



BAYER CROPSCIENCE LIMITED

**Code of Conduct and Code of Fair Disclosures For
Prohibition of Insider Trading**

A. INTRODUCTION AND BACKGROUND:

This document embodies the policy in respect of Code of Conduct and Code of Fair Disclosures (“Code of Conduct” / “Code”) in relation to Unpublished Price Sensitive Information (UPSI) for prohibition of Insider Trading and dealing in securities of the Bayer CropScience Limited (“BCSL/ the Company”), to be observed by all Promoter and Promoter group of the Company, Directors, Key Managerial Personnel, Senior Management Personnel, Designated Persons, Immediate Relatives of Designated Persons and Connected Persons and Employees, as and where applicable.

B. OBJECTIVE OF THIS CODE OF CONDUCT:

This Code of Conduct has been prepared by adopting the standard as set out in the SEBI (Prohibition of Insider Trading) Regulations, 2015 (“SEBI PIT Regulations/Regulations”) as amended from time to time in order to regulate, monitor and report trading by its Promoter and Promoter group of the Company, Directors, Key Managerial Personnel, Senior Management Personnel, Designated Persons, Immediate Relatives of Designated Persons and Connected Persons, Employees towards achieving compliance with the said Regulations.

The objective of this document is to communicate the Code of Conduct, related to trading in securities of the Company. It is intended to serve as a guideline to all the Promoter and Promoter group of the Company, Directors, Key Managerial Personnel, Senior Management Personnel, Designated Persons, Immediate Relatives of Designated Person, Employees and Connected Persons while trading in securities of the Company.

Under this Code, the Company will adhere to the following principles when disclosing UPSI:

1. UPSI that may impact price discovery and is intended or required to be disclosed as per law will be promptly made public once credible and concrete information becomes available, ensuring it is generally accessible.
2. UPSI will be disseminated uniformly and universally to prevent selective disclosure.
3. Any UPSI disclosed selectively, whether inadvertently or otherwise, will be promptly disseminated in the same manner. Rumors and media speculation, including quotes from unnamed sources, will not be treated as selective disclosure.
4. The Company will provide appropriate and fair responses to queries from regulatory authorities regarding news reports and requests for verification of market rumors.
5. UPSI shall not be shared with analysts, institutional investors, or research personnel.
6. Transcriptions or recordings of earnings calls or similar events hosted by the Company will be promptly uploaded to its website.
7. All UPSI will be handled on a need-to-know basis and will not be communicated by any insider to any person, except for legitimate purposes.

C. DEFINITIONS:

1. “**Act**” means the Securities and Exchange Board of India Act, 1992.
2. “**Board of Directors**” or “**Board**” means the Board of Directors of the Company.
3. “**Chief Executive Officer**”: Chief Executive Officer shall mean the Chief Executive Officer of the Company.
4. “**Chief Financial Officer**”: Chief Financial Officer shall mean the Chief Financial Officer of

the Company.

5. **Code**” or **“Code of Conduct”** shall mean the Code of Conduct and Code of Fair Disclosures For Prohibition of Insider Trading of the Company, as amended from time to time
6. **“Committee”** shall mean the Audit Committee of the Board or such other Committee as may be nominated by the Board for the purpose of these Code.
7. **“Compliance Officer”**: The Company Secretary of Bayer CropScience Limited will be the Compliance Officer for this Code of Conduct.
8. **“Connected Person”** shall mean any person who is or has been, during the six months prior to the concerned act, associated with a company, in any capacity, directly or indirectly, including by reason of frequent communication with its officers or by being in any contractual, fiduciary or employment relationship or by being a director, officer or an employee of the company or holds any position including a professional or business relationship, whether temporary or permanent, with the company, that allows such a person, directly or indirectly, access to unpublished price sensitive information or is reasonably expected to allow such access.
9. **“Designated Person(s)”** shall mean:
 - i. Promoter and Promoter group of the Company;
 - ii. Directors of the Company;
 - iii. Key Managerial Personnel of the Company including Compliance Officer and their respective Executive Assistants/ Personal Secretaries;
 - iv. Senior Management Personnel of the Company;
 - v. Employees upto two levels below Chief Executive Officer and Managing Director & Chief Financial Officer of the Company and its material subsidiaries, if any, irrespective of their functional role in the Company or ability to have access to Unpublished Price Sensitive Information;
 - vi. All Members/Support staff of the Law, Patents and Compliance Department, Corporate Accounting Department, IT Department, Corporate Communications Department who have access to Unpublished Price Sensitive Information (UPSI);
 - vii. All Members of the Bayer CropScience Leadership team;
 - viii. Any other Person who may have access to Unpublished Price Sensitive Information and who is notified by the Compliance Officer shall be included within the purview of Designated Persons from time to time keeping in mind the objectives of this Code of Conduct.

