

An aerial photograph of a large agricultural field. The field is divided into two main sections by a diagonal line. The upper-left section is filled with dense green crops, likely corn, planted in neat rows. The lower-right section is filled with bright yellow flowers, possibly rapeseed or canola, also in rows. The perspective is from a high angle, looking down at the crops.

GENDER PAY GAP REPORT

2021

Syngenta Limited

This report was approved by the Syngenta Ltd Finance and HR Management.

About Syngenta

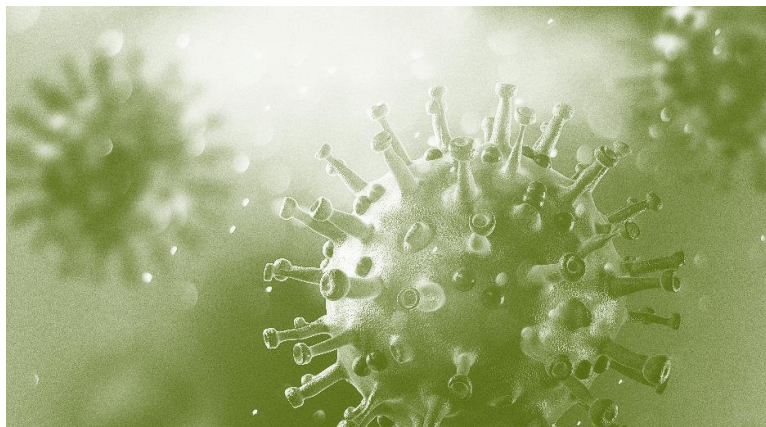
Syngenta Group is one of the world's leading agricultural technology and innovation companies, with roots going back more than 250 years. Its 49,000 people across more than 100 countries strive to transform agriculture through breakthrough products and technologies that play a vital role in enabling the food chain to feed the world safely, sustainably and with respect for our planet. Swiss-based and Chinese-owned, the group draws strength from its four business units – Syngenta Crop Protection, Syngenta Seeds, ADAMA®, and Syngenta Group China – that provide industry-leading ways to serve customers everywhere. To learn more visit www.syngentagroup.com

Syngenta Limited is a key subsidiary of Syngenta Group with around 1,800 employees. Its Jealott's Hill Research Centre in the UK is the centre for Crop Protection Discovery, Bioscience, Weed Control Research, Seeds Research, Bioperformance enhancement and Product Safety Research. It has Manufacturing sites at Huddersfield and Grangemouth which form a key part of Syngenta's business with products manufactured at these sites distributed worldwide. In addition, there are sites at Manchester and Guildford.

Gender Pay Gap



The gender pay gap shows the difference in the average pay between all men and women in an organisation at a particular point in time and is different to Equal pay which deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.



We understand that Covid-19 has brought an additional pressure on organisations. Syngenta has continued to work throughout and did not Furlough any employees.



We understand that there is no 'quick fix' solution but year on year we are seeing some changes in our figures, and we do not want to lose momentum.

We believe reporting is vital when facing the gender pay gap challenge and we want to continue to use the data to understand where there are issues and as well as measure the impact of the actions already taken so we can build on that and decide where to focus our efforts.



06 Gender pay gap calculations required:

01

average gender pay gap as a mean average.

02

average gender pay gap as a median average.

03

average bonus gender pay gap as a mean average.

04

average bonus gender pay gap as a median average.

