managed the “Be well” program for the period 2023, with the aim of promoting and safeguarding the comprehensive well-being of our team.



Pillars of the program:



Health and wellness campaigns: activities that are developed not only to offer improvement or diagnoses to employees, but also allow us to increase awareness and knowledge about health problems and promote healthy lifestyles and habits.



Ergonomics program: includes proactive measures such as ergonomic evaluations of work stations, ergonomic rotation program, muscle stretching sessions, muscle strengthening program and reactive actions for the management of ergonomic injuries that occur. This includes early injury reporting program, conservative injury treatment, physiotherapy and task adjustments



Medical surveillance program: collection of information, supervision and monitoring of the health status of employees in the company who are exposed to risks that may cause an occupational disease, in 2023 it included the following monitoring:



Audiometry for maintenance and facilities staff due to their exposure to work sites with noise levels above 85 decibels.



Hepatitis and tetanus vaccinations for staff involved in handling the complaints laboratory.



Optometric exams for all production staff and quality technicians due to exposure to and handling of small objects.

Note: There were no findings of any present risks for any of the above exams.

Summary of indicators:

Indicator	Annual Goal	Result 2023
Musculoskeletal injuries	≤10	7
Health campaigns/activities	≥12	16

Summary of health services utilization:

Indicator	Annual target of available appointments	Dates to take advantage of in 2023
Medical office	4.731	4.731
Physical therapy	702	702
Wellness center	11.840	11.732
Psychology	88	88

Health and wellness program campaigns and activities were carried out, such as: nutritional assessment campaign, eye health, blood donation, women's health, 5-a-side football tournament, health and wellness month, addressing suicide situations, thyroid gland health, influenza vaccination, interactive depression and anxiety workshop, family day, safety day, breast cancer prevention, men's health (Movember), mental health, athletic race and the environment.

Environment

We have implemented a comprehensive environmental program that includes:

- Environmental management procedure.
- Environmental matrix to understand the environmental aspects involved in plant management.
- Monitoring of environmental aspects through performance indicators.
- Courses on management and handling of environmental aspects for the entire population.
- Environmental volunteer activities.
- Internal compliance with the annual environmental questionnaire through the tool called Baysis.

Key environmental achievements in 2023:

- Ecological Blue Flag: The awards of the Costa Rican Ecological Blue Flag Program reward the effort and voluntary work in the pursuit of conservation and development, in accordance with the protection of natural resources, the implementation of actions to confront climate change and the search for better hygienic and sanitary conditions.
- To obtain this award, we developed specific actions to reduce the consumption of water, electricity, paper and fuel, among others.

Summary of indicators

Indicator	Annual goal	Result 2023
Electricity consumption (kwh)	≤2.100.000 /año	1.980.420
Water consumption (m ³)	≤2.300 m ³ /año	2.082
Waste generation (ton)	≤96 ton/año	115
Waste score	≤3,100	3,034
Fossil fuel consumption (liters)	≤2.500 litros / año	2.696

Environmental campaigns and activities:

- Sign up to come by bike
- Celebration of Earth Day – waste collection
- Talk about fossil fuels and energy consumption
- Tree planting
- Water resources and wastewater
- Ecological blue flag
- Carbon neutrality and waste management

Moving forward in family planning

The ability of girls and young women to complete their education and thus improve their chances of a self-determined life depends largely on family planning options.

For this to happen, they must be able to make their own informed decisions about whether or not to have children, and if so, how many and when. Knowledge about their own sexuality and access to modern family planning are crucial to helping young people make important life choices. In addition, both education and conversations about family planning strengthen gender equality and the role of women around the world.

That is why access to voluntary family planning is an established human right for more than 50 years. According to the United Nations, more than 200 million women in low- and middle-income countries would like to prevent pregnancy, but do not use safe and effective family planning methods. And according to the United States Agency for International Development (USAID) and studies by the Copenhagen Consensus Center, investment in family planning is the “best buy” for development that can support the achievement of several SDGs.

Empowering women by supporting their family planning and self-determination is an important part of Bayer's sustainability commitments. At the 2019 International Conference on Population and Development, Bayer announced its goal of providing access to modern contraceptives to 100 million women in low- and middle-income countries by 2030, as part of its contribution to the United Nations SDGs.

Currently, construction continues the state-of-the-art pharmaceutical plant that will produce long-acting reversible contraceptives (LARC), with an investment of 200 million dollars (170 million euros) in Costa Rica.

(colocar recuadro con los ODS)

Family planning provides the foundation for greater equality, education and wealth, and plays a crucial role in reducing poverty (SDG 1) and hunger (SDG 2), improving health (SDG 3) and increasing participation in high-quality education. It also strengthens gender equality (SDG 5), which in turn is a crucial factor in future economic and social development.





Impact

BAYER Connigo

Bayer Connigo 

This program has been created to support patients in the use of their Bayer medical treatment. ☺

Lack of therapeutic adherence is a major public health problem and is considered one of the priority issues by the World Health Organization due to its clinical and economic consequences. Non-compliance is one of the most important boundaries between the efficacy and effectiveness of a given drug. Therefore, our goal is to support patients to comply with the treatment prescribed by their doctor.

Some of the support options we offer are:

Women's Health: This is a support and benefits program developed for patients of participating brands.

Cardiology: The protection and support that patients need every day.

Heart Failure: A program to support adherence for patients with chronic heart failure, providing stabilizing strength when they need it most to continue sharing moments with their loved ones.

Chronic Kidney Disease in Type 2 Diabetes: We support patients in learning about their pathology and the importance of adherence to their treatment.

Innovation Center

In 2023, Bayer opened the Innovation Center at the facilities of the NGO Posada de Belén in Costa Rica, which houses 65 girls between the ages of 10 and 18, each with their respective babies, in a state of social vulnerability. Some of them cannot read or write and are referred by the National Children's Trust (PANI) with a dream: to build a promising future for themselves and their children.

Collaborators from the Supply Center Alajuela Production Plant in Costa Rica and various external allies collaborated in the organization and execution of the project.

This space designed to inspire and encourage the creativity of the shelter's teenage mothers was created with several objectives:

- Promote comprehensive processes through innovative methodologies for reintegration into society.
- Organize a virtual environment through digital platforms and media for the development of technological skills and access to the knowledge society.
- Accompany and guide teenage mothers in the formation of habits, behaviors, and skills to be used for adequate development inside and outside the institution with their children.
- Promote links with companies that allow for an employability model that responds to their abilities, skills, and needs.
- It will also allow for conversation and education meetings on family planning and life planning issues.

