



Expanding horizons

Annual Report 2019
Short Version

DB Plan

Expanding horizons

We believe that mutual connections and exchange of ideas enable new perspectives, creating even more tangible opportunities for growth and improvement. And this is how we view the union between Previbayer and Prevmon.

The synergy between the two entities has expanded our horizons, revealing the good practices and experiences obtained by each of them and strengthening their commitment to developing high-quality, solid and transparent management, focused on a single goal: to continue helping our more than 10,000 participants and retired build a better financial future.

We expect the two entities to be fully integrated by the end of 2021, but until then we will be leading the first steps of this new organization, which is larger, stronger and more prepared for the challenges of the future.

We continue moving forward. Together we are stronger and can go further!

Previbayer team

This Annual Report presents the major events, as well as the most relevant information regarding the entity and your pension plan in 2019.



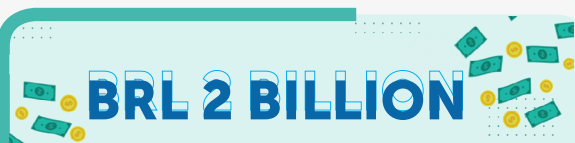
CHOOSE ONE OF THE OPTIONS BELOW TO START READING

Experiences



PREVIBAYER LAUNCHES PREVILEVE

In February, Previbayer launched Previleve: a flexible family plan aligned with the most advanced practices in the pension plan industry. With this option, participants' first-degree relatives can plan their future with monthly contributions of BRL 50 or more and take avail of the advantages and strength offered by Previbayer.



BRL 2 BILLION IN ASSETS!

In July 2019, Previbayer's assets overcame BRL 2 billion, a milestone in the history of the entity. This achievement was a result of the combined efforts of a team of qualified professionals committed to finding the best profitability at suitable risk levels.



AND TALKING ABOUT NUMBERS...

The 2019-Sporadic Contribution Campaign raised more than BRL 1,9 million. This result reflects an increasing awareness of our participants regarding the importance of a good financial planning, while they take advantage of the government's tax benefit.



SEMANA MAIS FUTURO ("MORE FUTURE" WEEK)

In May, we had the 2nd Semana Mais Futuro ("More Future" Week), a series of talks and other content about financial education, savings, pensions, financial planning and investments. The event is part of the 6th National Financial Planning Week, an initiative by the Brazilian National Financial Education Committee (CONEF) to improve the Brazilian public's understanding on financial matters.



SATISFACTION SURVEY

In September, Previbayer conducted a Satisfaction Survey with participants to collect information to be used in the continuous improvement of our relationships, communication and overall procedures.

Main results

95% of the participants consider Previbayer an excellent investment and are satisfied with the services received

93% approve the e-mail communications

86% consider the customer service efficient

70% would recommend Previleve to a relative



Crop Science Sales Convention



FATHER'S DAY CAMPAIGN

The Partner Dad Campaign (Campanha Pai Parceiro) was an event promoted by Previbayer when employees who joined Previleve Plan (Family Plan) between February to August, 2019 participated on a raffle of some barbecue kits for honoring Father's Day.

CROP SCIENCE SALES CONVENTION

On the week of May 6-10th, Prevmon and Previbayer were present at the Crop Science sales convention in the town of Atibaia, in São Paulo. It was a great moment for both entities to be in close proximity to employees from all over Brazil to clear doubts regarding the pension plans, the merger process between Prevmon and Previbayer and reinforce the importance of preparing for retirement. Approximately 800 people attended the convention.



Soybean sales event

SOYBEAN SALES TEAM SUMMIT

In December, Prevmon and Previbayer attended the event for the soybean technical sales representative team to clarify doubts about the plans. A total of approximately 60 people participated in the initiative.



MY LIFE BENEFITS FAIR

Previbayer was present in the My Life benefits fair at several locations to establish closer relationships with participants, clarify doubts and reinforce the importance of planning for retirement. In order for everyone to receive the information at the same time, meetings were held at different times in all shifts, including the night shift.

