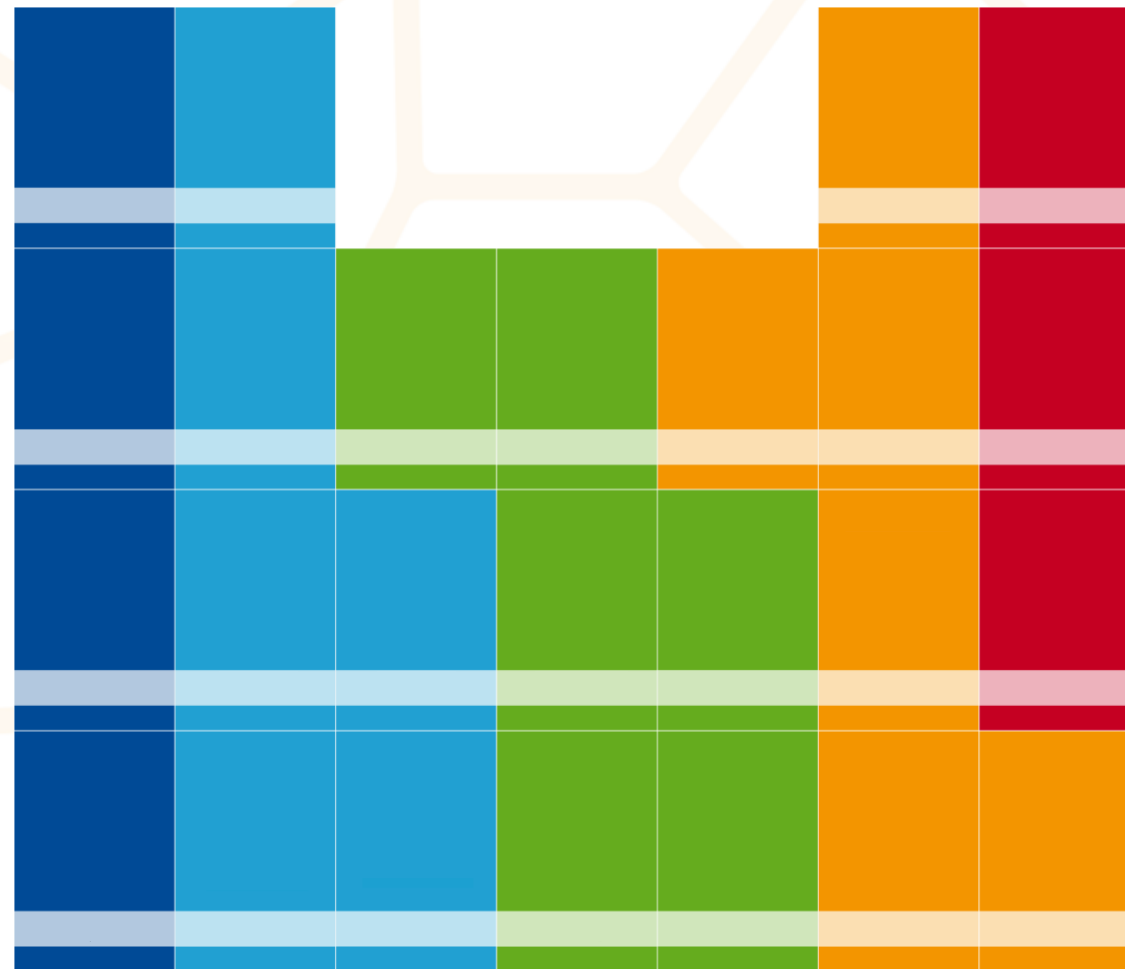


Our benefits at #BASFHUBBerlin



for non / permanent employees



working students



interns



apprenticeship & dual study

Our benefits at #BASFHUBBerlin

Our Purpose & Culture

Diversity & Inclusion

Social Engagement & Sustainability

Our Ways of Working

Flexible Work

#SmartWork

Working from abroad

SCALE – Hub Berlin Office

Wellbeing

Referral Programm

Company Anniversary

Your Personal Growth

Overview of our offers

Your Benefits

Advantages & Discounts

Vacation

Family Care

Health

Pension

Mobility

DIVERSITY & INCLUSION



from day one for



26

service
languages

over 100
nations

Our D&I-Mission

Diversity is part of our DNA at #BASFHubBerlin! Everyone is welcome here, regardless of demographic dimensions such as age, gender, or ethnic origin, as well as religion, education, values, sexual orientation, or other characteristics. Through our activities, we promote an inclusive, respectful, and empowering workplace for our Hub Berlin family. We foster a culture in which diversity is one of the main pillars on which we build our work environment. Additionally, we have various communities that focus on the topic of Diversity & Inclusion (D&I). There, you will be provided with exciting content, have the opportunity to network with others, or even take an active role yourself. Furthermore, our representation for severely disabled employees at the site supports us and serves as an important point of contact for employees with disabilities.

