



envu™



# Envu is built on a 50-year legacy.

Though this is a fresh start, Envu has a head start thanks to our products and our people. A legacy of environmental excellence is at the core of every innovation we will create moving forward.

# At Envu, we're ready to make history. Because history is in our making.

## Envu is a...

- **Focused Leader:** As a standalone company, we are solely committed to protecting the spaces society and nature share.
- **Trusted Partner:** We work alongside our customers to gain a better understanding and develop solutions together. Our success is only possible with their success.
- **Environmental Visionary:** We're focused on solving the problems of today without losing sight of our vision for tomorrow.

## About our logo

- Our logo is inspired by the concepts of perspective and vision. The color gradient represents sunrise or sunset - a moment in time linked to opportunity and change.
- The abstracted horizon in the "e" of Envu represents the future and a sense of perspective, while the circular shape of the letter nods to the protection provided by those we serve.

## Facts & figures

- We employ nearly **900 team members** (including third-party contractors) representing **52 nationalities**
- We operate in **100+ countries** and **4 global innovation hubs:**
  - Cary, North Carolina, USA
  - Sao Paulo, Brazil
  - Monheim, Germany,
  - Singapore, Singapore
- We generated around **\$700 million USD in revenue** in 2021...and we're **growing at a GDP+ rate**
- We utilize **120+ active ingredients**
- We offer **180+ brands** that are well-trusted and well-known

## FAQs

**Q: Will Envu maintain its geographical presence?**

**A:** Today Envu operates in more than 100 countries – with four large teams in the US, France, Germany and Brazil, and additional employees in numerous sites around the world. This extensive global footprint is a unique strength in the markets and one which will allow Envu to bring new solutions and create value for customers everywhere.

**Q: Will Envu's portfolio change in light of this deal?**

**A:** Envu's portfolio will continuously adapt and evolve to bring innovative, industry-leading offerings to its customers. As an independent industry leader with the resources to grow, Envu is well-positioned to strengthen and accelerate innovation - including the delivery of data-enabled solutions - as well as be more agile as the unique needs of its markets and customers evolve.

Based on the terms of the agreement, Envu has the rights to the product line and services of Bayer (excluding glyphosate products and select others), as well as access rights to the related R&D pipeline and, for a transitional period, a license to use the Bayer brand. Bayer will also continue to supply active ingredients and formulated product to Envu on a contractual basis. As an independent company there will also be opportunities for Envu to work with third-party partnerships and collaborations and strengthen its ability to source external innovation.

**Q: Under the divestment, will Envu keep all brand names, registrations, patents?**

**A:** Patents, brands and registrations that were dedicated to Environmental Science (Envu) are being transferred to Cinven, as the owner of Envu. Brand names, registrations and patents which are related to glyphosate products will be retained by Bayer. Brand names, registrations and patents that are used for both Envu and Bayer's retained business will be licensed to Cinven.

**Q: How long will it take Envu to transition from the Bayer brand?**

**A:** Envu has three months following Oct. 4 to transition all printed material and six months to transition all digital content (e.g., websites, social media). Product packaging and regulatory materials (like safety data sheets) have up to 2 years to transition to the Envu brand.



"Backed by Cinven, Envu is taking its 50-year legacy of excellence in environmental science as part of Bayer and moving forward to make history. We appreciate Bayer's care in finding such a high-quality and committed acquirer of the business in Cinven. Today, the Envu team has an extraordinary opportunity to dare to explore and seize its growth potential with a full focus on protecting the spaces society and nature share today and in the future."

- Gilles Galliou, CEO, Envu

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## Envu Leadership



**Gilles Galliou**  
CEO of Envu

As Envu's CEO, Gilles Galliou unites a wealth of experience in the crop science industry with a bold vision for the future. During his two decades with Bayer Crop Science, he oversaw a variety of workstreams, from e-business to product integration, global risk management, and regional businesses, including the Americas region for Environmental Science. He then went on to become CEO of the Environmental Science business and was instrumental in conceptualizing, launching and overseeing ES's divestment from

Bayer and transformation into Envu, an independent industry leader. Gilles is a passionate leader who believes that building strong teams and empowering others are critical keys to success.



**Mark Schneid**  
Head of Commercial Operations Americas

Mark Schneid is our Head of Commercial Operations for the Americas at Envu. His more than 30 years of experience in operations, marketing and sales have given him invaluable insight into the best practices for new product and business creation, improving financial performance, brand management, and organizational development. He previously served as the chief of marketing at Bayer ES North America and, later, as the company's operational leader, a role in which he oversaw improved business performance, market share gains and increased

profitability. Mark serves as an example of entrepreneurial spirit and dedication to the customer for all of us at Envu.



