



PERSONAL AND CONFIDENTIAL

Walter Tschetter

April 1, 2017

Dear Walter,

Bayer Crop Science Inc.
Suite 130,
160 Quarry Park Blvd. SE
Calgary, AB
T2C 3G3
Canada
Phone: 403-723-7400
www.bayercropscience.ca

I am pleased to inform you that the annual merit increase planning process is complete.

Effective April 1, 2017, your new annual salary will be \$ 58,371.00.

As a top employer in Canada, Bayer takes pride in offering a competitive compensation and benefits package to attract and retain the best talent in the industry.

In closing, thank you for your contributions to Bayer. Your continued efforts are important to our success.

Sincerely,

A handwritten signature in blue ink, appearing to read "E. Nielsen".

Eric Nielsen