

DEPT. OF LABOR AND  
INDUSTRIAL RELATIONS  
DIRECTOR'S OFFICE

2025 SEP 10 AM 10:57



September 10, 2025

Director Jade T. Butay  
Department of Labor and Industrial Relations  
830 Punchbowl Street, Room 321  
Honolulu, Hawaii 96813

Re: Monsanto Technology LLC  
Hawaii Dislocated Workers Act Notification pursuant to HRS §394B-9

Dear Mr. Butay:

This is to inform you that the Bayer company group is shifting select U.S. functions within its corporate organization to help simplify internal processes and align with its current operating model. This change will impact employees of Monsanto Technology LLC who currently support research and development activities in the State of Hawaii (the "Hawaii Employees") and shall be effective on or about December 22, 2025.

Effective on or about December 22, 2025, the Hawaii Employees will transfer from the payroll of Monsanto Technology LLC to the payroll of an affiliate entity, Bayer Research and Development Services LLC. Thereafter, Bayer Research and Development Services LLC will become the legal employer of the Hawaii Employees. Bayer Research and Development Services LLC will provide the Hawaii Employees with substantially the same wages, salary and benefits currently provided to them by Monsanto Technology LLC prior to the closing of the transaction. Accordingly, Monsanto Technology LLC does not anticipate that any loss of employment will result from the transaction.

As a technical matter, the Hawaii Employees' employment with Monsanto Technology LLC will terminate on or about December 22, 2025. Although we do not believe that the Hawaii Dislocated Workers' Act, Hawaii Revised Statutes, Chapter 394B (the "HDWA"), is meant to apply to an intercompany transfer of assets between corporate affiliates, out of an abundance of caution, Monsanto Technology LLC is providing to you and to all of the Hawaii Employees at least 60 days' written notification of the estimated payroll transfer date and informing the Hawaii Employees of their potential right to a dislocated worker allowance under the HDWA.

The corporate office of Monsanto Technology LLC is located at 94-520 Kunia Road, Kunia, Hawaii 96759. The total number of the Hawaii Employees currently employed by Monsanto Technology LLC is 306. If you have any questions or require any additional information, please contact Alvaro Danni, Assistant General Counsel at 551-263-2731 or via email at [alvaro.danni@bayer.com](mailto:alvaro.danni@bayer.com).

Thank you for your attention to this matter.

Very truly yours,

Monsanto Technology LLC

By: Alvaro Danni  
Alvaro Danni, Assistant General Counsel.