Empowering girls and ensuring equal rights for them is one of the priorities of the United Nations SDGs. Bayer shares the belief that advancing gender equality is essential for all areas of a healthy society, from poverty reduction to health promotion and education, while recognizing the key role our company can play.

Healthy Youth Workshops

Workshops that provide young people with the necessary tools to prevent teenage pregnancy, recognize inappropriate relationships, and learn social skills to have good relationships with other people.

The workshops were taught by the Fundación Tejedores de Sueños in Costa Rica.

25 workshops conducted + 485 adolescents trained

Your sexual health **within reach**

A mobile medical unit provides sexual and reproductive health services, specialized care, and contraceptive methods in Colombian communities with access barriers, so that users can make informed decisions about their sexuality and life plans.



+264 brigades

+5.725 people benefited

+20.000 services provided (in 2022)

#Yo planeo mi futuro

The #YoPlaneoMiFuturo initiative is an educational project aimed at users that seeks to support the development of programs to prevent unplanned pregnancies in the region, through training and awareness-raising on the importance of contraceptive counseling and the choice of a method that aligns with individual needs, priorities, and expectations.

We expanded the educational offer to more than 5,000 women to raise awareness of the different contraceptive methods.

We updated the #YoPlaneoMiFuturo website with a new section that allows users to reflect on their needs, prepare for the consultation, and find a doctor who specializes in long-acting contraceptives if they have not yet decided.

Contents and objectives of the initiative:

- The content developed by Bayer's Medical Department and the business contains valuable information aimed at users on contraceptive methods, family planning, heavy menstrual bleeding, modern contraceptives, among others.
- The initiative seeks to educate users on all available contraceptive methods, empower informed decisions regarding family planning, and encourage consultation with health professionals for appropriate advice, thus contributing to informed choices about contraceptive methods and to the reduction of risks associated with unplanned pregnancies.
- Additionally, it seeks to provide training to doctors and organizations in the sector on modern contraceptive methods and the prevention of unplanned pregnancies.

Bayer is committed to addressing the issue of unintended pregnancies as part of its global sustainability strategy aligned with the UN Sustainable Development Goals. The goal is to meet the need for modern contraception for 100 million women in low- and middle-income countries by 2030, having reached 44 million women worldwide by 2022.



Access the site



#Yoplaneomifuturo





Supply Center Manufacturing Facility, Alajuela, Costa Rica

We are making an important contribution to improving the health, rights, and economic situation of women around the world, which is a fundamental foundation for greater equality, education, and prosperity for all.

- Foundation: Start of operations 2024.
- Location: Coyol Free Trade Zone in Alajuela, Costa Rica.
- Employment: 112 employees and we started operations with a workforce of 250 employees.
- Area: Over 21,000 m² plus mezzanines, with a total area of approximately 28,000 m². In addition, our site consists of clean rooms for primary packaging and assembly, a secondary packaging area, a warehouse, physical, chemical, and microbiology laboratories, and associated administrative and support areas.
- Production: Long-acting reversible contraceptives (LARC): intrauterine devices (IUDs) and endodermal implants. We are in the validation stage of the production process for two of the products.

“We are providing opportunities to improve the lives of many women around the world.”

Our approach:

- Provide access to affordable modern contraceptives.
- Increase availability and add more long-acting reversible contraceptive options to the method mix, meeting unmet demand.
- Increase self-reliance and help build donor-independent markets.
- Leverage partnership programs to raise awareness, apply best practice knowledge, and achieve impact at scale.

Access to family planning

- Provide access to affordable modern contraceptives.
- Increase availability and add more long-acting reversible contraceptive options to the method mix, meeting unmet demand.
- Increase self-reliance and help build donor-independent markets.
- Leverage partnership programs to raise awareness, apply best practice knowledge, and achieve impact at scale.

We believe that all women should have access to voluntary family planning regardless of their economic situation.

We are working in collaboration with the following donors:

- United Nations Population Fund or UNFPA
- United States Agency for International Development or USAID





Jimmy
Suazo

General Manager of Supply Center Alajuela,
Costa Rica

“At Supply Center Alajuela we are focused on being able to start production and achieve our sustainability goal of reaching 100 million women in low- and middle-income countries, providing access to modern family planning products. And with that, providing opportunities to improve the lives of many women and their families around the world.”

Sustainability projects and initiatives

Environmental volunteering activity

In 2023, we celebrated World Earth Day with a volunteer activity focused on waste collection in communities such as Coopeval Street and Ojo de Agua Creek. With the participation of 60 collaborators and approximately 180 hours of work, one ton of waste was collected. We coordinated this work together with the Municipality of Alajuela for its proper management.



Comprehensive waste management

We implemented a comprehensive waste management program, achieving the goal of being a company with zero waste to the landfill from the production process. This success was achieved through training, awareness-raising activities, and a direct investment in proper waste management.

Maintenance of the reforestation program

In 2023, we continued with the reforestation program started in 2022, maintaining more than 600 living trees in the surroundings of the property where we operate and the Ojo de Agua stream. With a 75% success rate in tree survival, more than 50 volunteers participated in maintenance and fertilization activities.

Blood donation campaign

Organized in coordination with the National Blood Bank. The initiative had the participation of 28 Bayer workers, supporting this noble cause and contributing to the blood needs in the community.

Collaboration with the local Fire Department

Collaboration with the local Fire Department began in 2023. The program seeks to improve fire response strategies in the community and provides spaces within Bayer property for routine firefighter training and practice.

Open House for employees' families

The event included a presentation on Bayer's mission and a talk on proper waste management, promoting environmental awareness among more than 100 attendees.

Visit to educational centers

The event included a presentation on Bayer's mission and a talk on proper waste management, promoting environmental awareness among more than 100 attendees.

We welcomed 9 children and young people from various educational institutions in a nearby community, in recognition of having been the winners of the inter-institutional science fair.

During the tour of our facilities, visitors had the opportunity to acquire knowledge about the processes that are carried out to produce our products. In addition, they were able to understand the operation of various machines essential for their manufacture. The experience also included the exploration of some of the professions of our collaborators, who play a crucial role in the management of the technologies used in the production of the final product.

This experience offered children and young people an enriching experience, providing them with greater knowledge about the field of science and opening their minds to future possibilities in the scientific and technological field.





For our collaborators

|||| For those who drives **success**

Bayer's success is essentially based on the knowledge, leadership and commitment of our employees. We focus on our corporate values and on establishing a dialogue-oriented corporate culture based on trust and respect for diversity and equal opportunities. We offer our employees attractive conditions and broad opportunities for individual development.

About Our Employees

We strive to create a work environment where all employees feel welcome and can perform at their best. We aim to continue recruiting and promoting employees who have critical skills and qualifications, while also focusing on inclusion and diversity.

