



Sustainability Highlight Report 2025

Bayer Switzerland // // // //



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01 Foreword

Global challenges, local responsibility

Twenty twenty-five has once again shown us the close link between the future of our health, our food systems, and our planets – and how urgent collective action has become.

The scientific data is unequivocal: According to the World Meteorological Organization¹, 2025 is once again one of the warmest years on record. The global average temperature continues to be clearly above preindustrial average and is edging the critical 1.5 degree threshold. At the same time, the Food and Agriculture Organization² reports that between 638 and 720 million people around the world are still affected by hunger. This equates to 7.8 to 8.8 percent of the world's population. These figures continue to be astoundingly high, despite technological progress. Food security is not just a question of production but also of geopolitical stability.

The persisting tensions in the Middle East and the uncertainty of shipping routes in the Persian Gulf show how vulnerable global supply systems are. The Strait of Hormuz is not just one of the most important energy routes in the world. It is also a key hub for fertilizers. Disruptions results in increasing prices of nitrogen-based fertilizer, with direct consequences for agricultural yields worldwide. Especially affected are low-income countries where many farmers can hardly afford essential inputs anymore. The consequences are lower harvests, higher food prices, and a growing uncertainty for millions of people. Current analyses by the Food and Agriculture Organization (FAO) show that up to 45 million additional people³ could be affected by acute food insecurity as a result of the ongoing crisis in the Strait of Hormuz.

¹ World Meteorological Organization (2025): *State of the Global Climate Reports*

² FAO, IFAD, UNICEF, WFP and WHO. 2025. *The State of Food Security and Nutrition in the World 2025 – Addressing high food price inflation for food security and nutrition*. Rome <https://doi.org/10.4060/cd6008en>

³ <https://www.wfp.org/news/wfp-projects-food-insecurity-could-reach-record-levels-result-middle-east-escalation>



The United Nations Sustainable Development Goals (SDG) Report 2025 also shows that only 35 percent of the SDG goals are on track or have moderate progress. Progress is slow for nearly half of the goals, and alarmingly, there is regress for 18 percent of them⁴. Geopolitical tensions, economic uncertainty, and the climate crisis amplify each other, slowing down progress worldwide.

As aptly stated by António Guterres, Secretary-General of the United Nations, we need to “shift into overdrive” to achieve the goals in the years remaining. This assessment emphasizes what we all feel: The time for incremental progress is gone – it is now all about speed, scaling, and decisive action.

This is why our mission
is more relevant than ever:

**“Health for all, Hunger for none.”
It is not a claim on paper but
the drive for our daily action.**

At Bayer Switzerland, we see ourselves as part of the solution. We are certain that innovation, science, and collaboration are decisive levers to achieve sustainable change. In 2025, we strengthened our commitment to healthcare, sustainable agriculture, and our own environmental footprint.



We advanced initiatives that improve access to innovative therapies, while supporting projects that help farmers work in a more productive and resource-conserving way. At the same time, we further expanded our climate protection measures, in line with the global goals and local expectations.

But despite the well-founded optimism: Time is running out. The coming years will be decisive for setting the course toward a livable future. Progress does not happen through technology only but through decisive collective action – by companies, politicians, scientists, and society.

This report shows how we assume responsibility at Bayer Switzerland: in a transparent, measurable way and with a clear aim of making an impact. It documents not only what we have achieved but also where we need to continue putting the work in.

We are convinced that a more sustainable, healthier, and fairer world is possible. But it will not happen on its own. It will be the result of decisions we make today.

That is our job – every day.
The Swiss Country Council

⁴ United Nations (2025): The Sustainable Development Goals Report 2025
<https://unstats.un.org/sdgs/report/2025/>

“

“Sustainability is not an isolated project at Bayer Switzerland but the roadmap for our long-term value creation. We are convinced that only those who consistently link economic activity with environmental and social responsibility guarantee the future viability of our place of business. We measure our success not only on financial results but on our contribution to people and the environment.”