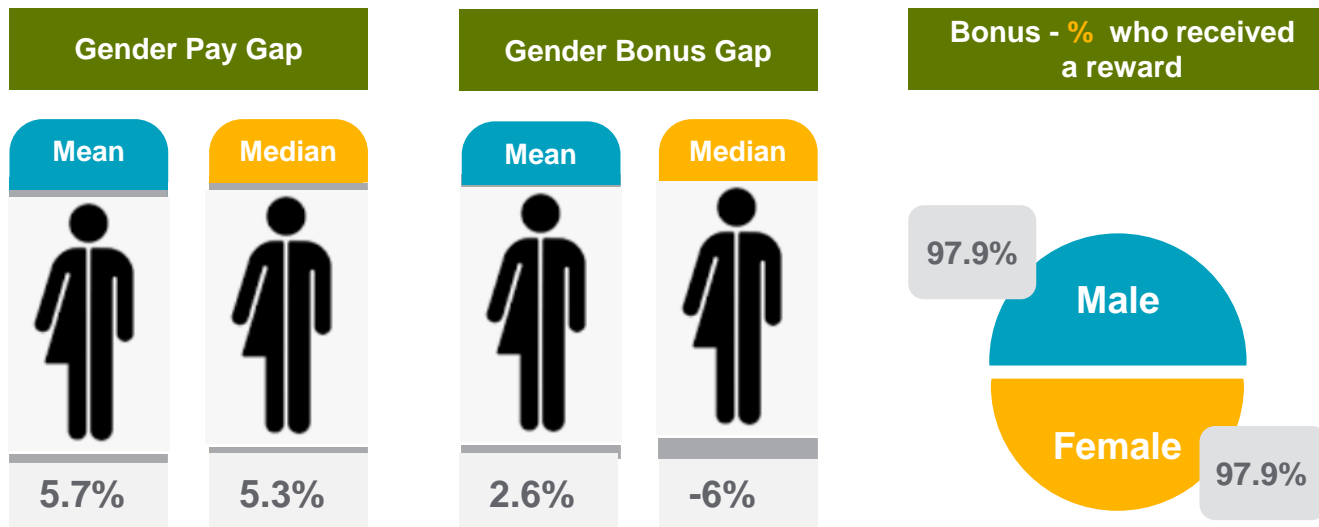
05

proportion of males receiving a bonus payment and proportion of females receiving a bonus payment.

06

proportion of males and females when divided into four groups ordered from lowest to highest pay.

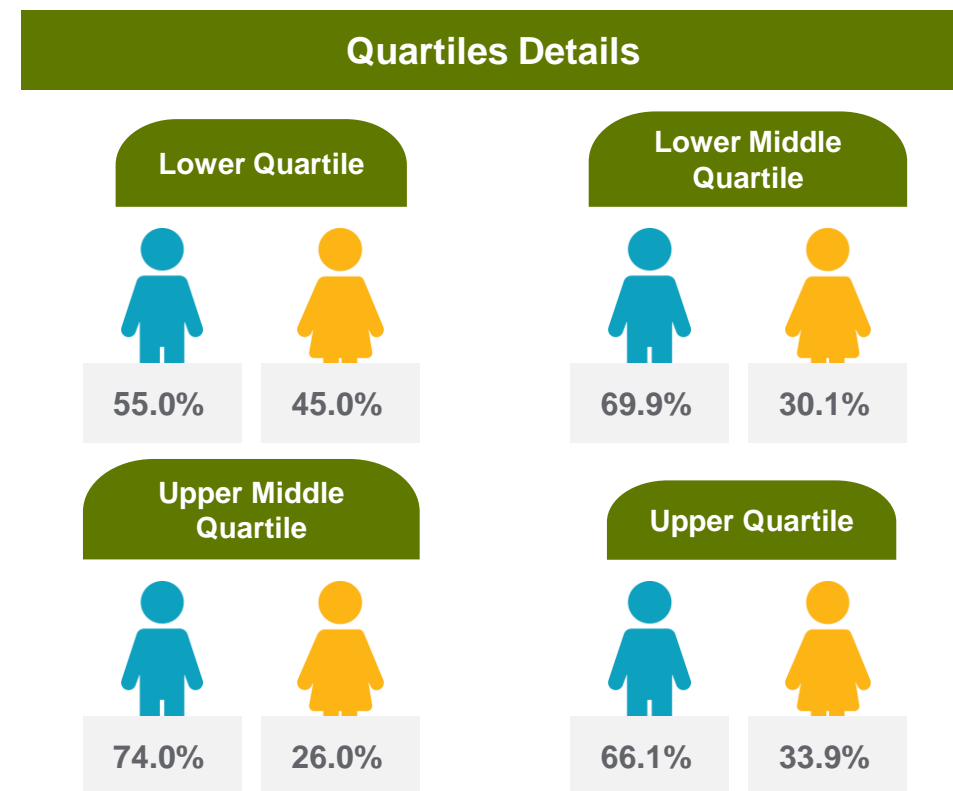
The data is taken from April 2021



- We have a mean gender pay gap of **5.7%** and a median gender pay gap of **5.3%** both of which denote a decrease over last years' figures.
- We also have a mean gender bonus gap of **2.6%** and a median gender bonus gap of **-6%**.
- In terms of eligible staff who received a bonus **97.9 %** of females and **97.9%** of our male colleagues were awarded a bonus. As the bonus is performance related a few individuals did not receive a bonus and some new joiners also didn't have enough service to be awarded a bonus.