Employee Data

- **2,887 employees**
- **52% men**
- **48% women**
- **+15 nationalities**
- **In management positions:
51% men and 49% women**





To succeed in our mission of “Health for All, Hunger for None,” we must continue to build a culture that not only embraces all of its people, but intentionally embraces the diverse and unique experiences, backgrounds, skills and perspectives of our teams to create a positive impact in the communities we serve.

Bayer creates an inclusive environment where employees of all genders, ethnicities, backgrounds, abilities and orientations feel welcome and able to contribute, which is critical to creating a great place to work.

Bayer promotes a culture of inclusion and diversity to drive innovative solutions. We embrace and foster the unique identities of our employees and believe that our human capital is one of our most valuable assets.

The collective sum of individual differences, life experiences, knowledge, innovation, self-expression, unique capabilities and talent that our employees bring to their work represents an important part not only of our culture and reputation, but also of Bayer’s success.

There are 3 global groups as resources for employees where a culture of inclusion and diversity is promoted: GROW, ENABLE and BLEND.

In 2023 we achieved different spaces to share and educate about diversity and inclusion:

15 workshops and sessions + 1,179 participants

Fairness and respect at work: We treat each other with fairness and respect
Bayer is a place where employees can positively change the world through their work.
To create value in a diverse world that empowers people with different knowledge and skills to make a difference.



BAYER

In Ecuador we received the Safe Company Seal Certification
*Fulfilling the local objective of supporting the global requirements
of Bayer ESG, for its work in favor of women's rights and against
violence against them by the Ministry of Labor and the Chamber of
Industry.*

Workplace Behavior

Bayer is a place where employees can positively change the world through their work, and where they can learn and grow every day. To create value for a diverse world, we need to be a diverse and inclusive workplace that empowers people with different backgrounds and abilities to make a difference. We are accountable to our employees around the world and apply these standards to the partners we work with.

- We treat each other fairly and respectfully with zero tolerance for discrimination or harassment.
- We create a diverse and purposeful work environment.
- We foster a culture of trust and inclusion.
- We ensure fair compensation and equal opportunities for all our employees.
- We ensure safe and healthy working conditions.
- We develop employees based on their achievements and practiced values.
- We respect diversity of thought and freedom of expression, religion and sexual orientation.
- We support community engagement based on our Bayer values.

Talent Management

Our different talent management processes: selection, training and development, performance evaluation, among others, focus on identifying, promoting and complying with the attributes and behaviors that make up our values.

Selection process

We currently have a selection process, which is documented through an internal online system that allows us to know the stages, status and progress of the process, always guaranteeing transparency.

All selection processes that are generated throughout the PACA region are always carried out under internal calls, as well as external ones through publications in the different universities and web portals.



A close-up photograph of a woman with long dark hair, smiling broadly. She is wearing a black leather jacket over a white ribbed top and a necklace with a small pendant. The background is blurred, suggesting an indoor setting.

Training and development of our employees

Our employees need a broad spectrum of competencies, skills and knowledge to fulfil our mission of “Health for all, Hunger for none”. Successful careers at Bayer are the result of lifelong learning. We consider it a central task to offer our employees a wide range of continuing education options for their development. As an integral part of our learning culture, the Group’s regulations on learning and training are of crucial importance in this context.

The performance of our employees plays an important role both for the growth of the company and for their individual development. Because of this, we have training programs that follow the 70-20-10 methodology. This methodology implies that 70% is learned by the employee himself/herself on a day-to-day basis, 20% through the relationships that the employee has with his/her boss, mentor or coach and 10% through face-to-face or virtual training in specific courses.

We have strong e-learning training systems that offer countless courses to strengthen and develop different skills and abilities in our employees. These platforms are:

- Go Learn: a continuous training and development platform based on artificial intelligence and connected to premium sources, so that our employees can access, free of charge, a multitude of courses, programs, books, podcasts, among others, to develop skills, according to the interests, time and pace of the employee. The platform constantly makes suggestions about courses and content that are related to their interests and the employee can connect from any Bayer device, at any time and at any time.
- My learning: it has more than 20,000 courses of all kinds available. This system also allows the different internal areas of the organization to assign mandatory courses, as well as the monitoring and compliance of these. For example, all annual courses on knowledge and compliance with the Policy of Justice and Respect at Work and Corporate Compliance are carried out through this channel.
- EF Founder Program: All our employees have the opportunity to enroll in the English program through the EF Founder platform, a virtual school that allows them to learn and/or improve their English. The program offers virtual group classes 24/7, as well as many additional internal resources to ensure continuous learning. This program is free for employees, as the cost is covered directly by Bayer Global.

One of the main objectives of our e-learning training program is to enable our employees to maintain an optimal level of training, professionalization and continuous learning, always within their direct reach, to effectively respond to the challenges that arise in their role and in the internal/external environment. Additionally, it seeks to be a means to increase the company’s capacity and competitiveness through the development of our employees.

Wellbeing

We help our employees balance their work and private lives. Considering their individual situation, we give them flexibility when setting their work schedules and places and offer them parental leave and support in caring for children and their close relatives.

Hybrid working

Within the scope of our Next Normal Office and New Ways of Working concepts, we fundamentally give our employees the freedom to decide together with their supervisor how and where hybrid working with a flexible combination of mobile work and on-site presence makes sense.

The increasing use of flexible working models is part of our Next Normal Office concept, in which our employees at all hierarchical levels (empowerment) are given more flexibility and responsibility. In accordance with the requirements of labor law and considering cultural differences, we want to meet the needs of our employees and customers and thus strengthen our business operations.

Be Well, Be Bayer

It is a health and wellness program that is jointly supported by the Human Resources and Health, Safety and Environment (HSSE) areas, which aligns the expectations and needs of our businesses with the balance between performance and well-being of employees in the region. The goal is for employees to achieve their goals and, while doing so, enjoy every moment learning about their mental health, doing physical activity, valuing their health and sharing with their family.

The “Be Well, Be Bayer” program seeks to promote healthy behaviors and working conditions in balance with personal and work life, contributing to the improvement of habits of employees and their families. In 2023, weekly activities and talks were generated for the physical, emotional and comprehensive health of employees and their families.

“Be Well, Be Bayer” is based on 4 pillars that reflect and seek to promote the comprehensive well-being of our employees and their families:



In 2023, the following were carried out:

- 34 activities
- 2,852 participating employees
- 3,566 hours of training

In addition, we dedicated our well-being efforts to promoting the mental health of our employees, with 2,537 hours of training.

Juntos por tu #Salud Mental

Psychological first aid training sessions were held, focusing on three interest groups: the general population, leaders, and support areas.

