



To all the new SynTech Research Team - a big welcome to this first edition of the new Company's Internal Newsletter!

Our aim is to provide all staff with interesting Company information, with news from its locations around the world, helping you to get to know more about our operations and each other. The intention is to keep it short and interesting, with links to more information for those who want it. Our first idea is to publish every three months, but this can be varied depending on events and contribution.

We invite you all to participate and send us information, images of events, meetings and other experiences. Please let us know as well what else you would like to see in future editions. Please do not hesitate to send us your ideas to our Editor, Noelia Moran from GAB Consulting (communication@syntechresearch.com) and we will try to accommodate your requests!

Business News

The merger and current state of the Business

As you know, we have just legally closed the Acceres and SynTech merger. Because of the very long legal and financial process since we announced the merger, we have been taking a number of major steps in parallel, to integrate the Companies, making this process as quick and successful as possible. I'm pleased to say that we are ahead of our merger and integration timescale in the EAME Region, including improving the finance system in France, Job Titles and Descriptions, and Annual Performance Review forms for the combined companies. Expansion outside the EU continues, with a new Field Station in Brazil (see associated article), and another one to be announced soon!

Most importantly, we can already monitor the business performance of the combined Companies. I am very pleased to say that at this stage we are on target to achieve the combined companies' 2020 sales budget. The US field services income has exceeded target, and although Coronavirus has stopped us doing work in China, India and some parts of LAM. We still expect to achieve a good business performance in LAM and the Asia Pacific Region. Overall, we hope to beat the global EBITDA (profit) target for the combined Companies, which is great news for our first year as the new Company.

Events



ACCERES annual meeting, held in February 2020, Sevilla, Spain.

This Meeting included several members of SynTech Research. This allowed the event to include early discussions between Acceres and SynTech staff to help understanding of each others' business and roles within them.

Directory

Directors on the Global Executive Committee



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The Interview

Dr. Khosro Khodayari
CEO - SynTech Research Group

Life/Career History:

- Born in Iran, in the coastal region of the Caspian Sea; grew up in a rice and citrus farming family
- B.S in Agriculture Engineering – Iran (1976)
- M.S in Plant Science (Weed Science), PhD in Plant Science (Weed Science), Fulbright Fellow, University of Arkansas (1978-1983)
- Post-Doc - US Department of Agriculture - ARS/University of Arkansas (1984-1986)
- Field Biologist, Western USA Field Station Manager and Global Herbicide Specialist, Global Rice Crop Coordinator - ICI/Zeneca/Syngenta (1987-2000).



What job did you want to do when you were a child?

My passion was the farming business, particularly in rice cultivation, and I wanted a career related to crop production.

What present or historic personalities most inspired you?

Cyrus (the founder of Persia), who championed “Human Rights”

Thomas Jefferson – Founding Father who served as the third President of the USA and wrote “The Declaration of Independence”.

And also my grandfather, who was very respectful toward his farm workers and cared for them and their families.

What are the main tasks on your list for next year?

1º - Ensure a smooth transition/integration of our companies to build a unified and efficient top-class global CRO.

2º - Fill gaps in the organization - staff and facilities - in all three pillars of the new Company (Field, Lab, Regulatory) globally.

3º - Introduce the new Company to our key clients.

4º - Stay focused on what we do extremely well – and not spend time on low priority tasks.

What are your main character strengths – and weaknesses?

• Strengths:

Open, frank and straightforward. Dedication to the Company, its future and that of its staff, with the associated drive to understand the Ag R&D market and its global needs.

• Weaknesses:

Sometimes I do not delegate enough! Can go into too much detail – for any project proposal, I need to focus on the summary and on the justification for conclusions.

If you relax at all, what are your main activities?

Walking and jogging. Reading history books. Discussing global politics and all aspects of agricultural production.

What is your favourite music?

Beatles, Rock & Roll, Country (Patsy Cline).

What is your favourite book?

The Soul of America by Jon Meacham.

Around the World

SynTech Brazil's New Field Station



SynTech Research has established a new Station in Bandeirantes, Paraná, comprising 20 ha (~50 acres) of arable land with soil and climate conditions that support a wide variety of crops. For more information, see <https://bit.ly/34XzXmh>

Branding Policy

For the merged Company

The name of the merged Company will be SynTech Research™. However, during integration, until further notice, each of the previous Acceres companies (GAB, BioTek and Promovert) will continue to use their current name, logo and CVI - on websites, emails, .ppt presentations and (virtual) publicity materials. The use of the Acceres name/logo will be discontinued as soon as possible. Where the Acceres logo is currently being used (in addition to the GAB, BioTek and Promovert logos), Noelia Morán is providing email signatures which replace it with the SynTech Group logo where this is needed. **Note:** AFR (Acceres Field Research Germany) will transition to SynTech Research in the next few months.



This Group logo is available in .eps, and .png formats. Please request it to Noelia Morán, communication@syntechresearch.com, who can assist in updating email signatures etc. if required.

Website news

A selection of recent news from the SynTech website

SynTech's new Early Stage Discovery Services
<https://bit.ly/3mZJK4>

Rapid expansion of SynTech's Biostimulant and Biopesticide programs
<https://bit.ly/3gVA6ZM>

SynTech Research and Acceres merger – Closing successfully concluded
<https://bit.ly/360yWss>

