



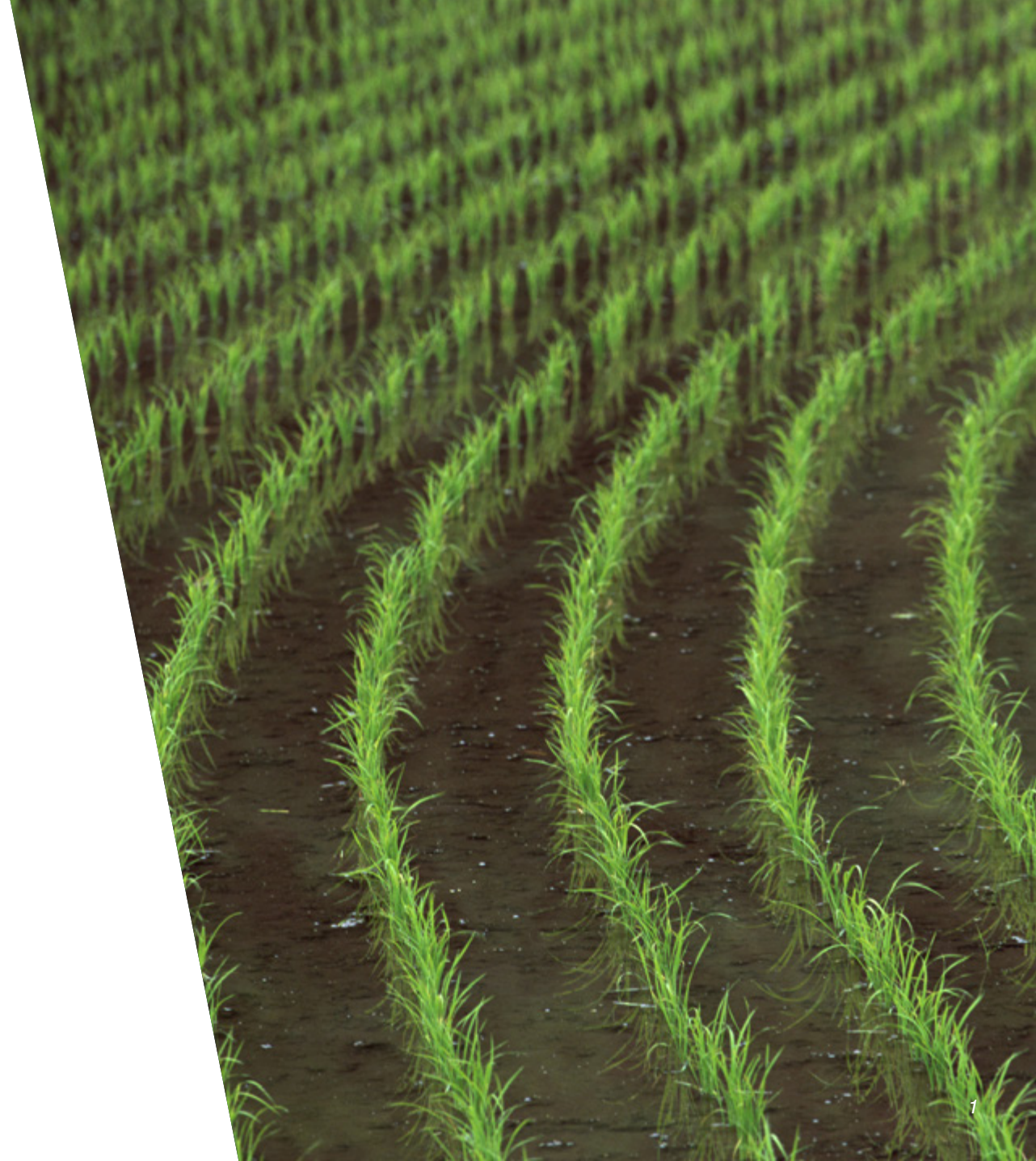
*Bayer Finland
Sustainability with Impact*



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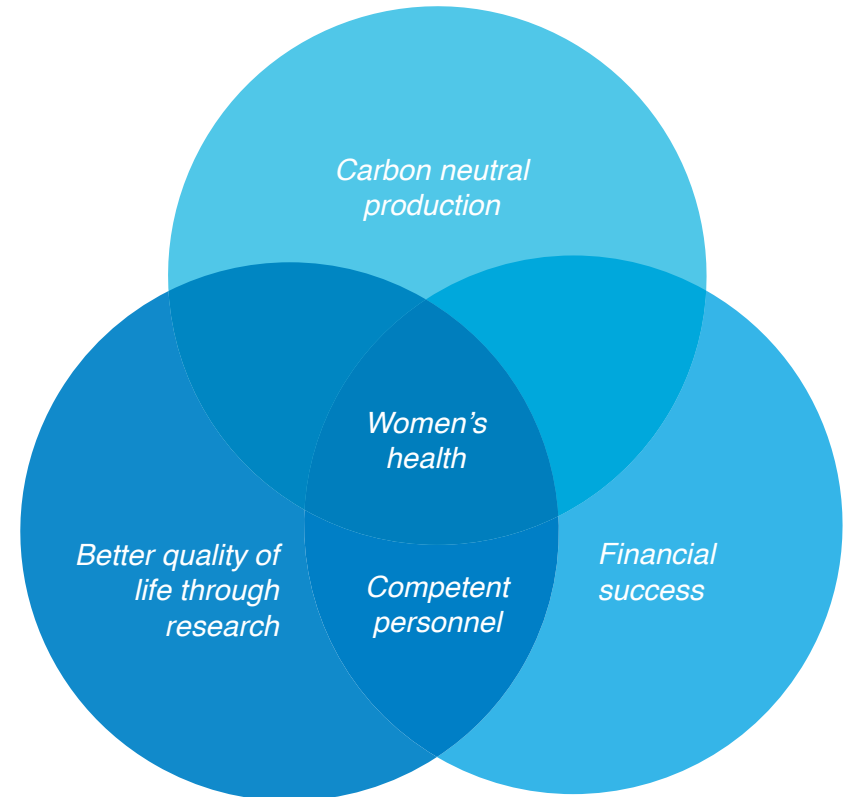
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Basis for sustainability at Bayer Finland