These training sessions focused on teaching simple psychological techniques that are applied in difficult and emergency situations to provide psychological first aid to a person who is experiencing a mental health crisis; this may be an anxiety attack, experiencing irritability, feeling fear, discouragement, or depression. 1,034 people from the region participated.

In Ecuador we received the “Activate and Live” Certificate Issued by the Ministry of Public Health of Ecuador, where Bayer’s actions regarding mental health were highlighted as a good practice. This certificate is obtained with 98% being the first and only company to be certified with the highest compliance score in the year.

Prevention of musculoskeletal disorders

There is a program focused on the prevention of musculoskeletal disorders by disseminating information on occupational ergonomics. The program also includes monitoring of musculoskeletal pathologies that have chronic characteristics, to provide appropriate counseling, as well as to prepare medical-occupational reports in case of the need for work restrictions.

Protection of pregnant and nursing mothers

Special spaces are available at the sites for the care of the mother during the breastfeeding period (nursing room) and in some countries there are policies focused on the health of pregnant and nursing mothers, for the correct development of pregnancy and the nursing child. Pregnant women are periodically identified, associated risks are assessed, medical-occupational reports are prepared as needed, and periodic medical surveillance is continued. .

Protection for people with disabilities

We have a program focused on the care and prevention of the health of people with disabilities, in which the risks inherent to the job position they have and the pathology or disability they may have been evaluated, to apply the respective controls. The follow-up is aimed at evaluating the updated status of your condition, providing timely advice and answering any health questions you may have.

Health, Safety and Environment

Bayer aims to be a valuable leader in health, safety and environmental protection. Effective HSE management is the key to protecting people and the environment. Through its HSE&Q policy, it demonstrates its strong commitment.

In order to meet its objectives in the PACA region, Bayer has experts at its sites responsible for ensuring legal compliance, continuous improvement of its processes and taking care of everyone.

Occupational Health

During 2023, we carried out health surveillance that is designed to maintain and/or improve the health, physical, mental and social well-being of workers, and prevent occupational diseases.

Health surveillance is divided into two main pillars: prevention and promotion of individual and collective health, involving activities aimed at prevention, promotion, education, well-being and recovery of the health of employees, protecting them against risks derived from work activity, according to their psycho-physiological conditions and keeping them fit to work.

For Bayer, the identification, prevention and control of risks to workers' health is of fundamental importance.

The medical evaluation and its results established the occupational aptitude of the collaborators, in accordance with the requirements of the job descriptions, which allowed us to carry out health surveillance programs that corresponded to the risks to which they are exposed by the job position, the preexistence of pathologies was established, thus providing recommendations and the health promotion program was promoted as well as diseases, improving the health condition and its optimal performance.

During 2023, vaccination campaigns focused on the prevention of seasonal influenza were carried out at the regional level and each country carried out vaccination campaigns in accordance with its legal requirements, such as prevention against Tetanus, Hepatitis, among others.

Regarding collective surveillance of workers, the focus was on prevention and health promotion in accordance with the medical-occupational evaluations mentioned above.

As part of occupational health management, visits were made to workplaces with the aim of maintaining the integrity of each worker and inspections were made to facilities such as: first aid kits, sanitary areas, water quality and dining room.

- Within the framework of the BeWell program, the following campaigns were carried out during 2023:
- Sexual and reproductive health focused on the prevention of diseases related to women (breast cancer, cervical cancer), men (prostate cancer, testicular cancer) and prevention of sexually transmitted diseases (HPV).
- HIV prevention.
- Prevention of psychosocial risk factors (psychosocial surveys).
- Prevention of mistreatment, abuse and discrimination in all work environments.
- Prevención al maltrato, discriminación y abuso contra la mujer.

- Prevention of mistreatment, discrimination and abuse against women.
- Prevention of alcohol, tobacco and drug use in compliance with internal policy.
- Blood donation campaigns.
- Active break campaigns.
- Healthy habits program:
 - Healthy nutrition campaigns
 - Sedentary lifestyle prevention campaigns promoting healthy habits
 - Specialized care by a nutritionist with evaluation, treatment and recommendations
 - Delivery of healthy snacks at the sites

Regarding occupational hygiene, measurements were taken of:

- Noise
- Lighting
- Temperature (thermal stress)
- Ergonomic studies and visits to workplaces

Bayer applies the internal policy of prevention of consumption of alcohol, tobacco and other psychoactive substances (including electronic devices).

Absolute prohibition of consuming and selling alcoholic beverages and/or psychoactive substances Consumption:

Consumption:

PACA collaborators of:

- Production plants
- Agricultural operations
- Research centers
- Any of the facilities
- Administrative and sales collaborators

Marketing:

- Any form of marketing and/or distribution of alcohol, tobacco and any other psychoactive substance is prohibited on the premises, on behalf of or in the performance of duties on behalf of Bayer.

The prohibition applies to:

- In the workplace
- During working hours
- Outside of working hours if they may affect job performance and if upon entering work, your ability to perform your duties may be compromised, even at a minimal level.

In case of non-compliance, each case will be evaluated against the guidelines of the internal work regulations, as well as applicable legislation.

Bayer, in all its operations in the region, will promote and develop campaigns, programs and initiatives, with the aim of raising awareness among workers regarding the effects of these substances on health.

Safety

Each country conducts a risk assessment survey, training needs for compliance with the required legislation on safety, occupational health and the environment, in addition to the analysis of occupational risks for each business and each job position.

Occupational risk exposure assessment

Occupational risk factors were analyzed by job position, to prevent the appearance of body disorders that may occur due to exposure to risks according to the job position identified in the risk matrix. Each site has an updated risk matrix and the corresponding prevention measures have been established based on this.

The risk factors that have been worked on correspond to the following categories:



Physical: Those related to excessive levels of noise, lighting, temperatures and non-ionizing radiation.



Chemical: Those health risks that result from excessive concentrations of chemical substances, which can be inhaled, ingested or absorbed through the skin, mucous membranes, digestive and respiratory tracts.



Biological: Microorganisms that interact with the individual and can cause diseases. Also included in this point are vectors and activities related to exposure to viruses, bacteria, fungi or others.



Ergonomic: Those risks resulting from the interrelation between the worker and his workstation, activities, machines or his work environment. The biomechanical or physiological factors immersed in the work activity of collaborators can generate physical damage or diseases due to repetitive movements, static postures, bad postures or forced postures.



Psychosocial: These are defined as those conditions present in a work situation that are directly related to the organization of work and its social environment, to the content of work and the performance of the task, and that are present with the capacity to affect health and work development.

