

News Release

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BASF India, Henkel, Somaiya Vidyavihar and Indian Chemical Council (ICC) Sign Letter of Intent to Expand We-Chemie

~The collaboration aims to advance women's participation in India's chemical industry

Mumbai, India: BASF India, Henkel, Somaiya Vidyavihar, and the Indian Chemical Council (ICC) today signed a Letter of Intent (LoI) to collaborate on the next phase of We-Chemie (Women Enabled for Careers in Chemistry), an initiative dedicated to empowering women from underprivileged backgrounds to build successful careers in the chemical industry. The LoI, signed during the ICC Annual Seminar and Awards Function, states that BASF, after building a solid foundation for We-Chemie over 3 years in Mumbai, will now focus on taking the initiative across India, and Henkel will join the We-Chemie initiative to continue the Mumbai cohort.

Launched in 2023 by BASF India, Somaiya Vidyavihar and ICC, We-Chemie is creating new pathways for women from underserved communities to build careers in India's chemical industry. Over the past three years, the program has trained 250 women across six batches, with 80% securing employment in six functions across the chemical industry value chain. The program combines industry-relevant learning with essential life and workplace skills, including self-defense, teamwork and spoken English. Its growing impact is backed by strong industry support, with 17 chemical companies hiring We-Chemie-certified women.

The newly signed LoI marks an important milestone in the program's journey. As We-Chemie enters its next phase, BASF India will focus on strengthening the curriculum, developing scalable digital and hybrid learning solutions, and expanding the program's reach across India. As part of this evolution, Henkel will continue the Mumbai cohort of the We-Chemie program, building upon the foundation

established by BASF India and its existing partners, while BASF will focus on taking We-Chemie across India.

The collaboration reflects a shared belief that building a more diverse and inclusive chemical industry requires collective action. BASF India believes that broad-based industry ownership is critical to scaling the impact of We-Chemie and achieving long-term sustainability of the initiative.

Alexander Gerding, Managing Director, BASF India Limited and Head of BASF Group Companies in India, said, *"When we launched We-Chemie, our vision was to create opportunities for talented young women who often face barriers to entering the chemical industry. Over the past three years, we have seen how access to skills, mentorship and industry exposure can transform aspirations into careers. Today's collaboration with Henkel represents the next chapter of that vision. By expanding We-Chemie beyond BASF and fostering broader industry participation, we are creating a stronger and more sustainable platform that can reach more women, more institutions and more communities across India."*

Pradhyumna Ingle, President, Henkel India, said, *"At Henkel, we believe that empowering young talent and creating equal opportunities are key to building a stronger future for the chemical industry. Through We-Chemie, the Chemical Talent Pipeline initiative, we are committed to supporting women from underprivileged backgrounds with the skills, exposure, and confidence needed to pursue careers in science and chemistry. We are proud to build on the strong foundation laid by BASF and take this initiative forward in Mumbai, helping shape the next generation of industry professionals."*

"At Somaiya Vidyavihar University, our vision through CSIP is to make higher education truly transformative by bridging academic learning with real-world industry readiness. Over the past three years, seeing 250 young women overcome socio-economic barriers to achieve an 80% placement rate across the chemical value chain has reaffirmed the immense impact of holistic skilling. As Henkel joins to anchor the Mumbai cohort and BASF leads the national expansion, we are thrilled to deepen our partnership with ICC. Together, we are building a sustainable, scalable model that equips talented women with the technical rigor, confidence, and life skills needed to excel in the chemical sciences." said, **Dr. Achala Danait, Director & Dean, Center for Strategic Industry Partnerships (CSIP), Somaiya Vidyavihar University**

Mr Samir Somaiya, ICC President, said, *"At ICC, we firmly believe that driving the Indian chemical industry toward its trillion-dollar potential requires a united, continuous effort - one that harnesses the full strength of our nation's human capital. We-Chemie is a shining example of what happens when industry, academia and the industry association - all come together not as individual entities, but as a team with a shared purpose. As BASF scales this impact pan-India and Henkel joins to carry forward the Mumbai cohort, ICC is proud to champion an initiative that turns native talent into real opportunity. Building an inclusive, world-class chemical sector is a collective responsibility, and empowering young women from underserved*

communities is central to that future."

Together, BASF India, Henkel, Somaiya Vidyavihar and ICC aim to build on the success of We-Chemie and create a scalable model for industry-academia collaboration that inspires, equips and empowers the next generation of women professionals in chemistry and related sciences.

About BASF India

BASF has successfully partnered India's progress for more than 130 years. As of the end of 2025, BASF had 2,455 employees in India with 8 production sites and 45 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 2025, BASF registered sales of approximately €2.2 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. Our ambition: We want to be the preferred chemical company to enable our customers' green transformation. We combine economic success with environmental protection and social responsibility. Around 95,000 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, as core businesses, the segments Chemicals, Materials, Industrial Solutions, and Nutrition & Care; our standalone businesses are bundled in the segments Surface Technologies and Agricultural Solutions. BASF generated sales of €60 billion in 2025. 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.