”



Valerie Baroin

Chief Financial Officer Bayer Switzerland

Managing Director Bayer Consumer Care AG and Bayer CropScience Schweiz AG

02

Sustainability strategy



Sustainability ensures value appreciation and growth

Global crises are exacerbated by the world's growing population, increased demands on the natural ecosystems, as well as escalating geopolitical conflicts. These developments have a negative impact on public health and global food security. Against this backdrop, and as a global company in the areas of health and nutrition, Bayer's goal is to support the mission of **"Health for all, Hunger for none"** through measurable contributions and scalable solutions, in collaboration with our partners.

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We drive science and innovation in order to help ensure that everyone benefits from a good quality of life on a healthy planet.

//////////

To support our mission of “Health for all, Hunger for none”, we have defined three areas in which we have a significant impact and drive forward our ambitions and business solutions:



Climate protection

Climate change negatively affects yields and nutritional value of agricultural crops, increasing the need to make the production of nutritious foods more sustainable.

//////////



Equal access to healthcare

Rising temperatures can increase the spread and intensity of climate-related health risks and strain healthcare systems. Low- and middle-income countries are especially affected.

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Food security

Food security requires sustainable innovations in agriculture and resilient agricultural farms and communities. At the same time, an adequate, nutrient-rich diet is crucial to health.

Our contribution to the SDGs

In line with our organization's strategy, we aim to contribute to the achievement of the United Nations Sustainable Development Goals (SDGs).

Bayer Switzerland is focusing on a select number of SDGs in order to achieve the greatest possible impact on people, the environment, and society. These particular SDGs also dovetail with our area of business.

Global focus SDGs and our contribution with the goal of “Health for all, Hunger for none”

Bayer Switzerland focuses on the following SDGs:



Globally, Bayer is also committed to achieving the following SDGs:



Our targets for people until 2030

Food security

Support 100 million smallholder farmers in LMICs¹

Women's empowerment

Fulfill the need of 100 million women in LMICs for modern contraception¹
Achieve gender balance at all management levels

Access to health

Support 100 million people in economically or medically underserved communities with self-care¹



Our targets for the planet until 2030

Decarbonization

Achieve climate neutrality at our sites (incl. –42% Scope 1 & 2)¹
Reduce emissions in our supply chain (–12.3% Scope 3)¹
Reach net zero emissions target until 2050 (Scope 1, 2 & 3)
Reduce greenhouse gas emissions by 30% in key agricultural crops in main regions

Environmental impact reduction

Reduce environmental impact of crop protection in agriculture by 30%

Biodiversity preservation

Transition all Consumer Health products to 100% recycle-ready packaging

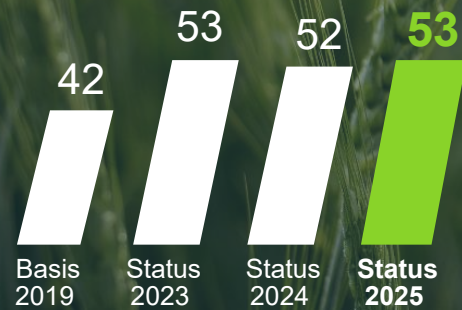
LMICs: low- and middle-income countries

¹ These targets are accounted for in the long-term variable compensation of the Board of Management and the managerial employees.

Target for 2030



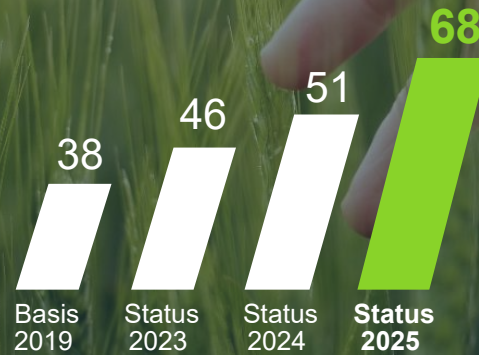
Supporting
100 million
smallholder
farmers in
LMICs¹.