- Women's health is one of the main focus areas at Bayer Finland. We are one of the few Finnish companies whose impact on achieving the UN's Sustainable Development Goals can be set and measured on a global level: products that have been developed in Finland form the basis for Bayer Group's goal to provide 100 million women with access to modern contraception by 2030.
- Better quality of life through research. Our Development operations in Espoo are working to find new ways to prevent, treat and cure, for example cardiac, hematological, gynecological diseases and cancer. Our Research and Development team in Turku develops polymer-based drug delivery technologies.
- Carbon neutral production. A large company carries a big responsibility: Bayer Group is striving to achieve carbon neutrality by 2030. Bayer Finland initiated extensive measures in 2020 and is carbon neutral already for 2021. The goal was reached mainly by utilizing renewable energy and a new compensation program.
- Financial success. Bayer has a strong economic footprint in Finland. The company makes considerable annual investments in Finland and is one of the top corporate taxpayers. Our objective is to achieve and maintain a leading position in our market areas and thus generate added value for our customers, shareholders, employees, and society.
- Sustainable personnel policy. Bayer's success derives from competent personnel, and the company wants to ensure its employees have opportunities to develop further in their work.





CEO Greeting

Dear readers,

In this publication we will explain what sustainability means to us at Bayer in Finland and what we do to increase health and well-being, and care for the environment.

Globally Bayer's commercial success has always been based on solid research. Through research we seek to develop new solutions for a better life. This is crystallized in our mission: Science for a better life. It is also the premise of our work on sustainability, and our scientists working in Finland have an important role in our international research programs.

Everything we do is based on strong values that are evident in the actions of all our employees. Our values consist of Leadership, Integrity, Flexibility, and Efficiency. We call them LIFE values.

It is the task of our Finnish operations to meet Bayer's sustainability goals with regard to women's health, contraception, and reproductive health. The Supply Center in Turku has manufactured modern contraceptives for nearly 40 years and exports them to more than 130 countries.

It is about women's lives and their freedom to choose the path they want in their lives, to study, go to work, and participate in societal decisions. For us,

it is especially inspiring to do such concrete work in Finland, a country that actively promotes the rights and education of girls on the international stage.

We are also very aware that strengthening the status of women has a huge significance for the development of their communities. A sustainable and economically stable future is not created without the full involvement of women in society.

As a global company, we recognize the other sectors of sustainability as well. Bayer is committed to the UN's Sustainable Development Goals (SDG) and the objectives of the Science Based Target Initiative which guide our efforts to reduce our carbon footprint. Our goal is to be fully carbon neutral by 2030, and we have already reduced our carbon footprint in Finland to a significant extent.

Climate change also disrupts food production worldwide. Bayer is committed to helping smallholder farmers, in particular, in developing countries to improve the productivity and quality of crop yields despite climate change. Our sustainability goal can be crystallized into these words: Health for all, hunger for none.

Bayer has a strong economic presence in Finland,

and Bayer's annual investments in Finland are significant. We believe in Finland's unique, innovative ecosystem and in the power of collaboration in building Finnish society also in the future.

As a company, we are very committed to our sustainability goals and thank all our collaboration partners who help us achieve them. We believe that a sustainable future is achieved through collaboration, but also only if it is economically profitable.

Yours sincerely,

Christiane Temminghoff
CEO, Bayer Nordic



1

When women thrive, so does the community

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Bayer's goal is to provide 100 million women in low- and middle-income countries with access to modern contraception

The implementation of women's basic and human rights is lacking, especially in developing countries. According to UN estimates, over 200 million women of fertile age in various parts of the world still have no access to modern methods of contraception. These women would like to use contraceptives, but they do not have access to them.

Every woman and girl deserves a chance to determine her own path in life and choose the right time to become a mother. This is why we have committed to a clear goal: we want to ensure access to modern contraception for 100 million women in low- and middle-income countries by 2030.



Women's health



Sustainability Challenge

- 200 million women globally without modern contraception
- More than 20 000 teenage girls become pregnant every day

Partners

- State Ministries of Health
- United Nations Population-Fund (UNFPA)
- Bill & Melinda Gates Foundation
- USAID
- International Planned Parenthood (IPPF)
- The Family Federation of Finland

Achievements

- Over 40 million in low- and middle-income countries use modern contraception.
- Contraception education for young people in developing countries e.g. 120 under 40 program.
- The Challenge Initiative Program with Bill & Melinda Gates Foundation

Goals 2030

- 100 million women using modern contraception
- Reduction in teenage pregnancies and freedom for young women to embrace youthhood and study.
- Enable family planning for families in developing countries by investing profits from sales in family planning partner organizations.
- Opportunity for women to participate in working life and to influence society.