The Compliance Officer shall maintain a list of the Designated Persons and any changes thereto from time to time.

10. **“Employee”**: Employee means any person employed with/by the Company.
11. **“Financially Literate”**: means a person who has ability to read and understand basic financial statements i.e. balance sheet, profit and loss account, and statement of cash flows.
12. **“Generally available information”** means information that is accessible to the public on a non-discriminatory basis.
13. **“Insider”**: means any person who is

- a. Connected Person; or
 - b. in possession of or having access to unpublished price sensitive information;
14. “**Immediate Relative**” means a spouse of a person, and includes parent, sibling, and child of such person or of the spouse, any of whom is either dependent financially on such person, or consults such person in taking decisions relating to trading in securities.
15. “**Key Managerial Personnel**” means person as defined in Section 2(51) of the Companies Act, 2013 or any amendment thereof and means the following officers of the Company:
- i. Managing Director & Chief Executive Officer;
 - ii. Chief Financial Officer;
 - iii. Company Secretary & Compliance Officer;
 - iv. Such other officer as may be designated by the Board as a KMP and
 - v. Such other officer as may be prescribed under the Companies Act, 2013.
16. “**Managing Director**”: Managing Director shall mean the Managing Director of the Company.
17. “**Material Subsidiary**” shall mean a subsidiary in relation to the Company, if its income or net worth exceeds ten percentage of the consolidated income or net worth respectively of the Company in the immediately preceding accounting year and any other subsidiary in terms of the Company’s policy on material subsidiaries or as may be applicable from time to time.
18. “**Person(s)**”: shall include all the Employees, Designated Persons, their Immediate Relatives and Connected Persons.
19. “**Person Deemed to be Connected**”: The persons falling within the following categories shall be deemed to be connected persons unless the contrary is established:
- a. a Relative of Designated Persons / Connected Persons; or
 - b. a holding company or associate company or subsidiary company; or
 - c. an intermediary such as stock broker, sub-broker, share transfer agent, banker to the issue, trustee to the issue, registrar to an issue, merchant banker, underwriter, portfolio manager, investment adviser or such other intermediary as defined under the Act or an employee or director thereof; or
 - d. an investment company, trustee company, asset management company or employee or director thereof; or
 - e. an official of a stock exchange or of clearing house or corporation; or
 - f. a member of board of trustees of a mutual fund or a member of the board of directors of the asset management company of a mutual fund or is an employee thereof; or
 - g. a member of the board of directors or an employee, of a public financial institution as defined in section 2(72) of the Companies Act, 2013; or
 - h. an official or an employee of a self-regulatory organization recognized or authorized by SEBI; or
 - i. a banker, statutory auditor, legal advisor of the company; or
 - j. a concern, firm, trust, Hindu undivided family, company or association of persons wherein a director of a company or his relative or banker of the Company, has more than ten percent of the holding or interest or.
 - k. a firm or its partner or its employee in which a connected person specified above is also a partner;
 - l. or a person sharing household or residence with a connected person specified above.