Woman in BASF

Woman in #BASFHubBerlin was founded in 2021 with the mission to support, promote, empower, inspire and recognize women within our company to grow professionally and personally. In addition to a growing presence within the hub, we are also part of a global network that has both a regional and a professional focus. Women in BASF recently launched the WIB Academy, which contains useful information, studies and tools on the topic of female empowerment. Good to know: our female quota is over 60% and more than half of our managers are women.

SOCIAL ENGAGEMENT & SUSTAINABILITY

Sustainability initiatives from day one for

At BASF, we stand for a sustainable future. At the Berlin hub, we also want to make an active contribution to a better future with various initiatives and green benefits. For example, the “Green Friday” community was created to provide you with exciting contributions, organize events and where you can become active yourself.

Leave of absence for social commitment from day one for

As part of our culture of values, we want to actively support social commitment and also give our employees the opportunity to volunteer for social causes. To this end, we provide all Hub employees with paid time off of up to 10 working hours per calendar year, which can be used individually for external social engagement. The hours can be divided up as required.

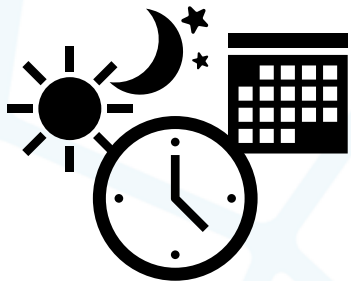
FLEXIBLE WORK

Flexible working hours from day one for

Is the classic 9 to 5 job not for you? Then you've come to the right place, because at #BASFHubBerlin we live flexibility. All employees covered by collective agreements have the opportunity to organize their working hours within a time frame from 6:00 to 22:00. Do you want to take a longer lunch break, visit the doctor in between or sleep a little longer? Our flexible working models ensure the best possible working day for you.

Age-related time off from the age of 57 years for

From the age of 57, our employees have the opportunity to reduce their working hours by an additional 2.5 hours per week. After consultation with your manager, the time off can be used variably.



#SMARTWORK from day one for

#SmartWork enables you to regularly work outside your place of work. Depending on where you live, you receive a lump sum of up to 250 euros and can work up to 90% remotely. With our various models, you can either work in the office every day or have to work remotely at least two days a week - the decision is yours.

If you live in Berlin and the surrounding area and prefer to spend most of your working time or all of your working time in the office, then occasional mobile working is the best choice for you.

Do you live in the surrounding area and prefer to spend most of your time working from home? Then we have the #b-smart model for you. And even if you don't live in Berlin and the surrounding area, you can still work for us. In our #g-smart models, we also contribute to the costs of your stay in Berlin.

#SmartStudy

Our trainees and dual students can also benefit from flexible working models. If the tasks allow it, #SmartStudy is an opportunity to realize a new level of flexibility in the context of mobile learning as part of the training at #BASFHUBBerlin.

WORKING FROM ABROAD

plannable from day one for   

Mobile working at our hub not only works within Germany, but also abroad. You can work **up to 30 days** a year in **46 different countries**. With a few basic conditions in place, you could soon be holding a team meeting in a mountain hut, enjoying the palm trees and sea breeze in Mallorca or spending a nice evening with your family who live abroad.



SCALE – HUB BERLIN OFFICE



from day one for



Our Home

We say goodbye to boring offices and desks as we mix cool design with flexible working and a great atmosphere.

We have also created a variety of creative and collaborative spaces that are perfectly tailored to your needs.

If you want to concentrate on your work, our focus rooms are at your disposal. But why not hold a workshop with your team? We offer numerous project rooms where you can be creative together. And if you need a break in between, you can enjoy the sunny terrace.

Hygiene & gender-neutral restrooms

We make sure that all our employees in the Berlin hub receive urgently needed hygiene products. In cooperation with a Berlin start-up that produces sustainable and certified period products made from organic cotton and is CO2-neutral, we not only offer these products, but also hygiene measures such as touchless taps and compostable towels. To create an inclusive and welcoming environment for everyone, we also offer gender-neutral restrooms.

