



# *Bayer in Switzerland*





*The population is steadily growing and aging. We all want to remain healthy and have enough to eat – a major challenge for the global community. This goal motivates and inspires us at Bayer to show passion in our commitment to health and nutrition.*

*Every day we apply our knowledge and ability to serve people, by developing and providing high-quality products to help people improve their lives. That is the essence of what sets us apart.*

*We call it:*

# *Science For A Better Life.*







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# Improving life. Worldwide.

*Bayer is one of the world's leading life science companies. Our research, development and innovation has enabled us to grow in the areas of health and nutrition for over 150 years. We contribute through our products to resolving major challenges of our age. In Switzerland, we service the national and global market.*





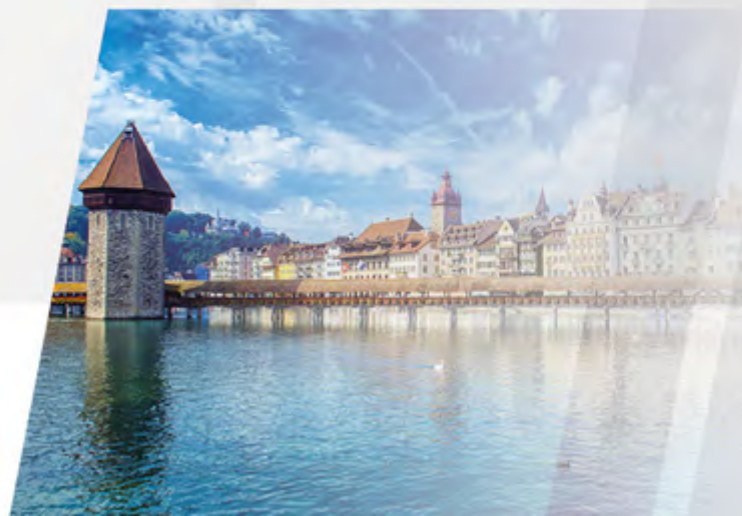


# Attractive Switzerland

*Bayer is headquartered in Leverkusen.*

*The company operates in almost every country in the world and Switzerland is one of its main locations. There are good reasons for that:*

- ||| Europe's biggest life science cluster is located in Switzerland – particularly Basel.*
- ||| Switzerland has the highest training standards in the world, plus a first-rate public school system and good universities.*
- ||| Switzerland is a business-friendly location with political stability and security. Its quality of life is one of the highest in the world.*
- ||| Switzerland also has a lot to offer beyond work: a large cultural offering, picturesque countryside and numerous leisure pursuits.*





# Locations

**1 Basel** Bayer Consumer Care AG

||| Consumer Health Division Headquarters

||| Pharmaceuticals - location for the areas of oncology, ophthalmology and haematology

||| EMEA Headquarters Crop Science Division

||| 1000 employees

**2 Muttenz** Bayer CropScience Schweiz AG

||| International CropScience production location

||| 300 employees

**3 Zollikofen** Bayer (Schweiz) AG

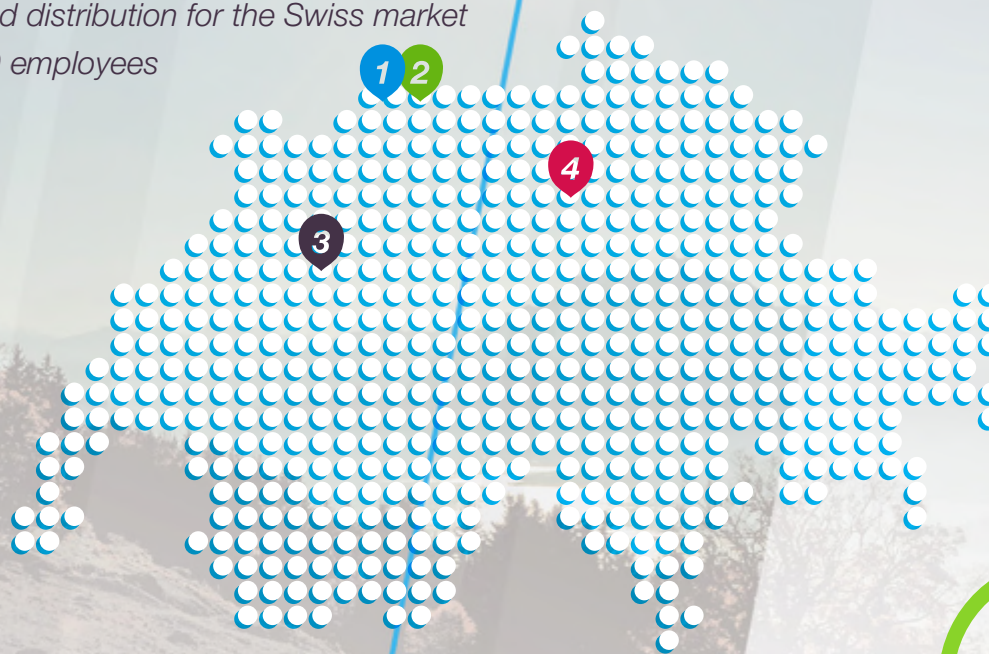
||| CropScience marketing and distribution for the Swiss market

