

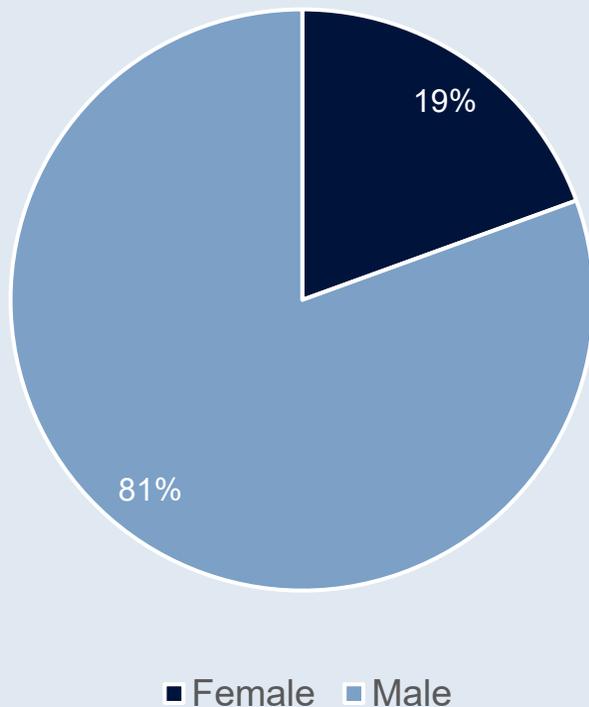


Gender Pay Gap Report BASF Ireland DAC 2025

 **BASF**
We create chemistry

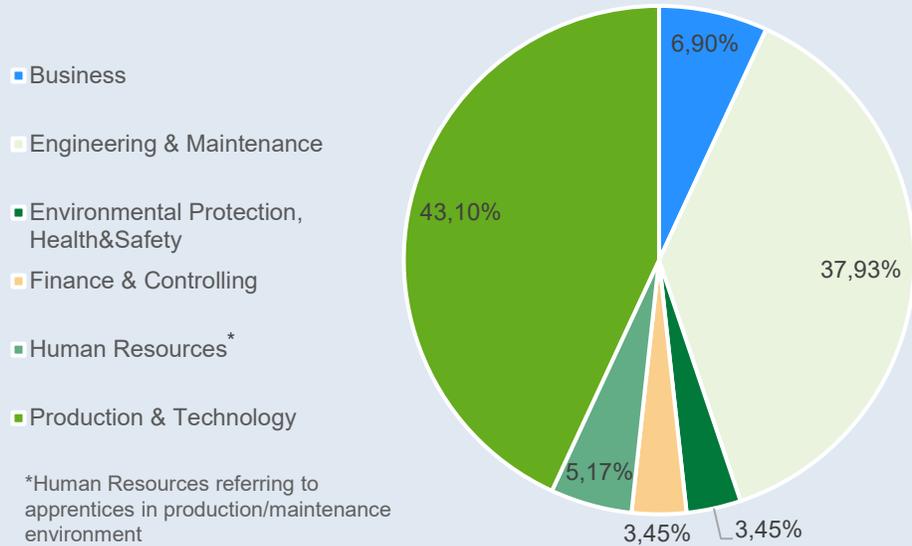
At BASF, we create chemistry for a sustainable future, anticipating tomorrow's challenges today. This report reflects our commitment to transparency in pay practices and our dedication to offering a competitive and fair salary package for current and prospective employees.