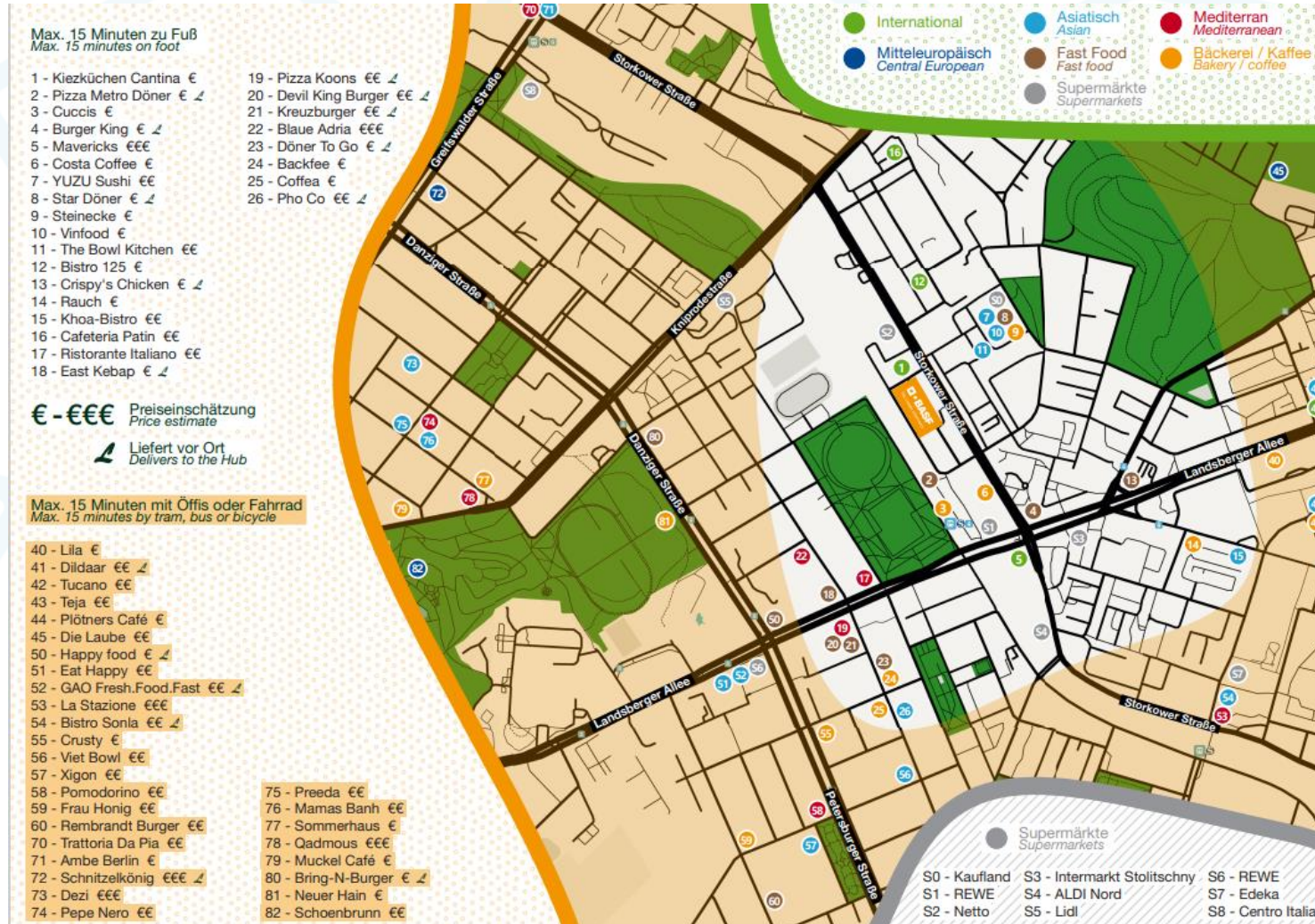


For more insights, follow our Instagram account:
basf_hub_berlin



SCALE – FOOD ATLAS

from day one for 



In addition to our in-house cafeteria, the area around our office also offers a large selection of restaurants and snack bars. Whether Indian, Italian or simply a good bakery - there is something for every taste and budget!





Employee Assistance Program - BASF Stiftung

We have our own social workers on site to provide you with confidential support in various life situations. They help you to bring stability into your life, offer help for self-help and develop new solutions together. They also provide support in the implementation of workshops. Appointments can be made by phone, online via MS Teams or on site on the SCALE first floor opposite the works council office.