Knowledge of potential occupational risks was achieved by determining Individual Occupational Risks and their control measures regarding occupational health, supported by the BeWell program and activities at each site for prevention and health promotion.

Preparedness for incident and emergency response

Bayer sites in the PACA region, with locations and organizations in each country, have emergency preparedness plans and first aid protocols that adequately address the management of emergencies and other incidents.

Professional management of incidents and emergencies is crucial to minimize their impact on people and the environment. It also protects business continuity and the company's reputation.

Emergency response is activated by SSHE experts, brigade members who are collaborators of the different businesses, and the support of an occupational physician trained for this purpose.

Road safety

The #TúDecidesEnLaVía program ensures that in 2023 the 600 employees who drive corporate vehicles for business purposes can follow all safety rules. In 2023, activities were carried out and disseminated through the company's communication channels, in order to prevent accidents, training and guidance were provided on issues regarding road safety policies and education, safe and responsible driving practices, and emergency management and accident prevention.

Bayer in the PACA region joined the commitment made globally with the UN during road safety week with communication activities disseminated throughout the region with the active support of senior management.

Locally, we carry out activities and training based on the prevention of accidents and incidents related to driving, updated traffic regulations, defensive driving, managing emotions while driving, dissemination of Bayer's internal policy, vehicle insurance, and physical safety.

2023 Scope: more than 600 hours of training.



Contractor Management

- In 2023, 100% of our contractors were approved in accordance with the Bayer Contract & Guest Procedure, which involves contractors who perform work in our facilities and are trained in the policies, procedures, and safety measures of the sites in accordance with Bayer requirements.
- At the PACA level, this procedure has been implemented 100%, so we have detailed control of the people and activities of our contractors, focusing at all times on legal compliance, care for people and the environment.
- On-site, contractors are managed in order to ensure compliance with the legislation, safe work requirements and thus avoid accidents.

Audits

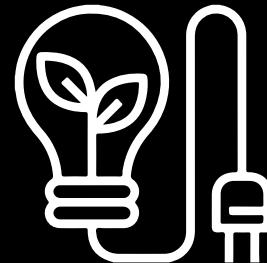
SSHE documented the audit program that includes compliance with the SST management system, compliance with legal requirements for storage, transportation, logistics, maquila and environmental services providers. 100% compliance was achieved, executing 41 audits and resulting in "Risks under control".



Environmental management

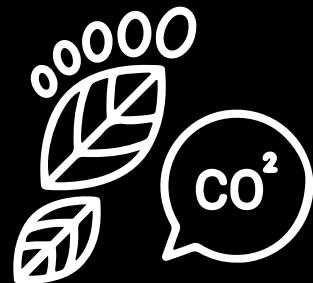


For our responsibility to environmental protection



Energy consumption [TJ]:

- Total 92 (50% is renewable)
- Primary 26
- Secondary 66 (70% of secondary energy corresponding to electricity is renewable)
- Reduction in energy consumption equal to - 43% ⁽¹⁾



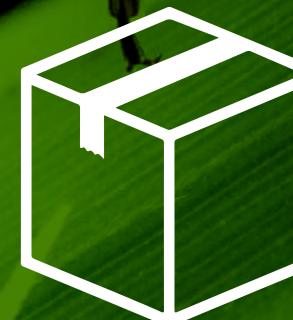
Greenhouse gas emissions [tCO2e]:

- Total 2.146
- Direct 1.961
- Indirect 187
- CO2 emission reducción equal to -2,763, equivalent to - 56%. (Bayer's global target is - 42% of all CO2 emissions by 2030). ⁽¹⁾



Water consumption [m3/1000]:

- Total 857 (857.000 m³)
- Production plants 44 (44.000 m³) and (813.000m³) on-site irrigation (to irrigate plantations and land)
- Increase +0.7%. ⁽¹⁾



Waste generated [ton]:

- Total generated: 2.459 toneladas
- Disposed 2.459
- Dangerous: 555
- No dangerous: 1.904
- Generation reduction-44%. ⁽¹⁾
- Recycled: 42.04% ⁽²⁾
- Confinement: 16.74% ⁽²⁾
- Incinerated: 18.44% ⁽²⁾
- Composting: 22.78% ⁽²⁾
- Others: 0% ⁽²⁾

(1)Regarding the baseline of the BaySIS Report (internal tool) 2019 and sites with energy consumption ≥ 1.5 TJ. In 2019, the following countries were considered for the baseline: Colombia, Costa Rica, Guatemala, Peru and Venezuela.

(2)Considering the total generated in the year 2023

We fulfil our responsibility to protect the environment in many different ways, one of which is to reduce the environmental impact of our business activities and develop product solutions that benefit the environment.

For us, an efficient approach to raw materials and energy makes both ecological and economic sense. Our measures help to reduce environmental impact while also reducing costs associated with materials, energy, emissions and disposal.



Climate change

Our decarbonization goals are in line with the Paris Climate Agreement and to achieve them we implement extensive measures to combat climate change and its effects (SDG 13).

For example, we are reducing our own greenhouse gas emissions (Scope 1 and 2) and greenhouse gas emissions across our value chain (Scope 3).

Our reduction targets were confirmed by the Science Based Targets initiative (SBTi). In addition, we are striving to achieve a goal of net-zero greenhouse gas emissions across our entire value chain by 2050.

We are also helping to increase Bayer's own and our customers' resilience to the effects of climate change. In addition, we are developing transformative solutions that enable agriculture to emit less greenhouse gases and instead help capture CO₂. This makes agriculture an important enabler in the fight against climate change.

Environmental Impact

Through innovative technologies and cutting-edge new business models, we are working with farmers to reduce greenhouse gas emissions in the field and the environmental impact of crop protection by 30% this decade.

Through innovative solutions that promote sustainable, low-emission and resilient agriculture, we help protect the climate, the environment and biodiversity (SDG 13 and 15). We also want to reduce water consumption (SDG 6) in agriculture in the future.



Climate neutrality

We will offset our emissions (Scope 1 and 2) that remain after reduction through technological measures and cannot be avoided (such as greenhouse gas emissions generated by chemical processes or through business travel) by purchasing certificates from climate protection projects that meet recognized quality standards. In this way, our overall goal is to achieve climate neutrality for our own sites by 2030.

We have set specific criteria for obtaining certificates from climate protection projects. In this process, we focus on nature-based climate solutions, preferably in forestry and agricultural projects. We will also invest in innovative projects to promote the development of voluntary emissions trading. We report on our strategy and the projects we support on our website.

Net Zero Target

Bayer has committed to achieving a net zero target for greenhouse gas emissions across the entire value chain by 2050 or sooner as an expression of its commitment to net zero greenhouse gas emissions.

