

News Release

BASF expands apprenticeship program in Clemson, Seneca

CLEMSON and SENECA, SC, November 22, 2021 – BASF is seeking applicants for a new apprenticeship program at its Clemson, South Carolina site and for its expanded apprenticeship program at its Seneca, South Carolina site. The program is part of the company's North American Apprenticeship Development Program (NAADP), which aims to meet future talent needs for a skilled and diverse technical workforce with an emphasis on attracting more females to these roles. The Clemson site is the fourth BASF apprenticeship program launched in South Carolina. BASF's site in Seneca previously launched its first apprenticeship program in June and is now expanding to recruit a second cohort of apprentices. BASF's sites in White Stone and Converse also launched apprenticeship programs earlier this year.

The twelve-month apprenticeship program at the Clemson and Seneca sites pays apprentices a full-time wage to participate in on-the-job training while earning a certificate in Process Control Technology from Tri-County Community College. In addition to paying a competitive wage, BASF offers full medical, dental and vision benefits, paid vacation, and covers the cost of tuition, books and fees associated with the certificate program. At the end of the program, apprentices have the skills and credentials to be placed in permanent positions with annual merit increases and bonuses available. To apply, visit www.basf.us/apprentice.

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“Expanding our apprenticeship program offers more opportunities to people in the Upstate area who are looking for career opportunities that pay well and offer steady work,” said Theresa Vaughn, BASF Site Manager in Clemson. “We are looking forward to bringing in more diverse talent to our site through this program.”

According to the U.S. Department of Labor, apprenticeship programs bring about many benefits, including enhanced employee retention, a safer workplace, a stable and reliable pipeline of qualified workers and a systematic approach to training, which ensures that employees are prepared and certified to produce at the highest skill levels required.

“The ideal candidate for our apprenticeship program is one who has a passion to learn and grow, with the motivation, dedication and drive to succeed,” said Dr. Susan Emmerich, BASF’s NAADP Project Implementation Manager. “No manufacturing experience is necessary to be considered for the program, but an innate curiosity to understand the way things work, desire to work collaboratively, and willingness to learn from experienced technicians are the foundation for success.”

BASF’s site in Clemson produces polyurethanes for diverse applications including insulation for commercial coolers, refrigerated tractor trailers, building construction, water heaters and picnic coolers, as well as flotation foam for use in boats and personal watercraft. BASF’s Seneca site recycles specialty chemical catalysts, such as old catalytic converters from vehicles. Specialty chemical catalysts and precious metal chemicals are used to produce a wide variety of products, including pharmaceuticals, fragrances, herbicides, fertilizers, plastics, automotive emission catalysts and more. The site supplies customers with fresh catalyst, as well as refining spent ones in a full-loop service.

About BASF

BASF Corporation, headquartered in Florham Park, New Jersey, is the North American affiliate of BASF SE, Ludwigshafen, Germany. BASF has approximately 17,000 employees in North America and

had sales of \$18.7 billion in 2020. For more information about BASF's North American operations, visit www.basf.com/us.

At BASF, we create chemistry for a sustainable future. We combine economic success with environmental protection and social responsibility. More than 110,000 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 is organized into six segments: Chemicals, Materials, Industrial Solutions, Surface Technologies, Nutrition & Care and Agricultural Solutions. BASF generated sales of €59 billion in 2020. BASF shares are traded on the stock exchange in Frankfurt (BAS) and as American Depositary Receipts (BASFY) in the U.S. Further information at <http://www.basf.com>.