



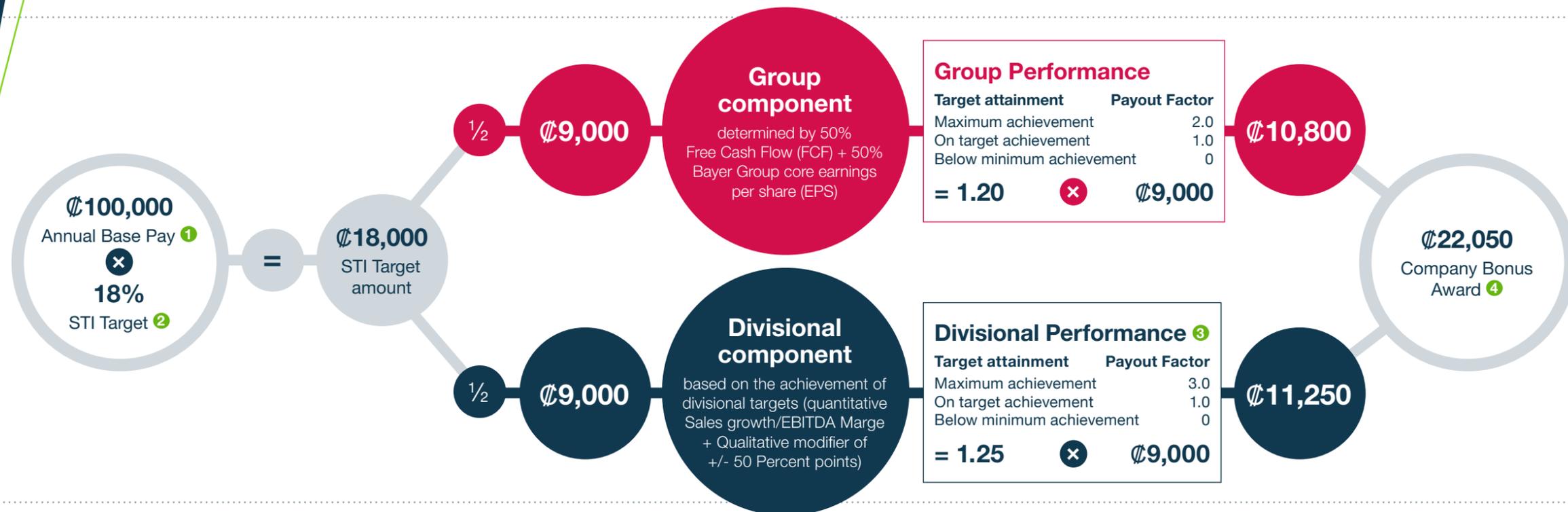
Your Short-Term Incentive (STI) Plan

Rewarding company as well as individual performance.

Our global Short-Term Incentive (STI) Plan consists of two elements: The Company Bonus and the Top Performance Award. The following example shows how the STI Plan works:

1. Company Bonus

The **Company Bonus** acknowledges the performance of your Division and of the Group as a whole. It is designed to be transparent, attractive and competitive throughout the Bayer world, to let you participate in our annual collective success.



2. Top Performance Award

In addition to sharing our company success, the **Top Performance Awards (TPAs)** within our global STI facilitate rewarding extraordinary individual performance contributions during the year



① "€" means Local Currency. ② The STI Target Percentage depends on the VS grade and local conditions. ③ For non-divisional employees this component is based on the weighted average performance of all three divisions. These weightings differ according to the local business relevance. ④ Employees with a Lacking Contribution will not receive any Company Bonus payment.

If you have any questions please contact your HR Business Partner or go to »MyServices