¹Low- and middle-income countries
Key figure in Million



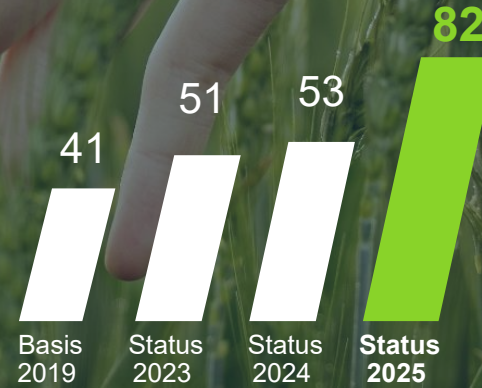
Enabling 100
million women
in LMICs to
access modern
contraception.



Key figure in Million



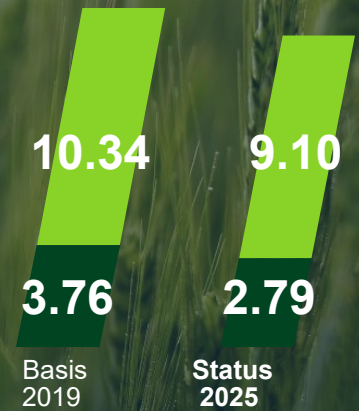
Supporting
100 million
people in
everyday
healthcare.



Key figure in Million



Climate neutrality
of own sites and
achievement
of a science-
based target.



Key figure in Million

03

About Bayer in Switzerland

Basel

Global Headquarters of the Consumer Health Division

EMEA Headquarters of the Crop Science Division

Headquarters for several global Pharmaceuticals therapeutic areas: Oncology, Ophthalmology and parts of Women's Health

Marketing and distribution, Crop Science Switzerland

Group management functions: Finance, Human Resources, Procurement, Legal & Compliance, IT& Communication

Muttenz

International Crop Science production site

Zurich

Headquarters of Bayer (Schweiz) AG

Headquarters of Pharmaceuticals and Consumer Health Divisions for the local market with the functions Marketing and Distribution, Clinical Research, Medical Affairs and Regulatory Affairs



Bayer has been operating in Switzerland since 1954 and today has three national subsidiaries – Bayer (Schweiz) AG, Bayer Consumer Care AG, and Bayer CropScience Schweiz AG – at three sites. From these, we serve both the Swiss and the international market.

In addition to its Swiss operations, a number of important global and regional Bayer functions have taken up residence in Switzerland over the years - a sign of the strategic importance of the location in Bayer's international network.



Bayer helps shape the agriculture of tomorrow and supports farms of all sizes in reliably feeding a growing global population despite limited resources.

Bayer Crop Science has a presence at several major sites in Switzerland: MuttENZ manufactures active substances and intermediates, primarily for use in fungicides worldwide. Basel is home to the EMEA headquarters of the Crop Science Division, as well as marketing and distribution activities for Swiss agribusiness.

Bayer Crop Science's Climate Corporation is also based in Basel. Their destination: to help farmers increase their yields sustainably using digital solutions. The digital platform Climate FieldView™ collects data direct from the field, analyses it and delivers practical recommendations - for agriculture with a far-sighted approach.

Pharmaceuticals – innovation for the future

**Demographic change is
presenting healthcare systems
with new challenges:**



Chronic conditions and multiple morbidities are on the rise, while patients are taking an increasingly active role in managing their own health. This is precisely where Bayer comes in - with innovative treatments that not only offer a real therapeutic benefit, but also meet the growing demands of physicians and healthcare systems worldwide.



In Switzerland, Bayer Pharmaceuticals is based at a site in Zurich. In addition, the global headquarters of the therapeutic areas of oncology, ophthalmology and of parts of women's health are located in Basel – a key location for research, development and strategic management.