20. **“Promoter & Promoter Group”**: Promoter & Promoter Group shall have the meaning assigned to it under the Securities and Exchange Board of India (Issue of Capital and Disclosure Requirements) Regulations, 2018 or any modification thereof.
21. **“Relative”** shall mean the following:
- i. spouse of the person;
 - ii. parent of the person and parent of its spouse;
 - iii. sibling of the person and sibling of its spouse;
 - iv. child of the person and child of its spouse;
 - v. spouse of the person listed at sub-clause (iii); and
 - vi. spouse of the person listed at sub-clause (iv)
22. **“SEBI”**: means Securities and Exchange Board of India.
23. **“SEBI PIT Regulations or Regulations”** shall mean the Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015 or any amendment thereof.
24. **“Securities”** shall have the meaning assigned to it under the Securities Contracts (Regulation) Act, 1956 or any modification thereof except units of a mutual fund.
25. **“Senior Management”** means officers and personnel of Bayer CropScience Limited who are members of its core management team, excluding the Board of Directors, and shall also comprise all the members of the management one level below the Chief Executive Officer or Managing Director or Whole Time Director or Manager (including Chief Executive Officer and Manager, in case they are not part of the Board of Directors) and shall specifically include the functional heads, by whatever name called and the Company Secretary and the Chief Financial Officer.
26. **“Takeover Regulations”** means the Securities and Exchange Board of India (Substantial Acquisition of Shares and Takeovers) Regulations, 2011 or any amendment thereto.
27. **“Trading Day”**: shall mean a day on which the recognized stock exchanges are open for trading;
28. **“Trading In Securities”**: Trading means and includes subscribing, redeeming, switching, buying, selling, dealing, or agreeing to subscribe, redeem, switch, buy, sell, deal in any securities of the Company and trade shall be construed accordingly.
- Provided that for the purposes of this Code, holdings or dealings in securities by an Immediate Relative of the Designated Persons shall be deemed to have been held or done (as the case may be) by the concerned Designated Person and such Designated Person, as the case may be, shall be liable to comply with all the provisions of this Code as may be applicable to such holdings or dealings accordingly.
29. **“Trading Window/period”** means the period during which the trading of the securities can be done.
30. **“Legitimate Purpose”**: shall include sharing of Unpublished Price Sensitive Information of the Company in the ordinary course of business by an Insider with partners, collaborators, lenders, customers, suppliers, merchant bankers, legal advisors, auditors, insolvency professionals or other advisors or consultants, provided that such sharing has not been carried out to evade or circumvent the prohibitions of SEBI (Prohibition of Insider Trading)

Regulations, 2015.

31. **“Unpublished Price Sensitive Information” (UPSI) shall** means any information, relating to the Company or its securities, directly or indirectly, that is not generally available which upon becoming generally available, is likely to materially affect the price of the securities and shall, ordinarily including but not restricted to, information relating to the following:
- i. Financial results;
 - ii. Dividends;
 - iii. Change in capital structure;
 - iv. Mergers, de-mergers, acquisitions, delistings, disposals and expansion of business and such other transactions; and
 - v. Change in key managerial personnel.

D. RESTRICTION ON COMMUNICATION AND TRADING BY INSIDERS:

I. Communications or procurement of Unpublished Price Sensitive Information:

- i. No Insider shall communicate, provide, or allow access to any Unpublished Price Sensitive Information, relating to Bayer or Bayer group companies listed or proposed to be listed, to any person including other Insiders except where such communication is in furtherance of Legitimate Purposes, performance of duties or discharge of legal obligations.
- ii. No person shall procure from or cause the communication by any Insider of Unpublished Price Sensitive Information, relating to Bayer or Bayer group of Companies listed or proposed to be listed except in furtherance of Legitimate Purposes, performance of duties or discharge of legal obligations.

Any Person in receipt of Unpublished Price Sensitive Information pursuant to a Legitimate Purpose shall be considered an Insider for purposes of SEBI (Prohibition of Insider Trading) Regulations, 2015 and due notice shall be given to such persons to maintain confidentiality of such Unpublished Price Sensitive Information in compliance with SEBI (Prohibition of Insider Trading) Regulations, 2015 and this Code of Conduct.

Notwithstanding anything contained above, an Unpublished Price Sensitive Information may be communicated, provided, allowed access to or procured, in connection with a transaction that would-

- i. Entail an obligation to make an open offer under the Takeover Regulations where the Board of Directors is of the informed opinion that the proposed transaction is in the interest of the Company.
- ii. Not attract the obligation to make an open offer under the Takeover Regulations but where the Board of Directors is of the informed opinion that sharing of such information is in the best interest of the Company and the information that constitutes Unpublished Price Sensitive Information is disseminated to be made generally available at least two Trading Days prior to the proposed transaction being effected in such form as the Board of Directors may determine to be adequate and fair to cover all relevant and material facts. For the purpose of the above rule, the Board of Directors shall require the parties to execute agreements to contract confidentiality and non-disclosure obligations.
- iii. The Board of Directors or the Managing Director/ Chief Executive officer/Chief Financial Officer shall ensure that a structured digital database is maintained containing the nature of Unpublished Price Sensitive Information and also the names of such Persons

or entities as the case may be with whom Unpublished Price Sensitive Information is shared under SEBI (Prohibition of Insider Trading) Regulations, 2015 along with the Permanent Account Number or any other identifier authorized by law where Permanent Account Number is not available. Such databases shall not be outsourced and shall be maintained internally with adequate internal controls and checks such as time stamping and audit trails to ensure non-tampering of the database.

