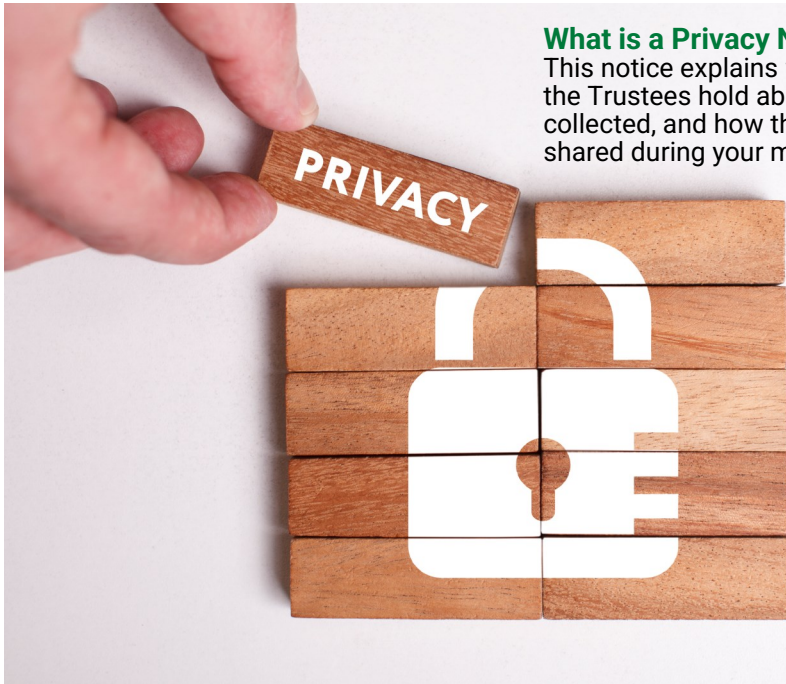


## Data Protection Privacy Notice



### What is a Privacy Notice?

This notice explains what personal data the Trustees hold about you, how it is collected, and how the data is used and shared during your membership.

### What does this Privacy Notice do?

This notice explains the Plan's information processing practices. It applies to any personal information you provide and any information we collect from other sources.

This notice is a statement of Trustee practices and of your rights regarding your personal information. This is not a contractual document, and it does not create any rights or obligations on either party, beyond those which already exist under data protection laws.

### Who is responsible for data processing?

The Trustees are the Data Controller of your personal data and this data is processed by the Administrator.

The Actuary is a joint Data Controller alongside the Trustees. However, the Actuary does not normally hold personal data about members.

In addition, your employer, central functions and/or units in the BASF Group also process personal data about you if and to the extent that such processing is necessary for internal processes relating to the Plan. The company at which the central function or unit is located is responsible for data processing under data protection law.

### Categories of personal data

The categories of personal data which may be processed include:

- ◆ **Master data** (gender, title, date of birth, forenames, surname, employee number, etc.)
- ◆ **Contact details** (home address, personal phone number, personal email address, etc.)
- ◆ **Family data** (marital status, name and dates of birth of spouse, etc.)
- ◆ **Employment data** (service dates, salary data, job title, employer, etc.)
- ◆ **Financial data** (bank details, tax details, etc.)



## How Personal Data is Managed

### Why do the Trustees need to collect my information?

The Trustees are Data Controllers and must process your information fairly and lawfully. Your information is needed to properly administer the Plan and to calculate and pay benefits. The Trustees therefore has a legitimate interest in holding and processing certain information about you.

The Trustees may also need to hold and process particularly sensitive information about you and/or your dependants and beneficiaries (known as sensitive personal data). This could include, for example, information relating to your health. Except where the legislation allows it, this information cannot be processed or passed to a third party without your explicit consent.

The Trustee holds personal data relating to the Plan on paper and on computer systems, and will not collect any personal data from you that is not needed.

The Trustees need to collect and process your personal information to:

- ◆ Be able to manage or administer the Plan appropriately
- ◆ Be able to pay the benefits that you are entitled to under the Plan
- ◆ Be in breach of legal and regulatory duties

### How is personal data collected?

Typically, the Trustee collects information either directly from you or via your employer's HR and Payroll departments. Occasionally, the Trustee will receive information about you from third parties.

In certain scenarios, the Trustee may also collect personal data about you from other pension arrangements, your doctors, and from medical and occupational health professionals.

### Purpose and legal basis of personal data processing

The Trustees will typically collect and use your personal data for the following purposes:

- ◆ For compliance with a legal obligation
- ◆ For the purposes of our legitimate interests, but only if these are not overridden by your interests, rights and freedoms

The Trustees seek to ensure that their information collection and processing is always proportionate and will notify you of any material changes to information collected or to the purposes for which it is collected and processed.

### Is my data shared with any third parties?

The Trustees do not disclose your information to third parties, except when required for contractual or legal reasons, for other specifically identified purposes, or if you've given your consent.

The Trustees needs help from your employer, BASF SE, various advisers, and third parties to properly administer the Plan and to ensure the correct benefits are provided. For these reasons, the Plan Administrator holds your data, and your information may also be shared with the Plan Actuary (who help assess the funding level of the Plan) and other professional advisers, including the Auditor and Legal Adviser.



### Am I obliged to provide your personal data?

As part of your membership, you must provide such personal data as is necessary for the day-to-day administration.