**Our activities
in Switzerland are
primarily focused
on the following
therapeutic areas:**

// Cardiovascular diseases

// Cancers

// Women's health

// Eye diseases

// Radiology



Consumer Health – innovation for a healthy life

Bayer Consumer Health primarily deals in over-the-counter (OTC) products for the health and well-being of consumers and patients. Its Swiss site is located in Zurich, while the Division's global headquarters has been based in Basel since 2016. The Division is headed by Julio Triana, a member of the Board of Management of Bayer AG.

**Worldwide, Bayer Consumer Health's
portfolio includes more than 170
products for self-medication and health
care, principally in the following areas:**

// Skin protection
and care

// Gastrointestinal
health

// Nutritional supplements

// Colds

// Pain management

// Allergies



**These products help bring
lasting improvements
in the day-to-day quality
of life of many people.**

Management

The businesses in Switzerland are managed by the Swiss Country Council:



Valerie Baroin

CFO Bayer (Schweiz) AG and CEO
Bayer Consumer Care AG & Bayer
Crop Science Schweiz AG



Nicole Borel

Head Communications Switzerland
& Crop Science EMEA



Marc Hofer

Country Division Head
Consumer Health Switzerland



Pascal Bürgin

Head Law, Patents
& Compliance Switzerland



Thorsten Hein

CEO Bayer (Schweiz) AG
and Country Division Head
Pharmaceuticals Switzerland



Felix Hanisch

Head Production Site Bayer
Crop Science Schweiz AG



Benjamin Seitz

Head Human
Resources Switzerland



Christoph Koenen

Head of Clinical Development
and Operations Pharmaceuticals



Stephen Parker

Quality Management
Consumer Health



Sten Guezennec

Country Commercial Lead Bayer
Crop Science AG Switzerland

04

Employees

In Switzerland, Bayer has employees representing around 60 different nationalities. We are passionately committed to a corporate culture based on fairness and respect.

Our goal is to be a company where inclusion and diversity art part of the fabric and people from different backgrounds and with different strengths are encouraged to work together to create added value for our world. We offer all our employees attractive conditions and a wide range of opportunities or personal development.

Total

1'373

Employees (FTEs)

BASEL

924

ZÜRICH

182

MUTTENZ

267



Men:
55%



Women:
45%

On average, our employees have worked for Bayer Switzerland for

11,1 years



49%

Women in Management

// Goal by 2025

→ **50%**
Women

Fair remuneration



At Bayer, we strive to provide performance-based, competitive and fair Total Reward Programmes to attract, retain and reward our talent.

Bayer has employees working and living in 83 countries throughout the world. Recognizing there are different local needs to attract and retain talent, our total rewards programs provide flexibility, while ensuring our employees are equally rewarded and treated in a globally consistent, fair approach.



05

Diversity and Inclusion

Diversity makes us stronger

Different perspectives make for better decisions, creative solutions and sustainable success. This is something we at Bayer firmly believe in. For us, diversity is a strategic advantage – it helps us to better understand the needs of our global customers, consumers and patients.

At Bayer Switzerland, inclusion and diversity are firmly anchored in our corporate culture. Our guiding principle “We make the mix work” shapes our actions every day.

We promote a work environment which values differences and creates a feeling of belonging – irrespective of origin, gender, age, sexual orientation, disability or lifestyle. Our aim is to create a climate of respect and openness in which all employees can flourish and fulfill their potential – benefiting the individual and contributing to the success of the company as a whole.

Business Resource Groups (BRGs)

By creating networks of employees we can give inclusion and diversity an even bigger boost.

An example of these are the “Business Resource Groups (BRGs)”, which facilitate networking and thus dialog and mutual support for employees within the Bayer Group. They lend a voice to the various stakeholder groups both within the company and outside.



BLEND is designed to be a contact point for all employees regarding LGBT(+)- related issues in the workplace. In Switzerland, we network with colleagues, including those from other companies, in order to progress this initiative further.