||| 20 employees

**4 Zurich** Bayer (Schweiz) AG

||| Consumer Health marketing and distribution and pharmaceuticals for the Swiss market

||| 300 employees



In the region of 1,600 staff from more than 60 countries work at the four Swiss Bayer locations.







*“I’m pleased that we can offer people a better quality of life through our medicines. We can transmit our research progress directly to the patients.”*

**Joris Zimmermann, Zürich**



## Pharmaceuticals For people with a future.

*Demographic change impacts healthcare.*

*The number of chronic and multiple illnesses is on the rise.*

*At the same time, people are taking a more active role in managing their own health – not least through the possibilities offered by digitalisation.*

*Bayer operates in the following therapeutic fields in Switzerland:*

- |                                   |                        |
|-----------------------------------|------------------------|
| Eye diseases                      | Cancer                 |
| Women’s health                    | Pulmonary hypertension |
| Haematology                       | Men’s health           |
| Heart and cardiovascular diseases | Neurology              |
| Infectious diseases               | Radiology              |



# Consumer Health Solutions for a healthier life.

People are increasingly taking responsibility for their own health.  
We provide products for effective self-medication – through over-the-counter medicines.



*“It’s good to know that we can help treat and prevent diseases through our products.”*

**Luzia Nussbaumer, Zurich**  
|||||||





## *Crop Science To serve a growing population.*

*Bayer wants to advance the next agricultural generation. We support big and small agricultural holdings in meeting people's need for foodstuffs and feed, taking account of the limited natural resources available.*

*"In these times of rapid population growth and increasing extreme weather events, we want to help ensure the food supply for the world's population through innovative products. It makes me proud to be part of that."*

**Andreas Hafner, Muttenz**





## Bayer in Switzerland

- ||| **1954** The distribution company Bayer Pharma AG is founded in Zurich and later renamed Bayer (Schweiz) AG.
- ||| **1973** Bayer (Schweiz) AG merges with Bayer Agrochemie AG and Bayer Faser AG.
- ||| **1976** Bayer (Schweiz) AG moves into its headquarters in Zurich.
- ||| **1994** Bayer (Schweiz) AG acquires Agroplant AG, now known as Bayer CropScience.
- ||| **2000** Bayer (Schweiz) AG acquires the crop protection production facilities of Novartis in Muttenz.
- ||| **2005** Bayer AG acquires Roche consumer health business. Bayer Consumer Care AG founded in Basel.
- ||| **2012** Bayer Consumer Care AG expanded into a pharma hub.
- ||| **2014** Production facility in Muttenz for crop protection intermediates for worldwide distribution becomes operational.
- ||| **2016** The worldwide Head Office of Bayer Consumer Health is established in Basel.
- ||| **2018** A Monsanto site is added in Morges.
- ||| **2019** The European Head Office of Bayer CropScience comes to Basel.





*“I love being part of a varied team. And when not at work, I enjoy all the cultural events I can attend through the initiative Basel Live.”*

**Burcak Simsek, Basel**



## *Working for Bayer in Switzerland*

*Bayer provides the ideal setting for personal ability and the dynamics of the life science industry to complement each other. Employees from over 60 countries work in an innovative, inquisitive, high-energy and dynamic, multicultural environment in one of the most interesting industries in existence. They can make a key contribution through their performance to the company’s sustained success in national and international business. Bayer in Switzerland thus demonstrates its particular significance as an important member of the Bayer family.*



# What we offer our staff in Switzerland.

The success of Bayer stems to a large extent from the strong commitment of our qualified staff. Talented and motivated employees enjoy an exciting, inspiring, challenging, international, multi-cultural working environment at Bayer and excellent development opportunities. Cooperation between teams, personal initiative, a pleasant approach and receptiveness to new developments feature prominently at our company.

## **Diversity as an opportunity**

Diversity is evident in many ways. We see differences as an opportunity, not a challenge. Our Diversity&Inclusion team stands for respect, encourages diversity and promotes variety. That in turn multiplies ideas, talent, strengths and perspectives.



