



Re-Think Our Future

Sustainability Report 2023
Bayer Switzerland



Highlights 2023

The first year of our multi-year cooperation with the World Food System Center at ETH Zurich and Bayer Switzerland became part of the UN Global Compact Network at the beginning of the year.



First projects with the World Food System Center, ETH Zurich

Bayer is supporting several interdisciplinary research projects of the World Food System Center with a total of 1.1 million Swiss francs over the next four years. The research projects aim to analyze the environmental impact of agricultural systems, in particular relevant European farming systems, while at the same time improving food production and the economic and social sustainability of all stakeholders.

Following a successful first call for proposals in 2023, two new projects are planned for 2024 as part of the research program "Improving Sustainability of Agricultural and Food Systems across Key Environmental Metrics". The aim is to understand the benefits and trade-offs of different measures in agricultural systems and production practices, to maintain the production potential and overall resilience of the agricultural system to climate impacts and to strengthen biodiversity:

1. Effects of different crop rotations in the Mediterranean climate on water resources and greenhouse gas emissions

In temperate climate zones such as the Mediterranean region, intensive agriculture in particular, crop rotation is used in temperate is practiced. Due to climate change, this region is likely to be affected more frequently by droughts and heavy rainfall. A new interdisciplinary project in Campo de Cartagena in southeast of Spain aims to gain a better understanding of how different crop rotation practices affect water consumption, nitrogen balance and the emission of N₂O. In addition, the economic opportunities of these practices will be evaluated.

2. Improving sustainability and nitrogen utilization through more efficient peas in the crop rotation

Crop protein production is seen as the key to reducing the environmental footprint of agriculture and to improve human nutrition in Europe. However, the increasing demand for plant-based products requires new legume varieties with high protein content. Legumes have the ability to fix nitrogen from the air and make it available in the soil, making them crops in sustainable agriculture. This research project aims to develop efficient pea varieties with high photosynthetic performance and nitrogen fixation potential. Instead of just optimizing fertilizers, legumes are to be integrated into the crop rotation in order to better use of nitrogen.



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United Nations Global Compact

Global Goals are Local Business

Through this membership we get access to like-minded, innovative, and successful stakeholders both locally and globally. With its expertise, the organization helps us further develop our sustainability strategies.

About the UN Global Compact Network

The UN Global Compact Network Switzerland & Liechtenstein is the official platform of the United Nations Global Compact in Switzerland and Liechtenstein based in New York – the world's largest initiative for sustainability in business. Responsible business practices not only motivate all stakeholders, they also enable long-term profitability and contribute to prosperity and the global common good. The ten principles and the UN Sustainable Development Goals (SDGs) serve innovative companies like Bayer as a guide and an opportunity.

As part of our commitment to sustainable and responsible business practices, we have integrated the ten principles of the UN Global Compact into our strategies and business processes and have committed ourselves to respecting human and labor rights, protecting the environment and combating corruption in all its forms.

The Ten Principles of the UN Global Compact

How companies operate

Businesses should

1. support and respect the protection of internationally proclaimed human rights;
2. make sure that they are not complicit in human rights abuses;
3. uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. uphold the elimination of all forms of forced and compulsory labour;
5. uphold the effective abolition of child labour;
6. uphold the elimination of discrimination in respect of employment and occupation;
7. support a precautionary approach to environmental challenges;
8. undertake initiatives to promote greater environmental responsibility;
9. encourage the development and diffusion of environmentally friendly technologies.
10. work against corruption in all its forms, including extortion and bribery.

First live webinar series on the topic of sustainability

From May 2023, Bayer Consumer Health Switzerland organized a live webinar series for pharmacies and drugstores in cooperation with UN Global Compact Switzerland & Liechtenstein on the topic of "The Sustainable Pharmacy". Together with the anchoring of sustainability in the Trade Terms with our customers, which came into force in January 2023, this was a milestone in our daily work with our pharmacies and drugstores. They committed to actively engaging in sustainability in 2023 by participating in an expert webinar on the topic of sustainability.



First live webinar series on sustainability

The three-part live webinar series aims to promote sustainability awareness among Swiss HCPs and to demonstrate the importance of a sustainable pharmacy and drugstore. The webinar series is primarily aimed at Swiss pharmacies and drugstores and aims to provide concrete examples, best practices and recommendations for action to help them recognize the opportunities and benefits of sustainable and responsible business practices. In addition to providing basic knowledge on sustainability, challenges and opportunities, it is about a deeper understanding of the impact of climate change on health and the role of the pharmacy & drugstore in this change.

First pharmaSuisse accreditation for Bayer Consumer Health

The three webinars have been officially accredited by the Swiss Pharmacists Association pharmaSuisse, further underlining the relevance of the sustainability issue in the market. This is the first time that Bayer Consumer Health has received pharmaSuisse accreditation for a training course. For pharmaSuisse, these are the first and only webinars on the topic of sustainability.

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1 Editorial

Rethinking our future: Half-time.

More than seven years have passed since the member states of the United Nations agreed on the 2030 Agenda for Sustainable Development and the associated 17 Sustainable Development Goals in 2015 – as a universal call to action to end poverty and protect the planet. Mid-2023 was the halfway point on this journey and the interim results are disillusioning: A look at the United Nations' Global Sustainable Development Report 2023 clearly shows that we are miles away from achieving the sustainability goals. The report is alarming and sums it up as follows: "This is a warning signal that unless the world makes an urgent course correction and initiates transformative change, we risk undermining advances made, increasing vulnerability to future crises and cementing unsustainable development pathways."

The clock is ticking. We must act now!

Progress is insufficient for half of the 140 targets for which data is available and 30% are even trending in the wrong direction. The effects of the COVID-19 pandemic, the war in Ukraine and the climate crisis are not only preventing the SDGs from being achieved, but also threaten to undo the progress made. Since the start of the pandemic, the number of people living in extreme poverty has risen for the first time in a generation, income inequality between countries has increased for the first time in three decades and, according to current trends, around 575 million people will be affected by extreme poverty by 2030. At the same time, the increasing extreme weather events caused by climate change are already threatening the livelihoods of hundreds of millions of people.

It is not too late.

We will not achieve the global sustainability goals by 2030 or even 2050 with "business as usual". But change is still possible and it is essential for the survival of the planet. It needs everyone's contribution – from each individual, from business, industry and from politics.

And we at Bayer have also set ourselves the goal of finding solutions to grow more food while reducing environmental impact and providing better health for a growing, ageing population.

At a global level, we can already point to some major successes that we achieved in 2023:

- Introduction of a new rice cultivation system that allows farmers to reduce water consumption by up to 40%.
- A new vision of regenerative agriculture that has already enabled 53 million smallholder farmers to produce more with less. This not only helps to preserve nature, but also to restore it.
- Opening of a cutting-edge production facility in Turku (Finland) to expand access to modern contraception. In 2023, we were already able to support 46 million women.
- Reached 75 million people in economically or medically underserved communities with self-care products through our initiatives and partnerships.
- Signed the biggest single renewable energy contract in the United States: A long-term renewable energy purchase agreement that will secure 40% of Bayer's global electricity demand in the future.

Bayer Switzerland – practicing sustainability throughout the company

At our three Bayer sites in Switzerland, we strive to incorporate sustainability into everything we do: From the obvious measures, such as improving our heating and ventilation system in our largest office building in Basel, to energy-saving initiatives in Muttenz, to meaningful collaboration with the UN Global Compact Network and embedding its ten principles (see the previous highlights page in this report for more information) into our strategies and operations. At Bayer Switzerland, we are committed to driving sustainability forward and doing our part to achieve our goals.

*The Bayer Switzerland
Country Leadership Team*

2 About this Report

This is the fourth Sustainability Report published by Bayer Switzerland providing key information about the economic, societal, and environmental consequences of its activities.

Through the Sustainability Report, Bayer Switzerland provides a transparent and comprehensive insight into its sustainability strategy and performance. The report supplements the nonfinancial statement pursuant to the CSR Directive Implementation Act (CSR-RUG) that is published in the combined management report of the 2023 Annual Report of the Bayer Group.

