



Bayer UK & Ireland

Impact Report 2025





For years now sustainability has been an integrated part of our organisation, no longer the passionate side-hustle project.

The inextricable link between Climate and Health is there to see. Rising global temperatures, increasingly volatile weather events, a growing world population and the increasing burden on natural ecosystems are among the biggest challenges humanity is facing.

As a global leader in healthcare and nutrition, Bayer can contribute more than many other enterprise to solving global challenges through its business. With this goal in mind, Bayer is committed to ambitious targets that it aims to achieve through its own business activity and the endeavors of its employees.

To view our published global Sustainability Report please follow the link (<https://www.bayer.com/en/sustainability/sustainability-reports>) and track our progress and impact.

Within the UK & Ireland, our customers, consumers, patients, farmers and colleagues have a passion and demand for progress and action on sustainability, and we adopt many of our global principles in addressing this, as well as many local additions.

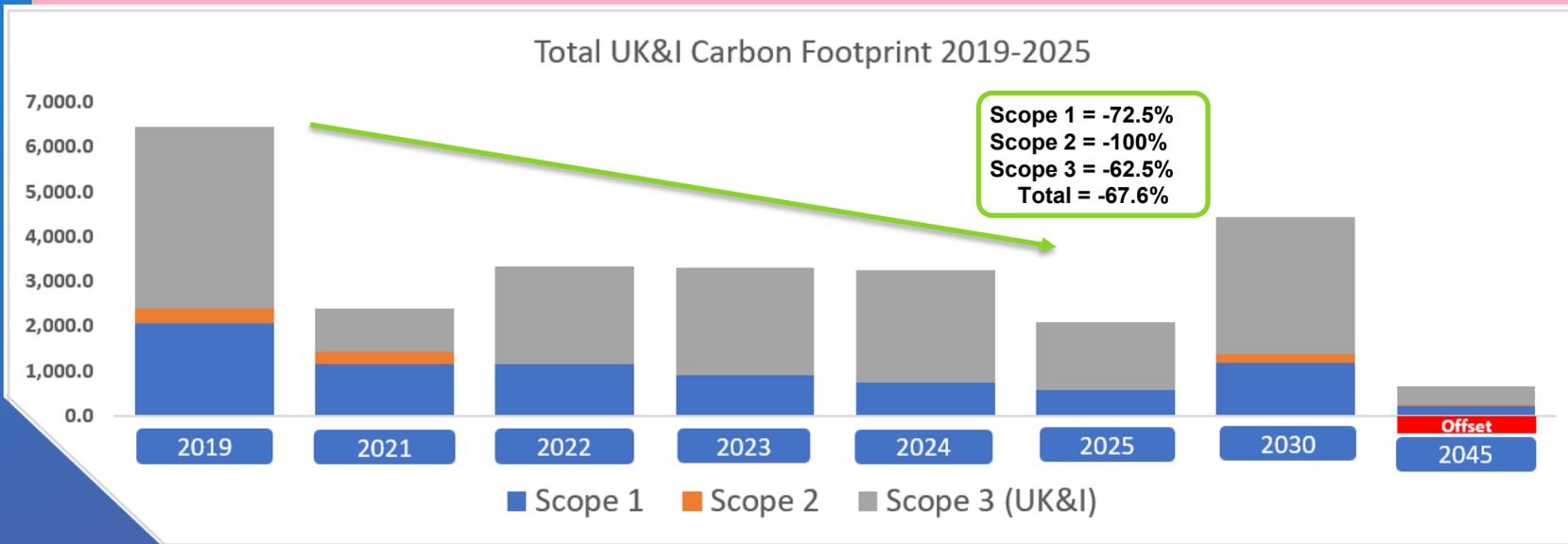


Climate commitments

We have the ambition to support Climate Change by reducing our carbon emissions from our own operations (scope 1 & 2) by 42% and those of our value chain (scope 3) by 25% by 2030*.

We also strive to achieve Net Zero within the UK & Ireland by 2045.

UK&I continue to accelerate our performance ahead of target...



Targets & Performance

	2019 Baseline	2025	2030 Target
Tonnes of CO ₂ e Emissions	6,465.2	2,095.0	4,443.2

*vs a base year of 2019 – aligned to global base lines



UK&I carbon footprint highlights

UK&I CO2e emissions
-67.6% vs target -31%



Big increase in EV
share of fleet vehicles



Logistics move to
Biofuels reduces
emissions **-83%**



Cambridge office
reduces emissions at
new premises



UK&I colleagues
reduce Air Travel
emissions by **-61%**



UK&I actions & the Baylab

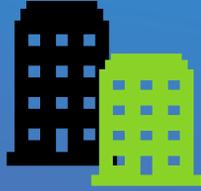
- ❖ **Carbon Reduction** continued carbon emissions reduction year on year, reaching -67.6% vs 2019
- ❖ **Education & Awareness** webinar/learning sessions, workshops and team sessions, annual sustainability survey
- ❖ **Levy Fund Donation** of £315k provided to the South Central Ambulance Service in 2025
- ❖ **Huge paper reduction** of 1x tree each year through digital invoicing since 2022
- ❖ **Electric vehicle fleet** now +43% of all cars, saving +300 tonnes of CO2e emissions annually



