



Bloomberg Gender-Equality Index (GEI)
KPI Notice

2022

Leadership		
KPI	Performance 2022	Source
Percentage of women on company board	45%	Sustainability Report, page 93 (verified with auditor's assurance)
Chairperson is a woman	N	
Gender balance in board leadership	45%	6 Committees and 1 chaired by a woman Committees Bayer Global Annual Report, page 132
Chief executive officer (CEO) is a woman	N	
Woman chief financial officer (CFO) or equivalent	N	
Percentage of women executive officers	16.67%	One woman in a board of 6 members Bayer's Board of Management Bayer Global
Chief diversity officer (CDO)		Beatriz Rodriguez, Group Head of Talent and DE&I

Talent Pipeline		
KPI	Performance 2022	Source
Percentage of women in total management	42.9%	Sustainability Report, page 92 (verified with auditor's assurance)
Percentage of women in senior management	27.8%	Sustainability Report, page 92 (verified with auditor's assurance)
Percentage of women in middle management	43.6%	
Percentage of women in non-managerial positions	40.6%	Sustainability Report, page 93 (Included in the graph as "Specialists")
Percentage of women in total workforce	41.6%	Sustainability Report, page 93 (verified with auditor's assurance)
Percentage of women total promotions		
Percentage of Women IT/Engineering	40.8%	
Percentage of new hires are women	45.7%	Sustainability Report, page 90 (verified with auditor's assurance)
Percentage of women attrition	41.5%	Sustainability Report, page 90 (verified with auditor's assurance)
Time-bound action plan with targets to increase the representation of women in leadership positions	50% (gender balance in all managerial positions; incl. Board of Management until 2030)	Sustainability Report, page 92 (verified with auditor's assurance)
Time-bound action plan with targets to increase the representation of women in the company	50% (gender balance in all managerial positions; incl. Board of Management until 2030)	Sustainability Report, page 92 (verified with auditor's assurance)

Pay		
KPI	Performance 2022	Source
Adjusted mean gender pay gap	Less than 2%	Sustainability Report, page 94 (verified with auditor's assurance)
Global mean (average) raw gender pay gap		
Time-bound action plan to close its gender pay gap		
Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	Y	Compensation Report 2022, page 19 Bayer Compensation Report 2022

Inclusive culture		
KPI	Performance 2022	Source
Number of weeks of fully paid primary parental leave offered	4 weeks	
Number of weeks of fully paid secondary parental leave offered	4 weeks	
Parental leave retention rate	N/A	Only available for Germany Sustainability Report, page 98 (verified with auditor's assurance)
Back-up family care services or subsidies through the company	N	Offered in some countries, not globally Sustainability Report, page 133 (verified with auditor's assurance)
Flexible working policy	Y	Sustainability Report, page 133 (verified with auditor's assurance)
Employee resource groups for women	Y	Sustainability Report, page 93 (verified with auditor's assurance)
Unconscious bias training	Y	Sustainability Report, page 92 (verified with auditor's assurance)
Annual anti-sexual harassment training		Bayer has a Group Regulation on Fairness and Respect at Work which includes content anti sexual harassment This training is mandatory for all employees Sustainability Report, pages 88, 92

Masthead

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