Reporting Period and Scope

This Sustainability Report presents our key progress areas and figures for 2023. All of the information found in the document relates to the activities pursued by Bayer Switzerland. Where this is not the case, it will be indicated accordingly. The reporting period is the 2023 fiscal year. The closing date for all data and facts was December 31, 2023.

The Sustainability Report of the Bayer Group, which can be found at www.bayer.com/en/sustainability/sustainability-reports includes the following content:

- Companies
- Corporate Governance
- Product Stewardship
- Procurement
- Human Rights
- Employees
- Climate Protection
- The Environment and Safety
- Charitable Giving and Foundations

In the Bayer Switzerland Performance Report we provide information on the following subjects:

- The Bayer Sustainability Strategy
- About Bayer Switzerland
- Employees
- Diversity, Inclusion & Equity
- Action on the Environment and Safety
- Corporate Social Responsibility

In the interest of readability, we have omitted the legal suffix of the various companies. This report is issued in German, French, and English.

Materiality Analysis

We have also reviewed the extent to which our core business has influenced globally relevant environmental and sustainability agreements and how we can incorporate the Paris Climate Objectives and UN Sustainable Development Goals (SDGs 2030) into our strategies. Many of our company's priorities correspond to the SDGs, as demonstrated in this report.

Key Issues for Societal Engagement

The analysis revealed that the following areas are particularly relevant for Bayer Switzerland. The subject areas have also been structured according to the reporting requirements of the Bayer Group:

Sustainability Strategy

- Our contribution to the SDGs

Bayer Switzerland

- About Bayer in Switzerland

Employees

- Employees and Recruitment Trends
- Fair Pay
- Continuing Education
- Balancing Work and Family Life
- Occupational Health and Safety

Diversity, Equity & Inclusion

Action on the Environment and Safety

- Energy Management and Sustainable Resources
- Air Emissions
- Waste Disposal and Recycling
- Water and Wastewater
- Plant Safety

Corporate Social Responsibility

- Our Donations
- Charitable Activities
- Sponsoring



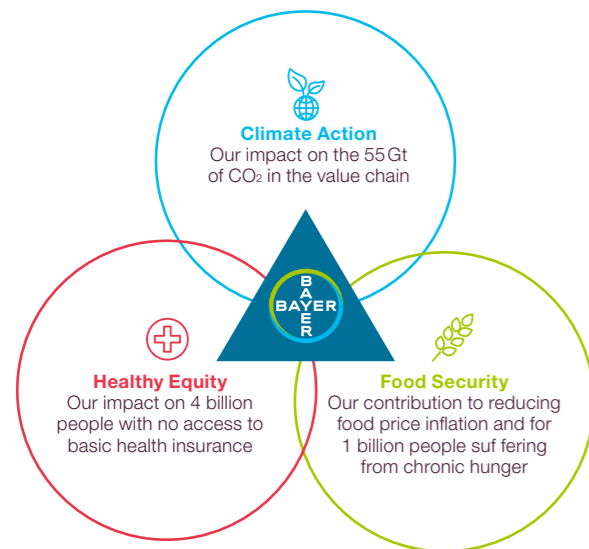
3 Sustainability Strategy

As a group, Bayer is active worldwide and always operates in line with our corporate mission “Health for all, Hunger for none”. This means that the principle of sustainability is firmly anchored in our strategy, our processes, and our 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 „Health for all, Hunger for none“, we have defined three areas in which we will have a major impact and drive forward our ambitions and business solutions:

- Combating climate change
- Equal access to healthcare
- Food security

Our areas of impact



For us, sustainability is more than just a corporate responsibility: Sustainability underpins the future growth of Bayer. Sustainability is therefore an essential component of our corporate strategy, our business activities, our corporate values, and the way in which we operate our businesses. Sustainability is also at the center of our corporate vision “Health for all, Hunger for none” and comprises the following three core elements for all divisions:

- Generating inclusive growth and added value for society
- Reducing our environmental footprint
- Acting responsibly throughout our entire value chain

We deploy our innovation power to develop sustainable solutions for the pressing problems of our time.

The Corporate Sustainability Committee (CSC) is responsible for developing the group-wide sustainability strategy and activities. In Switzerland, the Swiss Sustainability Council (SSC) manages local activities at the headquarters in Basel. We aggregate these activities under the claim “Rethink our Future”.

Our Contribution to the SDGs

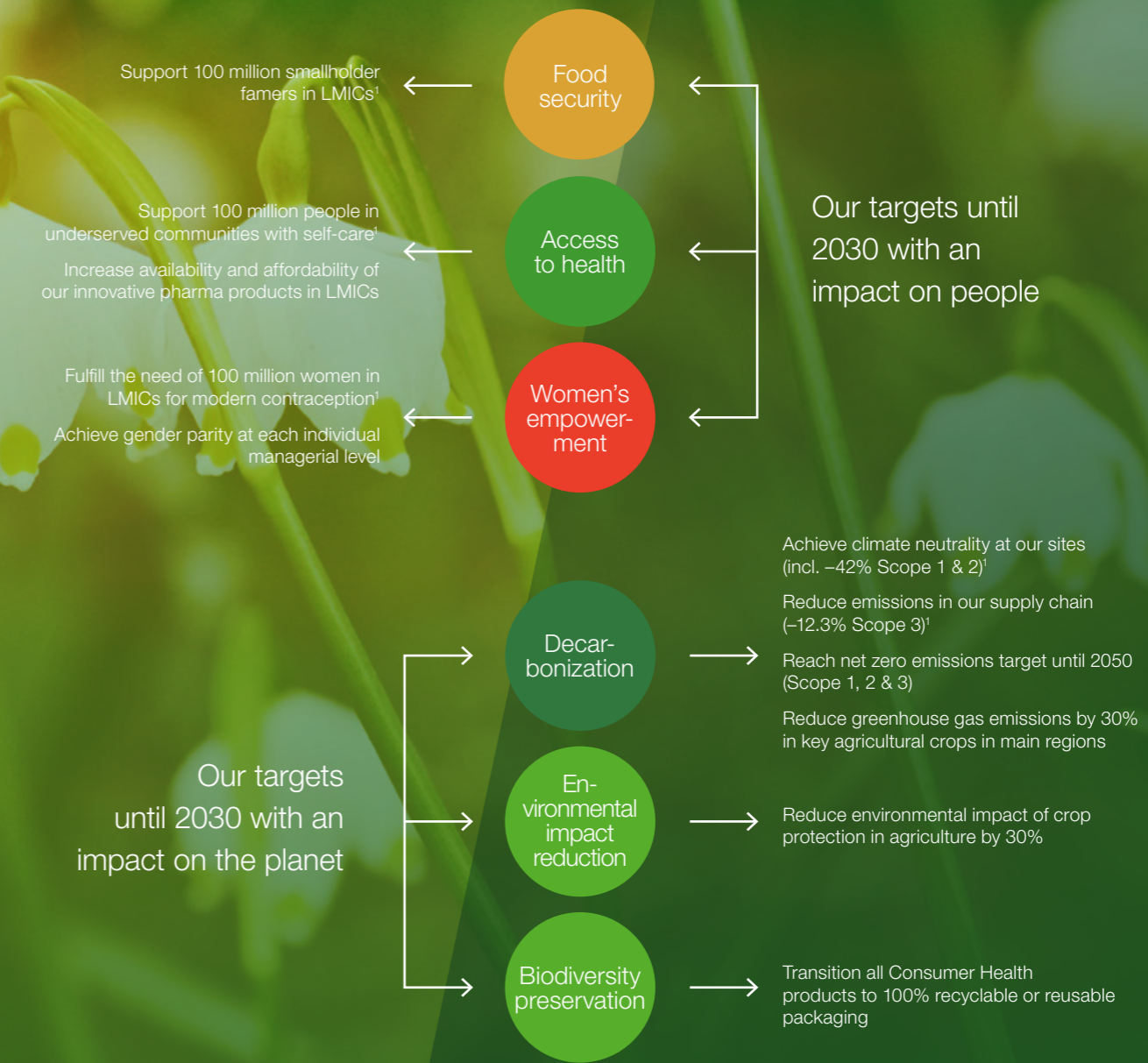
In line with our organization’s strategy, we aim to contribute to the achievement of the United Nations Sustainable Development Goals (SDGs).

