





Driven by our mission—‘Health for All, Hunger for None’, at Bayer we confront global challenges by uniting diverse talent and perspectives.

Through our Dynamic Shared Ownership (DSO) model, supported by Diversity and Inclusion (D&I) efforts and guided by Visionary, Architect, Catalyst, and Coach (VACC) Leadership behaviours, we ensure that every employee’s voice contributes to shaping meaningful solutions for our patients, farmers, and consumers.

By bringing together talented, inclusive teams, we deliver significant outcomes for our customers, helping us reach our important goals and maximise value.



*Health for all, Hunger for none*



# Snapshot of Women at Bayer plc in 2025

*Science has no borders, and neither does our mission!*



**60%**  
*of our workforce are women\**

**58%**  
*of employees rated high potential were women\**

**56%**  
*receiving an 'exceptional' performance rating were women\**

**64%**  
*of external hires were women\**

**63%**  
*of Leaders are women\**

**61%**  
*of promotions were to women\**

**67%**  
*of our apprentice intake were women\**

**100%**  
*of our graduate intake were women.\**

*\*As of 31st December 2025*



# Calculating the Gender Pay Gap

Overview of metrics used to assess Bayer plc's Gender Pay Gap in line with UK requirements.

## What is the Gender Pay Gap

- // 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.
- // This 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.

Science for a better life



# Bayer plc Gender Pay Gap Summary 2025

Bayer operates three companies within the UK and Ireland region. Among these, only Bayer plc employs 250 or more employees; consequently, our reporting is exclusively based on Bayer plc data as of the reporting date, 5 April 2025.

**9.4%**

Mean gender pay gap

**2.5%**

Median gender pay gap

**16.4%**

Mean bonus pay gap

**11.8%**

Median bonus pay gap

Population by pay quartiles %



Proportion of women and men receiving a bonus %



**98.3%**



**96.9%**



# Our unwavering commitment continues...

*Bayer plc remains committed to fostering an inclusive workplace that empowers women to excel and make significant contributions to our mission.*



## Supporting Women's Health and Wellbeing

Bayer plc, the UK branch of Bayer AG, a global life sciences leader, operates across Pharmaceuticals and Consumer Health divisions covering diverse therapy areas. As a leader in women's healthcare, our mission is to enhance health outcomes and quality of life for women. We are dedicated to addressing inequalities in both women's care and within our organisation by promoting an inclusive workplace where everyone is supported, valued, and treated fairly.

We offer comprehensive support for women throughout their careers and lives, including proactive menopause support, enhanced parental leave, menopause-inclusive private healthcare, and access to the Peppy Health App, providing expert health assistance 24/7 to employees and their partners. Additionally, we are training menopause champions to boost internal awareness and support.



## Championing and Connecting Women in Healthcare

Bayer is a global corporate member of the Healthcare Businesswomen's Association (HBA), providing all employees with free access to an international network that supports and advances women in healthcare. The HBA promotes diversity, professional growth, and connections through global webinars, networking, and events across the UK and Ireland, including Cambridge, London, and Dublin.

## Inspiring the Next Generation of Women in STEM

Bayer plc is dedicated to fostering careers in STEM through our Future Talent program. Our commitment to nurturing female talent remains steadfast as reflected in the 2025 graduate intake, which is composed entirely of women, alongside 67% of female apprentice intake. Additionally, our unique and state of the art Baylab facilities at the Reading office continue to provide exceptional, free school visits designed to spark early interest in STEM for all students, regardless of gender.

Science for a **better life**



# Accelerating D&I Progress with BRG Initiatives

Business Resource Groups (BRGs) are pivotal to our Diversity & Inclusion (D&I) commitments and efforts at Bayer.

Our global BRGs are:



*A Bayer Resource Group for People of Black/African Descent & Allies*



Advocating for Women's Advancement

## GROW



*Bayer Resource for LGBTQ+ and Allies*



## MERGE

*Multigenerational Employee Resource Group Exchange*



## ENABLE

*Diverse Abilities*

Our objective is to accelerate progress across all five Business Resource Groups (BRGs), with particular emphasis on **GROW** and **MERGE** to strengthen their influence within the UK and Ireland. We are committed to establishing a robust presence for both groups, ensuring a comprehensive portfolio that effectively represents all five BRGs.

**GROW** plays a vital role in advancing Bayer's dedication to gender equality by cultivating an inclusive community that acknowledges the diverse experiences shaped by intersecting identities. This initiative encompasses organising targeted events, delivering upskilling opportunities across various identity dimensions, increasing senior management's awareness, partnering with other BRGs on diversity programs, and fostering meaningful conversations that integrate intersectional perspectives to achieve gender parity.



# Declaration

As a leader in the Life Sciences, Bayer plc is dedicated to challenging traditional societal norms and fostering a culture of inclusivity. Our commitment extends to creating equitable career opportunities that empower all individuals to succeed professionally while actively striving to close the gender pay gap.

Across all our divisions, we bring together diverse talents, whose creativity, skills, and dedication fuel innovation and effective solutions, supporting our overarching mission to achieve 'Health for All, Hunger for None'.

Furthermore, we affirm that the data and statements presented in this report are accurate and fully comply with all applicable government regulations.



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