- iv. The Board of Directors or the Managing Director/Chief Executive Officer/Chief Financial Officer shall ensure that the structured digital database is preserved for a period of not less than eight years after completion of the relevant transactions and in the event of receipt of any information from SEBI regarding any investigation or enforcement proceedings, the relevant information in the structured digital database shall be preserved till the completion of such proceedings.

II. Trading when in possession of Unpublished Price Sensitive Information:

- i. No Insider shall trade in securities of the Company that are listed when in possession of Unpublished Price Sensitive Information.

For the sake of clarity, if any Insider has traded in the securities of the Company and has been in possession of Unpublished Price Sensitive Information, his trades would be presumed to have been motivated by the knowledge and awareness of such information in his possession.

Provided that the Insider may prove his innocence by demonstrating the circumstances including the following:

- a. the transaction is an off-market inter-se transfer between Insiders who were in possession of the same Unpublished Price Sensitive Information without being in breach of this clause or regulation 3 of the SEBI (Prohibition of Insider Trading) Regulations, 2015 and both parties had made a conscious and informed trade decision;
- b. the transaction was carried out through the block deal window mechanism between persons who were in possession of the Unpublished Price Sensitive Information without being in breach this clause or regulation 3 of the SEBI (Prohibition of Insider Trading) Regulations, 2015 and both parties had made a conscious and informed trade decision;
- c. the transaction in question was carried out pursuant to a statutory or regulatory obligation to carry out a bona fide transaction;
- d. the transaction in question was undertaken pursuant to the exercise of stock options in respect of which the exercise price was pre-determined in compliance with applicable regulations.
- e. the trades were pursuant to a Trading Plan formulated in accordance with this Code
- f. In case of creation/release of pledge of shares for a bonafide reason as maybe deemed appropriate by the Compliance Officer
- g. transactions which are undertaken in accordance with respective regulations made by the Board such as acquisition by conversion of warrants or debentures, subscribing to rights issue, further public issue, preferential allotment or tendering of shares in a buy-back offer, open offer, delisting offer or transactions which are undertaken through such other mechanism as may be specified by SEBI from time to time

In case if the Compliance Officer wishes to trade in the Securities of the Company, the pre-clearance should be obtained from the Managing Director & CEO.

ii. In the case of non-individual Insiders:

- a. the individuals who were in possession of such Unpublished Price Sensitive Information were different from the individuals taking trading decisions and such decision making individuals were not in possession of such Unpublished Price Sensitive Information when they took the decisions to trade; and
- b. appropriate and adequate arrangements were in place to ensure that these regulations are not violated and no Unpublished Price Sensitive Information was communicated by the individuals possessing the information to the individuals taking trading decisions and there is no evidence of such arrangements having been breached;
- c. the trades were pursuant to a Trading Plan set up in accordance with Trading Plan as per this code.
- d. the trades were pursuant to a Trading Plan formulated in accordance with this Code.
- e. In case of creation/release of pledge of shares for a bonafide reason as maybe deemed appropriate by the Compliance Officer.
- f. transactions which are undertaken in accordance with respective regulations made by the Board such as acquisition by conversion of warrants or debentures, subscribing to rights issue, further public issue, preferential allotment or tendering of shares in a buy-back offer, open offer, delisting offer or transactions which are undertaken through such other mechanism as may be specified by SEBI from time to time.

- iii. **In the case of Connected Persons**, the onus of establishing that they were not in possession of Unpublished Price Sensitive Information, shall be on such Connected Persons and in other cases, the onus would be on SEBI.

Unpublished Price Sensitive Information is to be handled on a “need to know” basis, i.e., Unpublished Price Sensitive Information should be disclosed only to those within the Company or to any Connected Persons who need the information to discharge their duty.