Bayer Switzerland is focusing on a select number of SDGs in order to achieve the greatest possible impact on people, the environment, and society. These particular SDGs also dovetail with our area of business.

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



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

Global Milestones 2023

At a global level, we achieved the following targets in 2023:

In March 2023, we communicated a comprehensive strategy to improve the use and quality of water along the agricultural value chain: We are advancing a system for rice cultivation that enables farmers to reduce water consumption by up to 40%. For such an important crop, which accounts for around 40% of global irrigation, this is hugely important.

We published our vision of regenerative agriculture, which enables farmers to produce more with less input and which not only protects nature but also helps to preserve it. So far, we have reached around 53 million smallholder farmers in low- and middle-income countries.

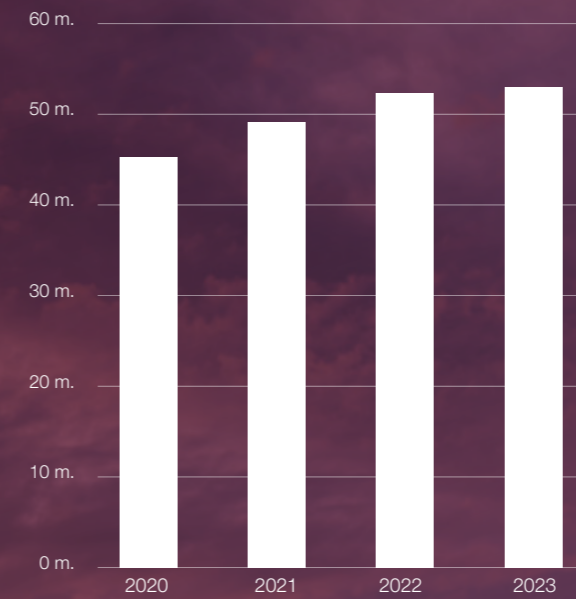
In Turku, Finland, we opened a state-of-the-art production facility to improve access to modern contraception in low- and middle-income countries. By 2023, we had already reached 46 million women.

Through various initiatives and partnerships, we reached 75 million people in economically or medically underserved regions with self-medication products. In addition, we expanded the portfolio of The Nutrient Gap Initiative, our flagship program for access to key nutrients, to include nutritious foods such as vegetables, fruits and cereals.

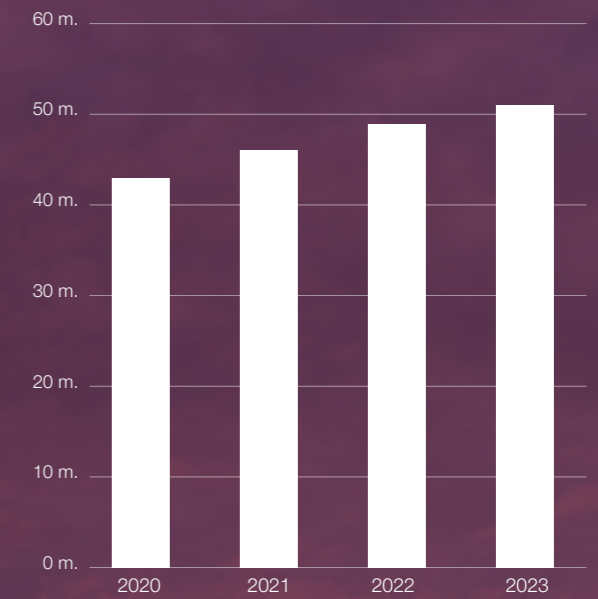
We are also improving the footprint of our business by signing one of the largest single renewable energy agreements in the US, which will secure around 40% of Bayer's global electricity needs in the future. We are committed to measuring, reporting and validating our progress until we reach net zero by 2050.

Target for 2030:
Supporting 100 million smallholder farmers in LMICs.

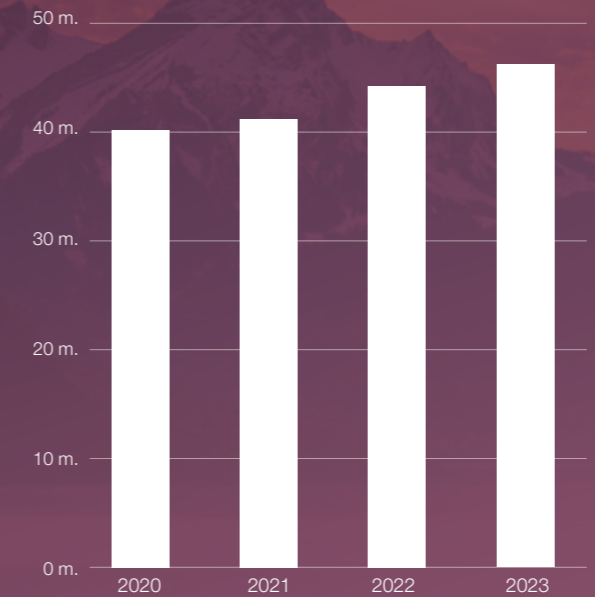
¹ Low- and middle-income countries



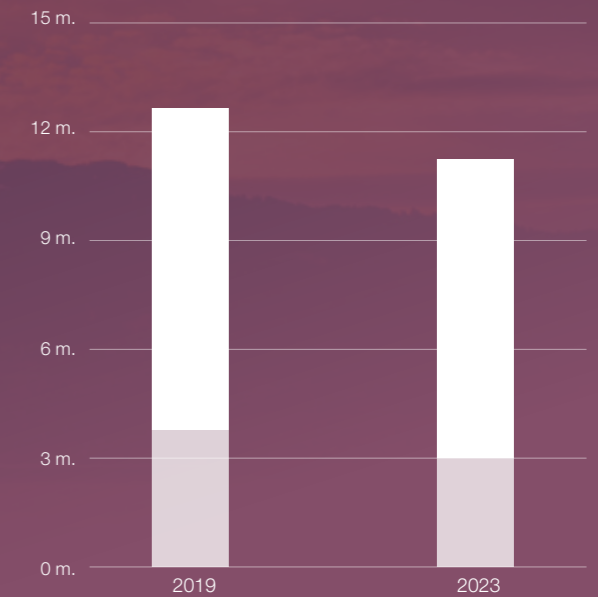
Target for 2030:
Supporting 100 million people in everyday healthcare.



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



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



■ Emissions at our own sites
■ Emissions in the value chain

Basel

International Headquarters
of the Consumer Health Division

EMEA Headquarters
of the Crop Science Division

Office of the Global Pharmaceuticals
Therapeutic Areas Oncology,
Ophthalmology, and Hematology

Marketing and Distribution of Crop Science
for the Swiss MarketGroup Management
Functions Finances, HR, Procurement, Legal
and Compliance, IT

Muttenz

Bayer Crop Science
Schweiz AG

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

4 About Bayer in Switzerland

Bayer has been operating in Switzerland since 1954 and is represented there by the three national subsidiaries Bayer (Schweiz) AG, Bayer Consumer Care AG, and Bayer CropScience Schweiz AG. These subsidiaries serve both the local and international market. In addition to its Swiss operations, several of Bayer's other international business areas have taken up residence in Switzerland over the years.

Pharmaceuticals.

Innovation for the Future.

Demographic change has repercussions for healthcare systems. The number of patients with chronic conditions and multiple morbidities is on the rise. At the same time, people are taking a more active role in managing their own health. With our innovative products, we seek to achieve therapeutic benefit for patients while also satisfying the growing requirements of physicians and health insurers. In addition to the local business with its office in Zurich, the global headquarters of the therapeutic areas of oncology, ophthalmology, and hematology have been located in Basel since 2012/2013. Bayer is active in the following therapeutic areas in Switzerland:

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

Consumer Health.

Innovation for a Healthy Life.

