



DATA PRIVACY POLICY

Introduction:

As information becomes more available, more valuable and is stored in more places, individuals have an interest in protecting the privacy of information about themselves. Bayer commits itself to protecting individuals' Personal Data. Bayer's ability to operate effectively depends on a positive relationship with our stakeholders – customers, farmers, employees, business partners, shareholders, distributors and suppliers. They entrust Bayer with their Personal Data and expect the company to protect their privacy. Meeting that expectation is a key principle of Data Privacy at Bayer and critical to the success of Bayer.

This Policy establishes minimum principles for Processing Personal Data within Bayer. Bayer recognizes that an individual's privacy must be acknowledged and respected, and that the misuse of Personal Data could result in significant harm to an individual. As a result, Bayer is committed to processing each individual's Personal Data in a lawful manner that respects Data Subjects' privacy.

Data Privacy Principles:

Data Privacy Principles are listed as under;

- Personal Data which is information that directly or indirectly identifies a particular individual, such as a customer, farmer, employee, business partner, shareholder or supplier.
- Data Processing Lifecycle – It consists of phases such as collect, transfer, analyze, store and delete;
- Principles of processing personal data includes lawfulness, transparency & fairness, purpose limitation and data minimization, data retention and deletion, integrity and confidentiality
- Data Subject's rights - Respect a Data Subject's request by giving it due consideration and by responding within a reasonable time; and Grant a Data Subject's request if it is commercially reasonable to do so, taking into account time, cost and resources.

Detailed policy:

The global Bayer Policy (Legal, Compliance and Insurance) as amended from time to time can be referred for effective implementation of this policy.

Amendment to Law

Any subsequent amendment / modification in the Digital Personal Data Protection

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.

The Board of Directors of the Company has adopted the Policy on February 07, 2023. This Policy was amended with effect from February 11, 2025.