

BASF UK Group Pension Scheme Trustee Structure



The Scheme is managed by an independent Trustee Company, **BASF Pensions Trustee Limited**.

The Trustee is responsible for ensuring the BASF UK Group Pension Scheme operates in line with UK pension legislation.

The Trustee utilises a board of Trustee Directors who all have equal input into the decision making process to make sure that member interests are protected at all times.

The Trustee Directors include three individuals nominated by BASF plc and two individuals nominated by Scheme members.

Who are the Trustee Directors?

The Trustee currently consists of **five** Trustee Directors:

Company Nominated Directors

Independent Governance Group (IGG) represented by Catherine Edmondson
Melanie Newbould
Diane Welsh

Member-Nominated

Richard Portman
Gordon Thomson

The Trustee has elected Catherine Edmondson to be the chairperson.

Trustee Support

The Trustee is supported by professional advisers and an experienced In-House Pension Team.

In-House Pension Team

Alison Wilkins	Pension Manager
James Blackman	Pension Specialist
Vimal Mistry	Pension Officer
Ann Garside	People Assistant
Lorraine Timperley	People Assistant
Nikki Ihringer	People Assistant

Professional Advisers

Scheme Actuary	WTW
Scheme Administrator	Gallagher
Legal Adviser	Arc Pensions Law
DB Consultant	LCP
DC Consultant	Mercer



**Investment Governance Group (IGG) (Company Nominated Director)**

IGG are the UK's leading provider of professional pensions trusteeship and governance services.

IGG are represented on the board by Catherine Edmondson, who has been appointed as chairperson of the Trustee.

Catherine has held various roles within the pensions industry, including being a qualified Scheme Actuary. Catherine is currently an Accredited Professional Pensions Trustee.

Diane Welsh (Company Nominated Director)

Diane has over 30 years experience in BASF having spent the majority of that time steering the Agri solution division in Western Europe. Diane has a keen interest in investments and retirement planning and takes a lead role in the DC Section to drive a world class pension offer for our members.

Diane joined the board in 2018.

Gordon Thomson (Member Nominated Director)

Gordon worked for BASF for over 20 years and was a company director of BASF plc. Gordon held a number of senior management positions in Responsible Care, Logistics, Procurement and other production support services before his retirement in 2017.

Gordon joined the board in 2019.

Melanie Newbould (Company Nominated Director)

Melanie has over 20 years' experience working at BASF as a Chartered Accountant. Melanie's current role is Credit Manager for BASF. Melanie has led many local and global projects and has played a part in major acquisitions and divestments.

Melanie joined the board in 2017.

Richard Portman (Member Nominated Director)

Richard joined the BASF polyurethanes manufacturing site in Alfreton in 2001 and is currently responsible for all engineering and maintenance. Prior to this he worked in technical development and plant management / engineering roles following completion of a chemical engineering degree in 1995.

Richard joined the board in 2019.