Premium membership with betreut.de

A helping hand or two can be worth its weight in gold. We offer you a free premium membership with betreut.de. Here you can find support in areas such as childcare, housekeeping, pet care, shopping, tutoring or care for people with special needs. Here you can find more information about betreut.de.

Sport: work out and network

At #BASFHubBerlin, you have the opportunity to take part in a wide variety of sports groups. You can meet new people, work out and even take part in competitions.

REFERRAL PROGRAM from day one for

Vitamin BASF

Do you know someone who would be a perfect fit for our hub? A friend of yours is looking for a new challenge and we have a position that fits perfectly?

Become a talent scout for the #BASFHubBerlin!

With the local employee referral program “Vitamin BASF”, you can easily recommend friends, family members or even acquaintances for our external vacancies and actively strengthen our #TeamBASF for the future.

And the best thing about it? For every successful referral and hire, you will receive a bonus as soon as the person has passed the probationary period.

1,500 (gross)
for successfully
recommended
permanent
employees

750 €
(gross) for
successfully
recommended
trainees or
dual students



COMPANY ANNIVERSARY for the corresponding anniversary for

We celebrate your commitment!

Company anniversaries are special occasions that not only demonstrate the success and consistency of our company, but also recognize your valuable role as part of our hub. Our anniversary process has been developed to celebrate these milestones together.

We start small and never stop! Once you have been part of BASF for three years, the first mail will be celebrated. The next time is when you have been with the company for 5 years and from then on it continues every 5 years.

There are different gifts for each anniversary, but the focus is on all of them: We want to celebrate and appreciate your journey together with BASF!



YOUR PERSONAL DEVELOPMENT



from day one for



 Employee development	 Executive development	 Onboarding
 Feedback & Performance	 Organizational & team development	 Young Talents

We support you in your development — whether as part of your onboarding as a newcomer, your professional and personal growth, or your journey toward becoming a leader. Our fantastic learning opportunities assist you both in your career and in your personal life.

In addition to individual internal or external courses and training, we also provide free access to LinkedIn Learning. Nothing stands in the way of your development along our various career paths.

You can find more information about your personal development in our benefits portal [You@BASF](#).

ADVANTAGES & DISCOUNTS

Discount
also at
FitX

Member-
ship at
Wellhub

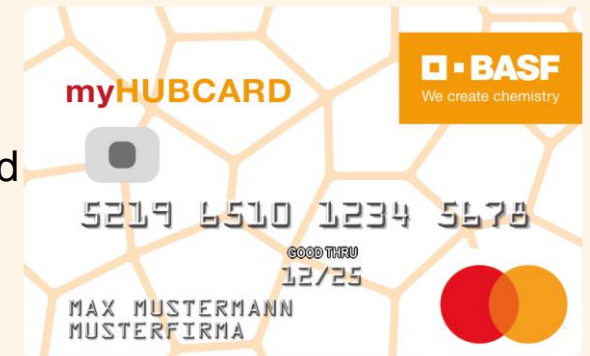
Corporate benefits and employee portal from day one for

You have access to permanent discounts on a variety of products and services from well-known providers. In our employee portal, you will find discounts in the areas of travel, housing, automotive, finance, fashion, leisure, sports, tickets, food, technology, mobile services, local offers, and Europe.






Do you love going to concerts, traveling to new countries, or do you want to redecorate your apartment? With our offers, it's no problem at all!

myHUBCARD after 6 months of employment for

Our benefit that fits in your wallet! Shopping at the supermarket, a new book or the shoes you've had your eye on for so long? It's easy with the myHUBCARD! The myHUBCARD is a prepaid card that we top up monthly with a net amount of 40 euros net every month. You can use this card anywhere in your region where Mastercard is accepted as a means of payment.



VACATION

Vacation  from day one for    

No matter who you are, you have 30 days of vacation per calendar year with us! In addition, you have the option to apply for **special leave** for occasions such as your own wedding, your children's weddings, or for your own move. Depending on the occasion, you can take one to three paid days off.

Furthermore, we want to enable you to participate in recognized events for political or professional development, allowing you to take time off to utilize your **educational leave**.

In addition to the 5 extra vacation days according to § 208 SGB IX for **disabled employees**, we, as an employer, also grant an additional two special leave days per year for employees with equal status. This target group typically does not have a claim to the statutory additional leave.

Sabbatical  after two years of employment for 

Have you always wanted to travel through Southeast Asia for a few months? Your heart's desire is to support a social project in South America? Or do you want to take some time out to spend more time with friends and family?