SDG





“It’s about freedom”

Promoting women’s health and family planning makes communities more stable. Modern contraception provides the woman and her family with the opportunity to plan how many children to have and when to have them. This brings freedom into a woman’s life: the possibility to get an education, work outside of the home and participate in civic development on an equal footing.

Modern, safe contraception for young women and teenage girls is especially important so as not to have their schooling – or at worst childhood – cut short by having a child too early. The promotion of girls’ education is known to have the biggest impact on the positive development of societies, from both the economic viewpoint and with regard to societal peace. According to an estimate by the think tank Copenhagen Consensus Center, every dollar invested in family planning generates 120 dollars in benefits to society.

Bayer has supported family planning for more than 50 years in over 130 countries. By 2021, Bayer’s contraceptive products were being used by more than 40 million women in low- and middle-income countries. In the 1960s, Bayer was one of the first companies to take action in this field alongside the United States Agency for International Development (USAID) and the UN Population Fund (UNFPA).

One of the contraceptive methods selected for the family planning programs of international development agencies is the implant manufactured at Bayer’s Product Supply Center in Turku. Bayer is committed to investing profits generated by the sales of these products to family planning initiatives back into family planning programs. Bayer also supports endeavors to provide family planning and contraception services in developing countries independently of international agencies by for example, creating distribution and partnership models suitable for the relevant markets.



“It’s about life”

Too many pregnancies in quick succession put a burden on the woman’s body and at worst can even lead to premature death. According to the World Health Organization (WHO), a gap of 2 to 3 years between pregnancies reduces child mortality, and improves maternal health.

According to an estimate by WHO*, family planning could avert more than 82 million pregnancies,

25 million unsafe abortions, and 125 000 maternal deaths every year. Fewer unplanned pregnancies equal fewer dangerous abortions. And fewer women would be at risk of injuries and death due to complications of childbirth.

Save the Children estimates that every hour three teenage girls die worldwide from complications caused by pregnancy.

Three steps to reach the goal

1. Increase the production capacity of contraceptive products
2. Invest profits from sales back into family planning initiatives
3. Build long-term partnerships, for example, to develop independent family planning services

Significant and rapid increase in the production of contraceptives achieved through new investments

Bayer is making a significant investment to enhance and expand the Supply Center in Turku, which manufactures contraceptive coils and implants. The construction is expected to be completed in 2025.

“The implant is exported to developing countries in collaboration with international family planning organizations. That way we can deliver more affordable products for the markets in developing countries and improve women’s health as well as their opportunities for family planning and equality. This is part of Bayer’s strategy to link sustainability seamlessly to business,” says **Christiane Temminghoff**, CEO of Bayer Nordic.

*[who.int/news/item/11-07-2017-countries-need-to-do-what-works-to-improve-contraceptive-access-provision-and-choice-for-women-and-girls](https://www.who.int/news/item/11-07-2017-countries-need-to-do-what-works-to-improve-contraceptive-access-provision-and-choice-for-women-and-girls)

Modern contraception supports population policies

For Bayer's goal, Africa plays a central role since 33 of a total of 36 countries in which women give birth on average to over four children in their lifetime, are located in sub-Saharan Africa. Moreover, contraceptive use in sub-Saharan Africa is only about 26% while the need is higher.

There are countries on other continents, even in Europe, where access to modern contraception is clearly below the demand.

Future population growth is very much dependent on how birth rates progress. According to an estimate by the UN, if the total fertility rate worldwide fell by one, the population in 2050 would be three billion less than currently estimated.



Contraception and family planning initiatives benefit the whole family

“Ensuring gender equality and girls’ and women’s rights has a big impact, particularly on how girls attend school, get an education and earn a living, enabling them to be economically independent. Modern contraception and access to it are a central part of this process. Equality and family planning increase the wellbeing of families, develop society and create economic stability, which means that men also need to be included in promoting these principles. Educating men about contraception has a big impact on whether couples will use family planning.”

Aino Försti-Smith
Head of Communications



Sustainable development becomes reality only if all areas of sustainability are considered

“The Finnish government has for a long time had a foreign-policy goal of safeguarding girls’ rights. It is well aligned with Bayer’s global goals related to women’s health and contraception. Finland has understood from very early on that women’s rights are connected to society’s stability, employment and economic development. Protecting women’s rights is, of course, only one area of sustainability but it illustrates what is most essential. Sustainability increases sustainable development in all other areas as well, and sustainable development is not possible unless all areas of sustainability are improved. Only through sustainable development can companies, as well as governments, foster economic growth.”

Dimitri Qvintus
Head of Communications, Public Affairs,
Science and Sustainability

2

Towards carbon neutral production

“As a large corporation, we take our responsibility to curb climate change seriously: our global goal is to achieve carbon neutrality by 2030. Bayer Finland for its part switched completely to renewable energy and reduced carbon dioxide emissions by a remarkable 89 percent between 2018 and 2021, and the remaining 11% will be fully compensated. Thus, in Finland Bayer has already achieved carbon neutrality for 2021”, says **Tomi Penttilä**, Head of Bayer’s Supply Center in Turku.

