



# *Sustainability Highlight Report 2024*

*Bayer Switzerland*





# ***Index***

1. Editorial	03
<hr/>	
2. Sustainability Strategy	04
<hr/>	
3. About Bayer in Switzerland	07
3.1 Our Businesses	08
3.2 Executive Management	10
<hr/>	
4. Employees	11
<hr/>	
5. Diversity and Inclusion	13
<hr/>	
6. Climate Protection, Safety and Environmental Responsibility	15
6.1 Emissions in the air	17
6.2 Waste Disposal and Recycling	17
6.3 Water and Wastewater	18
<hr/>	
7. Social Engagement	19
7.1 Sponsoring	19



# 1. Editorial

## Global Mission, Local Commitment

2024 – a year for the history books, though not in a positive way. It was the hottest year since records began. According to the EU climate observation service Copernicus, the global average temperature in 2024 was 1.6 degrees Celsius above pre-industrial levels (1850–1900). It was also a year in which key UN conferences, such as COP16 and COP29, resulted in few or no concrete measures.

The Global Sustainable Development Report 2024 by the United Nations paints an equally sobering picture. Only around 17 percent of the Sustainable Development Goals (SDGs) are on track, about half are showing minimal to moderate progress, and over one-third are either stagnating or even regressing. In addition to the impact of the COVID-19 pandemic which can still be felt today, this situation can be attributed to geopolitical tensions, escalating conflicts and the global climate crisis. As a result, existing inequalities have also regrettably become worse, particularly in developing countries.<sup>1</sup>

The past year has shown us why our work is so important. Turning a blind eye or burying our heads in the sand is not an option. And while these challenges appear overwhelming, here at Bayer, we believe that science and collaboration have the power to effect sustainable changes.

We are fully committed to developing solutions that truly make a difference - for the benefit of people and the planet. In 2024, we expanded our climate initiatives, strengthened access to healthcare, and supported educational projects in Switzerland. For us, success is measured not only in numbers, but in impact. Because real change begins where people are inspired, supported, and empowered.

This report shows how we live up to our responsibility – with tangible projects, transparent outcomes, and a clear goal: to make our world better, step by step. It is still possible to create a better, more sustainable, and more inclusive world for everyone by 2030. If scientists, farmers, healthcare professionals and entire communities work together, we can build a healthier and more resilient future. That is our belief – and that is what we at Bayer are committed to with all our strength.

### The Swiss Country Council

<sup>1</sup> United Nations (2024). Global Sustainable Development Report 2024. New York: United Nations. Available at: <https://sdgs.un.org/gsdg>

# 2. Sustainability Strategy

## Health for all, Hunger for none

As a global company, we at Bayer are committed to make our mission of “**Health for all, Hunger for none**” a reality. This means that the principle of sustainability is firmly anchored in our strategy, as well as in our processes and guidelines.

We drive science and innovation in order to **help ensure that everyone benefits from a good quality of life on a healthy planet**. To support our mission of “**Health for all, Hunger for none**”, we have defined three areas in which we will have a significant impact and **drive forward our ambitions and business solutions**:



**Combating**  
climate change



**Equal access**  
to health care



**Food**  
security

## Our areas of impact

### Climate Action

// Our impact on the **55 Gt** of CO<sub>2</sub> in our global value chain

### Food Security

// Our impact on inflation & **1 billion** chronically hungry people

### Health Equity

// Our impact on **4 billion** people with no access to basic health care insurance





# Our Contribution to the SDGs

In line with our corporate strategy, we are committed to supporting the United Nations Sustainable Development Goals (SDGs).

**Bayer Switzerland focuses on selected SDGs** where we can achieve the greatest possible **impact for people, the environment, and society**. At the same time, these are the goals where our business activities **allow us to make the most meaningful contribution**.