E. TRADING PLAN:

1. An Insider shall be entitled to formulate a Trading Plan and present it to the Compliance Officer for approval and public disclosure pursuant to which trades may be carried out on his behalf in accordance with such plan.
2. Such Trading Plan shall:
 - i. not entail commencement of trading on behalf of the insider earlier than one hundred and twenty calendar days from the public disclosure of the plan;;
 - ii. not entail overlap of any period for which another trading plan is already in existence
 - iii. not entail trading in securities for market abuse.
3. The Compliance Officer shall review the Trading Plan to assess whether the plan would have any potential for violation of the SEBI (Prohibition of Insider Trading) Regulations, 2015 and shall be entitled to seek such express undertakings as may be necessary to enable such assessment and to approve and monitor the implementation of the plan.
4. The pre-clearance of trades and approval thereof will be as per the applicable Regulations in this regard.

F. TRADING WINDOW:

1. The Company shall specify a trading period, to be called “Trading Window”, for trading in the securities of the Company.
2. When the trading window is closed, the Designated Persons and their immediate relatives shall not trade in the Company’s securities.
3. Designated Person(s) (including their Immediate Relatives) can trade in the securities of the Company only when the Trading Window is open. Additionally, Designated Persons (including their Immediate Relatives) may execute trades where a notional trading window shall be used as an instrument of monitoring trading.
4. The trading window shall be closed during the time the price sensitive information is unpublished and the Designated Persons (including their Immediate Relatives) shall not trade in the Company’s securities in such period.
5. The trading window, shall be, inter alia be closed at the time of:
 - i. Financial results;
 - ii. Dividends;
 - iii. Change in capital structure;
 - iv. Mergers, de-mergers, acquisitions, delistings, disposals and expansion of business and such other transactions; and
 - v. Change in key managerial personnel.
 - vi. such other information as may be specific by the Compliance Officer for this purpose.
6. The Trading Window shall be closed when the Compliance Officer determines that a Designated Person or class of Designated Persons can reasonably be expected to have possession of Unpublished Price Sensitive Information. However, such closure shall only be imposed to such securities to which such Unpublished Price Sensitive Information relates. The trading window for the purpose of declaration of financial results shall be closed from the end of every quarter and shall open 48 hours after the declaration of Financial Results to the stock exchange on which securities are listed.
7. The timing for re-opening of the trading window shall be determined by the Compliance Officer taking into account various factors including the UPSI in question becoming generally available and being capable of assimilation by the market, which in any event shall not be earlier than forty-eight hours after the information becomes generally available.
8. Designated Persons are prohibited from trading in the securities of the Company when the Trading Window is closed.
9. The above restrictions shall not be applicable for trades carried out in accordance with an approved Trading Plan.

G. CODE OF FAIR DISCLOSURE AND CONDUCT:

Principles of Fair Disclosure of Unpublished Price Sensitive Information which will be followed by the Company are:

1. The Board of Directors of the Company will ensure prompt public disclosure of Unpublished Price Sensitive Information pursuant to this Code as required under the SEBI (Prohibition of

Insider Trading) Regulations, 2015 with an objective to make such information generally available.

2. The disclosure of Unpublished Price Sensitive Information shall be in a uniform manner and not be on selective basis.
3. In order to do this, Compliance Officer of the Company shall act and be designated as Chief Investor Relations officer of the Company and shall deal with prompt dissemination of Unpublished Price Sensitive Information that gets disclosed selectively, inadvertently or otherwise to make such information generally available.
4. The Designated Persons and Employees of the Company shall promptly direct any queries or requests of market rumors received from the stock exchange or from the press or media or from any other source to the Compliance officer.
5. It is the general policy of the Company not to respond to market rumours or speculations unless required by the regulatory authorities. However, any rumours that has had or is likely to have a substantial effect on the price of the Company's securities will be clarified in accordance with the regulations prescribed.
6. Ensuring that information shared with analysts and research personnel is not Unpublished Price Sensitive Information.
7. The Company engages with its institutional shareholders through analyst meetings and discussions between fund managers and the management team. Additionally, the Company periodically participates in investor conferences. All interactions with institutional shareholders, fund managers, and analysts are conducted using publicly available information, ensuring equal access for all stakeholders. Quarterly performance updates and financial results are shared with shareholders via press releases and are made available on the stock exchanges and the Company's website.
8. handling of all Unpublished Price Sensitive Information on a need-to-know basis.

H. INSTITUTIONAL MECHANISM FOR PREVENTION OF INSIDER TRADING:

- a. The Company has put in place adequate and effective system of internal controls to ensure compliance with the requirements given in SEBI (Prohibition of Insider Trading) Regulations, 2015 to prevent insider trading.
- b. The Audit Committee of the Company, at least once in a financial year, will review and verify that the systems for internal control are adequate and are operating effectively.