Then you can take up to three months off per sabbatical with us at #BASFHubBerlin and organize your time according to your wishes. Thanks to our model and a prior savings phase, you will continue to receive a certain proportion of your salary for the entire duration of your sabbatical. Discuss the exact framework and what is possible with your manager in good time.

FAMILY CARE



from day one for



PME Family Service

Our pme Family Service is an anonymous and free social counseling service that our employees can take advantage of. There you will find information and solutions to personal problems, financial bottlenecks, conflicts and life crises. But you will also receive support in planning and financing temporary or permanent outpatient, inpatient or home care.

You also have the option of contacting the hotline 24/7. You can also chat online with one of the advisors or even visit the personal advice service.

Info sessions for parents-to-be

Getting a new family member is associated with excitement and anticipation. But at the same time, the flood of new information can be overwhelming. That's why we offer various information sessions to help you with topics such as finding a place in a daycare center, state funding or planning parental leave.

Financial support

Despite our flexible working models, there may be situations in which childcare is required. For children up to the age of 12, we support you financially with up to 50 euros per day or 300 euros per month if additional work is necessary. We also offer financial support of up to 200 euros* per child for the entertainment program during the school vacations and support vacation programs, integration trips and international travel up to the age of 16.

*Maximum 600 euros per family for all care expenses per year



Health

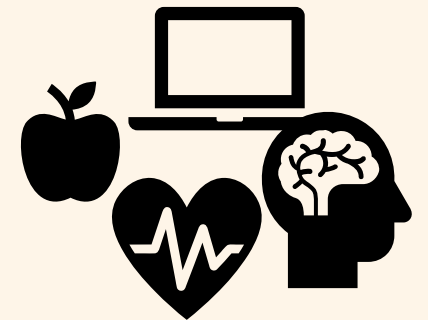
Long waiting times at the GP? We put an end to that! You have the opportunity to have a check-up with our company doctor easily and conveniently at our location. In addition to consultations and check-ups, we offer a range of other programs.

You can count on the following things with us:

- Preventive medical check-ups / health checks
- Flu vaccination
- Glasses for workstations
- Ergonomic workplace
- Training as a first aider

Digital offers

Healthy employees are the end all be all for us at #BASFHUBBerlin. And to achieve this, knowledge about preventive measures, disease formation and much more is essential. In order to constantly support our employees, we offer a wide range of digital health events throughout the year on topics such as nutrition, back health, high blood pressure and stroke prevention, which you can take part in.



PENSION from day one for

Maintain your standard of living even after retirement - we can help you!

With the PKE (PensionsKassen-Entgeltumwandlung - pension fund deferred compensation), you can pay contributions financed by you into the BASF Pensionskasse VVaG and build up an additional pension.

For employees covered by collective agreements, there are also employer subsidies in addition to the employee's deferred compensation amounts (chemical tariff subsidy). Our employees can then receive this benefit in the form of an old-age pension, early retirement pension, reduced earning capacity pension or surviving dependants' pension.

Think
about
tomorrow
today!

Please note that
separate
regulations apply
for tariff and non-
tariff employees.



MOBILITY



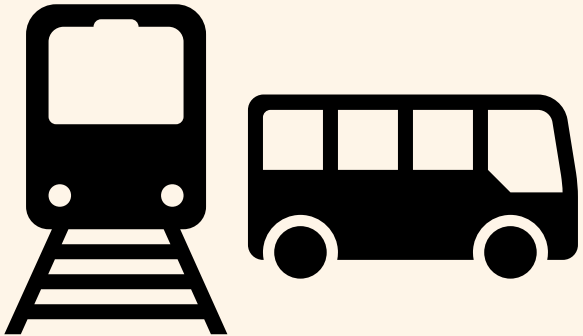
from day one for



BVG & Company Ticket

Do you take the train to the office or travel flexibly around the city by public transport? Benefit from our company ticket discount with a monthly employer subsidy of 15 euros and an 8 euro subsidy from BVG.

We also support the Deutschlandticket.



JobRad

Getting around quickly and sustainably by bike? No problem at all with us! With more than 6,000 ferry bike stores and online stores nationwide, as a permanent employee you have the opportunity to lease your dream bike and we subsidize this with 15 euros per month. Whether it's a classic city bike or a modern e-bike, there's something for everyone, including fully comprehensive insurance.

Find out for yourself
how much CO² you
save by cycling:





BASF Service Europe GmbH
#bettertogether

□ · BASF
We create chemistry