



# UK Gender Pay Gap Reporting

*This report details our April 2024 Gender Pay Gap results and additional reporting data for Bayer plc only.*

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'**.

Our new Dynamic Shared Ownership (DSO) operational model integrates Diversity, Equity, and Inclusion (DE&I) into our organizational practices, with Visionary, Architect, Catalyst and Coach (VACC) Leadership behaviours serving as key enablers. DE&I is foundational to the principles and behaviors of DSO, ensuring that all voices are not only encouraged but expected to contribute. This collaborative approach fosters an environment where diverse perspectives are essential in co-creating value for our customers.

Teams are built based on the right skills to deliver on our critical missions and includes perspectives from a diverse community of individuals.



**Science knows  
no boundaries  
neither do we**

**61%**

*of our workforce  
are women\**

\*As of 31<sup>st</sup> December 2024



## CULTURE

Be You. Be Bayer

We empower every person to bring their authentic selves to work every day. We celebrate each individual's unique contributions to shaping a culture where everyone feels represented and belongs.



61%

receiving an 'exceptional' performance rating were women\*



59%

of external hires in 2024 were women\*

## BRAND

Creating a better Bayer for a better world

Powered by diverse people and perspectives, we're unrelenting in our pursuit of innovative, sustainable solutions that advance life.



## PEOPLE

Growing diverse talent that belongs and thrives

We attract diverse talent, ensure equitable growth opportunities and co-create an inclusive, accessible workplace where people can reach their full potential.



65%

women were identified as High Potentials\*



67%

of our 2024 early careers intake were women\*



## PARTNERS

Championing partnerships grounded in shared values

We collaborate with diverse partners that we serve, guided by our shared values and belief in *Heath for all, Hunger for none.*



\*As of 31<sup>st</sup> December 2024





# //// 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.

## 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.

## 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.

# //// Bayer plc Gender Pay Gap Summary 2024

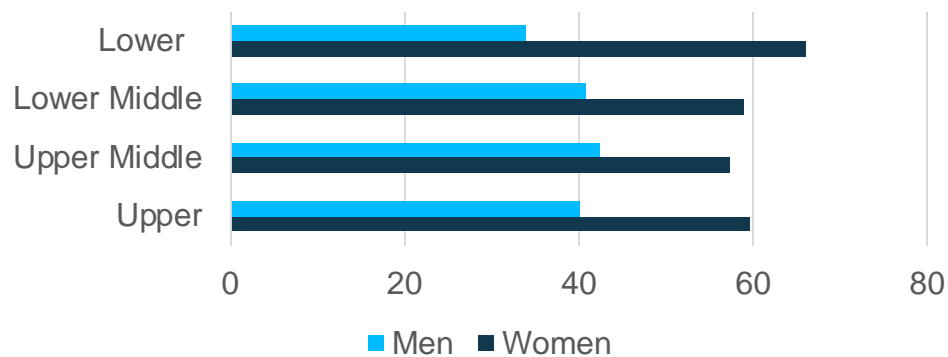
**4.8%** ↓ 5.7% 2023  
**Mean Gender Pay Gap**

**3.7%** ↓ 5.8% 2023  
**Median Gender Pay Gap**

**7.9%** ↓ 8% 2023  
**Mean Bonus Pay Gap**

**7.4%** ↓ 16.8% 2023  
**Median Bonus Pay Gap**

Population by pay quartiles %



Proportion of women and men receiving a bonus %



## Women's Health and Wellbeing

Bayer plc is recognised as a leader in Women's Healthcare, and our innovative products empower millions of women in the UK every year. 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 proactive Menopause support and enhanced women's health benefits including enhanced parental leave policies, Menopause inclusive private healthcare and Peppy support for all employees.

## Women in Science

Bayer plc continues to offer opportunities to inspire and encourage careers in STEM. Our future talent programme, which covers our graduate, apprentice and year in industry intakes, had a 67% intake of women in 2024. Our unique BayLab enables schools to visit our free laboratory, where we aim to inspire STEM at an early age regardless of gender.

## 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 2025, 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.

## //// Declaration

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.



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