Most of the measures to reduce emissions have been implemented at Bayer’s site in Turku, where Bayer is also investing 250 million euros in development and expansion projects. The extension of the facility will be completed in 2025, and it will be both carbon neutral and energy efficient. 85 percent of the offsetting is achieved by postponing the felling of forests that have reached their final felling age of about 60 to 80 years. The rest, i.e. 15 percent of the compensation is achieved through tree planting in Finland.



Carbon neutrality in Finland



Sustainability challenge

- Carbon dioxide emissions must be reduced globally > Bayer to be carbon neutral by 2030.

Partners

- Nordic Green Solutions (carbon offsetting)
- Energy companies (which provide renewable energy to the factory)

Actions

- In Finland Bayer reduced its carbon dioxide emissions by 89 percent between 2018 and 2021.
- Emissions which cannot be reduced are fully offset by protecting forests and planting trees.

Goals 2030

- Carbon neutrality in Finland by 2030
- The goal was reached at top speed: Bayer Finland is carbon neutral already for 2021.

SDG



A power plant in the area provides renewable energy securely at an affordable price

A power plant that uses renewable energy was opened near Bayer's Supply Center in Turku in 2018. The plant is operated by the energy company Turku Energia, producing steam and heat.

The power plant originated from an initiative by Peter Essen, former Head of Bayer's Supply Center, and the project was executed with other companies located in the industrial area in Artukainen. The plant produces steam and heat primarily for the companies in the area, but occasionally excess heat can be distributed through the district heating system for use by residents in Turku as well.

When companies in the industrial area in Artukainen switched to using renewable steam energy, the combined emissions in the area were reduced by up to 20,000 tons of carbon dioxide equivalent (tCO₂e). The energy produced by the power plant is not subject to environmental protection tax as the previously used oil was.

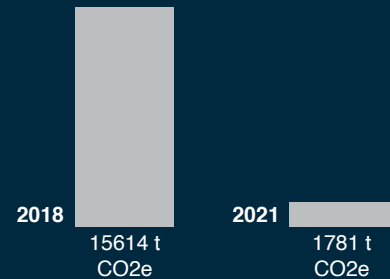
"The new wood chip plant combines both the reliable delivery and cost effectiveness of non-fossil energy supply," says Essen.

The new power plant supplies about 50 percent of the heat needed by Bayer. The required additional heat is produced by Turku Energia solely from renewable energy sources.

The electricity needed by the Supply Center is produced using hydroelectric power and supplied by the energy company Oomi Energia.

Bayer requires a certificate from all its energy suppliers, verifying that the electricity and heat energy used by the Supply Center is produced using only renewable energy forms.

Bayer reduced its carbon dioxide emissions by 89%



Bayer's Carbon Footprint



How will carbon neutrality be achieved?

- **Renewable energy**

Steam, heat and electricity needed by Supply Center Turku are produced using only renewable energy, which reduces the carbon footprint of the Turku site significantly; the reduction was 89 percent from 2018 to 2021.

- **Energy efficiency**

All company sites have implemented energy efficiency measures since 2009, when the entire Bayer Group put into action the Climate Check program. Improvements in the energy efficiency of properties are implemented continuously.

- **Optimized logistics**

Product logistics are optimized to keep emissions from transportation as low as possible.

- **Stakeholder collaboration**

We collaborate with our partners, subcontractors and other stakeholder groups to find ways to reduce the carbon footprint. For example, the most environmentally friendly options are selected for packaging materials.

- **Travel and waste management**

Every attempt is made to keep emissions generated by personnel travel and waste management as low as possible.

- **Offsetting**

Emissions that cannot be eliminated through energy efficiency measures or renewable energy sources will be offset by protecting forests and planting trees.

Climate science based emission goals

Bayer is committed to the Science Based Targets initiative (SBTi). Companies participating in the initiative are committed to reducing their carbon dioxide emissions to reach the climate goals of the Paris Agreement and to restrict global warming to 1.5 degrees, or 2 degrees at most. The companies pledge to have their climate goals scientifically reviewed.

Bayer's objective is to reduce its emissions by 42 percent on a global level by 2029, and the related measures have been implemented as planned. According to an independent scientific review, the goals specified by Bayer are sufficient to limit climate warming to 1.5 degrees, i.e. the goals reached the strictest category.

Water and safety

No water is used in the manufacturing of contraceptive products at the Turku site, and thus production causes no significant risk to the water system. The most important safety aspect in production is to protect the employees who handle hormones, and utmost attention is paid to this process. Safety will further improve with the investment in the new production facility in Turku.

No raw materials from high-risk countries

The plastic used as raw material in the contraceptive products manufactured at the Turku site is a medical plastic. It is currently imported from a manufacturer in the US. The hormonal compounds used in the products are manufactured at Bayer's plant in Germany. The products include no components manufactured in countries with a high risk of human or labor violations. A list of such countries is provided by Amfori BSCI.

3

The climate has already changed, and food production is becoming more difficult

We need new tools for farming to produce higher yields from smaller areas of land. Weed control ensures larger, higher-quality harvests using smaller areas of farmland.