## Global focus SDGs and our contribution with the goal of “Health for all, Hunger for none”

Bayer Switzerland focuses on the following SDGs



Globally, Bayer is also committed to achieving the following SDGs



### Our targets for people until 2030

#### Food security

Support **100 million smallholder famers** in LMICs<sup>1</sup>

#### Access to health

Support **100 million people in economically or medically underserved communities** with self-care<sup>1</sup>

#### Women's empowerment

**Fulfill the need of 100 million women** in LMICs for modern contraception<sup>1</sup>  
**Achieve gender balance** at all management levels

#### Decarbo-nization

**Achieve climate neutrality** at our sites (incl. -42% Scope 1 & 2)<sup>1</sup>  
**Reduce emissions** in our supply chain (-12.3% Scope 3)<sup>1</sup>  
**Reach net zero emissions** target until 2050 (Scope 1, 2 & 3)  
**Reduce greenhouse gas emissions** by 30% in key agricultural crops in main regions

#### Environ-mental impact reduction

**Reduce environmental impact** of crop protection in agriculture by 30%

#### Biodiversity preservation

Transition all Consumer Health products to **100% recycle-ready packaging**



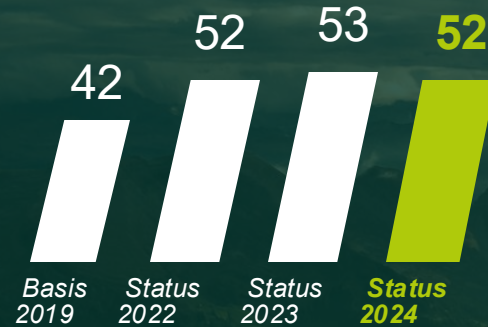
### Our targets for the planet until 2030

LMICs: low- and middle-income countries  
<sup>1</sup> These targets are accounted for in the long-term variable compensation of the Board of Management and the managerial employees.



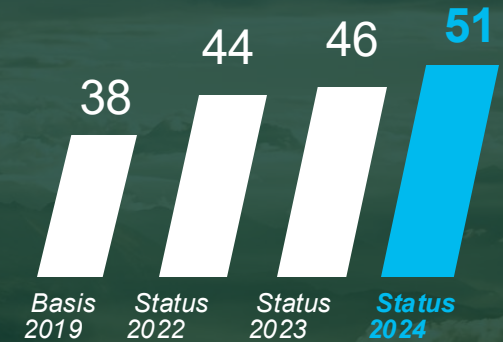
**Target for 2030:**  
Supporting 100 million  
smallholder farmers in LMICs<sup>1</sup>.

<sup>1</sup>Low- and middle-income countries  
KEY FIGURE IN MILLION



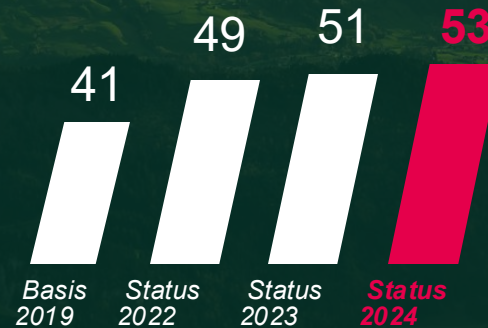
**Target for 2030:**  
Enabling 100 million women  
in LMICs to access modern  
contraception.

KEY FIGURE IN MILLION



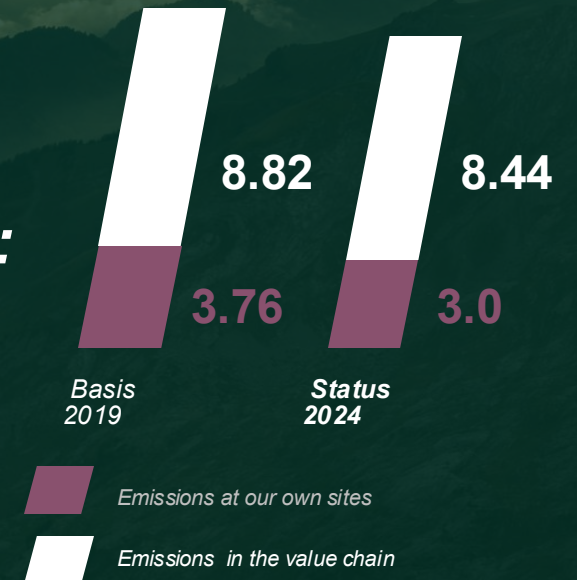
**Target for 2030:**  
Supporting 100 million people  
in everyday healthcare.

