



Gender Pay Gap Report

2022

This report details our April 2022 results. Bayer is committed to cultivating a culture of diversity, equity and inclusion (DE&I); in alignment with our ongoing pursuit to enable everyone to be the best version of themselves #ForBetter.

////////// Science for a **better life**

Embracing DE&I, to achieve scientific breakthroughs, #ForBetter

At Bayer plc, we have an unwavering commitment to push boundaries to find solutions to some of the world's biggest challenges, resulting in better outcomes for our patients and consumers. We achieve this by uniting talented people, who bring diversity of ideas, experiences, innovations and product solutions to achieve our ambition: 'Health for All, Hunger for None'.

Globally, our DE&I aspiration is to live a culture where everyone is valued and enabled to be the best version of themselves – #ForBetter.

This is enabled through our four key pillars:

- // **People:** Growing diverse talent that belongs and thrives
- // **Culture:** Uniqueness is welcomed, empowered and celebrated.
- // **Partners:** Championing partnerships grounded in shared values.
- // **Brand:** Creating a better Bayer for a better world.

Bayer plc is aligned with our global DE&I aspirations and commitments. We continue to embrace and adopt actions to advance our DE&I priorities, #ForBetter.



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Snapshot of women within Bayer plc



60%

*of our workforce are women**



59%

*of promotions in 2022
were to women*



57%

*receiving an 'exceptional'
performance rating were women**



57%

*of external hires in 2022 were
women*



52%

*of senior leadership teams are
women* / ***



60%

*of our 2022 Graduate intake were
women.*

**As of 31st December 2022*

***Senior leadership teams are Country and Divisional Leadership Teams across the UK.*

Calculating the gender pay gap



What is Gender Pay Gap

- // The gender pay gap is the **difference in pay between men and women explained through various statistics** and is influenced by a number of factors including working patterns and employee demographics. It is expressed as a percentage of male employee's hourly pay and is reported on a mean and median basis.
- // The gender pay gap is not the same as unequal pay, which is paying men and women differently for performing the same work.



Calculating the mean and median

- // The **median gender pay gap** compares the middle point in a number set. So, if you were to list the hourly pay for men and women from highest to lowest, the median compares the pay of the middle person in each group.
- // The **mean gender pay gap** shows the difference in average hourly rate of pay between men and women and is therefore influenced by higher earners in more senior roles.
- // Our gender pay gap calculations are based on the UK Government's requirement that companies publish an "unadjusted gap" based on an average across all employees regardless of roles.



Types of pay

- // Ordinary pay is not limited to basic pay, but also includes other types of pay including any allowances.
- // Bonus pay includes additional pay relating to profit sharing, productivity or performance. In our case, the vast majority of bonus pay is in the form of our annual Short Term Incentive programme, but we do also have other incentives, such as sales incentives schemes.



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Bayer plc gender pay gap summary 2022



Although Bayer has numerous companies within the UK & Ireland region, only Bayer plc employs 250 or more people, therefore our reporting is based solely on Bayer plc data at the reporting date of 5 April 2022.

