

**Jeffrey Ubben**, Healdsburg, USA  
Born on July 19, 1961, in Illinois, USA  
US citizen



Founder, Portfolio Manager and Managing Partner  
at Inclusive Capital Partners, L.P.

- 1983 B.A. in Political Science and Economics from Duke University, USA
- 1987 M.B.A. from Kellogg School of Management at Northwestern University, USA
- 1987 – 1995 Portfolio Manager at Fidelity Value Fund, USA
- 1995 – 2000 Managing Partner at Blum Capital Partners, USA
- 2000 – 2020 Chief Executive Officer, Chief Investment Officer, and Portfolio Manager at ValueAct Capital, USA
- since 2015 Duke University, USA  
Member of the Board of Trustees, Vice Chair of the External Engagement Committee,  
Member of the Executive Committee, Member of the Audit and Compliance Committee
- since 2016 Chair Emeritus, Posse Foundation, USA
- since 2017 E.O. Wilson Biodiversity Foundation, Member of the Board of Directors, USA
- since 2018 The Redford Center, Member of the Board of Directors, USA
- since 2020 World Wildlife Fund, Member of the Board of Directors, USA
- since 2020 Founder, Portfolio Manager and Managing Partner at Inclusive Capital Partners, L.P.,  
USA
- since 2023 Member of the Sustainability Council of Bayer Aktiengesellschaft, Germany

Membership on statutory supervisory boards:

- none

Memberships in comparable supervising bodies of German or foreign corporations:

- Arcadia Power, Inc. (non-executive member of the Board of Directors)
- Climate Vault Solutions, Inc. (non-executive member of the Board of Directors)
- Exxon Mobil Corporation (non-executive member of the Board of Directors, listed company)

Jeffrey Ubben does not perform other significant activities.

In addition to his international business experience, Jeffrey Ubben will support the work of the Supervisory Board in particular through the expertise and experience he possesses in the fields of agriculture and food, finance, controlling and risk management, as well as sustainability and climate protection. His expertise and experience are based on serving on over 20 public company boards. Jeffrey Ubben has a long history of successfully challenging and working alongside boards and management teams to grow value for shareholders.

The Supervisory Board has satisfied itself that Jeffrey Ubben is able to meet the expected time commitments for performing his Supervisory Board duties, taking into account his seats on other boards.

The Supervisory Board regards Jeffrey Ubben as independent. Beyond the membership of Jeffrey Ubben on the Company's ESG Council, the Supervisory Board does not consider there to be any personal or business relationships between Jeffrey Ubben 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. If elected to the Supervisory Board, Jeffrey Ubben will step down from the Sustainability Council.