The objective of **ENABLE** is to promote equal treatment for all and to create an inclusive workplace that supports people with disabilities.



The aim of **Family Connections** is to establish an environment in which each and every individual can fully meet their professional and family commitments.



GROW stands for “Growing Representation & Opportunities for Women”. We aim for women to be equally represented at all levels, to hold leadership positions and be fully recognized – while men actively advocate for gender equality.



MERGE stands for “Multigenerational Employee Resource Group Exchange”. Its mission is to enable Bayer to realize the full potential of every generation in the workforce.

Committed to diversity: We carry the Swiss LGBTI label



In spring 2024, Bayer Switzerland was awarded the Swiss LGBTI label for the third time – a clear sign of our commitment to diversity and inclusion.

The label is valid for three years and recognizes organizations

which have a comprehensive and credible diversity & inclusion management system in place. It raises awareness among employees in order to improve the acceptance and integration of lesbian, gay, bi-, trans-, and intersexual colleagues in the workplace.

The award is based on a comprehensive audit that evaluates the extent

to which companies have implemented concrete instruments and measures to create an inclusive work environment for LGBTI people and to promote equality of opportunities for them.



06

Climate protection, security and environmental responsibility

Climate change is an environmental factor that affects us directly as a global company – impacting our customers, employees, supply chains and the communities in which our sites are based. For Bayer, protecting the environment and ensuring the safety of our employees and the people who live near our sites is of the highest priority.

We are committed to incorporating environmental, health, and safety aspects into our daily activities. To this end, we implement clear processes and action plans with the aim of continually reducing the impact we have on the environment. The Health, Safety & Environment (HSE) function is responsible for managing and monitoring these activities around the world – and also in Switzerland.

At the production site in Muttensz, the QHSE (Quality, Health, Safety and Environment) department shoulders this responsibility. Here, an integrated management system based on international ISO standards is implemented, thus ensuring the constant observance of our environmental and safety regulations.

Uniform global standards also ensure the reporting and analysis of incidents and thus allow for a continual improvement of our processes in the area of occupational safety and environmental protection.



We have been drawing in MuttENZ

100% CO₂-free electricity from hydropower plants and wind power plants since 2021.



The GETEC PARK.SWISS AG

energy control center and our own thermal waste air treatment system allow us to ensure both an environmentally and economically sound disposal of industrial waste.



Waste-to-energy

The energy generated in the incineration of our waste flows is used efficiently to create process steam and is thus reintroduced back into the energy cycle.

Air Emissions

Bayer has set itself the goal of becoming climate-neutral by 2030. To achieve this goal, we are focusing on three strategic levers: Process innovations, more efficient facilities and building technology, and the consistent implementation and continuous optimization of energy management systems.

The majority of site-related emissions are generated by the production facilities at the Muttentz site. In 2025, the CO₂ emissions generated there totaled 20,000 metric tonnes – compared with 23,200 metric tonnes in 2024. This decrease was mainly attributable to a lower production output in the reporting year.



Waste disposal and recycling

Our systematic waste management system allows us to keep material consumption and waste volumes relatively low. This management system involves targeted waste separation, safe disposal channels, and economically sound recycling processes.



**Waste volume
in metric
tonnes 2025**

Almost all heavy metals used in production, such as copper and zinc, are recovered and therefore do not end up as waste.

Recycling

In Basel, PET consumption in 2023 was still about 351 kilograms. In 2024, we were able to lower this by 48 kilograms. In 2025, consumption was reduced again – by another 33 kilograms – and the PET volumes were at 270 kilograms.

We have professional recycling stations and communal printing rooms available in the Basel offices. This makes recycling simpler. At the same time, communal printing rooms contribute to reducing air pollution and noise emission in the offices.