Impact

CampoLimpio

This is an industry-wide project for the plastic economy of the countryside and the establishment of container management schemes in Latin America.

Through this initiative, collection centers are built, and knowledge exchange is facilitated between countries. The transformation to a circular economy is an overarching goal that we can only achieve together. The project therefore involves various stakeholders from the public and private sectors.

With Campo Limpio we contribute to:

- // Care for the environment
- // The development of a circular economy
- // Preventing agricultural input waste from ending up in inappropriate places

In partnership with the CampoLimpio Corporation in Colombia, we recover 357 tons of containers, packaging and packaging of products that arrive at the field, and which go through a triple washing and recycling process.

Disclosure Insight Action (CDP)

CDP has awarded Bayer an A- rating for its climate strategy. We also achieved good results in the areas of Water (A-) and Forest (B). The company has been included in the CDP ranking since 2005.

Punto azul

It is a post-consumer plan for expired or partially used drugs or medications. We work together with the Colombian pharmaceutical industry to ensure their safe collection and controlled final disposal, thereby protecting human health and the environment.

Container collection in Guatemala

Together with Agrequima (Agricultural Chemical Association), we carried out empty container collection campaigns with our main accounts and sugar cane producers (sugar mills and independent producers) in the south of the country.

In total, 101.7 tons of plastic were collected between 2022 and 2023, transferred to a waste processing plant, contributing to the care of the environment.



Supply chain management



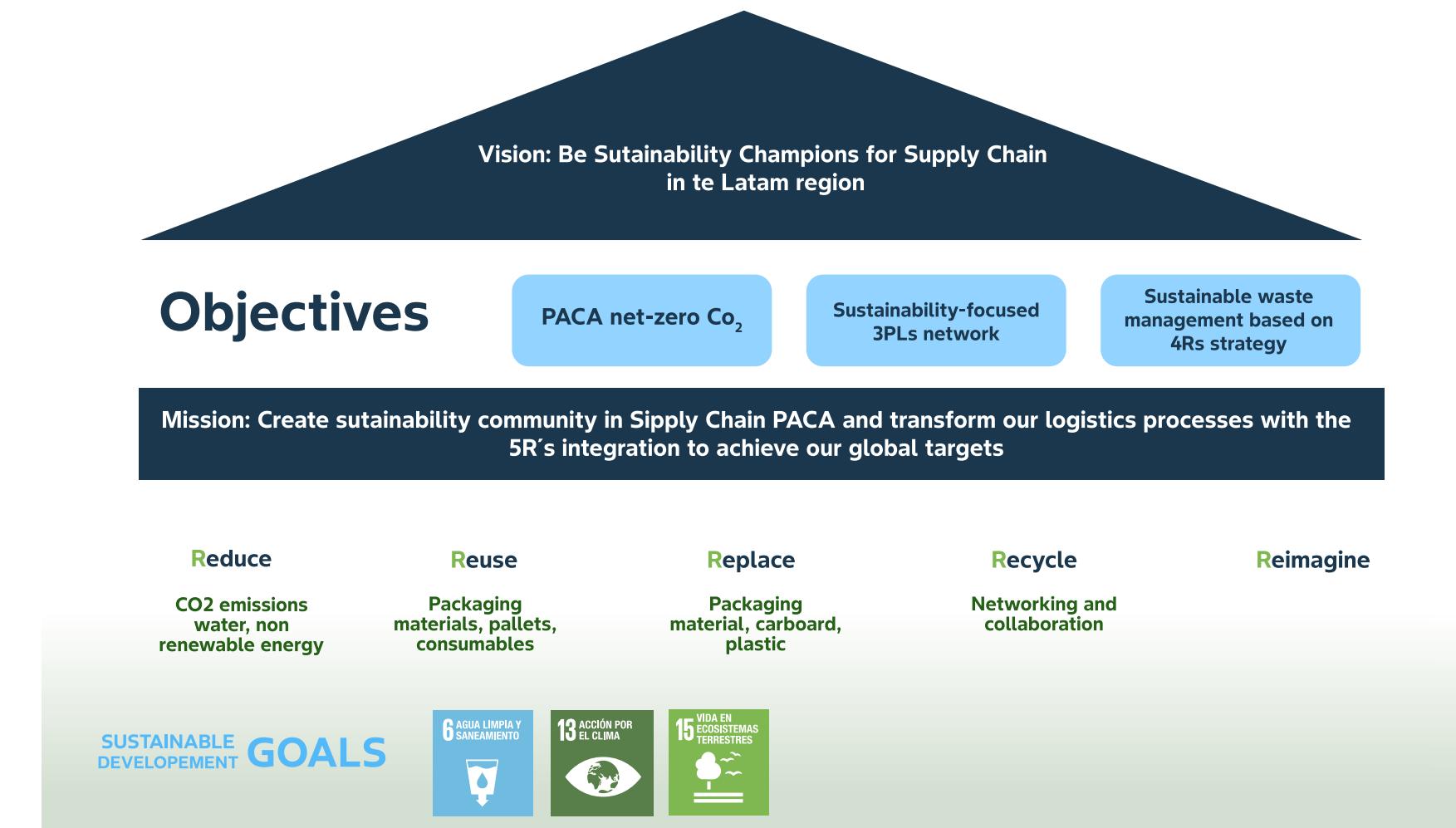
For responsible **business conduct**

Our products and services can contribute to transformative change around the world. In this spirit, we want to collaborate with our business partners throughout the value chain and take responsibility.

Our goal is to help people and communities thrive by partnering and doing business with us.

- We compete fairly in all markets, act with integrity in all our business dealings, comply with all applicable laws and respect all antitrust regulations.
- We make business decisions that are not affected by conflicts of interest and comply with business conduct laws.
- We take appropriate measures to prevent money laundering.
- We have zero tolerance for bribery and corruption.
- We strictly enforce rules regarding the acceptance of gifts.
- We emphasize data protection.
- We protect the privacy of personal information and data.
- We protect our own and third-party confidential business information.
- We restrict insider trading and have no tolerance for insider trading.
- We expect our suppliers to conduct their business activities with Bayer in accordance with the Bayer Supplier Code of Conduct, which sets out key ethical, social and ecological standards.
- We adhere to the standards set by our industry associations and aim to take a leadership role in the development of standards.

Supply Chain PACA Sustainability Strategy



Initiatives

Cold chain change

We made a change in the cold chain packaging, replacing styrofoam with reusable coolers to reduce the environmental impact and promote sustainability in our logistics operations.

Various packaging alternatives were evaluated to ensure the viability of this transition, considering efficiency in cold chain conservation, durability and environmental impact. In addition, staff is being trained and collaborating with suppliers to ensure successful adoption of these more sustainable practices in cold chain management.

