



Privacy Statement

Bayer Aktiengesellschaft, Germany (hereinafter “us”, “our” and “we”), in its capacity as controller of the **Bayer SpeakUp Channel**, wishes to provide you with information on the processing of your personal data.

Handling of personal data

In the following, we explain the purposes of processing, as well as related to each purpose, the categories of personal data, the legal basis, the retention period and either the source from which the data originate or, if collected from the data subject, whether the provision is a requirement and the possible consequences of failure to provide:

Reporting a compliance violation

In order to be able to process your report of a compliance violation, we need to process your personal data. For this processing, we will collect the following information about you:

- Identification (report) number and password,
- Company location/other location,
- Your relationship to the organization (e.g. current/former/non-employee),
- Any other information that you will include in your report.

If you are willing to identify yourself, we will also process your:

- Name and surname,
- Contact details (e.g. phone number and/or e-mail address).

The legal basis for the processing of your data for the aforementioned purpose is that the processing is necessary to pursue the legitimate interests described in the following, where the interest is not overridden by your interests or fundamental rights and freedoms, Art. 6(1)(f) General Data Protection Regulation (“GDPR”).

The legal basis for the handling of your personal data results from the fact that such handling is required to process your report. The legitimate interest is to have a safe system to detect compliance violations and to facilitate the efficient compliance investigation.

In case you do not provide your personal data, this will not adversely affect you.

We process your personal data for the period of the investigation. As a general rule, the data will be retained for three years after the completion of the investigation, unless a deviating retention period is legally required. After this the data will be deleted.



Communication via Speak Up Channel

You can contact us directly via the contact forms available in our SpeakUp channel. In particular, you may provide us with the following information:

- Name and surname,
- Contact details (e.g. phone number and/or e-mail address),
- Any additional information regarding your report.

We process information provided by you via the SpeakUp Channel exclusively for the processing of your specific message/request, Art. 6(1)(f) GDPR.

As a general rule, the data will be retained for three years after the completion of the investigation, unless a deviating retention period is legally required. After this the data will be deleted.

Recipients of personal data

Commissioned processing

For the processing of your personal data we will to some extent use specialized service contractors that process your data on our behalf (e.g. for IT-Support or cloud services).

This includes in particular also:

People Intouch B.V., Olympiastadion 6 1076 DE Amsterdam The Netherlands, which is our external and independent SpeakUp Channel service provider.

Such service contractors are carefully selected and regularly monitored by us. Based on respective data processing agreements, they will only process personal data in accordance with our instructions.

Affiliates

We may share your personal data with our affiliates from the Bayer Group, where necessary for the purposes described above.

Authorities and state institutions

We may share your personal data with law enforcement agencies or other authorities and state institutions if legally required or necessary for the purposes described above.

External lawyers

In order to support legal decisions and to pursue or defend against legal claims, we may share your personal data with external lawyers.

Prospective buyers in the context of Mergers & Acquisitions



We may share your personal data with a prospective buyer in case of an acquisition, merger or any other type of corporate or asset transition involving a change of ownership or control concerning us or our services.

Information regarding your rights

The following rights are in general available to you according to applicable data privacy laws:

- Right of information about your personal data stored by us;
- Right to request the correction, deletion or restricted processing of your personal data;
- Right to object to a processing based on legitimate interest or public interest, unless we are able to prove that compelling, warranted reasons superseding your interests, rights and freedom exist, or that such processing is done for purposes of the assertion, exercise or defense of legal claims;
- Right to data portability;
- Right to file a complaint with a data protection authority;
- Where you have provided your consent to the processing of your personal data, you may at any time withdraw your consent with future effect. Such a withdrawal will not affect the lawfulness of the processing prior to the withdrawal.

If you are a resident of California or Nevada in the United States, you may have additional rights regarding your personal data. More information may be found on the [US privacy statement addendum](#).

Contact

For any questions you may have with respect to data privacy, or if you wish to exercise your rights, please address your request to our [contact form](https://www.bayer.com/en/contacting-data-privacy) (<https://www.bayer.com/en/contacting-data-privacy>), send an email to data.privacy@bayer.com or contact our company data protection officer at the following address:

Data Privacy Officer

Bayer AG
Kaiser-Wilhelm-Allee 1
51368 Leverkusen, Germany

Declaration as of: 10.09.2024