Locations: Cenu - Monsanto São Paulo Office, Cancioneiro, Itaí, Socorro, São José dos Campos, Paulínia, Campinas, Belford Roxo, Uberlândia, Cachoeira Dourada, Santa Helena de Goiás, Paracatu, Campo Verde, Camaçari, Petrolina.

Events about the entity's management



ELECTION FOR BOARDS

In July, Previbayer promoted the first election for Advisory and Fiscal Boards. In this process, the candidates could present their proposals for improving the entity. Karina Franceschini was elected for the Advisory Board and Claudiane Gomes for the Fiscal Board.



NEW LEADERSHIP

In October, Previbayer's Advisory Board announced the entity's new Superintendent Director, Patricia Ferradans. With more than 20 years' experience managing pension plans scheme, Patricia will take on the challenge of the merging process between Previbayer and Prevmon.

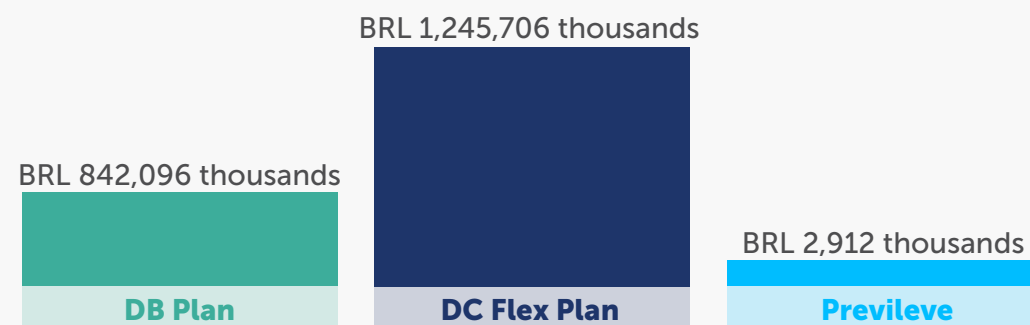
Overview

PREVIBAYER'S NUMBERS

On December 31st 2019,
Previbayer's total assets were at
BRL 2.1 BILLION



In 2019
Previbayer reached
the milestone of
BRL 2 billion
in assets under
management



This amount is equivalent to the mathematical reserves of the entity's **7,295 participants** in Dec 2019, including:

	Active	Assisted	Self-sponsored	Vested
DB Plan	129	993	26	108
DC Flex Plan	3,123	787	141	1,579
Previleve	407	-	-	2
	Plan participants in the reserve building stage.	Those who are retired or receiving Death Pension from the plan.	Those who are no longer working at the sponsor, but are still contributing to Plan.	Those who are no longer working at the sponsor, do not make contributions and are waiting for their benefit.

Overview

PREVIBAYER'S NUMBERS

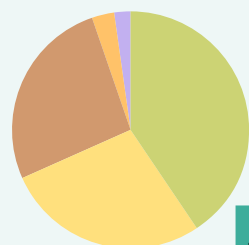
Values in thousands of Brazilian Reais (BRL)

Previbayer's expenses in 2019 was **BRL 5.8 million**, divided into:



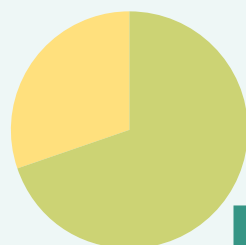
DB Plan

Administrative Expenses



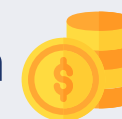
	BRL thousands	
Payroll	1,022	40.5%
General Expenses	694	27.5%
Management Consulting	668	26.5%
Legal Advisory	79	3.1%
Actuarial Consulting	62	2.4%
Total	2,525	

