



Gender Pay Gap Report

2023



Science for a **better life**



59%

*of our workforce are women**



61%

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



55%

of senior leadership teams are women / ***



74%

of promotions in 2023 were to women



54%

of external hires in 2023 were women



43%

of our 2023 early careers intake were women.

Science knows no boundaries... neither do we

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, farmers and consumers. We achieve this by uniting talented people, who bring a diversity of ideas, experiences, innovations and product solutions to achieve our mission : **'Health for All, Hunger for None'**.

Globally, our Diversity, Equity & Inclusion (DE&I) aspiration is to live a culture where everyone is valued and enabled to be the best version of themselves, and we enable this through 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.

We are committed to creating an inclusive culture and believe that our global DE&I strategy, with commitment from our global Board of Management, alongside local programmes, will enable us to strengthen our culture of inclusivity year on year.

*As of 31st December 2023

**Defined as Country / Divisional Leadership Teams across Bayer plc.

Calculating the Gender Pay Gap

What is a 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 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 majority of bonus pay is in the form of our annual Short Term Incentive (STI) programme, but we do also have other incentives, such as sales incentives schemes.

Bayer plc gender pay gap summary 2023



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 2023.

5.7% ↓ 10.1% 2022

Mean Gender Pay Gap

5.8% ↓ 8.7% 2022

Median Gender Pay Gap

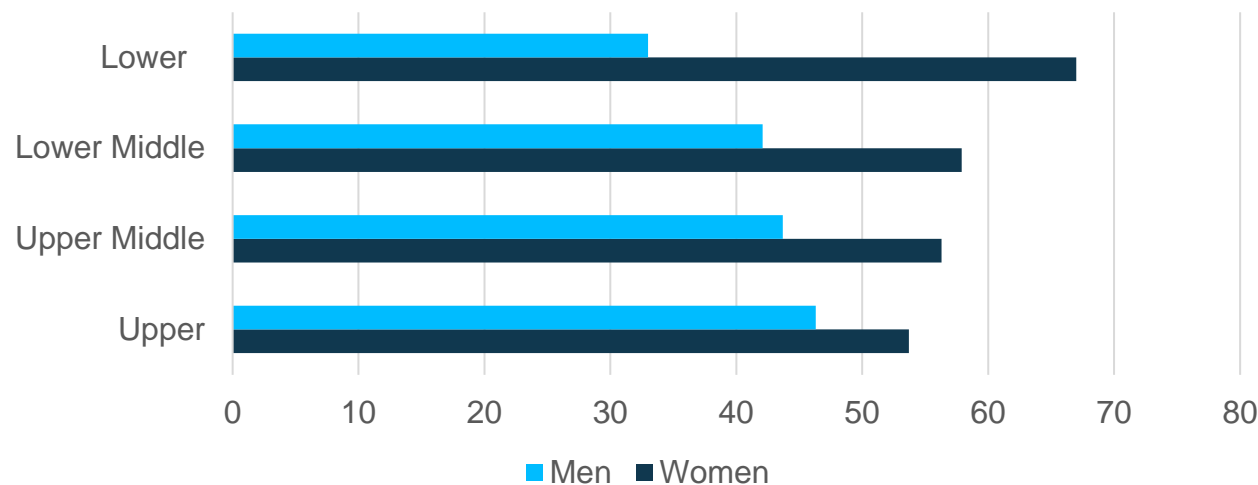
8% ↓ 10.1% 2022

Mean Bonus Pay Gap

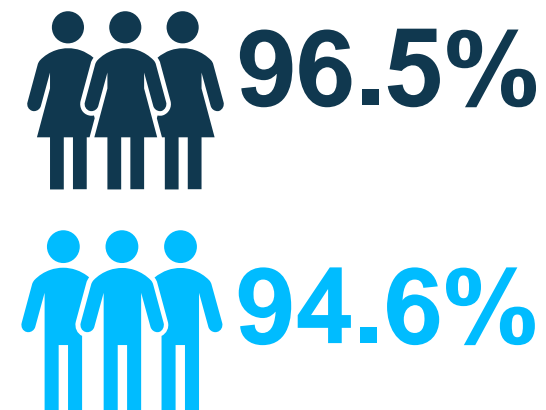
16.8% ↓ 17.5% 2022

Median Bonus Pay Gap

Population by pay quartiles %



Proportion of women and men receiving a bonus %





How are we influencing the pay gap?

Women in Science

Bayer plc continues to offer opportunities to inspire, encourage and grow future careers in STEM. Our senior leadership development initiatives have contributed to 55% of our Bayer plc senior leadership team roles being held by women. Our future talent programmes, which covers our graduate and apprentice programmes, had a 43% intake of women in 2023. Through our unique BayLab offering, we invite schools to visit our head office based free laboratory, where we aim to waken an interest in science at an early age.

Women's Health and Wellbeing

Our expert Women's Health teams across our Pharmaceutical and Consumer Health divisions strive to reduce the societal stigma often associated with women's health and provide choice and accessibility through medicines, products, education and campaigns. Internally our support for women is unwavering, at every stage of life and is demonstrated by our Menopause policy and Menopause inclusion in our Private Medical Insurance, enhanced maternity support and our employee wide access to Peppy – a personalised, digital health platform offering expertise in Women's Health, Menopause, Fertility and Early Parenthood.

Intersectionality across our DE&I programme

We commit to look at diversity from multiple perspectives and recognise that our employees' differences do not exist independently. As we advance our DE&I work in 2024, we will actively collaborate across business resource groups (BRGs), seek to learn from our external partners, and continue to provide education sessions to build a culture where we celebrate, embrace and harness the uniqueness of our employees.





Our focus and belief in the need to continue challenging societal norms as a leader in Life Science remains a strategic priority. At Bayer, we aspire to create opportunities for everyone to succeed and achieve their full professional potential; whilst also positively impacting our gender pay gap.

We will continue to unite talented people, who bring diversity of ideas, experiences, innovations and product solutions to achieve our ambition: **'Health for All, Hunger for None'**.

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



Antonio Payano
CEO, Bayer PLC



Emma Carter
Head of HR Bayer PLC



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