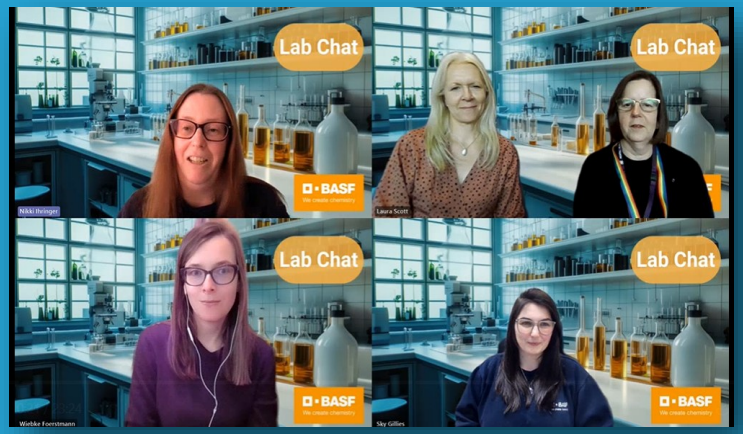
Gender Pay Gap Report 2025

BASF plc

We create chemistry



Picture 1: Podcast for International Women's Day, *Picture 2:* Quote cards for International Women's Day, *Picture 3:* Supporting the Great Science Share for Schools.

BASF plc Gender Pay Report 2025

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

The mean gender pay gap for BASF plc on 5 April 2025 was 9.6%. The median gender pay gap was 13.4%. By comparison, the overall national UK median gender pay gap rate was 12.8%* (*for all employees in the UK, source Office of National Statistics, April 2025.)

General workforce overview

60% of BASF plc workforce is male, 40% is female. In terms of overall workforce demographics there is a **slight increase** in females over the previous year.

19% of female employees worked reduced hours compared to 2.5% of male employees. 10.4% of our employees worked shifts. 83% of shift workers were male.

Women in Senior Roles

35% of senior roles at BASF plc are held by females and 65% of them are held by males. By 2030, BASF wants to increase the proportion of women in leadership positions to 30% worldwide. BASF plc has 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 and bonus 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). In our company, more women work part-time.

Occupational Choices. Shift roles are 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.

Mandatory Information

Mean of Ordinary Hourly Pay
9.6%
Gender Pay Gap

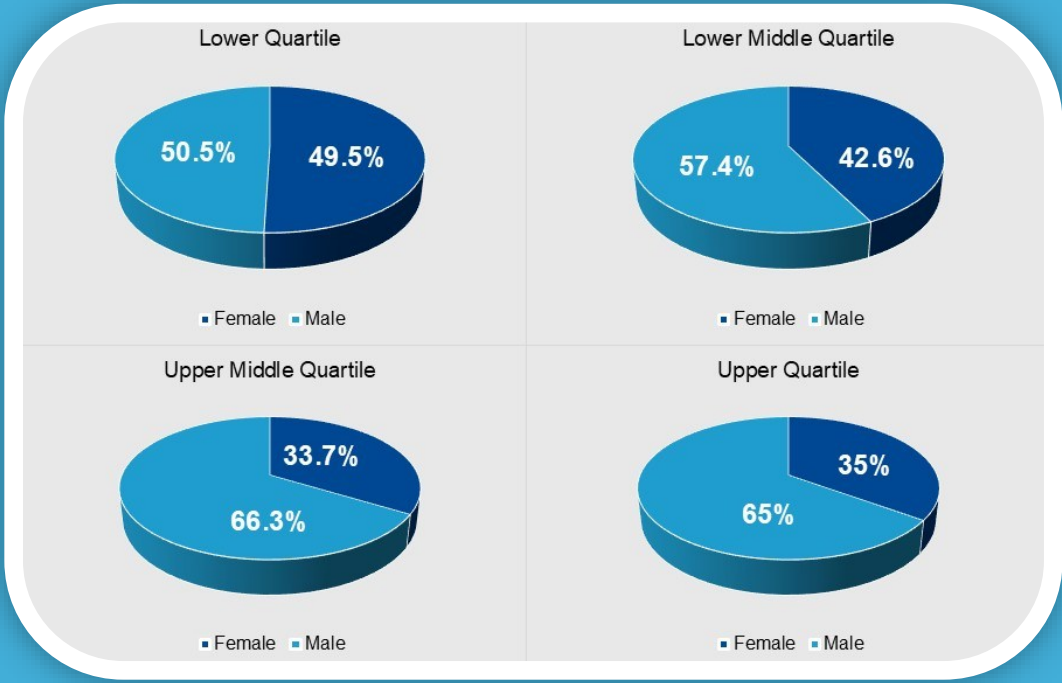
Median of Total Hourly Pay
13.4%

Mean of Actual Bonus Paid
32.7%

Median of Actual Bonus Paid
4%

The proportion of employees receiving a bonus:
Male 79.6% Female 82.9%

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 am pleased to see that BASF plc are still ahead of the global target that BASF has set to have 30% of female employees in senior roles. In fact, this year has seen an increase from last year in the proportion of women in leadership positions with 35% of female employees being in a senior role. BASF plc will continue to support our female employees through inclusive recruitment and our employee support groups.

I confirm that the information and data reported here is accurate as at the snapshot date of 5 April 2025.

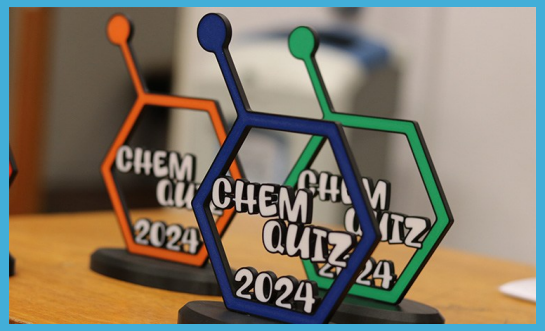
Darren Budd, Managing Director - BASF plc

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 focus on inclusivity

The **'Women in BASF UK and Ireland Group'** hosted its first webinar on Imposter Syndrome, featuring an external speaker. While the group was initially set up (in 2024) to support women, it is open to all employees, and everyone is invited to participate in webinars and access resources for career development.

The **Mind over Menopause group** at BASF plc continues to provide valuable support. The group hosts webinars, open forums, and a monthly blog where colleagues share personal experiences and offer advice. This initiative has created a safe space for employees to discuss menopause-related challenges and receive support from peers.

BASF plc is a proud signatory of the **Menopause Workplace Pledge,** demonstrating a commitment to supporting employees experiencing menopause. The pledge aims to ensure that everyone going through menopause feels supported at work, which can help retain valuable team members.

BASF plc also supports the next generation of **STEM professionals** through initiatives such as the Great Science Share for Schools, sponsoring Chemquiz (with over 30 school teams of students participating), and organising school visits by STEM volunteers to our sites.

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