

News Release

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BASF and Partners Inaugurate ‘Women in Refinish’ CSR Initiative

Pune, India, March 11, 2025 – BASF, in collaboration with Mahindra & Mahindra Limited (M&M), NGO Seva Sahayog Foundation (SSF), and Don Bosco Industrial Training Institute (Don Bosco), recently celebrated the inauguration of the 'Women in Refinish' CSR program. This initiative aims to empower women from underprivileged backgrounds by providing them with the skills and opportunities to pursue careers in the refinish coatings profession.

The Women in Refinish program is one of the multiple CSR initiatives by BASF that promote diversity and inclusion in the chemical industry. This unique program will offer a comprehensive skill development course in Industrial Painting (Refinish) for 50 women, aged 18 and above, split into two batches every year. The course, designed by BASF experts, will span 3-4 months and include both theoretical and practical training. BASF has set up the necessary infrastructure for training, ensuring a conducive learning environment. Don Bosco has provided the space for setting up the booth in their technical institute and will support teaching.

Alexander Gerding, Managing Director of BASF India Ltd and head of BASF group companies in India, said, "We are thrilled to launch this unique and innovative program, which aligns with our commitment to fostering diversity and inclusion. By providing women with the necessary skills and training, we aim to bridge the gender gap in the automotive as well as chemical industries to create a more inclusive workforce."

"The ‘Women in Refinish’ program reflects our belief in the power of diversity and inclusion to drive meaningful change," said **Susann Kluge**, BASF Vice President - Automotive Refinish Asia Pacific, sharing her excitement. "By empowering women to excel in the automotive aftersales industry, we are not only shaping careers but also fostering a more

inclusive future. I hope this initiative inspires others to join us in this journey of empowerment and progress,” she added.

BASF will facilitate and support the training program, while SSF will execute the project activities. M&M has supported the project throughout and will give internships to all women students trained in this program, promoting diversity in automotive paint shops and body shops.

About BASF in India

BASF has successfully partnered India’s progress for more than 130 years. As of the end of 2023, BASF had 2,335 employees in India with 8 production sites and 40 offices throughout the country. The Innovation Campus Mumbai and the Coatings Technical Center in Mangalore are both part of BASF’s global technology platform. In 2023, BASF registered sales of approximately €2.4 billion to customers in India. Further information is available on www.basf.com/in.

About BASF

At BASF, we create chemistry for a sustainable future. We combine economic success with environmental protection and social responsibility. Around 112,000 employees in the BASF Group contribute to the success of our customers in nearly all sectors and almost every country in the world. Our portfolio comprises six segments: Chemicals, Materials, Industrial Solutions, Surface Technologies, Nutrition & Care and Agricultural Solutions. BASF generated sales of €68.9 billion in 2023. BASF shares are traded on the stock exchange in Frankfurt (BAS) and as American Depositary Receipts (BASFY) in the United States. Further information at www.basf.com.