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Further Information

Governance Bodies

Supervisory Board

Members of the Supervisory Board held office as members of the supervisory board or a comparable supervising body of the corporations listed below (as of December 31, 2025, unless otherwise indicated):

Norbert Winkeljohann¹

Osnabrück, Germany
(born November 5, 1957)

Chairman of the Supervisory Board effective April 2020

Member of the Supervisory Board effective May 2018

Independent management consultant

Memberships on other supervisory boards:

- Bohnenkamp SE (Chairman)
 - Deutsche Bank AG⁴ (Vice Chairman)
 - Georgsmarienhütte Holding GmbH (until September 2025)
 - Sievert SE (Chairman)
-

Heike Hausfeld

Leverkusen, Germany
(born September 19, 1965)

Vice Chairwoman of the Supervisory Board effective April 2022

Member of the Supervisory Board effective April 2017

Chairwoman of the Bayer Central Works Council

Paul Achleitner

Munich, Germany
(born September 28, 1956)

Member of the Supervisory Board effective April 2002

Investor

Memberships in comparable supervising bodies of German or foreign corporations:

- Henkel AG & Co. KGaA⁴ (Shareholders' Committee)
-

Horst Baier²

Hanover, Germany
(born October 20, 1956)

Member of the Supervisory Board effective April 2020

Independent consultant

Memberships in comparable supervising bodies of German or foreign corporations:

- DIAKOVERE gGmbH
 - Ecclesia Holding GmbH
 - Whitbread PLC⁴ (Board of Directors)
-

André van Broich

Dormagen, Germany
(born June 19, 1970)

Member of the Supervisory Board effective April 2012

Chairman of the Bayer Group Works Council

Chairman of the Bayer European Forum

Ertharin Cousin

Chicago, USA
(born May 12, 1957)

Member of the Supervisory Board effective October 2019

Independent consultant

Memberships in comparable supervising bodies of German or foreign corporations:

- Allwyn North America, Inc. (Board of Directors)
 - Mondelēz International, Inc.⁴ (Board of Directors)
-

Nadine Dietz

Bergisch Gladbach, Germany
(born August 5, 1974)

Member of the Supervisory Board effective January 2025

Chairwoman of the Bayer Group Executives' Committee

Vice Chairwoman of the Executives' Committee of Bayer AG Leverkusen/Monheim

Yasmin Fahimi

Hanover, Germany
(born December 25, 1967)

Member of the Supervisory Board effective October 2022

Chairwoman of the German Trade Union Confederation

Memberships on other supervisory boards:

- Telefónica Deutschland Holding AG⁴
 - Memberships in comparable supervising bodies of German or foreign corporations:
 - Kreditanstalt für Wiederaufbau AöR (Board of Supervisory Directors)
-

Colleen A. Goggins

Princeton, USA
(born September 9, 1954)

Member of the Supervisory Board effective April 2017

Independent consultant

Memberships in comparable supervising bodies of German or foreign corporations:

- IQVIA Holdings, Inc.⁴ (Board of Directors)
 - The Toronto-Dominion Bank⁴ (Board of Directors) (until April 2025)
 - TD Bank US Holding Company⁵ (Board of Directors) (until April 2025)
 - TD Bank, N.A.⁵ (Board of Directors) (until April 2025)
 - TD Bank USA, N.A.⁵ (Board of Directors) (until April 2025)
-

Francesco Grioli

Ronnenberg, Germany
(born April 22, 1972)

Member of the Supervisory Board
effective April 2022

Member of the Executive Main
Board of the German Mining,
Chemical and Energy Industrial
Union

Memberships on other
supervisory boards:

- Continental AG⁴

Frank Löllgen

Cologne, Germany
(born June 14, 1961)

Member of the Supervisory Board
effective November 2015

North Rhine District Secretary of
the German Mining, Chemical and
Energy Industrial Union

Memberships on other
supervisory boards:

- Covestro AG⁴
- Covestro Deutschland AG

Marianne Maehl

Egelsbach, Germany
(born July 18, 1965)

Member of the Supervisory Board
effective September 2024

Chairwoman of the
Works Council of the Bayer
Frankfurt am Main site

Kimberly Mathisen

Oslo, Norway
(born May 24, 1972)

Member of the Supervisory Board
effective September 2022

Chief Executive Officer of
HUB Ocean

Memberships in comparable
supervising bodies of German or
foreign corporations:

- Aker BioMarine ASA^{4,6}
(Board of Directors)
- Aker Horizons ASA^{4,6}
(Board of Directors)
- Aize AS⁶ (Board of Directors)
- Havfonn AS (Board of Directors)
(since June 2025)

Andrea Sacher

Berlin, Germany
(born May 8, 1981)

Member of the Supervisory Board
effective September 2020

Chairwoman of the Works Council
of the Bayer Berlin site

Vice Chairwoman of the Bayer
Central Works Council

Claudia Schade

Leverkusen, Germany
(born December 20, 1978)

Member of the Supervisory Board
effective April 2022

Chairwoman of the Works Council
of the Bayer Leverkusen site

Lori Schechter

Dallas, USA
(born October 13, 1961)

Member of the Supervisory Board
effective April 2024

Independent consultant

Nancy Simonian

Cambridge, USA
(born December 14, 1960)

Member of the Supervisory Board
effective April 2024

Independent consultant

Memberships in comparable
supervising bodies of German or
foreign corporations:

- Alltrna, Inc. (Board of Directors)
- Generate Biomedicines, Inc.
(Board of Directors)
- Syros Pharmaceuticals, Inc.⁴
(Board of Directors)
(until February 2025)

Jeffrey Ubben

Healdsburg, USA
(born July 19, 1961)

Member of the Supervisory Board
effective April 2024

Founder, Portfolio Manager and
Managing Partner at Inclusive
Capital Partners, L.P.

Memberships in comparable
supervising bodies of German or
foreign corporations:

- Aircela, Inc. (Board of Directors)
- Arcadia Power, Inc.
(Board of Directors)
- Exxon Mobil Corporation⁴
(Board of Directors)
- Noodle Corporation
(Board of Directors)
(effective January 2025)
- Growers Edge Financial, Inc.
(Board of Directors)
(effective March 2025)

Alberto Weisser

Igrejinha, Portugal
(born June 26, 1955)

Member of the Supervisory Board
effective April 2021

Senior Consultant at Temasek
International Pte. Ltd.

Memberships in comparable
supervising bodies of German or
foreign corporations:

- Linde plc⁴ (Board of Directors)
- PepsiCo, Inc.⁴
(Board of Directors)

Michael Westmeier

Leverkusen, Germany
(born August 3, 1972)

Member of the Supervisory Board
effective April 2022

Chairman of the Works Council
of Bayer Vital GmbH

Vice Chairman of the Bayer Group
Works Council

Memberships on other
supervisory boards:

- Bayer Vital GmbH

Standing committees of the Supervisory Board of Bayer AG (as of December 31, 2025)

Presidial Committee/ Mediation Committee

Winkeljohann^{1, 3} (Chairman),
Achleitner³, Dietz, Grioli³,
Hausfeld³, Weisser

Audit Committee

Baier² (Chairman),
Dietz, Hausfeld, Löllgen,
Schechter, Ubben, Westmeier,
Winkeljohann¹

Human Resources and Compensation Committee

Winkeljohann¹ (Chairman),
Baier², Hausfeld, Sacher,
Simonian, van Broich

Nomination Committee

Winkeljohann¹ (Chairman),
Goggins, Mathisen, Weisser

Legal Risk Committee

Schechter (Chairwoman),
Achleitner, Hausfeld, Löllgen,
Sacher, Ubben, van Broich,
Winkeljohann¹