Important notice: Our figures have been calculated to exclude salary sacrifice pay items. Unfortunately, this was an omission in previous reports for which we apologise.

We have continued to retain focus on Diversity & Inclusion, and building an inclusive working environment. There has been an increase in global leadership in this area.



These figures show the proportion of males and females in each pay quartile, from lowest paid (Q1) to highest paid (Q4). Women occupy 33.9% of the highest paid jobs and 45% of the lowest paid jobs.



“Women make significant contributions to agricultural production, food security and nutrition, land and natural resource management, and building climate resilience. However, gender gaps and opportunities vary widely across regions and value chains. Gender-smart solutions in agribusiness can increase the industry’s productivity and profitability – leading to stronger, more integrated value chains. At the Syngenta Group, we believe that fostering the advancement of women in every function and at every level leads to greater innovation, improved organizational performance, and better service to our customers.”

Erik Fyrwald, Syngenta Group CEO



Erik Fyrwald (M)

Chief Executive Officer

Diversity and Inclusion at Syngenta

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2021 was a very important year for Diversity and Inclusion (D&I) in the Syngenta Group, as it was necessary to lay the foundations of our Group D&I strategy. With the consolidation of the Syngenta Group, it was necessary to re-design our D&I strategy in an inclusive way for our 4 Business Units, which gave us the opportunity to renew our **D&I Council**, a cross-functional and geographical advisory and governance body to oversee the development of Diversity and Inclusion across the Syngenta Group. In addition to we created a **Group D&I Policy and D&I Strategic Framework** both approved by our Group Leadership Council. These two documents set the direction we want to follow as a group to make a more diverse, inclusive, and equitable workplace. In 2021 we also created a new internal **D&I resource web page**, where all our employees can find On-Line trainings, webinars, and information on our annual campaigns to foster allyship and understanding to underrepresented groups, as well as resources to develop capabilities for inclusive leadership and inclusive teams.

In the same way, we worked together with our **50+ Employee Resource Groups (ERGs)**, across the world to join external commitments such as **UN Women Empowerment Principles**, **The LGBT promise**, while we kept promoting **equal opportunities for people with disabilities**, honoring our commitment with the **Valuable 500**, and cultural diversity.

During 2021 we have also worked with different teams to **promote D&I practices** such as equal pay for equal jobs, diverse slate of candidates, inclusive recruitment journey, differentiated benefits for underrepresented groups, mental health education internal resources, zero tolerance to harassment and discrimination, speak-up culture, and ethics champions.

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Rubén Alejandro Ramírez
Group Head of Diversity & Inclusion

Diversity and Inclusion in the UK



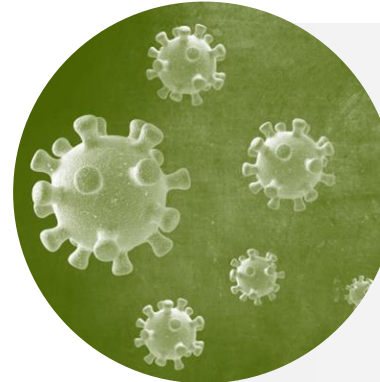
Our UK Women@Syngenta group and Site Diversity and Inclusion Groups have continued their great work including organizing thought-provoking talks on subjects like domestic abuse and sharing their experiences as female employees and introducing common interest groups (e.g. neurodiversity) as well as other activities to celebrate International Women's day.



We have launched our Menopause policy and continue with the purpose of raising awareness and fostering an inclusive environment in which all employees feel valued and are empowered to bring their different experiences and perspectives to the table and can achieve their full potential.



We have partnered with specialist job boards to advertise and attract more diversity into our talent pipelines and applications, creating more inclusive job adverts to help drive engagement from under-represented groups



We are keeping our Family Friendly policies under review in an effort to further support working parents, building on the practices already in place and that were adapted further during lockdown. For example we have introduced our Hybrid Working Guidance which encourages employees to find the balance between and home working that is right for them and the business.

Bringing plant potential to life