



Code of Conduct for Responsible Lobbying

Bayer is actively, openly and transparently contributing to the discourse on social and political issues. Bayer engages in the public debate on a number of different topics, in multiple countries, and with a variety of stakeholders and organizations.

Bayer's lobbying activities are guided by transparency, fairness, integrity as well as fact-based information and based on the following principles which apply to Bayer employees, as well as to Bayer employees hiring consultants in this field.

// Lobbyists of the company as well as consultants shall:

1. Identify themselves by name and by the Bayer organization they are representing;
2. Truly represent themselves as Bayer or working for Bayer to the effect of registration (where existing) to be transparent with third parties and/or staff of public authorities;
3. Openly declare the company's business interests;
4. Ensure that information provided reflects up-to-date company knowledge, is complete, evidence-based and not misleading;
5. Be transparent and honest when obtaining or trying to obtain information about the purpose of the request;
6. Not induce staff of public authorities to contravene rules and standards of behavior applicable to them.

// Bayer fully respects and follows the national laws of each of the jurisdictions in which the company carries out lobbying activities.

// If Bayer employs former staff of public authorities we respect their obligation to abide by the rules and confidentiality requirements which apply to them. The company will refrain from hiring former Ministers or Federal State Secretaries (in other jurisdictions, the first two political tiers) for two years into political roles. Bayer voluntarily will not hire active Members of Parliament or legislative decision makers for service.

// When Bayer hires consultants to represent the company in lobbying activities an official contract always needs to be provided, which will include details regarding the purpose and/or goal of the lobbying activity. Bayer's contracted lobbyists need to abide by the same rules as the in-house lobbyists, as outlined in the company's policy.

// Bayer – i.e. its lobbyists – signs up in lobbying registers of public institutions, where existing, and discloses relevant aggregate costs of lobbying, including personnel costs and consulting

costs. Bayer supports the introduction of transparency rules (e.g. lobbying registers) in the political systems where the company represents its interests.

// Bayer will make transparent its positions on the most important political topics on the company's website.

// Bayer does not make any donations as a company to political parties, politicians or candidates for a political office, with the exception of political contributions in the United States at State level. In the United States political contributions are allowed at State level for candidate and ballot contributions under strict conditions and with mandatory transparency measures and online publication of the political donations as outlined in the local policy.