Contenedores de doble nivel

We are looking to implement double-level containers for the dispatch of our products in international shipments, guaranteeing the integrity of the load during transport.

This allows for greater load capacity per container, reduces the number of containers needed to transport them, lowers costs and minimizes the impact on the environment.

Bulk shipments

The main objective of this project is to optimize the distribution of our products by eliminating the need for palletization in containers and trucks, through bulk shipments, in order to generate savings in the cost of pallets and increase the load capacity of the means of transport used.

We evaluate the load capacities of the means of transport used and design strategies to maximize efficiency in the distribution of bulk products. And we develop processes and systems that facilitate the safe handling and transportation of bulk products, guaranteeing the integrity of the load during distribution.



Sustainable Freight

This involves implementing an innovative transportation model for our products, seeking to minimize the number of trucks through efficient route planning and thus reduce the frequency of trips. In this way, we protect the environment and ensure the quality of the service offered to our clients, consumers and patients.

We evaluate the different sustainable technologies and practices in fleet management, with the aim of ensuring environmentally friendly transportation operations.

Implementation of electric vehicles

The project focuses on the gradual transition towards a more sustainable transport fleet in our supplier companies, promoting the use of environmentally friendly technologies, such as electric, gas and hybrid vehicles. The objective is to reduce CO₂ emissions in our logistics operations.

To achieve this, we are collaborating with our transport providers to develop a plan that facilitates the progressive adoption of these greener vehicles, prioritizing the use of smaller vehicles for urban and short-distance deliveries. In addition, an evaluation of the available technologies and financing options is being carried out to support our suppliers in this transition towards a greener fleet.

We continue to monitor and measure progress in the implementation of the plan, ensuring that the CO₂ emissions reduction targets are met and the positive impact on the sustainability of our supply chain is maximized.

Implementation of sustainable packagins

Implementation of compostable/environmentally friendly packaging for one of our main products, to meet the company's sustainability goals.

In addition, CO₂ emissions are reduced through the optimization of packaging processes and the selection of materials with a lower environmental impact.



Implementing the circular economy model for corrugated

We have implemented new destruction models, where we separate the corrugated and folding cartons to deliver them to a supplier who chops them, transforming them into corrugated pulp. This pulp is then used as raw material in the production of new corrugated, marking a change in our destruction process towards incineration.

To ensure the efficiency and sustainability of this process in Colombia, we carried out a tender that allowed us to establish a robust system for the transformation of corrugated waste. Current reports highlight significant savings and a notable reduction in CO₂ emissions, evidencing the benefits of adopting a circular economy approach.

Energy Usage Optimization

Establishment of a support and alignment program with our suppliers to identify opportunities to reduce electricity consumption and implement renewable energy sources in their operations. We identify viable and efficient options to generate shared value.

Reusable Pallets

This project includes the creation of an efficient system for the management of reusable pallets, facilitating their identification, collection and redistribution. Rigorous processes and procedures are being implemented to ensure that the pallets maintain high quality and durability, meeting the standards required for their reuse on multiple occasions. In addition, we work in collaboration with partners and suppliers to encourage sustainable practices in pallet management, promoting their reuse and thus minimizing the environmental impact derived from the use of single-use pallets.

Frequencies reduction

Collaboration with business partners to implement strategies to consolidate customer orders, with the aim of reducing the frequency of shipments and optimizing the use of transport vehicles.

Includes the development of processes and systems that allow for more efficient planning of shipping routes, maximizing the load capacity of vehicles and minimizing resource consumption during transport.

In addition, we implement technologies and practices that facilitate the coordination and efficient management of shipments, with the aim of reducing the environmental impact and costs associated with distribution logistics.

Responsible products

For Bayer, the safety of our patients is the main objective. That is why we maintain constant communication channels with our clients and preventive measures regarding quality, to monitor the safety profile of our products.



Natalia
Medina

Director of Supply Chain,
Consumer Health

“**As supply chain leaders, we must incorporate sustainability as a strategic pillar within our mission.**

Today at Bayer we carry out sustainability initiatives and practices, under efficient and responsible waste management practices, in collaboration with our strategic allies and clients that allow us to guarantee cost-efficient operations, which contribute to the well-being of our communities and the future of our environment. Today we work in collaboration to strengthen ourselves as an industry for the future of a better planet.”

Pharmacovigilance System

Bayer continuously monitors the safety and quality of its products for human use to ensure the benefit and safety of patients and consumers.

Activities are governed by the safety and quality management framework regulated by international and local laws, as well as Bayer's internal regulations, ensuring compliance with the correct reporting of adverse events and the establishment of measures to minimize risks, if necessary.

How do we manage pharmacovigilance?

Our work in pharmacovigilance is managed through the following actions:

- Through timely reporting of adverse events received through different communication channels (Call Center, websites, social networks, contact with health professionals, patient support programs, scientific activities in collaboration with national and international medical societies, among others).
- Training of our collaborators in pharmacovigilance, in order to comply with internal regulations and local legislation.

Quality Management

The Quality Assurance area provides support to the Pharmaceutical and Consumer Business Units, Ethical Products and OTC Medicines, respectively. As responsible for the development of the local quality management system, their responsibilities include the company's commercial and logistics operations, as well as the management of claims, monitoring and implementation of procedures that guarantee compliance with local quality requirements and quality directives at the global Bayer level.

Purchasing

As a global company, Bayer sources services and materials from around the world. For this reason, we align our purchasing and supplier management processes with ambitious ethical, social and environmental principles. We expect our suppliers to also respect these principles, and we support them in doing so. Through this approach, we help to improve sustainability in our supply chain.

Our global purchasing policy details the entire purchasing procedure and is complemented by the Corporate Supplier Code of Conduct, which contains the sustainability management criteria for evaluation.

The sustainability aspects evaluated and set out in the Corporate Supplier Code of Conduct are:



In addition, as part of the guidelines of our Supplier Code of Conduct, we focus on ensuring that the companies that provide us with manufacturing, transportation, storage, and distribution services for our products, among others, comply with the protection and safety of their employees and the environment.

During 2023, the processes of 100% of our suppliers in the PACA region were audited, in accordance with the Supplier Code of Conduct.