10.1%

Mean gender Pay Gap

8.7%

Median gender Pay Gap

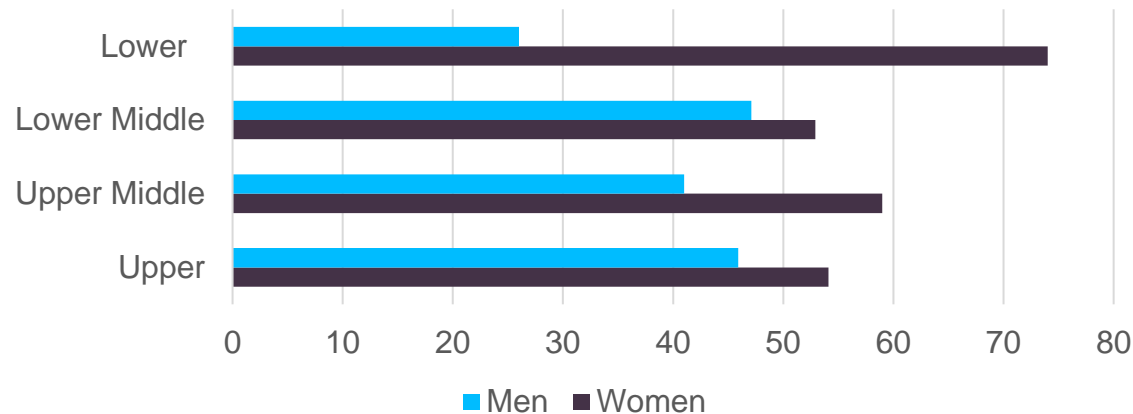
10.1%

Mean Bonus Pay Gap

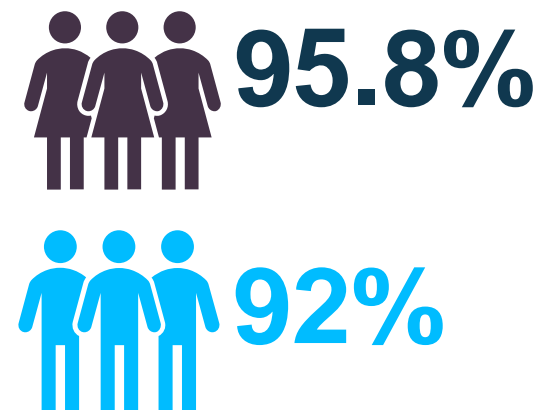
17.5%

Median Bonus Pay Gap

Population by pay quartiles %



Proportion of women and men receiving a bonus %



RESTRICTED



What's next?

Bayer plc reflects the societal norm of more women typically occupying roles in the lower quartile brackets and part time roles. In addition, as is typical with Life Science organisations, we sometimes find that women are under-represented in STEM (Science, Technology, Engineering and Maths) roles. Below are some highlights of how we will continue to strive for women to be equally recognised for their performance, appointed into leadership team positions and have access to grow into fields that have historically been male dominated in order to reach their potential:

// *Future Talent*

In recognition of women being under-represented across STEM, Bayer plc continues to focus on future talent programmes, offering opportunities to inspire, encourage and grow future careers in STEM through graduate, apprenticeship and year in industry schemes. As evidenced through our 2021 graduate intake; whereby 100% of our women graduates successfully transitioned to permanent roles in order to further develop their career and the fact that 60% of the 2022 graduate intake were women. The success of our ever-growing programme continues to enable us to attract, inspire and grow talent within our organisation.

// *Women's Health and Wellbeing*

Equity is important to us at Bayer plc and with expertise in Women's Health across both our Pharmaceutical and Consumer Health business areas, we recognise and champion that women may need additional resources or support, to thrive. Internally, the introduction of our Menopause policy, which was developed to support women experiencing menopausal or perimenopausal symptoms, is now being adopted across multiple Bayer entities globally whilst the review and enhancement of our private medical policies to ensure better coverage of women's health topics ensures we are helping women continue to shine in their careers.

// *Flexible and Family Friendly Policies*

In addition to our enhanced and competitive maternity and paternity offerings, in 2022 we increased our annual leave offering from 25 days to 28 days, to better help people manage their work/life balance. We will continue to strive to ensure our working policies are family-friendly, competitive and enable us to get the best from our people and create the culture for women to thrive.



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Our focus and belief in the need to continue challenging societal norms as a leader in life science remains a strategic priority. This is reinforced by our global DE&I aspirations and commitments.

Consequently, this is one of the key driving forces to enable us to further cultivate and advance an inclusive culture, #ForBetter. At Bayer plc, we aspire to progressively create opportunities for everyone to succeed and achieve their full professional potential; whilst also positively impacting our gender pay gap.

We confirm the information in this report is accurate and in line with government regulations.



Antonio Payano
CEO, Bayer PLC



Pieter Cross
Head of HR Bayer PLC

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