



*Sustainable Finance Disclosure
Regulation (SFDR) Index*

2024

Greenhouse Gas Emissions

	2024	Reference ¹
Scope 1 GHG emissions ²	1.88 million metric tons of CO ₂ equivalents	AR: Page 148
Scope 2 GHG emissions ³	1.08 million metric tons of CO ₂ equivalents	AR: Page 148
Scope 3 GHG emissions ⁴	8,38 million metric tons of CO ₂ equivalents	AR: Page 148
Total GHG emissions ^{2,3,4}	11.34 million metric tons of CO ₂ equivalents	AR: Page 148
Active in the fossil fuel sector	No	
Share of non-renewable energy consumption	82.8%	AR: Page 146
Share of renewable energy consumption	17.2%	AR: Page 146
Share of renewable electricity consumption	39.5%	AR: Page 146
Energy consumption intensity per high-impact climate sector	9,055 GWh	AR: Page 146

Biodiversity

	2024	Reference ¹
Sites/operations located in or near to biodiversity-sensitive areas	Using the World Database of Key Biodiversity Areas (KBA), the World Database on Protected Areas (PA) and the IUCN Red List of Threatened Species, we analyzed the geographic proximity of relevant conservation areas and endangered species to our 485 production sites, agricultural field and breeding stations, and mining operations. With an impact radius of action 10 times greater than the size of the respective site asset, we found 46 sites near conservation areas (PA or KBA), including 19 production sites, six seed production facilities, 18 field and breeding stations and three phosphate mines (two legacy and one future mine). Eight of these 46 sites and nine additional Bayer sites are located near areas in which more than 10 different species are endangered (EN) or critically endangered (CR) according to the IUCN Red List.	AR: Page 118

Water

	2024	Reference ¹
Emissions into water	1,000 metric tons	IR: Page 116
Phosphorus	0.43	
Nitrogen	0.39	
Total organic carbon (TOC)	2.0	
Heavy metals	0.0030	
Inorganic salts	176	
Chemical oxygen demand (COD) ⁵	6.0	

Waste

	2024	Reference ¹
Hazardous waste	288,000 metric tons ⁶	IR: Page 117

¹ SR: [Impact Report 2024](#) / AR: [Annual Report 2024](#)

² Scope 1 greenhouse gas from Bayer sites with an annual energy consumption exceeding 1.5 terajoules

³ Scope 2 greenhouse gas emissions, market-based method from Bayer sites with an annual energy consumption exceeding 1.5 terajoules

⁴ Greenhouse gas emissions from eight Scope 3 categories: (3.1) purchased goods and services, (3.2) capital goods, (3.3) fuel- and energy-related activities, (3.4) (upstream) transportation and distribution, (3.5) waste generated in operations, (3.6) business travel, (3.7) employee commuting and (3.12) end-of-life treatment of sold products.

⁵ Calculated value based on TOC figures (TOC x 3 = COD)

⁶ Definition of hazardous waste in accordance with the local laws in each instance

Social and Employee Matters

	2024	Reference ¹
UN Global Compact principles and OECD Guidelines for Multinational Enterprises	Bayer is a founding member of the UN Global Compact and respects the Universal Declaration of Human Rights and the International Covenants on Civil and Political Rights and on Economic, Social and Cultural Rights of the United Nations. Our human rights due diligence is based on the related principles described in the UN Guiding Principles on Business and Human Rights (UNGPs) and the Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises . The UNGPs are considered to be among the most important international standards for preventing and combating possible human rights violations in connection with business activities. We are engaged in meeting this responsibility along the entire value chain and within our scope of influence worldwide. We also support the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy of the International Labour Organization (ILO), and the latter's core labor standards.	IR: Page 92
Unadjusted gender pay gap	3.46%	IR: Page 103
Board gender diversity	Board of Management: 16% women (1 out of 6) Supervisory Board: 55% women	AR: Page 100
Exposure to controversial weapons: anti-personnel mines, cluster munitions, chemical weapons and biological weapons	No	

Masthead

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