

Gender Pay Gap Report 2024

BASF plc



 **BASF**

We create chemistry

BASF plc Gender Pay Report 2024

Overview

At BASF we create chemistry for a sustainable future, and we are already looking for the answers to tomorrow's questions today.

This report shows our commitment to be transparent on our pay strategy and to provide a competitive salary package for all existing and potential employees. The gender pay gap (GPG) is a measure across all jobs in BASF plc, not of the difference in pay between men and women for doing the same job.

General Remarks

At BASF plc the Gender Pay Gap at 5 April 2024 was 3.2%, well below the overall average UK national gender pay gap rate of *14.3% in 2023.

(*reported by Office of National Statistics 1 November 2023)

General workforce overview

66.0% of BASF plc workforce is male, 34.0% is female. In terms of overall workforce demographics there is a **slight increase** in females over the previous year.

21.4% of female employees worked reduced hours compared to 1.3% of male employees. 10.7% of our employees worked shifts. 86.0% of shift workers were male.

Women in Senior Roles

33% of our female employees were in senior roles. BASF wants to promote women in leader positions worldwide. By 2030, the company wants to increase the proportion of women in leadership positions to 30% worldwide. BASF plc has now achieved that target.

Differences that influence

There are some internal factors that can influence the results:

Lifestyle Choices. Amounts paid through salary sacrifice arrangements for Pension, AVC, bonus, child-care vouchers. These are excluded from 'Ordinary pay' used for the GPG calculation.

Part-time Working affects the Median results (differences between the mid-point of actual pay and bonus). More women work part-time.

Occupational Choices. Shift roles are still predominantly undertaken by men and these attract a shift premium.

Bonuses. The calculation for this uses the actual bonus paid and does not consider the effects of pro-rated bonus pay for new starters, part-time workers and adjustments for unpaid leave. All employees are entitled to an annual paid bonus. The value is based on the grade and performance. All positions (not people) are evaluated.



Mandatory Information

Mean of Ordinary Hourly Pay
3.2%
Gender Pay Gap

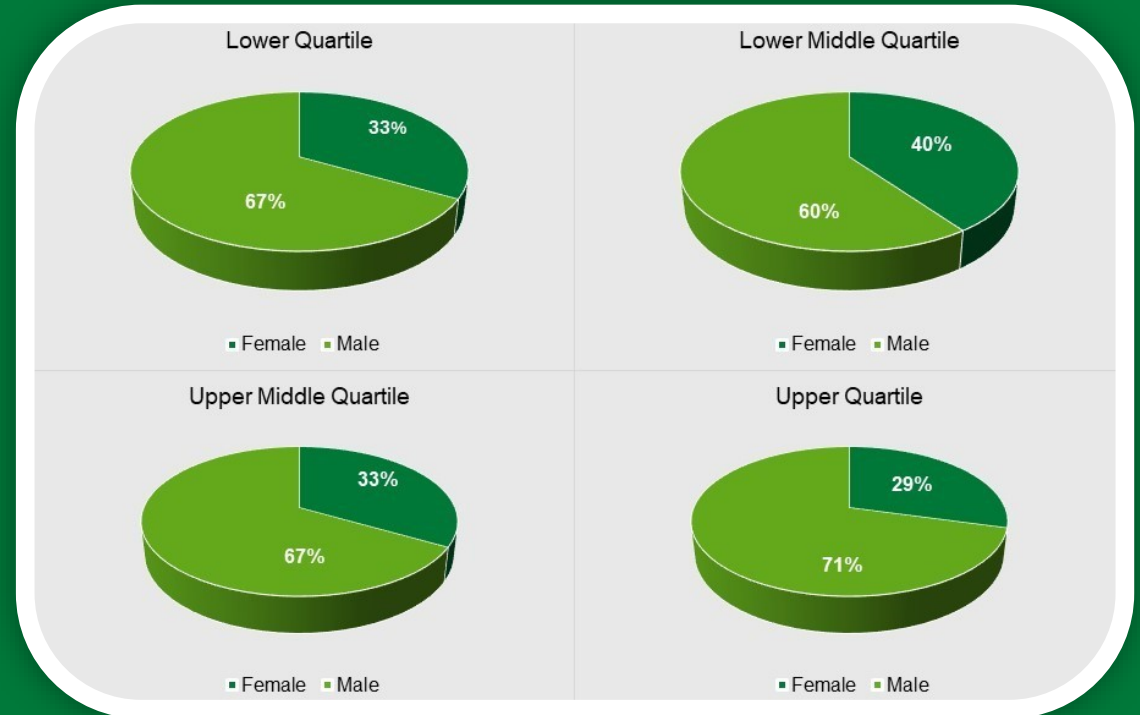
Median of Total Hourly Pay
9.2%

Mean of Actual Bonus Paid
18.8%

Median of Actual Bonus Paid
- 2.5%

The proportion of employees receiving a bonus:
Male 83.8% Female 83.1%

The proportion of males and females in each of the four quartile pay bands, based on ordinary pay.



Director Statement

This report has been published in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

I continue to be encouraged by the progress we are making. BASF has set a global target to promote female leadership and aims to increase the proportion of women in leadership positions to 30% by 2030. BASF plc currently has 33% of our female employees in senior roles, ahead of the company target. Nevertheless, we know that there is still more that can be done and we will continue to work together with female employees to understand the barriers they may face in the workplace and what we can do to help remove those barriers.

I confirm that the information and data reported here is accurate as at the snapshot date of 5 April 2024.

Thomas Birk, Vice President UK & Ireland, BASF plc



Balancing the gender pay gap in BASF plc

It is recognised, by many, that eliminating the gender pay gap is complex and will take sustained effort over a period of time. At BASF we are focused on areas where action has been taken and progress is being made:

- **Working to understand barriers that may hinder women reaching senior positions within the organisation**
- **Continuously reviewing our progress and practices to create an inclusive environment where everyone can thrive**

The Company is committed to work on actions to balance gender pay over the mid to long term.



Recent highlights with a gender inclusivity focus

In 2024, BASF co-hosted along with five other industry leading companies, the first **Connect.Share.Inspire Women's Leadership Conference**. The event provided a great opportunity for the participants to network, take part in sessions on skills development and have open discussions about gender balance and gender equality. Thomas Birk, Vice President UK & Ireland commented, "Holding events like Connect.Share.Inspire allows us to openly discuss how we develop and retain our female talent."

The company's commitment to inclusive practices was recognised by Inclusive Employers, with BASF proudly receiving the **Inclusive Employers Standard Bronze Accreditation**. The evidence-based accreditation demonstrates the impact that the work on Diversity and Inclusion activities around our various sites is having. The award acknowledged BASF's proactive and engaged employee networks, as well as the organisation's efforts to ensure employees understand BASF's D&I vision.

BASF plc's **Mind over Menopause group** has gone from strength to strength. The group has hosted networking events, webinars and frequently shares resources. Leaders have been educated around menopause in the workplace and there is anecdotal evidence that colleagues are engaging in more open conversations which in turn leads to a more supportive workplace.