KEY FIGURE IN MILLION



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

KEY FIGURE IN MILLION



Emissions at our own sites  
 Emissions in the value chain



# 3. About Bayer in Switzerland



## Basel

- // Global headquarters of the **Consumer Health Division**

---

- // EMEA headquarters of the **Crop Science Division**

---

- // Global headquarters of the **Pharmaceuticals therapeutic areas**: Oncology, Ophthalmology, Hematology, and parts of the Women's Health Care business

---

- // Marketing and distribution for **Crop Science Switzerland**

---

- // **Corporate functions**: Finance, Human Resources, Procurement, Legal & Compliance, IT

## Muttenez

- // International **Crop Science** production site

## Zurich

- // Headquarters of **Bayer (Schweiz) AG**

---

- // **Pharmaceuticals and Consumer Health divisions for the local market**, with the functions Marketing and Distribution, Clinical Research, Medical Affairs and Regulatory Affairs



## 3.1 Our Businesses

Bayer has been  
operating in  
Switzerland since

# 1954

and is currently represented by three legal entities – **Bayer (Switzerland) AG**, **Bayer Consumer Care AG**, and **Bayer Crop Science Switzerland AG** – across three locations. From these sites, we serve both the Swiss and the international market.



In addition to its Swiss operations, a number of important global and regional Bayer functions have taken up residence in Switzerland over the years - a sign of the strategic importance of the location in Bayer's international network.

## Crop Science – Innovations for a Growing Population

Bayer is **actively shaping** the future of agriculture. Our goal is to support farms – both large and small – in reliably **feeding the growing world population**, even under the constraints of limited natural resources.



In Switzerland, Bayer Crop Science is represented at several key locations. In **Muttenz**, we produce active substances and intermediates, primarily for use in fungicides worldwide.

**Basel is home to the EMEA headquarters of the Crop Science Division**, as well as marketing and distribution activities for the Swiss agricultural business.



Bayer Crop Science's **Climate Corporation** is also based in Basel. Its aim: to help farmers increase their yields sustainably using digital solutions. The digital platform, **Climate FieldView™**, collects data direct from the field, analyses it, and delivers practical recommendations – enabling data-driven, forward-looking farming.












# Pharmaceuticals – Innovations for the Future

Demographic change is presenting healthcare systems with new challenges: chronic conditions and multiple morbidities are on the rise, while patients are taking an increasingly active role in managing their own health. This is precisely where **Bayer comes in - with innovative treatments** that not only offer a real therapeutic benefit, but also meet the growing demands of physicians and healthcare systems worldwide.



In Switzerland, Bayer Pharmaceuticals is based at a site in Zurich. In addition, the global headquarters of the therapeutic areas of **oncology, ophthalmology and hematology** and parts of the women's health care business are located in Basel – a key location for research, development and strategic management.



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

# Consumer Health – Innovations for a Healthy Life

Bayer Consumer Health **primarily includes over-the-counter (OTC) products that support consumers’ and patients’ well-being and health.** The Swiss office is located in Zurich, while the Division's global headquarters has been based in Basel since 2016. The Division is headed by Julio Triana, a member of the Board of Management of Bayer AG.

Worldwide, Bayer **Consumer Health's portfolio includes more than 170 self-care and preventive health products,** particularly in the following areas:

 <p><b>Skin protection and care</b></p> <p>/////</p>	 <p><b>Nutritional supplements</b></p> <p>/////</p>	 <p><b>Pain relief</b></p> <p>/////</p>
 <p><b>Digestive health</b></p> <p>/////</p>	 <p><b>Cold and flu</b></p> <p>/////</p>	 <p><b>Allergies</b></p> <p>/////</p>

➔ **These products help bring lasting improvements in the day-to-day quality life of many people.**

## 3.2 Executive Management

**Bayer’s operations in Switzerland are overseen by the Swiss Country Council:**

- Valerie Sophie Baroin,**  
CFO Bayer Switzerland and CEO  
Bayer Consumer Care AG & Bayer  
Crop Science Switzerland AG
- Marc Hofer,**  
Country Division Head  
Consumer Health Switzerland
- Thorsten Hein,**  
CEO Bayer (Schweiz) AG &  
Country Division Head  
Pharmaceuticals Switzerland
- Benjamin Seitz,**  
Head of HR Switzerland
- Nicole Borel,**  
Head of Communications  
Switzerland & Crop Science EMEA
- Pascal Bürgin,**  
Head of Law, Patents  
& Compliance Switzerland
- Felix Hanisch,**  
Head of Production Site Bayer  
Crop Science Switzerland AG
- Christoph Koenen,**  
Head of Clinical Development and  
Operations Pharmaceuticals
- Stephen Parker,**  
Quality Management  
Consumer Health
- Sten Guezenec,**  
Country Commercial Lead  
Bayer Crop Science AG