Bayer Consumer Health primarily deals in over-the-counter (OTC) products for the health and well-being of consumers and patients. The registered office of the Swiss branch is in Zurich. The global headquarters of the Consumer Health Division has been located in Basel since 2016. It is headed up by Heiko Schipper, Member of the Board at Bayer. Bayer AG offers more than 170 products across the globe for self-medication and care in the following areas:

- Skin protection and care
- Nutritional supplements
- Pain
- Gastrointestinal health
- Colds
- Allergies

Crop Science.

Innovation for a Growing Population.

Bayer wants to foster the next generation of agriculture. We help both large and small farms meet the population's demand for food and animal feed despite limited natural resources.

In Muttenz, Bayer manufactures active substances and intermediates primarily for fungicides that are sold worldwide. Since 2019, the EMEA headquarters of the Crop Science Division has been based in Basel.

4.1 Management

The businesses in Switzerland are managed by the Switzerland Country Leadership Team (as of the end of December 2023):

- Ernst Coppens, CEO Bayer Switzerland
- Sten Guezennec, Country Division Head Crop Science Switzerland
- Gustavo Gomez, Country Division Head Consumer Health Switzerland
- Thorsten Hein, Country Division Head Pharmaceuticals Switzerland
- Jacqueline Pelous, Head HR Switzerland
- Nicole Borel, Head Communications & Public Affairs Switzerland
- Pascal Bürgin, Head Law, Patents & Compliance Switzerland
- Felix Hanisch, Head Production Site Bayer Crop Science Schweiz AG
- Christoph Koenen, Head of Clinical Development and Operations
- Maria Overgaard, Global Talent Lead Consumer Health

5 Employees

The knowledge and commitment of our employees are key pillars of Bayer's success. It is important to us that our teams are able to constantly evolve and feel appreciated by us as their employer.

In 2023, we started to align Bayer even more closely with our mission "Health for all, Hunger for none". We are initially focusing on revising our organizational model. Our goal is to drive innovation faster and support farmers, patients and consumers even better.

We are therefore no longer relying on hierarchies, but on the curiosity, creativity and expertise of our employees. We rethink and redesign every process, every project and every role in the company and are guided by three central priorities:

- Full focus on our mission
- Driving world-leading innovation
- Achieving outstanding financial results

We call this system the "Dynamic Shared Ownership (DSO) model" and it consists of the following five core elements:

1. Mission first

Focus on "Health for all, Hunger for none" - in everything we do.

2. Collaborative thinking

Strengthening a culture that enables creative thinking and behavior.

3. Customer orientation

Creating value through innovative solutions.

4. Empowerment of employees

Transfer of 95% of all decisions from management to employees

5. Fast work cycles

Continuous improvements and activities in 90-day cycles.

Digitalization

Digitalization represents a major opportunity for us too. Our HR department is already using robot-assisted process automation and artificial intelligence for various recruitment processes. This makes it possible, for example, to identify talented candidates both internally and externally in a more efficient and effective way. The program suggests suitable candidates based on their qualifications and experience, and those candidates are then invited for an interview. In order to drive the digitalization process forward, our team receives regular training from the HR department. The aim is to improve automation and projections with respect to staffing.

5.1 Employees and Recruitment Trends

On December 31, 2023 Bayer Switzerland had 1,545 employees across its various divisions and organizations. On average, our employees worked for Bayer Switzerland for 10.3 years. In 2023, 105 new employees were recruited in Switzerland. The fluctuation rate at Bayer Switzerland stood at 8.9 percent, which includes all employer- and employee-driven terminations, retirements, and deaths.

Employees **2023**

Number of employees, total 1,545

Employees by division

Pharma	457
Crop	410
Consumer Health	479
Enabling Function	199

Employees by gender

Women	686
Men	859

Employees by role

Sales & Marketing	322
GA, Enabling, CPL	326
Research and Development	251
Supply Chain Management	274
Production	352
Apprentices	20

Nationalities

Number of nationalities 64

New hires **2023**

New hires	105
Women	43
Men	62
New hires: 50 years old or above	10
New hires: between 31 and 49 years old	34
New hires: 30 years old or below	61

Fluctuation **2023**

Fluctuation	137
Men	71
Women	66
Fluctuations: 50 years old or above	36
Fluctuations: between 31 and 49 years old	21
Fluctuations: 30 years old or below	80

Demography

We want to provide our employees with an optimal working environment where they feel comfortable, whatever phase of their life they are in. That is why we offer health and sports programs, flexible working models, and knowledge management, among other things.

Employees by Age Structure **2023**

Average age	43.8
Men under 20 years old	2
Women under 20 years old	-
Men between 20 and 29 years old	27
Women between 20 and 29 years old	27
Men between 30 and 39 years old	269
Women between 30 and 39 years old	219
Men between 40 and 49 years old	298
Women between 40 and 49 years old	282
Men between 50 and 59 years old	216
Women between 50 and 59 years old	134
Men aged 60 or above	46
Women aged 60 or above	25

5.2 Fair Pay

Bayer applies uniform standards to ensure that employees are fairly compensated throughout the Group. Our performance and responsibility-related remuneration system combines a basic salary with performance-related elements, plus additional benefits. Salaries are regularly reviewed to ensure we remain competitive on the international stage. We attach great importance to equal pay for men and women, as well as informing our employees transparently about the overall structure of their salaries. We already achieved remuneration equity back in 2020 as confirmed by an external body, which allowed us to obtain the nationally recognized "Fair Compensation" certification of the Association of Compensation & Benefits Experts (acbe). Our "Total Rewards" corporate policy specifies the global requirements to this end.



5.3 Continuing Education and Training

Via the “Bayer Academy” we offer our employees a diverse continuing education program. It covers not only vocational training but also systematic leadership development and has won numerous international awards. Employees from the individual areas can expand their expertise by way of function-specific study units such as the “Finance Academy”. We currently offer more than 40 of these study units.

Since 2018, our employees have had access to a comprehensive e-learning library. This allows them to access content that is relevant to them free of charge and compile their own personal study plan.

5.4 Balancing Work and Family Life

We allow our employees to flexibly choose their working hours and offer support for childcare or for the care of close relatives. Our commitments in this area go beyond the statutory requirements. In the reporting year, 186 of our employees in Switzerland (approximately 12.1 percent) were working part-time.

Part-time	2023
Men working part-time	35
Women working part-time	151
Full time	87.9%
80–90% contract	7.1%
60–70% contract	2.7%
50% or less contract	2.3%

Working Hours, Holidays, and Parental Leave

Bayer Switzerland operates a 40-hour week. Employees are entitled to between 25 and 30 days of vacation per year, depending on their age. The following rules apply for parents:

- Maternity leave: 20 weeks (statutory requirement: 14 weeks)
- Paternity leave: 20 working days within a year (statutory requirement: 10 days)

Flexible Working Models

Where possible we support flexible working in order to allow our employees the necessary freedom. We firmly believe that flexibility fosters innovation and enables our employees to focus on what really counts, in keeping with our mission “Health for all, hunger for none”.

On the one hand, flexible working concerns the place a person works: Our employees can choose where they work in consultation with their manager, whether that’s in an open-plan office at a workstation that can be ergonomically adjusted to their needs, in one of the focus rooms or special booths for telephone calls, in one of the special rooms for creative brainstorming, or within their own four walls at home. We have also created flexible and innovative office concepts in Basel and Zurich that are in line with the new hybrid work situation.

On the other hand, flexible working also covers different working methods like buying additional days of vacation or taking a sabbatical, or the option to work part-time or job-share. Job advertisements are always listed as “80–100%” positions. Applicants discuss the options with the HR managers and agree on a number of working hours that meets the needs of both parties.



Safety as our top priority

The safety of our employees is our top priority. We are therefore all the more proud that we did not record a single occupational accident at our three locations in 2023.

5.5 Occupational Health and Safety

The well-being and safety of our employees when at work or when traveling for work are of the utmost importance to us. Bayer Switzerland therefore regularly organizes campaigns, initiatives, and events to this end.