Water and wastewater

Basel office

Since 2023, all water faucets in the Basel office have been equipped with water-saving aerators. They reduce water flow to 4.5 liters per minute, which is a reduction by 1.6 liters per minute compared to the previous standard. In 2025, water consumption at the Basel facility was reduced to 1.98 million liters from 2.27 million liters the year before. This corresponds to a reduction of about 300 cubic meters of water.

Muttenz production site

Water consumption in production in Muttenz totaled around 2,436 million liters in 2025, about 3.1% below the previous year's level of 2,514 million liters.

Wastewater purification (Muttenz)

Different purification methods and treatment steps are being used for wastewater purification at the Muttenz production site. Depending on the substances, these methods are combined to ensure discharge that is compliant with the law and guidelines. Wastewater purification usually begins with an internal pre-treatment directly inside the production buildings. As a result, solvents are recovered through distillation or extraction or toxic waste products are eliminated. In 2025, around 160 million liters of water were professionally purified in Muttenz.



**Water
consumption
in millions of
liters 2025**

2,436

1,98

Basel
office

Muttenz
production site



The ISO17025-accredited laboratory GETEC Park.Swiss checks the waste water content at the production site in Muttenz, so GETEC can decide on professional waste disposal in collaboration with us.

It is either sent directly to ARA Rhein for biological final treatment or for further pre-treatment through AVORA.

Circular economy and IT infrastructure



Strategy: sustainable lifecycle management

As part of our strategy to use resources responsibly we are focused on climate-neutral refurbishment and resale of our IT hardware. Through collaboration with ReCare (certified according to ISO 9001, 14001, 45001) we ensure that retired equipment is not discarded, but reintroduced into the circular economy through professional resale. This process reduces the need for new production and directly lowers our indirect emissions (Scope 3).

Achieved emission reductions¹

In 2024, a total of 431 IT devices were reintroduced for reuse.
The resulting total savings were 12,288 tonnes of CO₂.

In 2025, the breakdown of the savings was as follows:

Device group	Quantity	Savings per device	Total savings (CO ₂)
Computer, Notebooks, Projectors	578 Stk.	0,034 t	19,652 t
Monitors, printers, peripheral devices	200 Stk.	0,020 t	4 t
Servers & Storage	0 Stk.	0,112 t	0,000 t
Total	778	-	23,652 t

¹The calculation is based on a model from the Technical University Berlin (energy and CO2 footprint of PCs) and the EuP preparatory study TREN/D1/40-2005, Lot3, 2007. This model compares the environmental impact and the energy consumption of reuse of a computer for three years as compared to the purchase of a new computer. Emissions values of new production, sale of the new product, operation, refurbishment, transport to refurbishment, and recycling are included in the analysis.

07

Corporate social responsibility



At Bayer Switzerland, we exercise social responsibility – through donations, charitable activities and sponsoring.

We focus on projects in areas which are closely linked to our core business, in keeping with our mission: “Health for all, Hunger for none”.

Bayer Switzerland donated
CHF 94,000
in 2025

ToGo opening eyes

SCHWEIZER JUGEND FORSCHT
SCIENCE ET JEUNESSE
SCIENZA E GIOVENTÙ

 krebsliga beider basel

 Stiftung THEODORA

 vitamin angels

 Schweizer Tafel
Essen verteilen – Armut lindern

 debra
Schweiz, Suisse, Svizzera

Social engagement is an important part of Bayer Switzerland.

We support charitable projects and activities in the areas of health and nutrition, research and climate protection.

Sponsoring FONDATION BEYELER

Since 2007, Bayer Switzerland has been a proud partner of Fondation Beyeler, one of the world’s most renowned museums of modern and contemporary art.

What connects us is that we both aspire to think outside the box – with the aim of bringing people and art together in inspiring ways.



Credits

Bayer (Schweiz) AG
Grubenstrasse 8
CH-8045 Zürich
T +41 44 465 81 11
www.bayer.ch

Responsible at Bayer

Michelle Branting
Communications Bayer Switzerland

Design and realization

La La Brand

Images

iStock Photo