Investment Expenses

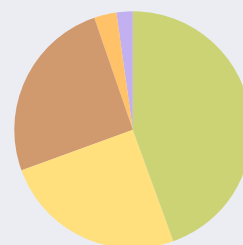


	BRL thousands	
Taxes	200	69.8%
Financial Consulting	87	30.2%
Total	286	

DC Flex Plan

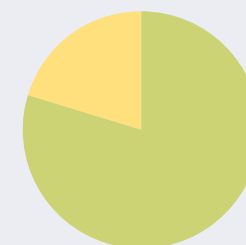


Administrative Expenses



	BRL thousands	
Payroll	1,124	44.1%
General Expenses	638	25.0%
Management Consulting	669	26.3%
Legal Advisory	74	2.9%
Actuarial Consulting	44	1.7%
Total	2,548	

Investment Expenses



	BRL thousands	
Taxes	341	79.8%
Financial Consulting	87	20.2%
Total	428	

Previleve had no expenses in the financial year 2019.

The expenses above refer to those paid by the entity during the financial year 2019. Expenses with the fund management fee, custodial fee and other expenses related to investment management are paid directly by the exclusive funds hired by Previbayer.

Overview

PREVIBAYER BALANCE SHEET

On December 31st, 2019 and 2018 | Values in thousands of Brazilian reais (BRL)

Assets



Are the accounting statements that shows the **set of assets** of Previbayer.

Assets	2019	2018
Available	5,779	379
Noncurrent	2,091,578	1,910,815
Permanent	0	0
Total Assets	2,097,357	1,911,194

Liabilities



Are the accounting statements that presents the **set of liabilities** of Previbayer.

Liabilities	2019	2018
Operational Liabilities	956	998
Contingent Liabilities	5,687	3,431
Assets for Plan Coverage	2,037,947	1,865,738
Funds	52,767	41,027
Total Liabilities	2,097,357	1,911,194

Results

DB PLAN ACTUARIAL INFORMATION



Annually, a specialized consultancy conducts an actuarial evaluation of the DB plan to make sure the plan is balanced, which means it has enough assets to fulfill its obligations with the participants.

	In thousands of Reais (BRL)		
	Bayer	Symrise Aromas e Fragrâncias	
Plan Assets	836,283	3,036	The amount Previbayer has to cover future benefit payments to participants.
Mathematical Provisions	808,782	3,161	Value calculated by the consulting firm for the payment of future benefits and that must be provisioned by Previbayer.
<i>Benefits Granted</i>	591,040	3,161	Provisions for payment of retirees and beneficiaries.
<i>Benefits to Grant</i>	217,742	0	Resources for future payment of benefits to active participants.
Technical Balance	27,501	-125	Excessive (surplus) or shortage (deficit) of resources between the plan's assets and the provisions evaluated.
Funds	2,777	0	Diverse funds with specific purposes.

The consultancy firm in charge of the actuarial calculations, Willis Towers Watson, has stated that the plan is financially balanced for the Bayer group. For Symrise, the plan presents financial and actuarial deficit, though this deficit is below the threshold where actions need to be taken to balance it.

Results

INVESTMENT POLICY



The Investment Policy defines guidelines for investment of DB Plan resources in the financial market.

Asset Classes	Minimum	Maximum	Target
Fixed Income	90.0%	100.0%	99.9%
Equities	0.0%	10.0%	0.0%
Real Estate	0.0%	8.0%	0.0%
Loans to participants	0.0%	15.0%	0.1%
Structured Investments	0.0%	10.0%	0.0%
Foreign Investments	0.0%	10.0%	0.0%

The goal of the investments is to surpass the benchmark. Get to know the benchmarks for each asset class:

Asset Classes	Benchmark Composition
Plan (actuarial target)	INPC + 5.45% p.y.*
Fixed Income	CDI
Equities	Ibovespa
Real Estate	INPC
Loans to participants	INPC + 5.00% p.y.
Structured Investments	CDI + 2.00% p.y.
Foreign Investments	MSCI World BRL

* Note: In the Investment Policy document, it appears as 4%, which does not proceed.