Safeguarding the occupational health and safety of our employees, and of the employees of contractors under the direct supervision of Bayer involves:

- Preventing occupational accidents and occupational illnesses
- Assessing potential hazards
- Ensuring comprehensive risk management
- Creating a healthy working environment

Our SAFE campaign regularly highlights key issues that are often forgotten in everyday working life. Moreover, our Health, Safety, and Environment (HSE) Department identifies the most common causes of accidents and initiates a range of measures to prevent these in future. The fact that we did not have a single occupational accident at our three Swiss sites in 2023 confirms that these measures are having an impact.

Occupational accidents	2023
Total for Bayer Switzerland	0
Muttentz manufacturing site	0
Basel & Zurich sites (WFH)	0

Type of accidents	2023
Traffic/transport	0
Contact with chemicals	0
Movement (tripping)	0
Mechanical work	0
Other	0

Health and Safety Day

By instilling a positive culture of safety we can prevent accidents or at least reduce their frequency. That is why we organize an annual Global Health and Safety Day to promote safe conduct within and outside of the office environment. An evacuation drill is carried out so that everyone knows the procedures and any necessary corrective measures can be taken. The Health and Safety Day involves various courses like first-aid refreshers or fire-fighting courses as well as a town hall meeting addressing different aspects of health and safety each year. As part of the “Together Towards a Healthy and Safer Workplace” initiative, a new safety briefing was made available to inform employees about all of the health services on offer and to stress the importance of occupational safety.

First-Aid Training

It is our duty to ensure that there are enough first-aiders present at our sites in case of emergency. That is why we not only have trained doctors available who provide voluntary emergency aid, but also train our facility management and reception team in first-aid (IVR 1 and 2). We have also created an emergency aid team that employees can volunteer to join. These employees are trained in evacuation and can participate in IVR 1 training. This allows us to make our working environment as safe as possible.

Mental Health

At Bayer Switzerland we offer our employees support through mental health and resilience training. We do this because we believe it is important for our employees to take the time to really understand what it is they need.

These training sessions are provided in collaboration with the external employee counseling firm ICAS Schweiz AG. ICAS offers personalized employee counseling comprising professional support and expert information on personal and work-related issues. The counseling covers all problems that can impair not only performance at work, but also physical, mental, and emotional well-being.

Exercise and Fitness

Creating a healthy workplace also means encouraging employees to do exercise and keep fit outside of the office or laboratory. As part of the MOVE! program, for example, all employees can take part in the Dreiländerlauf race in Basel. Internal sports groups organized by employees can also be coordinated via the MOVE! platform.

We make a 250-franc contribution to gym memberships or other fitness activities for permanent employees. We also offer fresh fruit, drinks, cooking facilities for employees to make their own food, and in-house showers for employees to use after exercise. As part of our long-term strategy, we regularly evaluate the health risks within the company in order to identify and reduce any stress factors. All employees are offered a seasonal flu jab.

Ergonomics at Work

Ensuring proper office ergonomics is very important to us. All work stations are equipped with two screens, a height-adjustable desk, and individually adjustable office chairs. We provide an ergonomics guide and videos to help employees set up their work station correctly. At the Basel site we have introduced a smart lighting system that controls the warmth of the lighting: In the morning the lights are cooler in tone, and in the evening a warmer tone promotes relaxation. In order to ensure those working from home have a proper ergonomic set-up too, Bayer subsidizes the purchase of IT equipment (e.g. screens) for its employees in Switzerland. Every employee has a budget of around 500 francs to kit out their home office.

6 Diversity, Equity and Inclusion

Teams made up of people with different personalities work better together, make better decisions, and achieve better outcomes.

This is something we firmly believe in. Ultimately, diversity fosters innovation while also helping us to better understand the varied nature of our global customers, consumers, and patients. For us, inclusion and diversity is more than just a set of guidelines. We live our promise day after day: “We make the mix work”.

At Bayer Switzerland, we are committed to a work environment that promotes diversity, equality and inclusion. Our goal is to bring together different perspectives, work experiences, lifestyles and cultures to create a work environment based on trust and respect, where everyone can thrive and which is conducive to achieving our business goals.

Every day, we see firsthand how differences in age, origin, gender, nationality, sexual orientation, physical capabilities, style of thinking, and cultural background enrich our work environment, and we want to actively foster this diversity. A local Diversity, Equity & Inclusion (DE&I) Council is responsible for managing the relevant activities in Switzerland. It is comprised of representatives of the divisions, sites, and country organization.

I&D becomes DE&I

In order to better adapt to social developments, we added another letter to I&D in 2023 to explicitly emphasize an important aspect of our strategy: E for Equity, i.e. equal opportunities. This value has always been part of our DE&I strategy. By equity, we mean creating fairness and justice by treating people based on their individual needs and circumstances, and taking into account historical and systemic injustices. We need equal opportunities to move from a diverse culture to an inclusive culture.

Our Strategy

In September 2019, Bayer defined a new DE&I strategy and made it a strategic priority to establish an inclusive working environment. The strategy is built on four pillars. For each pillar, we have defined what it means for us at Bayer Switzerland:

Culture

We encourage active participation by our employees and managers and together lay the foundations for a more inclusive working environment and an open-minded approach.

Talent

Our processes and decisions allow us to find and foster talented recruits who tick all the boxes regardless of skin color, religion, gender, age, nationality, physical disabilities, gender identity, gender expression, and sexual orientation. Inclusion is all about creating equality of opportunity for all.

Company

We champion diverse and inclusive customers and suppliers, because this is an important growth factor for our business.

Brand

We promote our commitment both internally and externally in order to build trust. Our workforce is a reflection of the society we live in and exemplifies how different perspectives and ways of thinking can contribute to first-class solutions.

E for Equity – a single letter to show that we are committed to equal opportunities and live them in our company.

Employee Networks

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



BLEND BLEND is our contact point concerning LGBT(+)-related questions at the workplace. We network with colleagues in Switzerland to further progress this initiative, and we also work with other companies in Switzerland so that we can learn from one another. BLEND is committed to ensuring that Bayer constantly reviews compliance with the corporate guidelines on LGBT(+) employees. The goal is as simple as it is obvious: equal treatment for everyone.



ENABLE The objective of the employee network ENABLE is to promote equal treatment for all and to create an inclusive workplace that supports people with disabilities. The group is committed to paving the way to a better understanding for the needs of our employees, customers, and patients with disabilities. ENABLE focuses on people’s abilities, not their disabilities.



Family Connections The aim of this employee network is to establish an environment in which each and every individual can fully meet their job and family commitments. Family Connections offers employees support and solutions in order to reconcile their personal and professional responsibilities and to achieve the best possible quality of life. A forum for parents provides a space for exchanging ideas and solutions and for identifying possibilities for improvement.



grow stands for “Growing Representation & Opportunities for Women”. Our vision is for women to be equally represented on all levels and to take on and be assigned management roles, and for men to champion gender equality too. We implement initiatives that foster a culture of accountability and inclusiveness that supports opportunities and equal treatment for women in the company.



MERGE MERGE stands for “Multigenerational Employee Resource Group Exchange”. Our mission is to enable Bayer to realize the full potential of every generation in the workforce. That’s why we are creating a cross-generational voice and community that enables networking, leadership and development.



We Carry the Swiss LGBTI Label

In spring 2022 we were awarded the “Swiss LGBTI” quality label. The “Swiss LGBTI Label” is awarded to organizations of all sizes that have a holistic diversity and inclusion management system in place. The Swiss LGBTI Label raises awareness among employees in the workplace in order to improve acceptance and inclusion of lesbian, gay, bi-, trans-, and intersexual colleagues. In order to be awarded the label, organizations must undergo an audit of the instruments and measures they have put in place for empowering and supporting LGBTI people. This is done via a standardized questionnaire regarding the relevant operational processes in the organization’s quality management system.



We have set ourselves the goal of increasing the proportion of women in top management to 50 percent by 2030.