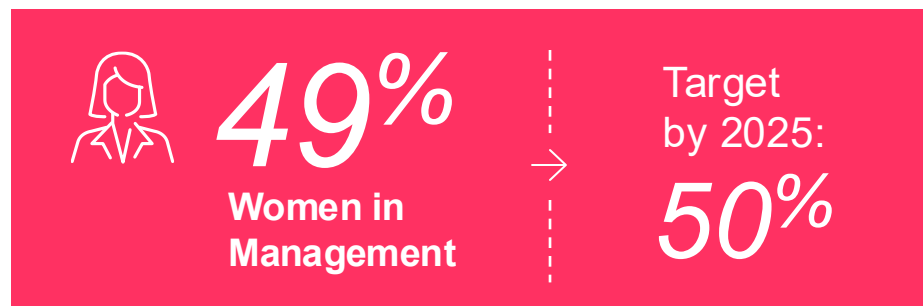
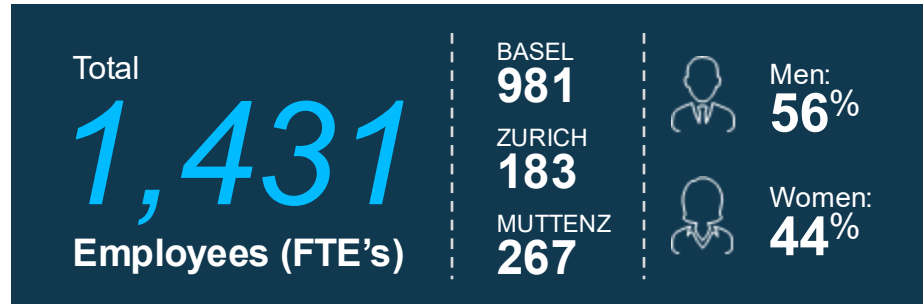




# 4. Employees

Bayer employs people from over 60 nationalities in Switzerland. We are passionately committed to a culture based on fairness and respect. Through their work, our employees have the opportunity to change the world for the better and to further their personal development in the process.

We strive to build a company shaped by inclusion and diversity, encouraging people with different backgrounds and strengths to come together and create added value for our world. We offer all our employees attractive conditions and a wide range of opportunities for personal development.







## Fair Compensation

Bayer offers fair, transparent, and competitive compensation globally.

Our remuneration is based on uniform **Group-wide standards** and comprises basic salary, **variable components**, and **additional benefits**.

The core principles of **Total Rewards** are embedded in the **global procedures** that govern the various Total Rewards processes. These procedures **define consistent standards** and **requirements applied across all countries**.





# 5. Diversity and Inclusion

## Diversity makes us stronger

Different perspectives make for better decisions, creative solutions and sustainable success. This is something we at Bayer firmly believe in. For us, diversity is a strategic advantage – it helps us to better understand the needs of our global customers, consumers and patients.

At Bayer Switzerland, inclusion and diversity are firmly anchored in our corporate culture. **Our guiding principle is “We make the mix work.”** This is a pledge we implement on a daily basis.

We promote a work environment which values differences and creates a feeling of belonging – irrespective of origin, gender, age, sexual orientation, disability or lifestyle. Our aim is to create a climate of respect and openness in which all employees can flourish and fulfill their potential – benefiting the individual and contributing to the success of the company as a whole.

## Business Resource Groups (BRGs)

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



**BLEND** serves as a contact point for all employees on **LGBT(+)** related topics in the workplace. In Switzerland, we network with colleagues, including those from other companies, in order to progress this initiative further.



**GROW** stands for **Growing Representation & Opportunities for Women**. The aim here is for women to be equally represented at all levels and to take on and be accepted in management roles, and for men to champion this gender equality.



**Family Connections** aims to create an environment in which everyone can fully meet both their professional and family commitments.



