



Bayer in Times of Change

Communication, Collaboration and Company Culture



Dr. Miriam Holstein
CEO, Bayer Nordic

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Our Business Areas

Crop Science



// Innovative chemical & biological crop protection, seeds & traits, digital technologies & services

Pharmaceuticals



// Prescription products for cardiology, women's health care, oncology, hematology, ophthalmology, radiology and other areas

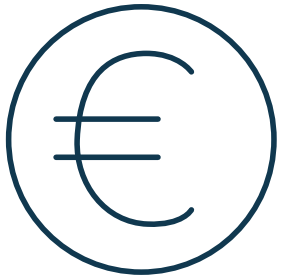
Consumer Health



// Nonprescription medicines in the categories of dermatology, nutritional supplements, pain, cardiovascular risk prevention, digestive health, allergy, and cough & cold



Bayer Group Key Data



Full-year sales

€**41.4** billions



Employees

99,538



Investment in
research
& development

€**4.9** billions

(before special items)



In **83** countries we reach
more than one billion people
with our products and services.

As of December 31, 2020; employees in full-time equivalents

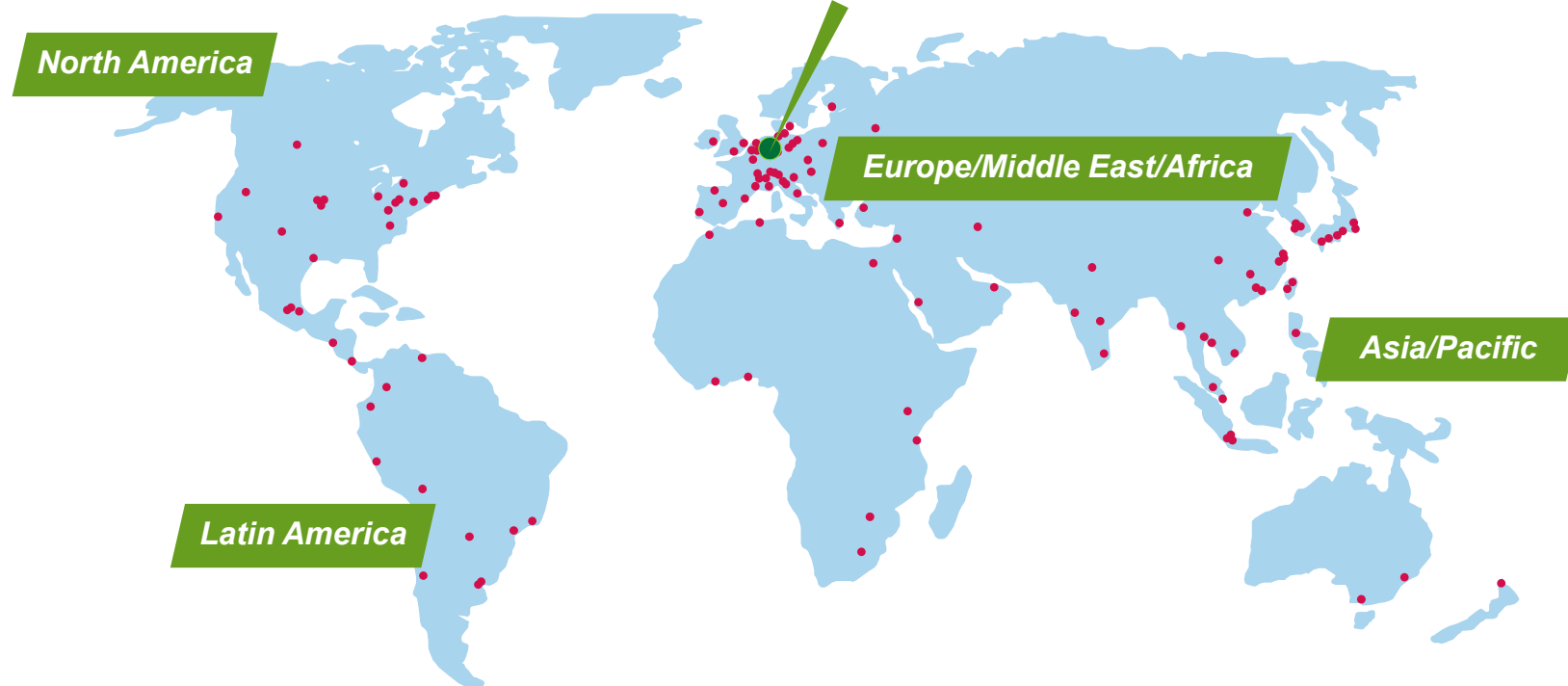
2021-10-28 // EUCO 2021



Key Locations / Regions



The Bayer Group is a global enterprise with companies in 83 countries.





