

News Release

BASF achieves annual global savings of €53 million from employee ideas

- **More than 23,000 proposals implemented in 2014**
- **€3.7 million paid out in bonuses**
- **Crop protection production employees generate net annual benefit in the single-digit million € range with idea**

Ludwigshafen, Germany – March 13, 2015 – Making good things even better is the secret to success for BASF and its employees. As in the previous year, the company implemented more than 23,000 improvement proposals from employees last year and saved almost €53 million as a result. That is approximately €3 million more than in 2013. BASF rewarded the inventiveness and innovativeness of the idea owners with bonuses amounting to €3.7 million. “Co-creation and celebration is the motto of BASF's 150th anniversary celebrations. And what the submitters have accomplished with their ideas is an excellent example of teamwork. We need employees who question the way things are done, and who change, simplify and recreate processes in a way that generates added value,” said Margret Suckale, Member of the Board of Executive Directors of BASF SE.

BASF SE employees at the Ludwigshafen Verbund site also contributed a host of innovative ideas, with approximately 6,700 improvement proposals implemented in 2014. The company saved just under €33 million in 2014 as a result. The achievement of employees in Ludwigshafen was rewarded with bonuses of approximately €3 million. Idea management is an integral part of BASF's innovation culture. The figures show just how creative BASF

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Mona Riemenschneider
Phone: +49 621 60-52711
mona.riemenschneider@basf.com
basf.com

BASF SE
67056 Ludwigshafen
Telefon: +49 621 60-0
<http://www.basf.com>
Media Relations
Telefon: +49 621 60-20916
Telefax: +49 621 60-92693
presse.kontakt@basf.com

employees around the world can be: In 2014, BASF employees submitted a total of 41,000 new improvement proposals.

One of those improvement proposals came from chemical laboratory technician Dieter Brendel, process manager assistant Holger Schleser and production foreman Jochen Wagner, who increased the efficiency of the production method for Xemium[®], a fungicide. They improved the active substance manufacturing process by developing a method with a sophisticated temperature program for crystallization. This enabled the desired modification of the fungicide product. The improvement proposal submitted by the three crop protection production workers raised the production yield. “We maintained product quality in the process and are now well prepared to meet the rising demand for Xemium[®],” production manager Dr. Harald Bernard commented. Crop protection products containing Xemium[®] have been filed for approval for more than 100 cultures in 50 countries around the world. The three employees generated net annual benefit in the single-digit million euro range with their innovative idea.

About BASF

At BASF, we create chemistry – and have been doing so for 150 years. Our portfolio ranges from chemicals, plastics, performance products and crop protection products to oil and gas. As the world’s leading chemical company, we combine economic success with environmental protection and social responsibility. Through science and innovation, we enable our customers in nearly every industry to meet the current and future needs of society. Our products and solutions contribute to conserving resources, ensuring nutrition and improving quality of life. We have summed up this contribution in our corporate purpose: We create chemistry for a sustainable future. BASF had sales of over €74 billion in 2014 and around 113,000 employees as of the end of the year. BASF shares are traded on the stock exchanges in Frankfurt (BAS), London (BFA) and Zurich (AN). Further information on BASF is available on the Internet at <https://www.basf.com>.