Climate change has made farming difficult in many parts of the world. Large and important cultivated areas have suffered from drought and fires.

Feeding the growing world population is one of the greatest challenges of humankind. The UN previously estimated that the global population will reach 9 billion by 2030. The current estimate is 8.5 billion, which would still translate into an increase of 0.7 billion people.

There are over 550 million smallholder farmers in developing countries, producing 80 percent of the food consumed in their regions. Eighty percent of these smallholder farmers are women. On many small farms, the harvests are not big enough to feed the farmers or their families.

Bayer is the world's third largest manufacturer of innovative agricultural inputs. Bayer's most important products to farmers include substances to control



weeds, plant diseases and pests as well as seed treatment products and digital farming solutions.

Globally, Bayer's goal is to provide 100 million smallholder farmers in developing countries with the means to improve yields and generate stable, secure incomes from farming. Through its collaboration partners, Bayer provides farmers with courses and current data on the newest cultivation techniques and digital tools for monitoring soil conditions and weather changes.

In developed countries such as Finland, Bayer aims to increase average crop yields. This is achieved in collaboration with farmers, utilizing crop protection products, quality seeds and good cultivation techniques.

In Finland, Bayer works closely with farmers. A key part of our activities is to conduct product development testing in Finnish conditions and work in collaboration with authorities for product approvals.

Why is weed control so important?

Weed control is part of good cultivation techniques. It saves nutrients and reduces the growth area needed for crops. The harvesting and further processing of crops become easier when weeds are properly controlled. Weeds compete with crops for light, water and nutrients, and thus decrease crop yield. Lower yields require more land to produce the same quantity of food.

When fields are kept in good condition and measures are taken to ensure that the produced crops are of the highest possible quality, we in Finland can also produce enough food in a smaller cultivated area. This benefits us all – most of all biodiversity.



How are these goals achieved?

- By investing an additional 5 million euros in research and development in the next 10 years to find new weed control methods.
- By developing seeds that tolerate stress and difficult climate conditions.
- By developing new hybrid seeds that deliver larger yields – with oilseed rape and rice, hybrid seeds have produced up to 30 percent increases in crop yields compared to conventional seeds.
- By producing annually about 70 new seed varieties with new interesting traits for farmers
- By providing innovative products to control weeds, plant diseases, and pests.

Safety is the key premise in product development

Bayer has specified principles for responsible product management, and production is guided by the recently revised Product Stewardship Commitment, Principles and Key Requirements guideline. These principles are based on established and internationally recognized standards and ethical guidelines issued, for example, by the UN Food and Agriculture Organization (FAO), the association CropLife International and the industry initiative Excellence Through Stewardship. Along with this initiative, Bayer has made a commitment to have external experts perform audits regarding the development of seeds and traits.

The most important production principle for crop protection products and technologies is that they must be harmless to people and animals and can be used without placing an unjustifiable burden on the environment. This is verified early in the development phase, and only products demonstrated to be harmless are developed further. Before products can be introduced to the market, they need to pass through numerous assessments compliant with national and international laws and agreements.

GMO

The development of genetically modified seeds is subject to stringent international and national laws and regulations. Bayer has specified internal processes to ensure a responsible approach to biotechnologically manufactured products throughout their life cycle.

Glyphosate

The herbicide glyphosate is used in many countries for effective, simple and cost-effective weed control. Glyphosate works in plants by specifically inhibiting an enzyme that is essential to plant growth. This enzyme is not found in cells of humans or animals.

Glyphosate is safe when used according to the instructions on the label. This is confirmed by science-based evaluations conducted by regulatory bodies such as the European Food Safety Authority (EFSA), the German Federal Institute for Risk Assessment (BfR) and other leading regulatory authorities such as the U.S. Environmental Protection Agency (EPA) and the Canadian Department of Health, Health Canada.

4

Big investments in cancer research and polymer technology

Finland is the nerve center of Bayer's international research

Development of a new medicine is usually a long, expensive process. It often takes 10 to 12 years and may cost up to 3 billion euros. In Finland, Bayer's research efforts focus on product development (with special expertise in polymer-based drug delivery) and on the clinical study phase conducted to show that the investigational medicine is safe and effective for its intended use. Bayer's pharmaceutical development in Finland focuses on women's health in particular (contraception, hormone therapies, gynecological therapies) and cancer research.

Turku is home to Bayer's only research and development unit that is located under the same roof as the Supply Center. The contraceptive products (implants and coils) manufactured in Turku have also

been developed in Finland. Bayer's clinical research unit in Espoo coordinates international research projects that investigate new innovative drugs for cancer, women's health and cardiovascular diseases, for example.

Finland is one of Bayer's main hubs in which the company has centralized its operational functions of global clinical development. In Finland, the personnel count in clinical development has increased significantly during the last five years, and in 2020 exceeded 120 people.

In 2019, Bayer spent about 5 billion euros globally on research and development, which amounts to more than 10 percent of its sales. In Pharmaceuticals the figure was 15 percent of the division's sales.



Research and product development continue



Sustainability challenge

- New therapies are needed in the areas of women's health, cardiology and oncology.
- Hundreds of millions of people have limited access to a doctor.

Partners

- Universities, higher education institutions in Finland and around the world.
- Start-up companies in the Life Science area
- Doctors and healthcare professionals.