Recognitions in the region

Country	Recognition	Detail
Colombia	Merco Companies	#5 in the pharmaceutical sector
Colombia	Merco Talent	#85 in the general ranking and #4 in the pharmaceutical sector
Colombia	LinkedIn Top Companies 2023: the 25 best companies to advance professionally in Colombia	#10
Costa Rica	Companies with the best human talent in the region SUMMA	#23 in Costa Rica, according to the SUMMA magazine ranking
Costa Rica	Merco Companies	#45 in the general ranking and #1 in the pharmaceutical sector
Costa Rica	Merco Leaders	# 47
Costa Rica	SUMMA ranking of diverse, equitable and inclusive companies	#49 according to the SUMMA magazine ranking
Costa Rica	25 outstanding entrepreneurs from Estrategia y Negocios	#25
Costa Rica	25 most outstanding companies by country, from the Estrategia y Negocios Costa Rica magazine	#23
Ecuador	Ekos Violeta Recognition for Good Gender Equality Practices by the "Se Puede" program	34 companies were recognized for implementing initiatives that work in favor of women and promote equality in their daily lives
Guatemala	Merco ESG	#3 in the pharmaceutical sector
Guatemala	Merco Companies	#31 in the general ranking and #3 in the pharmaceutical sector
Guatemala	Merco Leaders	#49, #73 y #83
Guatemala	Merco ESG responsibility	#25 in the general ranking. #17 Environment, #25 Social and #29 Governance
Peru	Merco Companies	#5 in the pharmaceutical sector
Peru	Merco Talent	#185 in the general ranking and #4 in the pharmaceutical sector
Peru	WOMENCEO PERU	30% by 2030 Path to Parity Distinction
Rep. Dominicana	Merco Companies	#57 in the general ranking and #1 in the pharmaceutical sector
Rep. Dominicana	Merco ESG responsibility	#64 in the general ranking and #1 in the pharmaceutical sector



***For the community:
our contributions***



Our contributions

Social inequality in our world is growing and is exacerbated by challenges such as climate change and pandemics. Access to adequate healthcare or sufficient, quality food is limited for many parts of the world's population. At Bayer, we want to contribute to a world where everyone has access to sufficient food and can live a healthy life. That is why we support social projects with renowned partners in the non-profit area.

Contributions to social development

At Bayer, science and innovation are at the heart of everything we do. And, with our focus on health and agriculture, we provide solutions to some of the world's most pressing challenges.

Each year we also make a considerable amount of corporate charitable donations to partners around the world who help drive positive social change. These contributions support our purpose "Science for a better life" and fuel our mission "Health for all, Hunger for none."

Strengthening SMEs in Foreign Trade and Customs

Training program on best customs practices for small businesses that drive business sustainability and global growth.

Bayer grows sustainably, seeking the well-being of people, society and the country. Within sustainable growth we have an area of focus that is inclusive growth, which for us means not achieving objectives at the expense of others, but rather we seek that the products and services we offer allow the growth and well-being of society in general.

To put the inclusive growth approach into practice, we created this program at Bayer, with which we seek to influence the economic and social development of the country through projects in alliances with public and private entities.

Small and medium-sized enterprises (SMEs) face significant challenges when expanding their operations to new markets. In this context, training in best customs practices emerges as a crucial component for sustainable business success.

Led by our International Trade Customs and Compliance department (hereinafter ITCC) and amalgamated with the Ministry of Economy, Industry and Commerce of Costa Rica (MEIC), the project is specifically designed to address different needs, providing SMEs with the tools and knowledge necessary to effectively navigate complex customs environments and achieve successful growth in different markets.

It includes the implementation of training on topics in which the ITCC department has a high expertise, such as: tariff classification, customs valuation, free trade agreements, customs procedures, cargo security, hiring of customs agents, among others.

What does this initiative entail?

Our customs best practices training program for SMEs is based on a comprehensive methodology that combines theory and practice to offer effective and applicable learning. Some of the key aspects of our program include:

- // Specialized training: Our team of international trade and customs experts provides specialized training tailored to the specific needs of each participating company.
- // Regulatory updates: We keep companies up to date with the latest changes and regulations in customs matters, ensuring regulatory compliance and preventing potential penalties or setbacks.
- // Efficient documentation management: We teach techniques and best practices for the efficient management of customs documentation, minimizing errors and delays in import and export processes.
- // Process optimization: We identify opportunities to optimize customs processes, reducing operating costs and transit times for greater efficiency in the supply chain.
- // Continuous advice: Our commitment goes beyond initial training; We offer advice and technical support during the course to ensure the successful application of the acquired knowledge in daily practice.

Who is it for?

Participants are Small and Medium Enterprises (SMEs) that are identified by the MEIC, which meet the necessary conditions to opt for this program that provides the tools and knowledge to successfully expand into different markets.

- // Number of participating SMEs: 40
- // Number of people who completed the program: 25
- // 30 officials from the Peñas Blancas Customs Office

Volunteering

At Bayer, we believe in the transformative power of volunteering. Our employees are committed to making a positive contribution to the communities in which we operate. Through volunteer programs, we not only seek to make a significant impact on social, environmental and health issues, but also foster a sense of responsibility and empathy among our employees. This commitment to volunteering not only strengthens our corporate culture, but also reflects our commitment to sustainability and creating a brighter future for all.



Donations 2023

In particular, our charitable donations contribute significantly to the achievement of our ambitious sustainability goals, which are aligned with the United Nations SDGs, such as: fighting hunger, providing healthcare, empowering women, redoubling our efforts to reduce greenhouse gases, addressing the impacts of climate change and protecting life on earth.

This procedure defines the strategic focus areas and approval processes for Bayer's corporate charitable donations: monetary, non-monetary or in-kind contributions and is based on the "Bayer Principles of Social Engagement".

It is designed to maximize the positive impact of our donations, to position Bayer as a transparent and trustworthy public partner in society, and to ensure that Bayer's positions of ethical and social relevance reflect the highest ethical standards, including the protection and promotion of human rights.

At the same time, it aims to minimize potential legal, tax, compliance and reputational risks that may arise from such charitable donations.



Total donations

(Market value in euros)

- 337.605



Food:

(Corn)

- 4.000 kg Corn
- 1.748 euros
- 800 beneficiaries



Monetary contributions:

- 4 NGO's for program execution
- 199.654 euros
- 6.343 beneficiaries



Product:

- 1 NGO for program execution
- 7.283,16 market/euros
- 1.336 beneficiaries



Equipment and furniture:

- 481 units
- 128.919 market/euros
- 102.564 beneficiaries
- 10 recipient NGO's



*Health for all,
Hunger for none*

This document 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 provided here. These factors include those discussed in Bayer's public reports that are available on Bayer's website at www.bayer.com. The company assumes no responsibility for updating these forward-looking statements or adapting them to future events or developments.

This document contains texts adapted from Bayer's Global Sustainability Report.
Access the Global Report at: <https://www.bayer.com/en/sustainability>

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Or write to us at: sostenibilidad@bayer.com