

News Release

BASF recognized as one of GTA's Top Employers and one of Top Employers for Canadians Over 40 for 2021

- **The Greater Toronto's Top Employers competition is a benchmark in the Greater Toronto Area for workplace best-practices, ensuring that policies and human resources management are progressive and representative of the diverse, multicultural populace in the GTA**
- **Top Employer for Canadians Over 40 is an annual list of the best workplaces for older Canadians leading the nation in creating special programs and benefits of interest to employees aged 40 years and older**

MISSISSAUGA, ON, December 7, 2020 – BASF Canada has been recognized by Mediacorp as one of Greater Toronto's Top Employers for the 8th consecutive year and one of Top Employer for Canadians Over 40 for the 4th consecutive year.

Mediacorp, the country's largest publisher of employment periodicals, has included BASF in its benchmark in the Greater Toronto Area for workplace best-practices for the benefits that the employer offers in Canada, including retirement planning assistance, pension plan and health benefits with family coverage, as well as premiums that extend to eligible retirees. In addition, BASF has been named as one of the 2021 winners of the Top Employer for Canadians Over 40 competition due to its retirement planning assistance and defined contribution pension plan offered to its employees in Canada.

"At BASF, we acknowledge the contribution that our employees make to our long-

term success, and that is why we put our efforts in attracting and retaining talented professionals and support them to grow and develop their skillsets," said Thilo Birkenheier, Head of Business Services BASF Canada. "During the current pandemic, we have emphasized our focus in offering employee's maximum flexibility to adjust to the new reality and juggle their personal situations while working from home."

Selection Process

To be named as one of the Greater Toronto's Top Employers, BASF was evaluated on the following criteria: physical workplace, work atmosphere and social, health, financial and family benefits; vacation and time-off, employee communications, performance management, training and skills development, and community involvement.

For the Top Employer for Canadians Over 40 recognition, each employer is evaluated by the editors of Canada's Top 100 Employers for:

- programs that assist older workers;
- actively recruiting new workers aged 40 years or older;
- having HR policies that take into account the unique concerns of older workers, such as recognizing outside work experience in determining vacation entitlement;
- offering a pension plan with reasonable employer contributions;
- providing assistance to older employees with retirement and succession planning; create opportunities for retirees to stay socially connected to former co-workers, such as through organized social activities and volunteering; and
- providing health coverage and similar benefits for employees after retirement,

and offering programs such as mentorship and phased-in retirement to ease the emotional challenges of retirement and ensure older employees' skills are transferred to the next generation.

BASF Canada's commitment to its employees has earned the company multiple awards, such as Canada's Top Employers (2021), Canada's Top Family-Friendly Employers (2020), Top International Corporate Citizens (2020), Canada's Safest Chemistry Employer (2020) or Excellence Awards in Workplace Safety Insurance Board (WSIB) Safety Culture, among others.

Check Mediacorp's editorial [Reasons for Selection here](#).

About BASF

BASF Canada, headquartered in Mississauga, Ontario, has over 1,200 employees at production facilities and offices located across Canada. BASF Canada is a subsidiary of BASF SE, and an affiliate of BASF Corporation. To find out more about BASF's activities in Canada, visit www.basf.com/ca or follow us on Twitter www.twitter.com/basfcanada.

At BASF, we create chemistry for a sustainable future. We combine economic success with environmental protection and social responsibility. More than 117,000 employees in the BASF Group work on contributing to the success of our customers in nearly all sectors and almost every country in the world. Our portfolio is organized into six segments: Chemicals, Materials, Industrial Solutions, Surface Technologies, Nutrition & Care and Agricultural Solutions. BASF generated sales of €59 billion in 2019. BASF shares are traded on the stock exchange in Frankfurt (BAS) and as American Depositary Receipts (BASFY) in the U.S. Further information at www.basf.com.