Overall Gender Distribution BASF Ireland

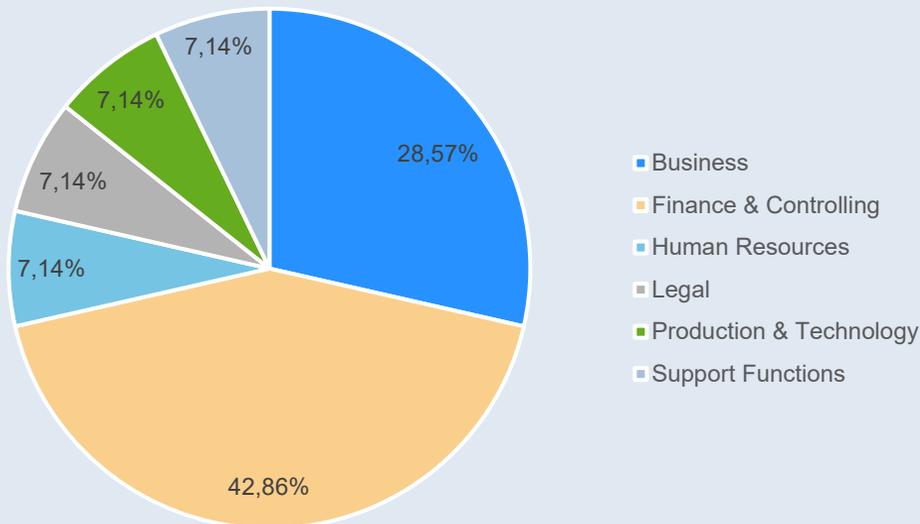


- The Gender Pay Gap (GPG) measures the **difference in average hourly earnings of men and women across the workforce**. The GPG is distinct from equal pay – which is a legal requirement to pay men and women equally for the same or similar work. **The GPG is a measure across all jobs in BASF Ireland and compares the pay of all working men and women.**
- BASF Ireland is reporting the GPG in 2025 for the first time. Our data snapshot date is 30th June 2025. All employees employed on the snapshot date are included in the report's data.
- With 81%, the majority of BASF Ireland's employees are male.

Job Families – Male Employees



Job Families – Female Employees



General Workforce Overview

- Our workforce is predominantly male with 81% of our employees being male.
- The majority of these male employees works in production related roles.
- Our female employees work almost exclusively in business related roles.