Actions

- €4–5 million investment in research and product development annually, approx 10% of sales. In Pharmaceuticals approx 15% of sales
- Globally more than 16 000 people work in research and product development
- Created Open Innovation Network for closer cooperation between universities and start-ups
- Develop and grow polymer technology competence in Finland

Goals

- New pharmaceutical molecules or therapies for clinical research phase
- Utilizing innovative digital solutions as part of medical treatment
- Development of innovative drug delivery systems
- New self-care products on offer, especially for developing countries

SDG





Polymer technology provides freedom to women

The core idea behind the contraceptive coils and implants developed in Turku is based on polymer-based drug delivery technology. Polymer technology ensures that a small amount of contraceptive hormone is released at a constant rate. A contraceptive implant releases the hormone subdermally in the arm and in the coil inside the uterus.

Bayer's pharmaceutical research and technology are developing at top speed: Bayer wants to secure its leading scientific position, develop innovative pharmaceutical products and delivery technologies, and thus create ever healthier future for people. The product development knowledge in Turku has a strong role in this – Turku is Bayer's only competence center for polymer-based drug delivery.

"In future, we will be even more closely part of global product development. Our long experience and extensive competence can thus be utilized in the development of new drug products. Our committed and highly skilled personnel with the right amount of passion, innovation and initiative will ensure it," says **Manja Ahola**, Head of Drug Carrier & Depot Systems.

A photograph of two female scientists in white lab coats and safety glasses working at a computer in a laboratory. The scientist on the left is looking at the monitor, while the one on the right is typing on the keyboard. The background shows laboratory equipment and a clean, professional environment.

Espoo unit leading international research projects

Wide-ranging collaboration guarantees safe pharmaceutical research

The clinical development unit in Espoo is an operational lead in several of Bayer's global clinical trials that are related to, for example, new oncological therapies and women's health. Pharmaceutical research and development is conducted with an extensive network of collaborators and partners. Bayer's strategic goal is to conduct R&D work internally and with partners such as universities, research institutions, biotech companies, startups, and other collaborators. Cell and gene therapies are one of new focus areas in R&D:

"In Finland, we have the optimal infrastructure to conduct both research and development, including clear legal landscape, comprehensive electronic health records, and attractive opportunities for academic and scientific collaboration. One of the challenges in clinical research is to find talents with global clinical project management experience in Finland. Cooperation with universities is one way for us to find and train future talents. At Bayer, we welcome talents from all over the world," says **Tarja Jalava**, Head of Clinical Project Management for Oncology Strategic Business Unit.

Bayer and Orion: a drug for prostate cancer approved in 60 countries

The European Medicines Agency granted marketing authorization in 2020 for a prostate cancer drug developed jointly by Bayer and Orion. The drug is indicated for the treatment of non-metastatic castration resistant prostate cancer in patients who are at high risk of developing metastatic disease. The active substance has now been approved in 60 countries, and an application for a further indication has been submitted in the EU, US, and Japan. Furthermore, an extensive development program is ongoing, with new clinical trials underway or planned in various stages of prostate cancer.

This drug is a good example of modern pharmaceutical research that entails persistent and multidisciplinary collaboration. Orion discovered the active substance in 2008, and Bayer got involved in the development project in 2014: Bayer's oncology research unit in Espoo has a strong role in the operative management and scientific writing for the extensive global clinical trials used as the basis for marketing authorization.

"Finland has top-class competence in clinical project management. Our professionals have successfully led an extensive global study that has enabled the development and commercialization of this medicinal product. Studies continue, and they are also led from Espoo," says Tarja Jalava.

Finland has excellent opportunities to develop into one of the world's leading countries at the forefront of pharmaceutical research, and Finland has strong competence in research areas that are interesting for Bayer.

Future trends in Bayer's pharmaceutical research

- Digitalization
- Targeted drug therapies
- Gene and cell therapies



Ethical premise of research at Bayer

The ethical premise of Bayer's clinical research is described in more detail on the webpage: [bayer.com/en/pharma/ethics-clinical-trials](https://www.bayer.com/en/pharma/ethics-clinical-trials).