Strong footprint in Turku & Finland



2021-10-28 // EUCO 2021



- // **Supply Centre Turku:** one of our most significant production sites, manufacturing products for the global market
- // **Centre of Expertise** for polymer-based drug delivery systems
- // **Espoo:** Among Bayer's top 5 hubs for clinical project management and oncology drug development
- // Significant investments ~80m€/p.a. (incl. R&D)
- // One of the biggest CIT payers annually
- // Over 1000 employees



Mega Trends affecting our business

Growing population



10_{bn}



People by 2050

Aging societies



2_{bn}

Persons aged >60 by
2050



Climate change



Arable land



Food security

1 NO
POVERTY



2 ZERO
HUNGER



3 GOOD HEALTH
AND WELL-BEING



5 GENDER
EQUALITY



6 CLEAN WATER
AND SANITATION

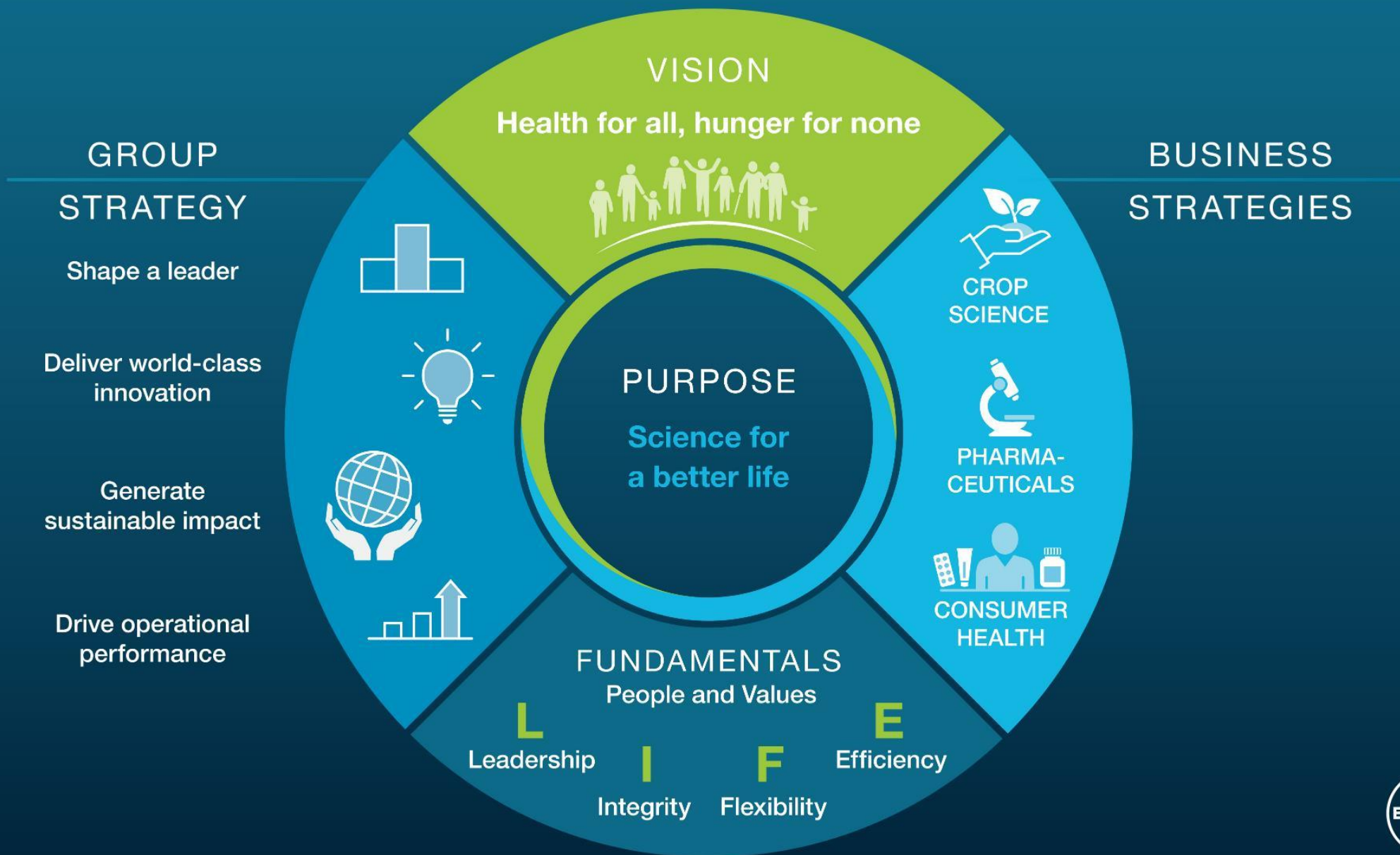


13 CLIMATE
ACTION



15 LIFE
ON LAND







Our LIFE Values guide our daily work at Bayer



Leadership

- // Play to win
- // Lead with purpose
- // Grow yourself and others

Integrity

- // Act sustainably and be a role model
- // Build trust and be inclusive
- // Collaborate and connect