➤ APPLICABILITY:

I. SCOPE OF COVERAGE:

All Designated Persons and their Immediate Relatives, Employees and Connected Persons are governed by this Code of Conduct.

II. CONFIDENTIALITY:

1. Designated Persons, Employees and their Immediate Relatives shall maintain the confidentiality of all Unpublished Price Sensitive Information and shall not communicate such

information directly or indirectly by way of making a recommendation for purchase or sale of securities.

2. Unpublished Price Sensitive Information shall be handled on a need to know *basis*. Unpublished Price Sensitive information shall be disclosed only to those within the Company or Connected Person (s) who need the information for Legitimate Purpose.
3. Files containing confidential information shall be kept secure. Computer files must have adequate security of login and password.

III. TRADING WINDOW CLOSURE PERIOD:

1. Designated Persons and their Immediate Relatives shall conduct their dealings in the securities of the Company only when the trading window is open and shall not deal in any transaction involving the purchase or sale of the securities of BCSL when the trading window is closed. The Trading Window shall also be applicable to any person having contractual or fiduciary relation with the Company, such as auditors, accountancy firms, law firms, analysts, insolvency professional entities, consultants, banks etc., assisting or advising the Company.

Trading Window Closure Period means and includes: In respect of announcement of financial results by the Company, the Trading Window will remain closed from the end of every quarter till 48 hours after the declaration of financial results

No separate intimation will be sent at the start of the Trading Window Closure Period. Exceptions, if any, will be informed separately.

2. The period commencing from the date on which intimation is given by the Company to the stock exchanges of the date of the Board Meeting to be held for consideration / approval of the following items mentioned herein below and ending two (2) working days after the information is made public:
 - a. Declaration of Dividend (Interim / Final);
 - b. Issue of Securities by way of Public / Right / Bonus etc.;
 - c. Buy back of securities;
3. Any other period that the management in consultation with the Compliance Officer may specify, from time to time at its sole discretion.

IV. DISCLOSURE REQUIREMENTS:

1. Initial Disclosure:

Every person on appointment as a key managerial personnel or a Director of the Company or upon becoming a Promoter or Promoter Group shall disclose his holding of securities of the Company as on the date of appointment or becoming a Promoter, to the Company within seven (7) days of such appointment or becoming a Promoter along with the following details:

- i. His/Her Permanent Account Number, contact details (including phone number and mobile number), educational institutions of graduation and name of the past employer(s);
- ii. Name, Permanent Account Number or any other identifier authorized by law and contact details (including phone number and mobile number) of his immediate relatives;
- iii. Name, Permanent Account Number or any other identifier authorized by law and contact details of persons with whom he shares a The Compliance Officer shall promptly inform

SEBI or such other authority as designated by SEBI, of any instances of violation of the SEBI Regulations. relationship and

- iv. the number of securities of the Company held by him and his immediate relatives.

The term “material financial relationship” shall mean a relationship in which one person is a recipient of any kind of payment such as by way of a loan or gift from a designated person during the immediately preceding 12 (twelve) months, equivalent to at least 25% of the annual income of such designated person but shall exclude relationships in which the payment is based on arm’s length transactions.

2. **Continual Disclosures:**

- a. Every Designated Person shall affirm to the Compliance Officer, the details given by him on an annual basis within 30 (thirty) days after the close of the financial year.
- b. Every Promoter & Promoter Group, Designated Persons and their Immediate Relatives shall disclose to the Company the number of such securities acquired or disposed of within two (2) Trading Days of such transaction.
- c. Every Promoter & Promoter Group, Directors, Designated Persons and their Immediate Relatives shall disclose to the Company the number of such securities acquired or disposed off within two (2) Trading Days of such transaction if the value of the securities traded, whether in one (1) transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of Rs. 10,00,000/- (Rupees Ten Lakh only) or such other value as may be specified.
- d. The Company shall notify the particulars of such trading in excess of Rupees 10,00,000/- (Rupees Ten Lakh only) as mentioned in point c above to the stock exchange on which the securities are listed within two (2) trading days of receipt of the disclosure or from becoming aware of such information. The Continual Disclosure shall be made in the form as may be prescribed by SEBI. Explanation. It is clarified for the avoidance of doubts that the disclosure of the incremental transactions after any disclosure under this sub-regulation, shall be made when the transactions effected after the prior disclosure cross the threshold specified (ten lakh rupees or such other value as may be specified).
- e. All the dealings in securities of the Company by the Designated Persons and their Immediate Relatives should be disclosed on annual basis, as at 31st March every year to the Compliance Officer along with any additional information as may be required by the SEBI (Prohibition of Insider Trading Regulations), 2015.