Peer-Coaching

As part of our ongoing DE&I efforts, Bayer Switzerland has set up a number of “peer coaching groups”. These groups promote and bolster development opportunities for women at various levels in the company. This allows us to establish platforms where business coaches and respected managers serve as mentors to share their knowledge and experience and offer their support. In 2022, various peer coaching groups were set up on the following topics:

- Networking
- Emotional intelligence
- From lone wolf to team leader
- Leadership style
- Motivating teams
- Conflict management/change management

Empowering Women in the Company

Bayer advocates the promotion of gender equality. We have endeavored for many years to achieve a better gender balance in management. The proportion of women in management is reviewed annually. At Bayer Switzerland it currently stands at around 49 percent. Women now make up 44 percent of the senior management team.

Evolution of the proportion of women in management

	% Women 2022*		% Women 2023**		Target for 2025	Target for 2030
	Bayer Global	Bayer Switzerland	Bayer Global	Bayer Switzerland		
Top management	28%	25%	31.8%	31%	33% women	50/50
Senior management	40%	44%	43.6%	45%		50/50 on each individual managerial level
Junior management	45%	55%	41%	53%		50/50 on each individual managerial level
Across all managerial levels	43%	48%	42.1%	48%	50/50 on average across all levels	50/50 across all managerial levels

The proportion of women in senior management positions has risen; at lower levels the proportion stands at 53 percent, thereby already exceeding our objective for 2030.

* As per 12/31/2022

** As per 12/31/2023

7 Action on the Environment and Safety

Climate change is an environmental factor that is highly relevant to us as a global company. It has consequences not only for our customers, but also for our employees, our managers, our suppliers, and the area in which our sites are located. 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 the key issues of health, safety, and environmental protection into our daily activities. We draw up catalogs of measures according to a clearly defined process in order to constantly reduce our environmental impact. The responsibility for managing and monitoring these plans both at a global level and in Switzerland falls to the "Enabling Function HSE" (healthy, safety, and environment).

At our production site in Muttentz, the "Quality, Health, Safety, and Environment" (QSHE) area is responsible for managing and monitoring these measures. An integrated management system based on international ISO standards guarantees compliance with safety standards. A tailored, integrated management system is also in place at the Zurich and Basel sites. Reporting and analysis of occupational accidents is ensured by way of a globally applicable approach.

7.1 Energy Management and Sustainable Resources

Our production processes and the depth of our value chain have a huge influence on our energy requirements. Particularly energy intensive operations include the production of raw materials for our plant protection products and their processing and treatment at the pre-production stage.

In 2023, the total energy use figure for Bayer Switzerland stood at 495.3 terajoules (137.58 million kWh).

Basel Site

Last year, energy consumption at the Basel site stood at 5.6 terajoules (1.58 million kWh). Bayer Basel was able to reduce its energy consumption by more than 270,000 kWh in 2022 compared to the previous year. This is equivalent to around 270,000 hours of using a hairdryer, or the annual energy consumption of 50 single-family homes. The further optimization of the PMH 82 and PMH 84 buildings even made it possible to save a further 46,000 kWh of electricity in 2023. Nevertheless, the construction measures in buildings PMH 88 and PMH 90 increased our total energy consumption by 30,000 kWh in 2023. Up until July 2022, we used district heating with the following composition:

- 44% refuse incineration (CO₂ neutral, 50% of the waste is biodegradable, e.g. our Naturesse coffee cups)
- 35% natural gas
- 17% wood combustion (CO₂ neutral due to the use of wood from local, sustainable forestry)
- 3% sewage sludge
- 1% fuel oil

Since July 2022 we have managed to adjust our district heating mix, and now use 100 percent CO₂ neutral district heating derived from 99 percent biogenic waste and 1 percent waste wood. Since January 2021, the electricity used at the Basel site has come from 100 percent renewable sources (over 90 percent from hydro-electric power) and is 100 percent generated in Switzerland. Thanks to the energy saving measures we have pledged to implement, we have been a member of the city of Basel's "Energiespar Alliance" (Energy Saving Alliance) since 2022.

The Basel site boasts a rainwater collection system which collects water for use in the sprinkler system. The on-site weather station allows the heating and ventilation system to be optimally adapted to the actual conditions, thereby saving energy. The data from this station is also used to perfectly adjust the window blinds based on current weather conditions. Moreover, there are proximity sensors in every room and at each workstation to allow the lighting to be adjusted as needed. In 2023, all light sources were also converted to LED and the lighting times were adjusted. This led to energy savings of around 38,000 kWh.

Zurich Site

Due to the particular circumstances at our facilities in Zurich (where we mostly rent out individual spaces), we currently do not have any insight into energy consumption there. We are working on analyzing the values and optimizing our figures accordingly. Since March 2021, we have exclusively been using renewable energy generated in Switzerland in our offices in Zurich.

Muttentz Production Site

In Muttentz we produce active ingredients and intermediates for plant protection products that are used worldwide. The infrastructure comprises:

- two multipurpose chemical plants
- a tank farm
- multiple warehouses
- a laboratory for process development
- multiple quality control laboratories
- an administrative building

The Muttentz production site is certified according to the following four ISO standards:

- ISO 14001 (environment)
- ISO 50001 (energy)
- ISO 45001 (occupational health and safety)
- ISO 9001 (quality)

By achieving ISO certification we ensure that we use our resources in a responsible, efficient, and sustainable manner. Critical factors for achieving climate neutrality include the quality of the products, safety in manufacturing and transport, workplace and plant safety, employee health, and faultless execution of business processes.

Our production facilities in Muttentz were the biggest consumer of energy in our system last year, using a total of 488 terajoules (136 million kWh), which represents 0.06 percent of the energy consumption of the whole of Switzerland. That is why we have a duty and a desire to make further energy savings in this area. Together with Energieagentur der Wirtschaft (Energy Agency for Business, EnAW), we have identified two target areas in which we want to make improvements year on year:

- CO₂ intensity and reduction
- Energy efficiency

By 2030, Bayer wants to be relying on 100 percent green electricity. We have already achieved this goal at our production site in Muttentz.

Five major energy-saving projects implemented in MuttENZ in 2022 had a major impact. This resulted in savings of around 4.7 million kWh.

1. Diversion of a Major Waste Stream

One of our distillation waste streams is now recycled instead, which has reduced steam consumption and wastewater volume.

2. Retrofitting of Circulation Pumps

Smart software is used to adapt pump output to actual, real-time consumption instead of output remaining constant.

3. Upgrade of the Fractionating Column

A heat exchanger upgrade has made solvent fractionation much more energy efficient.

4. No More Solvent Cleaning

An entire solvent cleaning cycle has been removed with no detrimental impact on quality, thereby reducing solvent use and generating less waste.

5. Replacement of Vacuum Pumps

Replacement of the old pumps has allowed for much faster cycle times, resulting in a higher yield and reduced energy consumption.

Bayer's global objective is to transition to using 100 percent green electricity by 2030. We have already achieved this at our production site in MuttENZ. Since 2021 we have been using 100 percent CO₂-free electricity from renewable sources. For example, we use steam from production waste incineration generated at GETEC PARK.SWISS AG and steam condensate from the production process to provide heating for our buildings.

7.2 Air Emissions

By 2030, we want Bayer Switzerland to be climate neutral. In order to achieve this, we are focusing on three strategic levers: process innovations, more efficient facilities and building technology, and implementation and optimization of energy management systems.

The majority of emissions produced by Bayer in Switzerland come from our manufacturing operations in MuttENZ: In 2023 the site emitted 25,280 tons of CO₂.

Vehicle Fleet

In December 2023, the average CO₂ emissions of the company vehicle fleet of Bayer Switzerland stood at 106 g CO₂ per kilometer. The value for newly redeemed vehicles stood at 71.4 g CO₂ per kilometer in 2022. Since the policy adjustment in October 2022, all newly ordered vehicles for management are exclusively electric vehicles. These are also intended for sales representatives; diesel vehicles may only be ordered under exceptional circumstances. We support the installation of the necessary electric infrastructure – both at the office locations and at employees' homes.