*“The mix of nationalities, backgrounds and cultures makes Bayer a talent hub promoting synergies and cooperation. I start the day with a call to Australia, have lunch with Russia and then communicate with Mexico in the evening. It’s simply unique.”*

**Mina Maged, Basel**







## Cooperating and making a difference.

Our well-qualified employees are the key to our success. That's why we create a working environment where everyone can reach their full potential. "Passion to innovate | Power to change" outlines what we expect of our employees.

Bayer offers in return:

- ||| Freedom to question the status quo and think ahead.
- ||| An innovative, inquisitive, inspiring, open and sustainable working environment. Share your passion to implement pioneering solutions.
- ||| Good development opportunities in an international corporation.
- ||| The potential to make a difference – as part of a leading global company with the power to improve lives. Now and in the future.

*"Our colleagues are our capital. That's why we in Human Resources work every day to develop their potential and offer them growth opportunities. We are convinced: if our employees grow, we also grow as a company."*

**Adriano Bruno, Basel**





# Ensuring the good health of our colleagues.

Movement and fitness are also part of a healthy workplace. Our colleagues benefit from participating in shared sporting activities and offers.

**Running for a good cause.** Employees can work on their stamina in our MOVE! programme. We organise a jogging group three times a week. Every year we give financial support to charitable projects through Run For Charity and our MOVE! endurance athletes.

**Staying fit together.** MOVE! also offers our employees a broad-based daily sporting programme, including basketball, badminton, beach volleyball and yoga. Besides exercise, MOVE! also includes a healthy diet.



*"I can do many sports through Bayer's MOVE! programme. I even help out as a basketball coach to encourage young people to get into the sport."*

**Christophe Aline, Basel**







# Values, which connect us.

Our corporate culture is based on four fundamental values. They are firmly anchored in our company and give us guidance. They define the nature of our actions. They are integral to the goals of all colleagues.



**Leadership**



**Integrity**



**Flexibility**



**Efficiency**

*“At Bayer we question the status quo and contribute to improving life for society and for patients. We don’t just manufacture products for sale. The values we live as employees are also my values.”*

**Senka Djordjevic, Basel**





# Values, which connect us.

We follow the four “Focus Behaviors” to guide us in our daily work:

- ||| **Customer focus** drives our business and ensures that we live up to our corporate purpose “Science For A Better Life”.
- ||| **Experimentation** is a condition of innovation. Innovation leads to business success in the future.
- ||| **Collaboration** forms the basis of our new working model with divisions and corporate functions.
- ||| **Trust** enables good cooperation in the organisation – with leadership competence, the will to create, individual responsibility and performance.







*“We contribute through our products to people’s health and nutrition. At the same time we support projects in the fields of culture, movement and health.”*

**Felix Reiff, Basel**



## *Bayer and society: an affair of the heart.*

*As an international life science company, we are firmly anchored in society. As a responsible and accessible company, we commit to projects that enrich community life – in the spirit of our motto: Science For A Better Life.*

**Fondation Beyeler.** *Fondation Beyeler is a pre-eminent museum worldwide with its modern and contemporary art. Fondation Beyeler is similar to Bayer in that it always aims to break new ground. Its exhibitions and curations are known all over the world and designed according to the latest concepts.*

*Bayer is a proud partner of Fondation Beyeler. Lively exchanges with the museum’s management often give rise to new projects. For example, the two partners have staged concert evenings with rock and pop icons in the unusual setting of the museum grounds since 2015.*



# *Bayer and society: a question or responsibility.*

**Cancer league.** *Our partnership with Cancer League is extremely important to us. The Cancer League is a well respected institution and it has an excellent understanding (as we do) of the challenges of illness and society. This engagement is therefore a perfect example of how we understand social responsibility.*

**B-Motion.** *The B-Motion initiative in partnership with Gsünder Basel broadens access to sport and fitness in the Basel region. Unconventional and modern sporting events, such as streetdance, pilates meets yoga or tai-chi are designed for the public – and we are happy to support them.*







# Sustainability begins for us at the workplace.

The well-being and security of our colleagues at work and on the road means a lot to us, and we play an active role to that end – through regular campaigns, initiatives and events.

**Work safely – every day.** When we realise how our daily behaviour affects our security, we are happy to take more care. Our SAFE campaign consistently shows new areas through its campaigns, which are often overlooked in the daily work routine.

**Soup&Chill.** Our support of Soup&Chill is not purely social, it also has a sustainability aspect. Anything we don't finish at events and receptions, goes straight to Soup&Chill for the homeless and deprived people in our society.



*“Bayer is growing – and with it our responsibility for the well-being and security of our colleagues. I’m glad to be able to work towards that here with my team every day.”*

**Maryanne Keller, Basel**





|||||||

*Improving life.  
That's what we do at Bayer.*

*It's what we commit to anew every day. All together.  
All over the world. Enthusiastically chasing new ideas.*

*Bayer – Science For A  
Better Life.*





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