

Why Employee Groups Matter

FOR EMPLOYEES:

- + Convenient way to network, share knowledge and learn BASF's markets and customers
- + Open to everyone as a way to learn different perspectives, cultures and business processes
- + Supportive network helps connect colleagues with similar backgrounds and interests
- + Professional growth and development through empowerment, collaboration, networking and senior leadership engagement
- + Help recruit and onboard new employees
- + Hone leadership skills

FOR MANAGERS:

- + Support team members' growth through development opportunities
- + Keep informed of employees' contributions
- + Cultural insights from Employee Groups strengthen BASF's marketplace advantage
- + Executive sponsorship ensures support and alignment with BASF's business goals
- + Supportive network helps employees meet colleagues with similar backgrounds and interests

FOR JOB SEEKERS:

- + All of the above, plus ...
- + Exposure to learning and development opportunities
- + Navigate your new career at BASF

FOR BASF AS A COMPANY:

- + Key part of BASF's regional Diversity + Inclusion commitment and strategy
- + Extend the impact of BASF's brand, in recruiting efforts and in the community
- + A diversity best practice – 100% of the DiversityInc Top 50 have employee groups
- + Cultural insights from Employee Groups strengthen BASF's marketplace advantage
- + Executive sponsorship ensures support and alignment with business goals
- + Employee Groups help improve retention rates and engagement scores
- + Strengthen the internal talent pipeline

Attract ... Develop ... Promote ... Retain

Share. Experience. Grow.

Be part of something bigger.
Get connected to Employee
Resource Groups.



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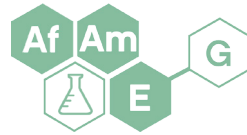
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For more about BASF, visit: www.basf.us
To explore careers and apply: <http://careers.basf.us>

 **BASF**
The Chemical Company

AFRICAN AMERICAN EMPLOYEE GROUP (AAEG)

MISSION: To assist BASF in implementing programs that attract, develop, promote, and retain African-American employees in response to rapidly changing workplace demographics.



SIGNATURE EVENTS: Alfred Chisholm Memorial Scholarship, *You Be the Chemist* Science Education Program (grades 5-8), *Professional Bridges* Career Development Series

✉ aaeg@basf.com

ALLCHEMIE (LGBT)

MISSION: To focus on creating an inclusive work environment that address the challenges of changing business, family, and social environments.



SIGNATURE EVENTS: June Pride Events, LGBT Conferences and Recruiting Events, North Carolina Gay & Lesbian Film Festival Sponsor

✉ ALLchemie@basf.com

ASIAN BUSINESS COMMUNITY (ABC)

MISSION: To assist BASF in implementing programs that attract, develop, promote, and retain Asian employees in support of BASF's global "We create chemistry" strategic principle "We form the best team."



SIGNATURE EVENTS: Lunar New Year Celebration, Asian-Pacific American Heritage Month, *Tea Time* Dialogue Forums, Career Development Workshops

✉ AsianBusinessCommunity@basf.com

CONSTRUCTION WOMEN AT WORK (CWAU)

MISSION: To provide a networking and learning avenue for women in the construction industry to connect and develop greater career opportunities within BASF's Construction businesses while supporting BASF's values and guiding principles.



SIGNATURE EVENTS: *Networking for Life-long Success* Professional Sessions

✉ cwaw@basf.com

EMERGING PROFESSIONALS AND FRIENDS (EP&F)

MISSION: To provide career enrichment opportunities for all employees at various stages of their careers in support of BASF's efforts to attract, develop and retain talent.



SIGNATURE EVENTS: Build-A-Bike Annual Event, Career Conversations over Coffee, Speed Networking, Running Desk

✉ epf@basf.com

LATIN AMERICAN EMPLOYEE GROUP (LAEG)

MISSION: To empower LAEG members by facilitating inclusion, development, and cultural awareness to attract, develop, promote, and retain Latino employees.



SIGNATURE EVENTS: Career Development, Executive Panel, Hispanic Heritage Month, Community Outreach – BASF Science Education Grants

✉ LAEG@basf.com

MILITARY VETERANS EMPLOYEE GROUP (VETS)

MISSION: To honor BASF's commitment to Diversity + Inclusion by connecting and leveraging veteran employees through focused networking, recruiting, and community outreach, all in support of our strategic aim to "Form the Best Team".



SIGNATURE EVENTS: Military Focused Recruiting Events, Veterans Day Ceremonies

✉ veterans@basf.com

WOMEN IN BUSINESS (WIB)

MISSION: To assist BASF in attracting, developing, promoting, and retaining women in support of BASF's core business values and changing social environments.



SIGNATURE EVENTS: Women's History Month Spotlights and Speaker Series, "Teach Me About..." Educational/Development Series, Making Strides against Breast Cancer Walk

✉ WIB@basf.com



"At BASF, diversity is more than merely recognizing the legitimacy of our differences; it is about leveraging those differences for a competitive advantage. We support an environment of cooperation and communication that encourages colleagues to value and express their ideas and viewpoints. Diversity + Inclusion is not just important, it is necessary to forming the best team and staying on top."

HANS ENGEL
CEO and Chairman
BASF Corporation