Business Trips

As a result of the COVID-19 pandemic and thanks to technological and digital advancements, we now travel far less than we used to. This has benefits for our health, reduces our environmental impact, and saves money. Most of our internal meetings take place via video conferencing. Business trips are still important for meetings in which face-to-face interactions add significant value such as customer meetings, third party audits, or for global/regional managers who must also meet with their teams in person from time to time.

GETEC PARK.SWISS AG and our own thermal waste air treatment system allow us to ensure both environmentally and economically sound disposal of industrial waste.



In 2023, new water-saving attachments were installed on all taps at the offices in Basel. This reduced the water flow by 1.6 liters per minute.

7.3 Waste Disposal and Recycling

Our systematic waste management system allows us to keep material consumption and waste volumes at a relatively low level. This management system involves targeted waste separation, safe disposal channels, and economically expedient recycling processes.

Waste Volume in Metric Tons	2023
MuttENZ production site	30,182
– Chemical waste	30,169
– Domestic waste	13
Basel site	14

We do not have any figures for the Zurich locations.

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

Disposal Management MuttENZ

The GETEC PARK.SWISS AG energy plant in MuttENZ provides comprehensive disposal management. Refuse incineration is used to generate energy and mineralize plant waste. Hazardous and industrial waste is incinerated to produce heat in the form of steam as well as hot and warm water.

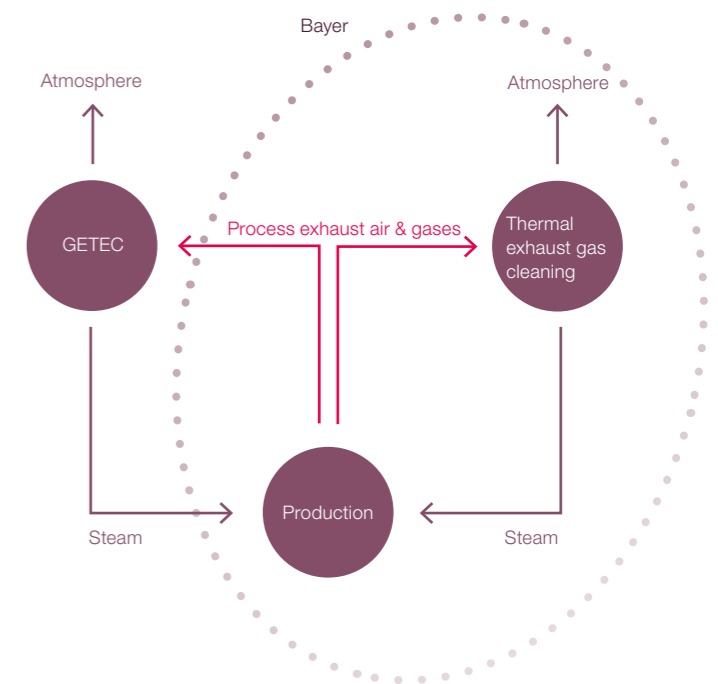
MuttENZ Thermal Waste Air Treatment System

The thermal waste air treatment system with steam generator is used for the combustion of emission and exhaust gas flows generated on the site during the production of plant protection products and intermediate products. In order to comply with the threshold values, the contaminated gases must undergo flue gas denitrification and flue gas cleaning. Natural gas is combined with substitute fuel so as to minimize its use as a support fuel.

Recycling

By removing PET bottles from all our meeting rooms we have been able to drastically reduce our PET consumption within just two years. In 2018, we were using 3,670 kilograms of PET a year; by 2019 we were able to reduce this by 20 percent to 2,889 kilograms. In 2020, the figure stood at 411 kilograms – this reduction was largely driven by the COVID-19 pandemic. By 2021, only 183 kilograms of PET was being recycled. Due to the return of increasing numbers of staff to our offices, PET volume went up slightly in 2022 compared to the previous year to a total of 244 kilograms. Due to the higher number of internal events and increased utilization of the office space, the amount of PET rose to 351 kilograms in 2023.

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.



7.4 Water and Wastewater

As a result of the COVID-19 pandemic, the Basel site used around 55 percent less water in 2020 compared to the previous year. In 2021, water consumption was again around 54.6 percent lower than in 2020 as most of the staff were working from home. The water used originates from local groundwater and Rhine water sources. Water consumption increased again in 2022 as many of the staff returned to the office, amounting to 1370 m³ in total. This is still 60 percent less than in the 2019 reference year. In 2023, new water-saving attachments were installed on all taps. These now only have a water flow rate of 4.5 liters per minute, which is 1.6 liters per minute less than in the previous year. Nevertheless, consumption has risen to 2.15 million liters. This is due to a significant increase in consumption in August and October 2023.

Last year, we used 3,194 million liters of water at our production site in Muttentz.

Wastewater Purification

Wastewater at the Muttentz production site undergoes a variety of purification processes and treatment stages. Depending on the contents of the wastewater, we combine processes to ensure that it meets the necessary legal and regulatory requirements before being released into the environment. Wastewater purification almost always starts with internal pre-treatment inside the production building. Solvents are recovered and toxic waste products eliminated through distillation or extraction. In 2023, around 197 million liters of water were professionally purified at the Muttentz production site.

Our laboratory at the Muttentz production site tests the contents of the wastewater to allow us to dispose of it correctly. It is either sent directly to ARA Rhein for biological final purification or via AVORA for further pre-treatment.

Water Consumption in Millions of Liters

2023

Muttentz production site	3,194
Basel site	2,15

We do not have any figures for the Zurich locations.

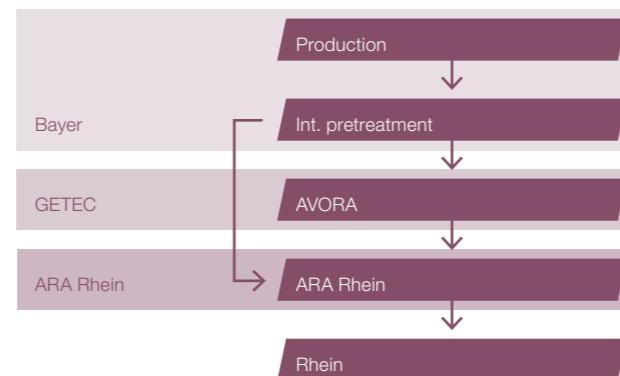
Wastewater Pre-treatment by AVORA (GETEC PARK.SWISS AG)

Since 1990, AVORA has specialized in the pre-treatment of industrial wastewater containing substances that are difficult or even impossible to break down in biological treatment plants. This type of wastewater is pre-treated until the legal requirements for biological carbon elimination and the heavy metal and individual substance limitations have definitively been met.

ARA Rhein Industrial Treatment Plant (Pratteln)

ARA Rhein is responsible for the purification of municipal and industrial wastewater. Since 2001, it has been an independent corporation owned by the Canton of Basel-Land and regional industrial companies, including Bayer CropScience Schweiz AG. In several chemical and biological stages, ARA Rhein treats around 2.5 billion liters of wastewater from industrial sources. The multi-stage treatment process makes it possible for the chemical and pharmaceutical industry in the region to conduct environmentally sound production activities.

Wastewater Treatment



7.5 Plant Safety

We aim to design and operate our processes and production facilities in such a way that they do not pose any unacceptable risks to employees, the environment, or neighboring communities. All of our Swiss sites comply with our globally applicable corporate policies on process and plant safety, which prescribe uniform processes and standards for evaluating risks and establishing suitable safety measures.

These policies allow us to identify, recognize, and eliminate process risks and limit their potential impact. Our employees receive regular safety training.

Responsibilities and Reviews

We are able to guarantee a high level of safety in our plants by clearly defining responsibilities and assigning them to the various organizational units. Responsibility for the safe operation of production facilities lies with plant management. Every five years, the risk analyses and prevention measures are reviewed and updated in line with the latest technology or changes in circumstances.

8 Social Engagement

At Bayer Switzerland we contribute to society in three ways: through donations, charitable activities, and sponsoring. These activities are always targeted towards issues and projects that are closely related to our core business in line with our mission “Health for all, Hunger for none”.

