

# PASSION TO INNOVATE

# POWER TO CHANGE



**BayerPLUS**

The company pension plan for the Bayer Group



Science For A Better Life



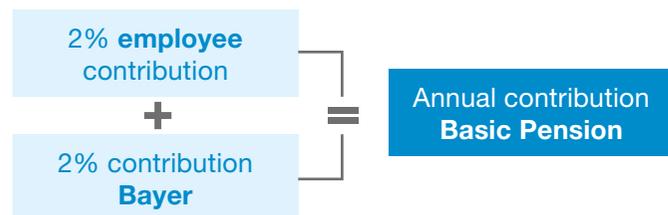
## BayerPLUS: Company pensions plan for the Bayer Group

Do you want to make sure you can retire without financial worries? Bayer supports you in that, even after you retire, through BayerPLUS – the company pension plan for all new employees in Germany. The good thing about it is: contributions are paid jointly by you as an employee and by Bayer as your employer.

### BayerPLUS comprises two different pensions: a basic pension PLUS a supplementary pension

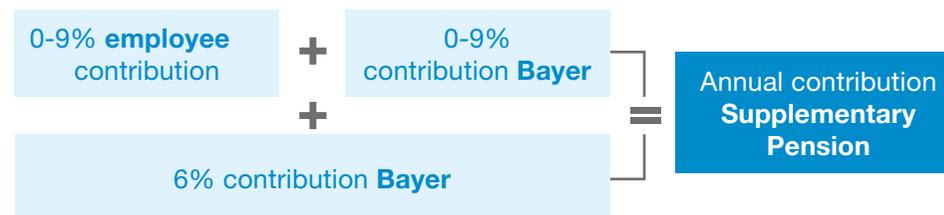
#### The basic pension:

All our employees benefit from this pension plan. You pay two percent of your income up to the [ceiling for contributions to the German state pension plan \(BBG\)](#) into the [Rheinische Pensionskasse \(RPK\)](#) – and we pay in the same amount. That means your pension contribution is doubled. Calculations relating to the BayerPLUS pension plan are based on your pensionable income. Quite simply, that is your gross salary, including your vacation pay and annual supplementary payment. Variable compensation is not included.



#### The supplementary pension:

Does your income exceed the BBG? If so, you can expect your pension to be considerably lower than your salary. Bayer therefore offers a supplementary pension plan to help you plug the gap. Your benefit: Bayer pays a contribution of 6 percent of your income above the BBG. But that's not all. We also support you if you opt to save more for your pension. You can choose to invest up to 9 percent of your income above the contribution ceiling. In this case, Bayer will make a matching contribution, which doubles the amount you invest.





## BayerPLUS at a glance

### Account PLUS interest: How your pension grows

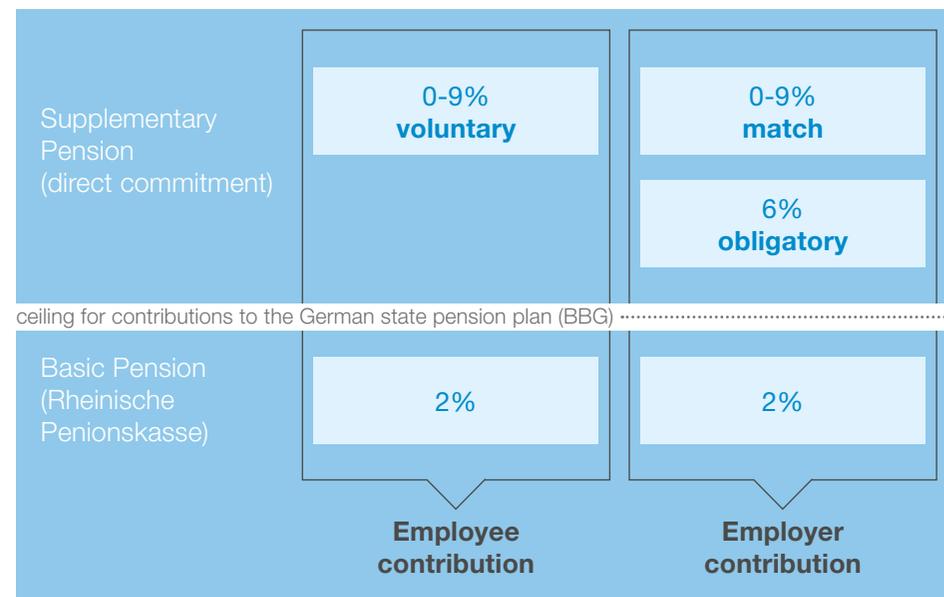
Your annual contribution is converted into a pension module by multiplying it by an [annuity factor](#).

If the RPK earns an investment surplus, the basic pension module will be increased. Naturally, this is also applied to the supplementary pension. However, there may be differences depending on the tariff applicable to you. All BayerPLUS pension modules and surpluses are credited to your pension account. Both factors together fund your future annual pension.

### Benefits PLUS security: Our benefit package

BayerPLUS provides full pension coverage:

- You receive a **retirement pension** when you retire. If you draw your pension early, you will receive a lower amount.
- You will receive a **disability pension** if your earnings capacity is reduced for health reasons or you are unable to earn your living, for example, as a result of an accident or illness. If you leave the company due to reduced earnings capacity before the age of 55, the company will top up your BayerPLUS pension.
- **Surviving dependents' benefits** provide security for your spouse/registered same-sex partner and children if you die. You can opt out of surviving dependents' benefits. In this case you will receive a higher retirement pension.





## Glossary

### What is the ceiling for contributions to the German state pension plan (BBG)?

This is the maximum gross income on which contributions to the state pension plan in western Germany are payable. Contributions are calculated as a percentage of your income up to this level. Anything you earn above this level is not taken into account for the state pension. The ceiling is normally adjusted annually to take account of pay rises in Germany.

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### What is the Rheinische Pensionskasse (RPK)?

The RPK is a mutual insurance association and has been responsible for the BayerPLUS basic pension since 2005. Due to general changes in the economic situation and legislation over the years, there are several different RPK tariffs. Your future pension depends on your tariff, because each tariff has a different guaranteed return and calculation base. The tariff applicable to you depends on when you joined Bayer and the RPK: Tariff 1 applies if you joined before 2012. Tariff 3 applies if you joined after 2011. Tariff 4 applies if you joined on or after July 1, 2017.

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### What is the annuity factor?

The annuity factor is used to convert annual contributions into pension benefits. Among other things it takes into account the guaranteed interest rate for all coming years until you retire. The annuity factor therefore depends on your age and the applicable RPK tariff. The annuity factors are printed in the RPK brochure outlining the pension fund rules.

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For **more detailed information**, please see the pension fund rules (*Satzung*) and the RPK's General Terms and Conditions of Insurance (*Allgemeine Versicherungsbedingungen*). You can find further information about BayerPLUS in BayerNet at » [BayerNet](#) | [myServices](#). Here you can also download the RPK pension fund rules.

**Please note:** This flyer provides a simplified overview of BayerPLUS. Only the "Ordnung der betrieblichen Grundrente zur Rheinischen Pensionskasse (BayerPLUS)" (*regulation on the basic occupational pension from the Rheinische Pensionskasse (BayerPLUS)*), the "Ordnung der betrieblichen Zusatzrente BayerPLUS" (*regulation on the BayerPLUS supplementary company pension*), the "Satzung" (*pension fund rules*) and the "Allgemeine Versicherungsbedingungen der Rheinische Pensionskasse" (*general terms and conditions of insurance of the Rheinische Pensionskasse*) are legally binding.