

Horst Baier, Hannover, Germany

Born on October 20, 1956, in Hannover, Germany

German citizen



Independent Consultant

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| 1976–1979 | Dual training in business administration (Betriebswirt, VWA), Leibniz Academy and Continental AG, Germany |
| 1979–1990 | Different functions (inter alia Head of Foreign Exchange and Cash Management) in the finance department of Continental AG, Germany |
| 1990–1991 | Assistant Treasurer at General Tire Inc., USA |
| 1992–1994 | Head of Group Controlling, Continental AG, Germany |
| 1994–1996 | Director of Group Financing, Schickedanz Group, Germany |
| 1996–2007 | Director of Financial Accounting and Reporting, TUI AG, Germany |
| 2007–2016 | Member of the Supervisory Board, Hapag-Lloyd AG, Germany |
| 2007–2018 | Member of the Board of Directors (since 2012 Chairman), RIU S.A. II, Spain |
| 2007–2018 | Member of the Board of Management, responsible for Controlling (as of 2010 Chief Financial Officer), TUI AG, Germany |
| 2009–2014 | Member of the Board of Directors (non-executive Director), TUI Travel PLC, United Kingdom |
| since 2018 | Member of the Supervisory Board, DIAKOVERE gGmbH, Germany |
| since 2019 | Member of the Supervisory Board, Ecclesia Holding GmbH, Germany |
| since 2019 | Member of the Board of Directors (non-executive Director), Whitbread PLC, United Kingdom |

Membership on statutory supervisory boards:

- Bayer Aktiengesellschaft (since 2020, listed company)

Memberships in comparable supervising bodies of German or foreign corporations:

- DIAKOVERE gGmbH (member of the optional Supervisory Board)
- Ecclesia Holding GmbH (member of the optional Supervisory Board)
- Whitbread PLC (non-executive member of the Board of Directors, listed company)

Membership in committees of the Supervisory Board of Bayer Aktiengesellschaft:

- Audit Committee (Chairman)
- Human Resources and Compensation Committee

Horst Baier does not perform other significant activities.

In addition to his international business experience, Horst Baier supports the work of the Supervisory Board in particular through the expertise and experience he possesses in the fields of finance, human resources, controlling and risk management, governance and compliance, as well as sustainability and climate protection. Horst Baier also has special expertise regarding the application of accounting standards and internal control and risk management systems as well as special expertise in the area of sustainability reporting and auditing. His expertise and experience as well as his special expertise are based on knowledge gained in part through his previous work as head of finance and accounting and as CFO of a publicly listed company as well as member of supervising bodies in other companies.

The Supervisory Board has satisfied itself that Horst Baier is able to meet the expected time commitments for performing his Supervisory Board duties, taking into account his seats on other boards. Horst Baier attended all meetings of the Supervisory Board and all meetings of the committees of the Supervisory Board of which he is a member in fiscal 2023.

The Supervisory Board regards Horst Baier as independent. Beyond the membership of Horst Baier on the Company's Supervisory Board, the Supervisory Board does not consider there to be any personal or business relationships between Horst Baier on the one hand and the companies of the Bayer Group, the governance bodies of Bayer Aktiengesellschaft, or any stockholder that directly or indirectly holds more than 10 percent of the voting shares of Bayer Aktiengesellschaft on the other, that are of material significance to the decision of the Stockholders' Meeting regarding his election.