Flexibility

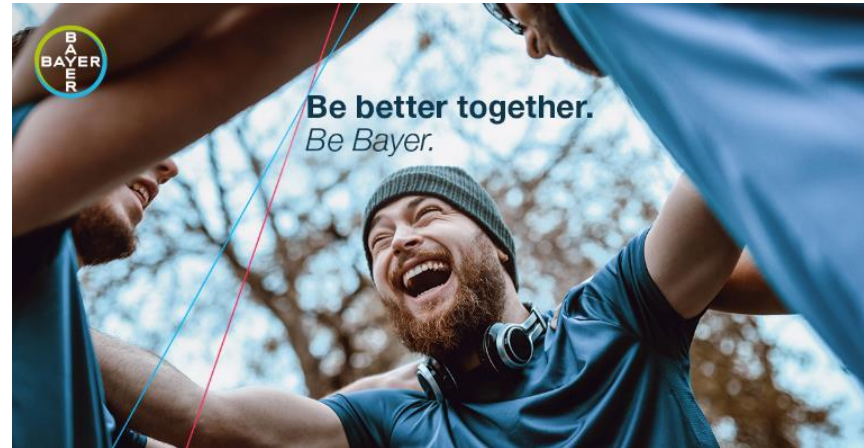
- // Create value with the customer
- // Innovate and experiment
- // Go digital

Efficiency

- // Be accountable
- // Be lean and fast
- // Be courageous and empower others



Our Employer Branding: **Be You. Be Bayer.**





Sustainability is integral to our values, strategy and operations

We provide major contributions to the Sustainable Development Goals of the United Nations



Foundation of responsible business conduct along the value chain

Product stewardship // Respect human rights // Transparency on actions



Our top priorities in response to COVID-19



Health and Safety

Business Continuity





Covid-19: Pandemic comes with Opportunities and Challenges for our Work (and) Life

Link

Together, We Can

[Read more →](#)

*Top Tips: How to Stay
Motivated at Home*

[Read more →](#)

*Interview with Juha Pekka
Pausio*

[Read more →](#)

Nina Aalen Doerre - Head of Quality & EHS / Norway



1. I walk every day to clear my mind. It gives me room for setting things in perspective, which motivates me to try my best to make a difference.
2. If I feel down, I will call someone (a colleague, coach, friend) who I know will give me a positive vibe and who is able to draw attention towards all the positive things that are happening in business and in life.

Working on-site during Covid-19: Interview with Juha-Pekka Pausio

While the COVID-19 pandemic has forced many of us into home offices, here are still employees who must be physically present at their workplaces. Juha-Pekka Pausio, also known as JP, is one of them. As a Line Leader in Extrusions, he has been working partly from home and partly from the production site over the past year, to which he typically goes one to two times a week.



Juha-Pekka Pausio,
Line Leader, Extrusions



Finland

Training sessions Self-man- agement and healthy remote working



Nordics

Bayer Finland challenges you!

Let's get moving! The Exercise Day of Your Dreams is just around the corner. At Bayer Finland, we invite you to take part in our...



Nordics

Top Tips: How to Stay Motiv- ated at Home

One of our biggest challenges is to continue to practice self-care while managing everything that requires...



Nordics

Working from Home: My Experience

"I believe this new set-up will allow us to have the best of both worlds". These are the words of...



Communication and Collaboration is a Key Factor to Success



Matthias Berninger with Young Bayer:
LIFE value of Integrity



Group

Ask Us Anything: Join the next session

📅 2021-05-03, 14:00 - 14:45

🌐 CEST

📍 Online - Teams



Group

“Coffee & Talk” on Bayer’s strategy

What are our priorities at Bayer, and what contribution do we make to society? A digital coffee chat...



Enabling Functions / Country Platform

New series of talks on I&D in Enabling Functions



Group

Invitation: Board Briefing with the Board of Management

Put your questions to the Board of Management: Bayer CEO Werner Baumann, CFO Wolfgang Nickl,...



Group

Stronger Together - Perspectives from India, Brazil, Africa, and Italy

Stronger together



The Next Normal

What does the Future hold?





Your Questions and Reflections