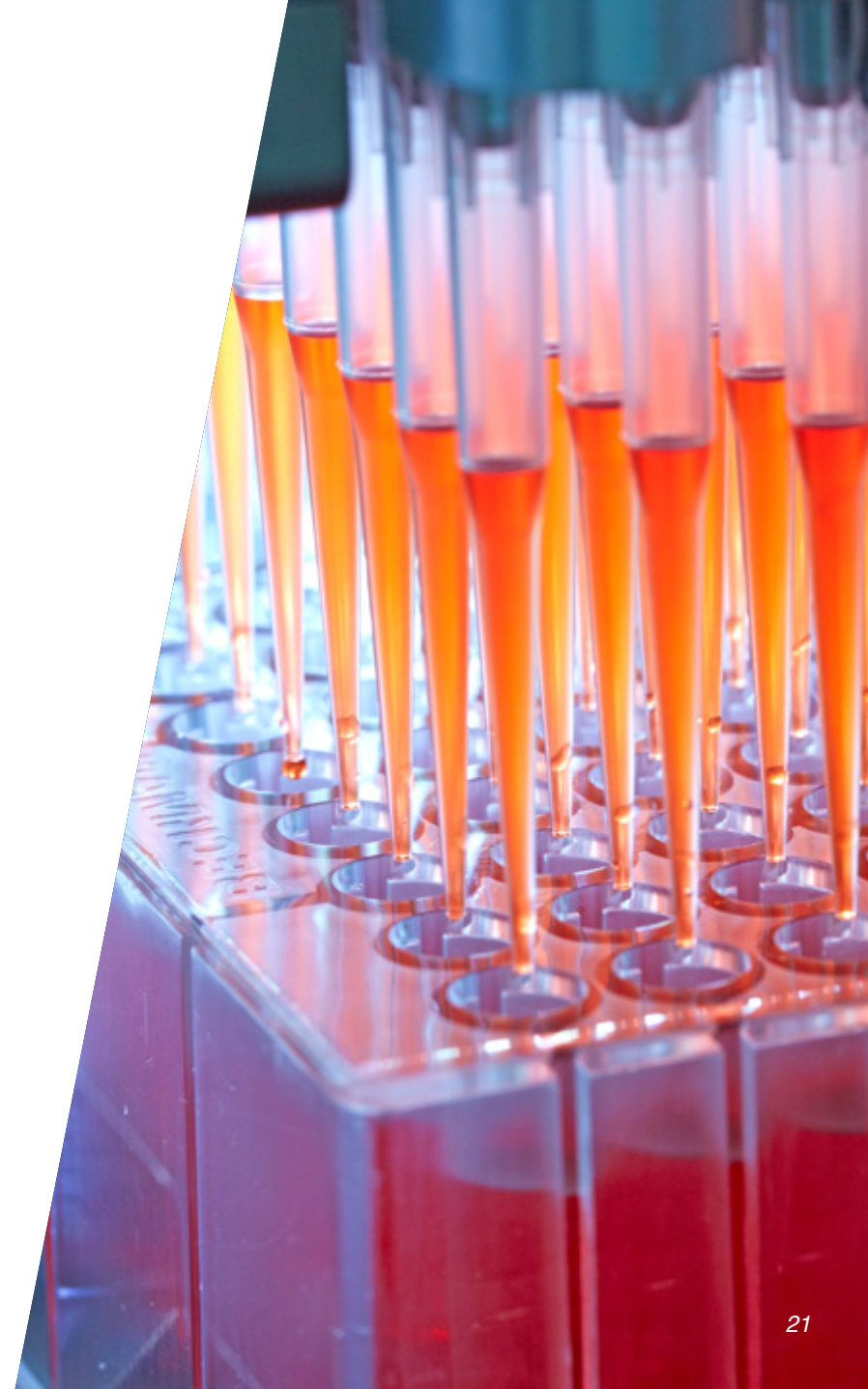
The clinical trials conducted by Bayer adhere to the highest international, medical, scientific and ethical standards and principles. Utmost attention is paid to the patient's well-being, dignity, safety, and rights. All studies at Bayer also adhere to current national laws and regulations. Bayer sets high standards on designing clinical trials, allowing a high degree of transparency and openness.



“At Bayer, people are always at the center of our work, be it patients, study personnel, or our own employees. Our LIFE values and the motto ‘People do matter’ are always strongly present. Our employees need to have the right work and life balance. This is hugely important for us to succeed together in our research.”

Tarja Jalava

Head of Clinical Project Management for Oncology Strategic Business Unit



5

Competence, research and efficiency create wide-ranging economic success

“Bayer’s annual investments in Finland are substantial. During the past decade that our headquarters for the Nordic region have been in Espoo, Finland, investments have amounted to more than half a billion euros. In 2011–2019, we paid more than a billion euros in corporate income tax,” says Christiane Temminghoff, CEO of Bayer Nordic.

Bayer’s Supply Center in Turku, where hormonal coils and contraceptive implants are manufactured, is Bayer Group’s third largest pharmaceutical plant. Products are exported from Turku to over 130 countries, and the total export sales of hormonal coils amount to over one billion euros.

Supply Center Turku is an important investment target for Bayer and in a key position to generate net sales. Finland’s role only grew stronger in 2021

when Bayer announced an investment of 250 million euros to build a new production facility in Turku and to modernize the old facility.

“Bayer has a strong economic presence in Finland, and we believe in Finland’s unique and innovative ecosystem and in the power of collaboration in building Finnish society also in future,” says Temminghoff.

Ways to maintain economic sustainability:

- Engage in profitable business
- Maintain stable jobs in Finland
- Increase production in Finland: Bayer is to modernize and expand the Turku site. The investment amounts to 250 million euros, with construction expected to be completed in 2025.



A financially successful company creates prosperity and innovation around it



Sustainability challenge

- Maintain Bayer Finland's strong financial performance in the future
- The proportion of women in the management of listed companies compared to men is still remarkably small.

Partners

- Employees
- Customers

Actions

- 250 million euro investment to modernize and expand the Supply Center in Turku.
- Bayer is one of Finland's biggest corporate income tax payers. Taxes are paid where the value is created.
- Bayer Finland employs approx 1 000 people.
- In Finland, women play a significant role in leading the company.

Goals

- Grow and expand operations in Finland
- Maintain a diverse range of jobs in Finland

SDG



Healthy and happy employees are a cornerstone of success now and in future

Bayer surveys the well-being of its employees at work at regular intervals. On a Group level, an extensive employee satisfaction survey is conducted every 2 to 3 years, and the results are utilized in continually improving leadership and personnel management. In Finland, we also conduct smaller and department-specific surveys at least twice a year to review the work atmosphere.