3. **Disclosure by other Connected Persons:**

The Compliance Officer of the Company at his discretion may require any other Connected Person or class of Connected Persons to make disclosures of holdings and trading in securities of the Company as and when he deems fit in order to monitor compliance with SEBI (Prohibition of Insider Trading) Regulations, 2015 in such form and at such frequency as may be determined by the Company.

The disclosures to be made by any person under this Clause shall include those relating to trading by such person’s immediate relatives, and by any other person for whom such person takes trading decisions.

V. PRE-CLEARANCE:

1. Designated Persons and their Immediate Relatives and Employees who intend to deal in Bayer's securities above Rs. 5,00,000 (Rupees Five Lakh) in value in one transaction, during the period other than the trading window closure period, shall have to obtain prior permission from the Compliance Officer by making an application in the prescribed format along with an necessary undertaking.

In case of dealing in BCSL's securities by the Compliance Officer, prior permission from Managing Director of Bayer CropScience Limited shall be obtained.

2. The transaction for which permission is sought shall be carried out within seven (7) trading days after the approval has been obtained. If the order is not executed within seven (7) trading days after the approval is given, the Designated Persons and their Immediate Relatives, Employees shall be required to pre-clear the transaction again.
3. Designated Persons who have dealt in the securities of the Company after obtaining pre-clearance as aforesaid, shall within 2 (two) trading days of such trading, inform the actual details of their transaction(s) to the Compliance Officer.
4. Designated Persons who have not traded in the securities of the Company after obtaining pre-clearance shall within 2 (two) trading days from the last date accorded for trading in the pre-clearance approval, inform to the Compliance Officer about his/her decision of not trading in the securities.

VI. RESTRICTION ON CONTRA TRADE:

1. A Designated Persons who is permitted to trade shall not execute a contra trade within six (6) months of the said transaction. The Compliance Officer may be empowered to grant relaxation from strict application of such restriction for reasons to be recorded in writing provided that such relaxation does not violate the SEBI (Prohibition of Insider Trading) Regulations, 2015 in that behalf. Provided that the said restriction shall not be applicable for trades pursuant to exercise of stock options, if any.
2. Should a contra trade be executed, inadvertently or otherwise, in violation of such a restriction, the profits from such trade shall be liable to be disgorged for remittance to SEBI for credit to the Investor Protection and Education Fund administered by SEBI under the Act.
In case of contra –trade by the Compliance Officer before expiry of six months, prior permission from Managing Director shall be obtained.

VII.DUTIES AND RESPONSIBILITIES OF THE COMPLIANCE OFFICER:

- a. The Compliance Officer shall in consultation with and with the approval of the Managing Director, be responsible for setting forth policies, procedures, monitoring adherence to the rules for the preservation of "Unpublished Price Sensitive Information", pre-clearing of Designated Persons and their Immediate Relative's trades, monitoring of trades and the implementation of the Code of Conduct under the overall supervision of the Board of Directors.
- b. The Compliance Officer shall maintain a record of the Designated Persons and any changes amongst them from time to time.
- c. The Compliance Officer shall assist all the Employees, Designated Persons, Immediate

Relatives of Designated Persons and Connected Persons in addressing any clarifications regarding the SEBI (Prohibition of Insider Trading) Regulations, 2015 and the Company's Code of Conduct.