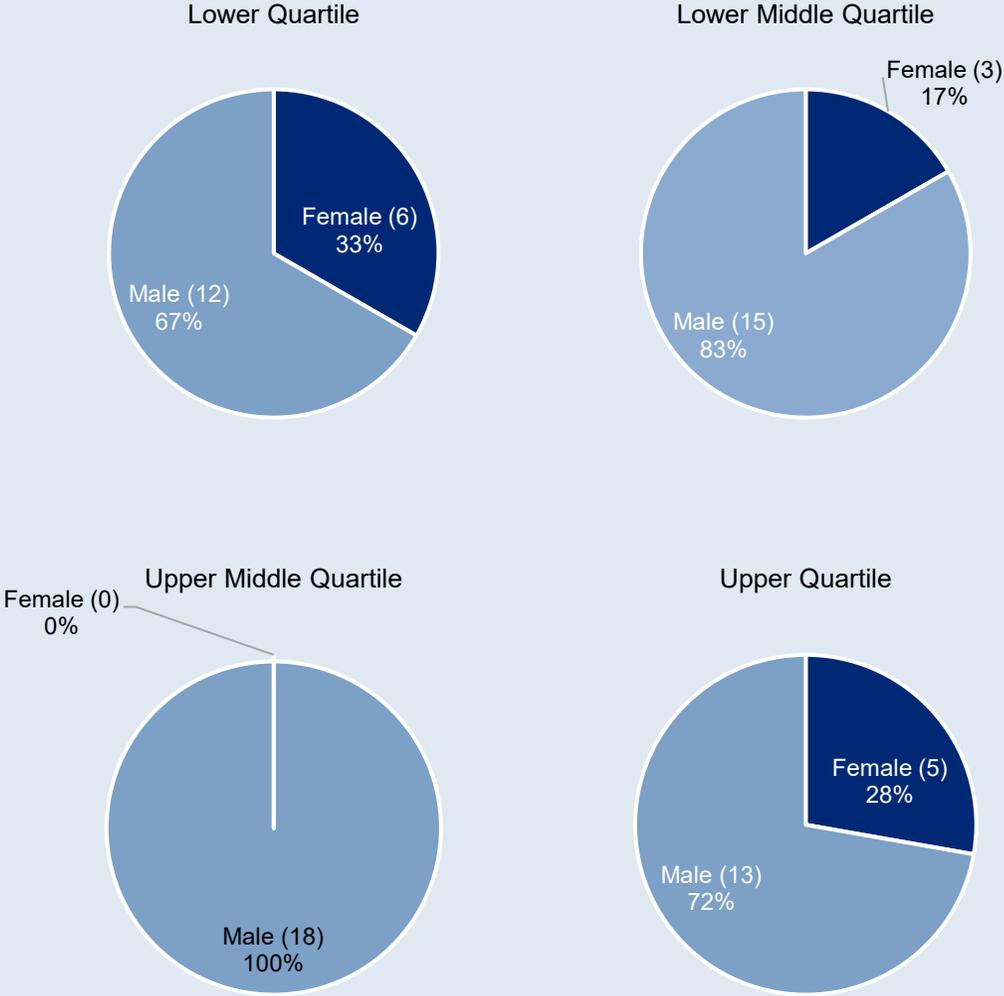
Understanding the GPG 2025 Results

- Mean (average) Pay Gap** = the arithmetic average of all employees' hourly pay (sensitive to extreme values).
- Median Pay Gap** = the middle value when all hourly pay rates are arranged from lowest to highest.
- Quartiles**: Employees' hourly pay rates were ranked from lowest to highest and then divided into four equal quartiles.
- A positive gender pay gap indicates that – on average – women are in a less favourable position than men.

Mandatory Information*

Mean hourly pay gap -1.8%	Mean bonus gap -93.6%
Median hourly pay gap 8.3%	Median bonus gap -197.7%
100% of men and women are receiving a bonus in BASF Ireland DAC	
Employees receiving benefits in kind 79.3% men 85.7% female	

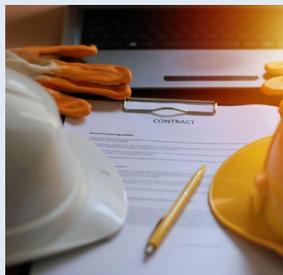
Quartile Distribution



*Calculations for mean/median hourly pay gap for part-time employees as well as for temporary contracts could not be performed as part-time employees are all female and temporary employees are all male. Therefore, no numbers for these groups will be displayed.

Differences That Influence

Looking at BASF Ireland's GPG results, it is important to consider the following factors impacting the results:



Occupational Choices – shift-based positions are primarily held by male employees, and these roles include additional compensation in the form of shift premiums. The prevalence of men in these positions, combined with the associated shift premiums, contributes to the observed median hourly pay gap. These premiums are fully accounted for in the calculation of hourly pay figures.

Historical choices on base salary vs. variable pay – Employees in Production and Maintenance (almost exclusively male) have not received an increase in bonus percentages in recent years due to historical agreements being made in favour of increased base salary instead of an increase in the variable pay (bonus).

Managing Directors Statement

BASF Ireland is committed to creating a diverse and inclusive workplace. We recognise that eliminating the gender pay gap is complex and requires sustained effort over time. Our first Gender Pay Gap Report has identified areas of disparity, and we are committed to taking action to address them. While progress has been made, we know there is more to do. We will continue to review our practices and support all colleagues as we work towards greater equity.

Wiebke Förstmann & Jens Floré
Managing Directors, BASF Ireland DAC





Measures and Outlook

▪ Recruitment and Retention

- ▶ BASF Ireland is looking for opportunities to increase female representation in male-dominated roles, particularly in technical and operational positions.
- ▶ Strategies will be developed to retain female talent.
- ▶ Commitment to create career pathways for women into Production, Technology and Engineering roles.

▪ Regular Monitoring

- ▶ Regular monitoring of pay by job grade and position is conducted to identify and correct any structural inequalities.

▪ Bonus and Incentive Structure

- ▶ BASF Ireland continues to be open about changing the composition of base and variable pay to decrease the bonus pay gap.

▪ Transparency and Awareness

- ▶ BASF Ireland will continue to publish and communicate gender pay gap results internally and externally.



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