ESG Committee

Cousin (Chairwoman),
Fahimi, Goggins, Hausfeld,
Mathisen, Schade, van Broich,
Winkeljohann¹

Board of Management

Members of the Board of Management held office as members of the supervisory board or a comparable supervising body of the corporations listed below (as of December 31, 2025, unless otherwise indicated):

William N. (Bill) Anderson

(born August 23, 1966)

Member of the Board of Management effective April 1, 2023, appointed until March 31, 2029

Chairman of the Board of Management (CEO)

Wolfgang Nickl

(born May 9, 1969)

Member of the Board of Management effective April 26, 2018, appointed until May 31, 2026

Finance

- Gebr. Knauf KG (shareholders' committee)
-

Stefan Oelrich

(born June 1, 1968)

Member of the Board of Management effective November 1, 2018, appointed until October 31, 2029

Pharmaceuticals

Heike Prinz

(born September 24, 1964)

Member of the Board of Management effective September 1, 2023, appointed until August 31, 2026

Talent

Labor Director

Rodrigo Santos

(born May 28, 1973)

Member of the Board of Management effective January 1, 2022, appointed until December 31, 2028

Crop Science

Julio Triana

(born September 21, 1965)

Member of the Board of Management effective April 1, 2024, appointed until March 31, 2027

Consumer Health

¹ Expert member in the field of auditing pursuant to Section 100, Paragraph 5 of the German Stock Corporation Act (AktG)

² Expert member in the field of accounting pursuant to Section 100, Paragraph 5 of the German Stock Corporation Act (AktG)

³ Members of the Mediation Committee

⁴ Listed company

⁵ Toronto-Dominion Bank group

⁶ Aker group

Financial Calendar

Annual Stockholders' Meeting 2026	April 24, 2026
Planned dividend payment day	April 29, 2026
Q1 2026 Quarterly Statement	May 12, 2026
2026 Half-Year Report	August 4, 2026
Q3 2026 Quarterly Statement	November 3, 2026
2026 Annual Report	February 24, 2027
Annual Stockholders' Meeting 2027	April 30, 2027

Masthead

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Editor

Danielle Staudt-Gersdorf

Email: danielle.staudt-gersdorf@bayer.com

Investor Relations

Denise Jahn, phone +49 214 3072704

Email: ir@bayer.com

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ESG External Engagement

Sebastian Leins

Email: sebastian.leins@bayer.com

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Forward-Looking Statements

This Annual Report may contain forward-looking statements based on current assumptions and forecasts made by Bayer management. Various known and unknown risks, uncertainties and other factors could lead to material differences between the actual future results, financial situation, development or performance of the company and the estimates given here. These factors include those discussed in Bayer's public reports which are available on the Bayer website at www.bayer.com. The company assumes no liability whatsoever to update these forward-looking statements or to conform them to future events or developments.

Bayer AG is a holding company with operating subsidiaries worldwide. References to "Bayer" or "the company" herein may refer to one or more subsidiaries as context requires.

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Real Stories, Real Impact

With a global footprint spanning some 80 countries, our company is home to dedicated employees who are passionate about advancing our mission: “Health for all, Hunger for none.” To learn more about how Bayer is making a difference, we asked three people to share their stories – stories that will undoubtedly resonate with many people around the world.

“A further lease of life”

Katherine, United Kingdom

When the first symptoms appeared, Katherine knew it had to be heart-related. Yet, despite the diagnosis, she remains positive and wants to continue enjoying her life as much as possible.

→ [Read her story here](#)



“I want to leave the earth in a better state”

Tory, United States

Tory is a modern farmer who sees Bayer as a partner – a partner who always stands by him.

→ [Read his story here](#)



“It’s just a scar that remains. So what?”

Chrissy, Germany

After being injured in a car accident, Chrissy turned to Bepanthen™ to help treat and heal her scars.

→ [Read her story here](#)



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