“The surveys have shown that our employees are very committed and feel that the employer values their work. Our employees are proud of the company, and they give high recommendation scores to their employer. The benefits and bonuses offered by Bayer are also considered fair,” says **Minna Kunnas**, HR Business Partner in Finland, describing the results of the latest employee survey.

Determined work to increase the proportion of women in management

Bayer’s global goal is to increase the proportion of women in upper management and advance the status of minority groups in the corporate culture. In 2019, women comprised 34.8 percent of Bayer’s top management on a global level.

In Finland, a slight majority of Bayer employees are women: about 60 percent. Women also have a strong presence in the company management. Miriam Holstein was the CEO of Bayer Nordic from 2017 to 2022, and she is succeeded by Christiane Temminghoff. In addition, Manja Ahola heads the product development unit in Turku.

According to the latest survey measuring pay equality at Bayer Finland, a woman’s euro is 100 percent at Bayer Finland, which means that employees of different genders receive exactly the same pay for carrying out tasks on the same requirement level.

Well-being benefits

The occupational health of Bayer’s personnel in Finland is taken care of by Bayer’s own occupational healthcare, which employs a physician, two nurses, a physiotherapist, and a laboratory technician. Occupational healthcare also carries out all the statutory and regular tests for employees working with hormonal preparations in manufacturing.



Coronavirus pandemic brought new challenges to managerial tasks

Emphasis now on self-management and mental health

The global coronavirus pandemic has affected Bayer as well. In the spring of 2020, the company transferred largely to working from home, except for tasks in production, for example, where remote working is not possible.

“The coronavirus brought about new challenges that highlight the importance of self-management and mental health. We have provided easy access to an occupational psychologist throughout the pandemic,” says Minna Kunnas from Human Resources.

During the coronavirus pandemic, Bayer has organized training events led by an occupational psychologist, focusing especially on the work of direct managers and leadership during remote working.

“At the training events, we have created new models to help employees organize their tasks and integrate work and leisure to provide sufficient recovery. In the managerial work, we have taken into account that working from home can be more stressful for some employees due to the lack of social contacts,” says Kunnas.



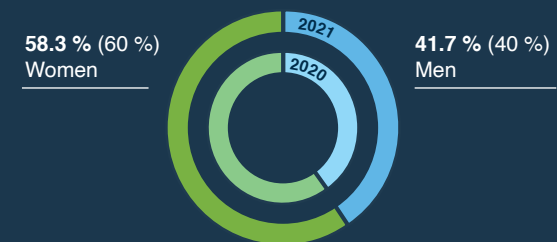
Gender and sexual minorities

The first LGBT+ employee network was established at Bayer as early as the 1990s. These groups operate under the name BLEND and are active in 14 countries where Bayer has operations. BLEND groups seek to highlight LGBT+ issues and promote the inclusion of sexual minorities in the work culture. In 2019, Bayer was recognized by several sexual minority organizations as an LGBT+ positive company.

Bayer's personnel in Finland in figures.

Personnel count:	1 061 (2021)
Gender distribution:	58.3% women, 41.7% men
Average age of employees:	44 years
Sickness absence rate:	3.5%
Accidents:	10 (in 2021)
Annual personnel turnover:	3.4%

Gender distribution 2021 (2020)



Bayer in Finland

Bayer Oy is a subsidiary of the German pharmaceutical company Bayer AG. Bayer Oy's special expertise lies in products utilizing polymer-based drug delivery, with contraceptive coils and implants generating annually more than a billion euros in sales.

Bayer Nordic SE is Bayer's regional organization in Northern Europe. In addition to Finland, the organization comprises six independent companies from Denmark, Norway, Sweden, Estonia, Latvia, and Lithuania. Bayer Nordic's headquarters have been in Espoo since 2011.

Both companies also use the name Bayer Finland in their Finnish operations.

Bayer is a global enterprise with core competencies in the life science fields of health care and agriculture. Our products and services are designed to benefit people and improve quality of life. The product portfolio in Finland includes Bayer's prescription drugs, over-the-counter products, agricultural crop protection agents and control substances.

Our international operations in Finland focus on prescription drugs: their research and development, production, and export of contraceptives to over 130 countries.

1945

Three Finns – Henrik Stenbäck, Fritz Welcher and Max Staudinger – founded a company called Oy Stewesta Ab. The company represented German chemical industry in Finland.

1949

Manufacturing of food and pharmaceuticals was incorporated into a separate company, and this company was named Leiras.

1992

Leiras Oy was founded. Prior to that, the company operated under several names, including Huhtamäki Oy Leiras, and several other pharmaceutical companies were merged with it.

2011

Bayer Schering Pharma Oy started to operate under the name Bayer Oy.

Bayer transferred its headquarters for the Northern European operations, i.e. Bayer Nordic, to Finland.

1946

Huhtamäki Oy was founded.

1958

Part of Stewesta's share capital was transferred to Bayer. In 1967, the name of the company was changed to Oy Suomen Bayer Ab.

1996

Schering AG acquired Leiras Oy.

2006

Bayer AG acquired Schering Oy.