**MERGE** stands for **Multigenerational Employee Resource Group Exchange**. Its mission is to help Bayer leverage the full potential of every generation in the workforce.



The objectives of **ENABLE** are to promote equal treatment for all and to create an inclusive workplace that supports people with disabilities.



## Committed to Diversity: Proud to Carry the Swiss LGBTI Label



In spring 2024, **Bayer Switzerland** was awarded the **Swiss LGBTI Label for the third time** – a strong recognition of our ongoing commitment to diversity and inclusion.

The label recognizes organizations which have a comprehensive and credible **diversity & inclusion management** system in place. It raises awareness among employees in order to improve the acceptance and integration of lesbian, gay, bi-, trans-, and intersexual colleagues in the workplace.

**The award is based on a comprehensive audit:** this evaluates the extent to which companies have implemented concrete instruments and **measures to create an inclusive work environment for LGBTI individuals to promote equality of opportunities for them.**





# 6. *Climate Protection, Safety and Environmental Responsibility*

Climate change is an environmental factor that affects us directly as a global company – impacting our customers, employees, supply chains and the communities in which our sites are based. For Bayer, protecting the environment and ensuring the safety of our employees and the people who live near our sites is of the highest priority.



We are committed to incorporating environmental, health, and safety aspects into our daily activities. To this end, we implement clear processes and action plans with the aim of continually reducing the impact we have on the environment. The **Health, Safety & Environment (HSE)** function is responsible for managing and monitoring these activities around the world – and also in **Switzerland**.

At the production site in Muttensz, the **QHSE** (Quality, Health, Safety and Environment) department shoulders this responsibility. Here, an integrated management system based on international ISO standards is implemented, thus **ensuring the constant observance of our environmental and safety regulations**.



Uniform global standards also ensure the reporting and analysis of incidents and thus allow for a continual improvement of our processes in the area of occupational safety and environmental protection.



Since 2021, our production site in MuttENZ has been drawing

**100% CO<sub>2</sub>-free electricity**

from hydropower plants and wind power plants.



The GETEC PARK.SWISS AG energy control center and our **own thermal waste air treatment system**

allow us to ensure both an environmentally and economically sound disposal of industrial waste.

## Waste-to-energy:

The energy generated in the incineration of our waste flows is used efficiently to create process steam and is thus reintroduced back into the energy cycle.





## 6.1 Emissions in the air

Bayer has set itself the goal of becoming climate-neutral **by 2030**. To achieve this goal, we are focusing on **three strategic levers**: process innovations, more efficient facilities and building technology, and the consistent implementation and continuous optimization of energy management systems.

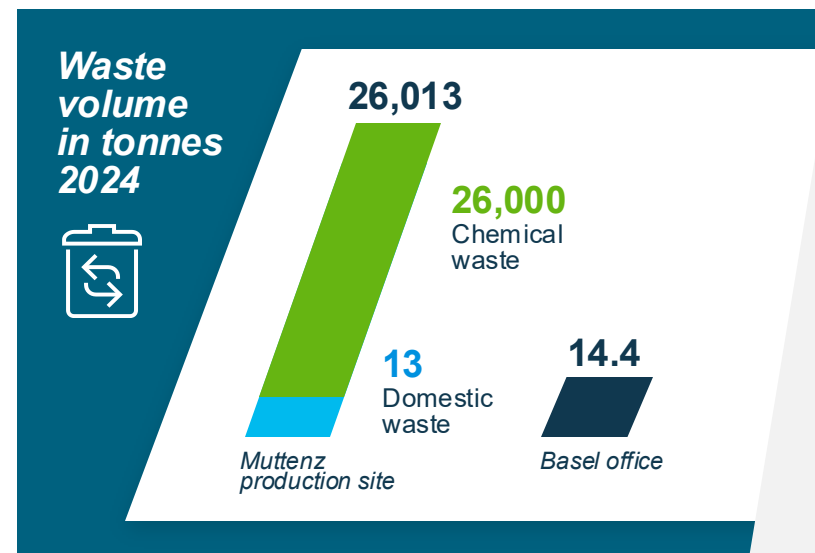
The majority of site-related emissions are generated by the production facilities at the Muttentz site. **In 2024, the CO<sub>2</sub> emissions generated there totaled 23,205 metric tonnes – compared with 25,280 metric tonnes in 2023**. This decrease was mainly attributable to a lower production output in the reporting year.