VIII. REPORTING BY COMPLIANCE OFFICER:

The Company Secretary designated as such by the Board of Directors will act as the Compliance Officer for the purpose of this Code and will perform the following functions notwithstanding any other function given in the Code:

- a. Monitor and administer this Code;
- b. Process the pre-clearance of trade as per approval matrix;
- c. Maintain, update and preserve records, as per SEBI (Prohibition of Insider Trading) Regulations;
- d. Clarify issues regarding the Code and redress the grievances of the Designated Persons;
- e. Decide and notify the 'No-Trading Period/Trading Window Closure Period' for Designated Persons / select persons or specific departments, as deemed necessary.
- f. Identify and notify the list of Designated Persons on the basis of specific transactions, as required under the Code.
- g. The Compliance Officer shall maintain records of all the declarations in appropriate forms given by the Designated Persons for a minimum period of five (5) years.
- h. The Compliance Officer shall notify the Stock Exchanges within two (2) trading days of receipt of disclosure or becoming aware of any trading in the securities of the Company by any Designated Person(s) in excess of the prescribed thresholds.
- i. The Compliance Officer shall promptly inform SEBI or such other authority as designated by SEBI, of any instances of violation of the SEBI Regulations.

The Compliance Officer can delegate all or any of the above powers to any authorised Employee of the Company.

IX. PENALTY:

- 1 This Code is pursuant to SEBI (Prohibition of Insider Trading) Regulations, 2015 and any Designated Persons /Employee /Connected Persons who contravenes this Code is liable to be penalised and appropriate action will be taken against them by the Company after giving reasonable opportunity to them to explain their stand in the matter. The Company may decide the penalty within the said Code by taking into consideration the factors such as knowledge of Unpublished Price Sensitive Information, level of management responsibility of the individual concerned, number of securities transacted, whether the breach occurred as a result of deliberate intent or not, etc. They shall also be subject to disciplinary action including wage freeze, dismissal, ineligibility for future participation in future stock options, if any and forfeiture of benefits, etc. Any amount collected under this Regulation shall be remitted to SEBI for credit to the Investor Protection and Education Fund administered by SEBI.
- 2 In addition to the action taken by the Company, the Person violating this Code shall also be subject to penal action by SEBI as per the Act and SEBI (Prohibition of Insider Trading) Regulations, 2015. Any action taken by Company shall not preclude SEBI from taking any action in case of violation of SEBI Regulations.
- 3 In case of any violation of any of the provisions of the SEBI (Prohibition of Insider Trading) Regulations, 2015, the Compliance Officer shall inform SEBI of the said violation.

- X. The Board of Directors in consultation with the Compliance Officer has the right to change / amend this Code from time to time at its sole discretion and/or in pursuance of any amendments made in the SEBI (Prohibition of Insider Trading) Regulations, 2015.
- XI. The decision of the Compliance Officer & Managing Director on any matter relating to this Code shall be final, binding and conclusive.
- XII. All correspondence with Bayer in regard to this Code should be sent to the Compliance Officer and marked "CONFIDENTIAL".

XIII. GENERAL GUIDELINES:

- a. In any case, no Person will divulge any Unpublished Price Sensitive Information to any person who might trade on such information.
- b. In any case, if a Person becomes aware of any leak of Unpublished Price Sensitive Information or suspected leak of Unpublished Price Sensitive Information, he should promptly inform the Compliance Officer about the same.
- c. The Compliance Officer and respective executives involved in handling information to comply with this Code shall not divulge any information in their possession related to shareholding of Employees or Designated Person(s), as this is personal information related to an Employee or Designated Person(s) and his right of privacy shall not be infringed.

XIV. AMENDMENT TO LAW

Any subsequent amendment / modification in the SEBI PIT Regulations, Act and all other applicable laws in this regard shall automatically apply to this Policy and be binding on the Company and shall prevail over this Policy, even if not incorporated in the Policy. In any circumstance where the terms of the Policy differ from any applicable law for the time being in force, the provisions of such applicable law shall take precedence over the Policy.

XV. DATE OF APPROVAL & AMENDMENT, IF ANY:

The Board of Directors of the Company has adopted this Code effective from May 15, 2015. This Code was further reviewed & amended by the Board of Directors of the Company effect from May 24, 2017, April 1, 2019, April 1, 2021 and February 11, 2025.

THIS POLICY IS ONLY INTERNAL CODE OF CONDUCT AND ONE OF THE MEASURES TO AVOID INSIDER TRADING. AGAIN, YOU ARE REQUESTED TO UNDERSTAND AND OBSERVE THE SPIRIT AND THE INTENT BEHIND THIS DOCUMENT. IT WILL BE THE RESPONSIBILITY OF EACH EMPLOYEE AND DESIGNATED PERSON TO ENSURE COMPLIANCE OF SEBI GUIDELINES AND OTHER RELATED STATUTES FULLY.