8.1 Our Donations

Krebsliga beider Basel

Since 2014 Bayer Switzerland has supported the cancer charity Krebsliga beider Basel. This partnership is particularly close to our hearts: As a highly regarded institution, Krebsliga beider Basel understands the challenges for sick people and for society. Our donations have helped finance an information and meeting center on Petersplatz, Basel. Many cancer patients go through treatment only to find out that their condition is incurable; others have been cured but are still not back to full strength. In the past, there was nowhere these patients could go in the Basel region to obtain support to help them reintegrate into everyday life. The center offers them and their loved ones professional psychosocial support in order to meet the emotional and social needs of those affected as well as the demand for information about the disease.

Schweizer Jugend forscht

We have been making contributions to the youth research foundation Schweizer Jugend forscht since 2019. This renowned foundation aims to spark an interest in science among young people and inspire them to conduct their own research. We are delighted to offer them our support in this endeavor.

Stiftung Theodora

The Consumer Health Division of Bayer Switzerland has been working together with the Stiftung Theodora foundation since 2020. The foundation aims to make the lives of children in hospital a little brighter through fun and laughter. It organizes and finances weekly visits by professional performing artists, referred to as “dream doctors”.

ToGo opening eyes

In Togo, cataracts are a common yet unfortunately rarely treated eye disease. This clouding of the lens, which often occurs in old age, is usually easy to operate on but many cannot afford to pay the CHF 50 for the surgery. The ToGo opening eyes foundation is trying to change this, and is currently building an eye clinic in Vogan. Last year we donated CHF 5,000 to the foundation.

DEBRA Switzerland

Our Consumer Health Division has also supported DEBRA Switzerland since 2021. This is a patient organization for people suffering from the congenital, currently incurable skin disease epidermolysis bullosa (EB). The foundation advises and supports those affected and their relatives.

The “Butterfly Month” launched by Bayer took place in October 2023. To this end, Bayer provided 800 interested pharmacies and drugstores throughout Switzerland with information and display materials to raise awareness of epidermolysis bullosa among the general public. In addition, Bayer Switzerland is donating one franc to DEBRA Switzerland for every Bepanthen® DERMA SensiDaily™ protective balm product sold in June. This fundraising campaign raised around 31,000 francs. The campaign with the “Bayer Professional” e-learning tool raised an additional CHF 1,000.

Schweizer Tafel

In the first half of the year, the organization received Bepanthol products – around 7,942 lipsticks, 4,100 body lotions and 13,000 lip creams – worth around CHF 27,010. In the second half of the year, we donated Bepanthen DERMA products worth around 25,000 francs. At the end of the year, 2,478 units of Bepanthen DERMA Regenerating Body Lotion were added, which corresponds to a value of CHF 7,600.

Schweizer Tafel accepts perfectly good goods and food from companies and distributes them free of charge to 500 social institutions such as homeless shelters, soup kitchens, emergency shelters and women’s refuges in Switzerland. It thus builds a bridge between abundance and scarcity and helps people in need in Switzerland, in line with our mission “Health for all, hunger for none”.

Kinderstiftung Ulmenhof

The Ulmenhof children’s foundation, previously known as DIE ALTERNATIVE, provides support to families, adults, and children who find themselves in difficult circumstances in the form of personalized psychosocial services. The goal is to help them learn to live independently and continue to do so in future. The foundation offers counseling and social services, assisted living, social therapy, and a children’s home, and has locations in Ottenbach, Birmensdorf, and Obfelden in the Canton of Zurich. We donated CHF 1,450 to the foundation in 2023.

Swiss Silver Network Association

“malreden” is a project of the non-profit organization Silbernetz Schweiz based in Bern. People who feel alone or lonely often wish for human exchange and good conversation. The “malreden” hotline fulfills the wish of these people to simply be able to talk. Whether chatting, telling stories or intensive discussions - there is room for everything. The conversation partners work on a voluntary basis and are trained and supported by specialists. They are willing to help, but are neither health professionals nor trained in crisis intervention. In 2023, we supported the project with a donation of CHF 5,000.

Swiss Red Cross

The “2 x Christmas” campaign helps people in need: Parcels containing non-perishable food or hygiene articles are put together by private donors. The donated goods are sorted by the Red Cross and distributed directly to people living in poverty and social institutions in Switzerland. Donations from online parcels benefit people affected by poverty in Armenia, Moldova, Kyrgyzstan and Bosnia-Herzegovina. The focus is on winter aid. The Red Cross supports people who are particularly affected by the cold and live in precarious conditions. They receive food parcels, hot meals or are supported with financial contributions so that they can buy wood and medicines themselves, for example. In 2023, we donated Bepanthen® DERMA Sensidaily products worth CHF 5,080.

myclimate

Bayer Switzerland operates the e-learning tool “Bayer Professional”, where HCPs can receive further training on products. They receive digital points for each training course and can choose whether they want to donate their training points to DEBRA or myclimate. These are then converted into money by Bayer and donated to the respective organization. This resulted in a donation of around CHF 1,000 for myclimate.



Vitamin Angels

Vitamin Angels is currently a charitable partner of Bayer Consumer Health. We are in the first year of our second three-year agreement, which aims to reach at least four million women and their babies annually with multiple micronutrient supplements (MMS). The three pillars of our partnership are intervention, education and advocacy. In 2023, we donated around CHF 14,000 to support the introduction and distribution of MMS in the Philippines.

Overview of donations in CHF	2023
Krebsliga beider Basel	30,000
Schweizer Jugend forscht	25,000
Stiftung Theodora	10,000
Stiftung DEBRA	32,000
ToGo opening eyes	5,000
Schweizer Tafel	59,610
Kinderstiftung Ulmenhof	1,450
Swiss Silver Network Association	5,000
Swiss Red Cross	5,080
myclimate	1,000
Vitamin Angels	14,000
Total donations in 2023	188,140

8.2 Charitable Activities

Support for the Eden Reforestation Foundation

Since 2021 we have been using the app “eevie – your climate guide.” This app, which was developed in connection with the #climatechallenge project, helps employees reduce their CO₂ footprint. The basic principle is that users earn points by making changes to become more sustainable. Employees can then spend these points to support reforestation projects run by the Eden Reforestation Foundation, a not-for-profit organization that is rebuilding natural landscapes in developing countries that have been destroyed by deforestation. In 2023, 551 employees participated in the #climatechallenge project and recorded a total of 7,198 climate actions in the app. This translated into 1,122 saplings being planted by the Eden Reforestation Foundation. The climate actions recorded in the app correspond to a CO₂ reduction of 3,599 kilograms. The planted trees also have the potential to absorb around 14,025 kilograms of CO₂ per year.

National Clean-Up-Day

In 2023 we participated in National Clean-Up Day for the third time. Around 80 employees picked up trash that was lying around our sites in Zurich and Basel. The Swiss Clean-Up Day is part of the international movement “Let’s Do It!” that was launched in 2008 and organizes global clean-up campaigns to tackle society’s littering problem.

Tree-planting Event

On September 16, 2023 the second Bayer CropScience tree-planting event took place in MuttENZ. In collaboration with the Schauenburg forestry district, 60 Bayer employees planted around 600 trees. Planting trees helps to bind CO₂ on the one hand, and, on the other, the addition of different tree species promotes biodiversity. Both measures are important in the fight against climate change. Through this planting event we made a contribution to creating a habitat for linden, walnut, and cherry trees as well as pine trees, oak trees, and silver firs, species which are able to better adapt to the new environmental conditions but have previously struggled to establish themselves. The trees planted will bind around 8,000 metric tons of CO₂ each year, which corresponds to a car journey of around 30,000 kilometers.

8.3 Sponsoring

Fondation Beyeler

Since 2007, Bayer Switzerland has been a proud partner of Fondation Beyeler, one of the world’s most important museums for modern and contemporary art. What unites us is that like Bayer, Fondation Beyeler always thinks outside the box, with the aim of bringing together artwork and observer.

Corporate Social Responsibility is an important issue at Bayer Switzerland. We support charitable projects and activities in the areas of health and nutrition, research and climate protection.



Sustainability Report 2023