**Eric Ruggirello**  
Head of Commercial Operations EMEA, APAC  
and Specialty Actives

Eric Ruggirello serves as the Head of Commercial Operations for EMEA, APAC and specialty actives at Envu. With years of experience leading M&A, corporate strategies, process optimization and risk mitigation in multinational companies, Eric has a track record of increasing profitability and operational cash flow by eliminating excess costs, establishing controls and improving productivity. In his

most recent role as CFO and director for Bayer Group in France, he streamlined processes in accounting, finance and tax, generating millions in savings. In addition to his financial expertise, Eric provides motivational leadership by working to empower his team members and foster Envu's culture of accountability and integrity.



## **Tiffany Fremder**

### **Head of Global Marketing**

Tiffany Fremder is Envu's Head of Global Marketing. With experience in every facet of the marketing process, from strategy development to portfolio management to digital transformation and automation, she is equally knowledgeable about long-term global marketing trends and micro-level customer insights. She also has a passion for building high-performance teams and a history of leading teams through times of transition and reorganization. Her leadership and vision were instrumental in establishing Envu as an independent

industry leader, when she led the development of Envu's corporate identity and brand and oversaw the accompanying brand transition across 40+ countries.



## **Bernard Jacqmin**

### **Head of Global Innovation**

Bernard Jacqmin is Envu's Head of Global Innovation. The grandson of a sugar beet farmer in Belgium, Bernard became an agronomic engineer and specialist in crop protection to help farmers find solutions to their daily challenges. In a two-decade career at Bayer Crop Science, he served as head of agronomic development in Latin America and later head of global development. He is passionate about building collaborative, empowered teams that can solve customers' problems using science and innovation. Bernard

contributes his positivity, team spirit and technical insights to everything he does at Envu to advance our vision of healthy environments for everyone, everywhere.



## **Matt Nespeca**

### **Head of ESG and New Business Models**

Matt Nespeca serves as Envu's Global Head of ESG and New Business Models and is based in North Carolina. He has experience bringing market insights to life across a variety of commercial, marketing and technical roles. At Bayer Environmental Science, he helped launch the Vegetation Management Business in the US and expand it to six countries on three additional continents. More recently, he launched a new department focused on creating and driving new business models at Bayer Environmental Science and created the corporate

decarbonization policy. Matt is an innovative change-maker, and his agile, hands-on approach to solving customers' problems helps drive our efforts to design world-class, data-driven innovations that protect and enhance the health of environments around the world.



## **Robert Stanton**

### **Head of Product Supply**

Robert (Bob) Stanton is Envu's Global Head of Product Supply. As a leader of supply chain, procurement and manufacturing teams, he has worked in the UK, India, Germany, Singapore, and now North Carolina. He helped build the culture and integrate the team of Bayer Crop Science's Asia Pacific division, and most recently, he led a team of 150+ overseeing Bayer Environmental Science's global end-to-end supply chain activities. Bob is passionate about sustainability and building engaged, integrated teams. He inspires

all of us at Envu with his determination to deliver for the customer no matter what, using a combination of operational fundamentals and digital innovations.



## **Laura Jacobs**

### **Head of People, Transformation and Communications**

Laura Jacobs is our Global Head of People, Transformation and Communications at Envu and is based in Germany. She began her career in Management Consulting and brings extensive experience in leading transformation programs across various industries and functions with a focus on people. Before joining our team in 2021, Laura served as a Partner at EY in Germany and led their change management, culture transformation, and learning practices efforts. Laura is a change maker, and her strong passion and leadership

help us all at Envu to be the best partners we can be for each other as well as our customers.



## **Guillaume Luebke**

### **Chief Financial Officer**

Guillaume Luebke serves as Envu's Chief Financial Officer. He has a wealth of experience in international agribusiness, from finance to marketing to business operation. He has developed strategies, driven change, implemented M&A and led cross-functional, multicultural teams around the world. In two decades at Bayer Environmental Science and Crop Science, he oversaw business groups, supply chains, marketing, risk management and finance. He displayed both his leadership and financial insight while leading the integration of Bayer

and Monsanto's finance teams. In all his endeavors, Guillaume focuses on collaboration and serving the customer, guided by his values of integrity, transparency, diversity and sustainability.

Learn more about [Envu](#)

Questions? Please contact

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