UNDERSTAND THE MARKET INDEXES

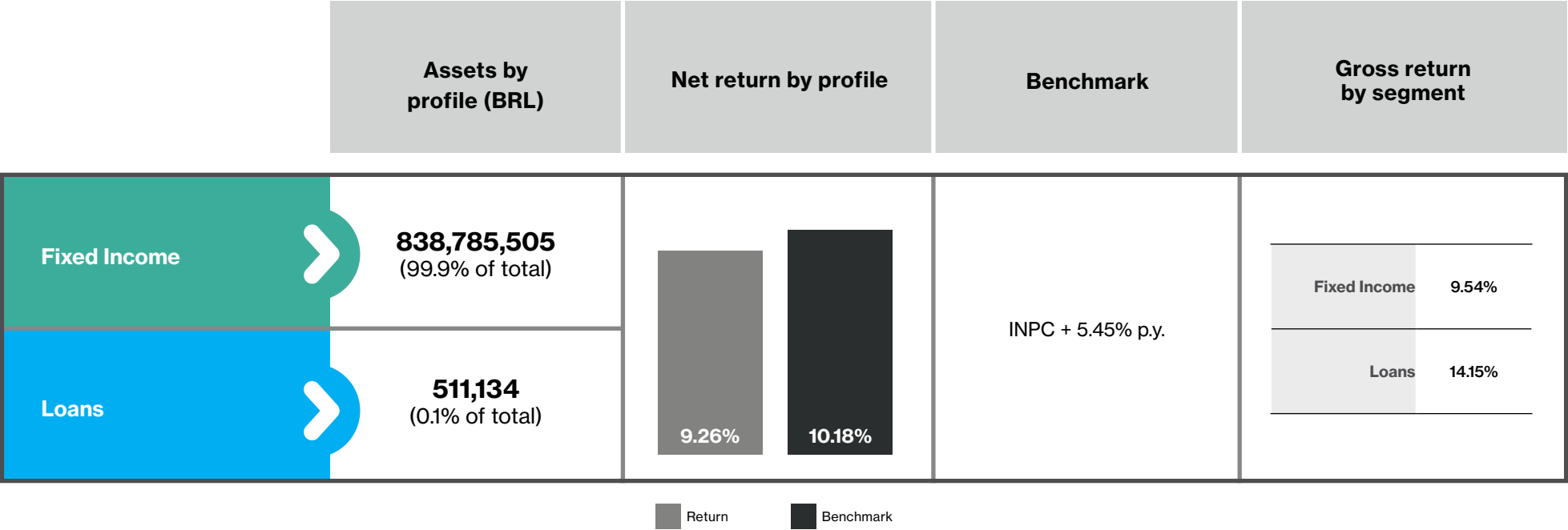
CDI – Interbank Deposit Certificate: A rate that tracks bonds issued by financial institutions that back operations on the interbank market.

Ibovespa: price index that measures the return of a theoretical portfolio composed by the stocks with the highest trading volume at BM&F Bovespa.

INPC – National Consumer Price Index (Índice Nacional de Preços ao Consumidor): inflation index, calculated by the Brazilian institute of Geography and Statistics (IBGE), which measures the cost of living in the 11 main metropolitan regions of the country for families with income of 1 to 5 times the minimum wage.

MSCI World: Global stock index that measures the performance of big companies in 23 developed economies.

Benchmark: It is an index or performance indicator used to compare or measure investment performance.



Full Annual Report

To see detailed information about PreviBayer and your Pension Plan, please access the 2019 Full Annual Report (only available in Portuguese).



Ampliando horizontes

Relatório Anual 2019
Versão Completa

**PREVI
BAYER**

Começar!



CONTACT US

Do you have any questions? Would you like to contact us?



Phone number:
0800.818.2020
11 5694.7000



E-mail:
contato@previbayer.com.br