- ❖ **BayLab** saw its 14,000th student go through its doors
- ❖ **STEM Ambassadors** our Grads and Apprentices reached out to a local school, providing lessons and soil experiments
- ❖ **84x STEM sessions** for school aged children, providing 294 teaching hours supporting the national curriculum
- ❖ **25k students** nationally participating in the lab coat competition
- ❖ **5x work experience programs** run throughout the year



Bayer external & the Divisions



- ❖ **Move to Biofuel** through Alloga and our customer logistics, saving 83% of carbon emissions
- ❖ **Shaping Policy** leading changes in the DHSC D4L circular economy policy and supporting creation of the PAS 2090 LCA program
- ❖ **Delivering for the NHS** Bayer UK achieved level 2 in the Evergreen Assessment, placing us in top 2% of NHS suppliers for sustainability
- ❖ **Leading on industry initiatives** Bayer chairs a new healthcare industry group looking into driving the future of the Circular Economy
- ❖ **Consumer Health** led the initiative to recycle Blister Packs in the Reading office, with bins on every floor
- ❖ **The Pharma and Sustainability teams** produced a published paper to support the story behind Eylea 8mg
- ❖ **Collaboration** between Radiology and Sustainability to support Gadoquatrane environmental credentials
- ❖ **Women's Health** Video and Sales tools to support sustainability story behind the portfolio
- ❖ **Cambridge office** move into more sustainable premises
- ❖ **Consumer Health** major policy win shaping UK Government's revised RSHE (Relationships & Sexual Health Education) schools teaching curriculum guidance



Bayer Global targets and ambition

Sustainability: Strategic Elements, Impacts and 2030 Targets

SDGs on which we have the greatest impact through our businesses



Our mission: Health for all, Hunger for none

Our targets for people until 2030

We want to support 100 million people in economically or medically underserved communities with self-care interventions from Bayer in 2030.²

It is our ambition to improve access to our prescription products for people in LMICs¹ through improved availability and modified drug pricing, as well as through our patient access programs.

We aim to fulfill the need of 100 million women in LMICs¹ for modern contraception by 2030.²

We aspire to achieve gender balance at all management levels.

We will support a total of 100 million smallholder farmers in LMICs¹ by 2030 by improving their access to agricultural products and services, including in collaboration with our partners.²

Food security

Access to health

Women's empowerment

Inclusive growth

Reduced ecological footprint

Acting responsibly along the entire value chain

Climate protection

Environmental impact reduction

Environmental protection

Our targets for the planet until 2030



Reduce own GHG³ by an absolute 42% compared to the base year 2019 by the end of 2029 (Scope 1 & 2⁴)

Reduce GHG³ from our value chain (Scope 3) by an absolute 25% compared to the base year 2019 by the end of 2029⁵

Bayer aims to achieve climate neutrality at all its own sites (Scope 1 & 2⁴) by 2030. By 2030, the remaining greenhouse gas emissions of our own operations will be fully offset by purchasing certificates from verified climate protection projects, especially in the areas of forest conservation and agriculture.

Reach net-zero GHG³ incl. our entire value chain⁶ by 2050 or earlier (Scope 1, 2 & 3)

We aim to enable our farming customers to reduce their on-field greenhouse gas emissions per mass unit of crop produced by 30% by 2030 compared to the overall base-year emission intensity⁷. This applies to the highest greenhouse gas-emitting crop systems in the regions Bayer serves with its products.⁸

Reduce the treated-area-weighted environmental impact per hectare of Bayer's global crop protection portfolio by 30% by 2030 against a 2014–2018 average baseline

Support our smallholder customers to increase water productivity⁹ by 25% by 2030 against a 2019–2021 average baseline by transforming rice cropping in the relevant geographies where Bayer operates, starting in India¹⁰

Transition all Consumer Health products to 100% recyclable packaging¹¹

1 LMICs: low- and middle-income countries; smallholder farms on <10 ha farm land
2 These targets are accounted for in the long-term variable compensation (LTI) of our Board of Management and our LTI-entitled managerial employees.
3 GHG: greenhouse gas emissions
4 Comprises direct (Scope 1) and indirect (Scope 2, market-based) greenhouse gas emissions from Bayer sites with an annual energy consumption exceeding 1.5 terajoules and/or annual water withdrawal greater than or equal to 50 Tm³.
5 In accordance with the criteria set out by the Science Based Targets initiative (SBTi) and including all Scope 3 categories. Since we do not engage in franchise activities, category (3.14) is not applicable.
6 Entire Scope 1, 2 & 3 emissions. Scope 3 includes all categories defined in the GHG Protocol.
7 Our reduction target refers to an overall base-year greenhouse gas intensity that includes the weighted emission intensities of 17 crop-country combinations (CCC).
8 The crop-country combinations Italy-Corn and Spain-Corn were not selected based on these factors but were additionally included because data were already available.
9 Water productivity is defined as kg of crop yield per volume of water used (kg/m³).
10 Our water target is currently focusing on the Bayer DirectAcres Initiative, which aims at supporting farmers in shifting successfully from transplanted puddled rice to mechanized direct seeded rice.
11 Where safety permits and regulations allow.



For anymore information, a sustainability workshop or a customer meeting

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