## 6.2 Waste Disposal and Recycling

Our systematic waste management allows us to keep material consumption and waste volumes as low as possible. **The targets we set for waste separation, safe disposal channels and economically expedient recycling processes help us to achieve the same goal.**



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



## Recycling

While we consumed around 351 kilograms of PET in 2023, we were able to reduce this figure by 48 kilograms in 2024, bringing the **PET** volume down to **303 kilograms**.

Through our recycling efforts, we also **reduced the amount of greenhouse gases emitted by approximately 800 kilograms** and the amount of crude oil consumed by 217 liters.

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



## 6.3 Water and Wastewater

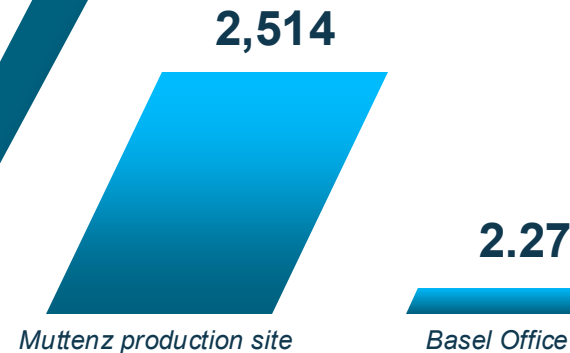
Since 2023 we use water-saving adapters on all taps in the Basel office. These adapters have a water flow rate of just **4.5 liters per minute**, which is **1.6 liters per minute lower** than before. Nevertheless, the greater utilization of offices resulted in consumption rising to **2.27 million liters**, which equates to a year-on-year increase of 100 cubic meters compared to the year before. In 2024, around **2,514 million liters of water** were consumed at the MuttENZ production site.

### Wastewater Purification

Wastewater **undergoes a variety of purification processes and treatment stages** at the MuttENZ production site. Depending on the contents of the wastewater, we combine processes to ensure that it **meets the necessary legal and regulatory requirements** before being released. Wastewater purification almost always starts with internal **pre-treatment inside the production building**. This results in solvents being recovered and toxic waste products **eliminated through distillation or extraction**. In 2024, around **205 million liters of water** were professionally purified at the MuttENZ production site.



#### Water consumption in millions of liters in 2024



The GETEC Park.Swiss laboratory, which holds ISO170205 accreditation, tests the contents of the wastewater at the MuttENZ production site so that GETEC can decide in collaboration with us as to how to dispose of it professionally. **It is either sent directly to ARA Rhein for biological final purification or via AVORA for further pre-treatment.**





# 7. Social Engagement

**At Bayer Switzerland, we exercise social responsibility – through donations, charitable activities and sponsoring.**

We focus on **projects that are closely linked to our core business**, in line with our mission: **Health for all, Hunger for none.**

ToGo opening eyes krebsliga beider basel

Stiftung THEODORA

SCHWEIZER JUGEND FORSCHT  
SCIENCE ET JEUNESSE  
SCIENZA E GIOVENTÙ

vitamin angels

Schweizer Tafel  
Essen verteilen – Armut lindern

debra  
Schweiz, Suisse, Svizzera

Bayer Switzerland  
donated  
**CHF 73,000**  
in 2024

**Social engagement is very close to our hearts.**

We support charitable projects and activities in the areas of health and nutrition, research, and climate protection.

## 7.1 Sponsoring

FONDATION BEYELER

Since 2007, Bayer Switzerland has been a proud partner of **Foundation Beyeler**, one of the world's most renowned museums of modern and contemporary art.

What connects us is that we both aspire to **think outside the box** – with the aim of bringing people and art together in inspiring ways.



## ***Credits***

Bayer (Schweiz) AG  
Uetlibergstrasse 132  
CH-8045 Zürich  
T +41 58 282 68 88  
[www.bayer.ch](http://www.bayer.ch)

### ***Responsible at Bayer***

Lea Baumgartner  
Michelle Branting  
Communications Bayer Switzerland

### ***Design and realization***

La La Brand

### ***Images***

Bayer, iStockPhoto and Unsplash

