Why Employee Groups Matter

FOR EMPLOYEES:
+ Convenient way to network, share knowledge and learn BASF’s markets and customers
+ Open to everyone as a way to learn different perspectives, cultures and business processes
+ Supportive network helps connect colleagues with similar backgrounds and interests
+ Professional growth and development through empowerment, collaboration, networking and senior leadership engagement
+ Help recruit and onboard new employees
+ Hone leadership skills

FOR MANAGERS:
+ Support team members’ growth through development opportunities
+ Keep informed of employees’ contributions
+ Cultural insights from Employee Groups strengthen BASF’s marketplace advantage
+ Executive sponsorship ensures support and alignment with BASF’s business goals
+ Supportive network helps employees meet colleagues with similar backgrounds and interests

FOR JOB SEEKERS:
+ All of the above, plus …
+ Exposure to learning and development opportunities
+ Navigate your new career at BASF

FOR BASF AS A COMPANY:
+ Key part of BASF’s regional Diversity + Inclusion commitment and strategy
+ Extend the impact of BASF’s brand, in recruiting efforts and in the community
+ A Diversity best practice – 100% of the DiversityInc Top 50 have employee groups
+ Cultural insights from Employee Groups strengthen BASF’s marketplace advantage
+ Executive sponsorship ensures support and alignment with business goals
+ Employee Groups help improve retention rates and engagement scores
+ Strengthen the internal talent pipeline

Be part of something bigger. Get connected to Employee Resource Groups.
AFRICAN AMERICAN EMPLOYEE GROUP (AAEG)

MISSION: To assist BASF in implementing programs that attract, develop, promote, and retain African-American employees in response to rapidly changing workplace demographics.

SIGNATURE EVENTS: Alfred Chisholm Memorial Scholarship, You Be the Chemist Science Education Program (grades 5-8), Professional Bridges Career Development Series

aaeg@basf.com

CONSTRUCTION WOMEN AT WORK (CWAW)

MISSION: To provide a networking and learning avenue for women in the construction industry to connect and develop greater career opportunities within BASF’s Construction businesses while supporting BASF’s values and guiding principles.

SIGNATURE EVENTS: Networking for Life-long Success Professional Sessions

cwaw@basf.com

MILITARY VETERANS EMPLOYEE GROUP (VETS)

MISSION: To honor BASF’s commitment to Diversity + Inclusion by connecting and leveraging veteran employees through focused networking, recruiting, and community outreach, all in support of our strategic aim to “Form the Best Team”.

SIGNATURE EVENTS: Military Focused Recruiting Events, Veterans Day Ceremonies

veterans@basf.com

WOMEN IN BUSINESS (WIB)

MISSION: To assist BASF in attracting, developing, promoting, and retaining women in support of BASF’s core business values and changing social environments.

SIGNATURE EVENTS: Women’s History Month Spotlights and Speaker Series, “Teach Me About…” Educational/Development Series, Making Strides against Breast Cancer Walk

WIB@basf.com

“At BASF, diversity is more than merely recognizing the legitimacy of our differences; it is about leveraging those differences for a competitive advantage. We support an environment of cooperation and communication that encourages colleagues to value and express their ideas and viewpoints. Diversity + Inclusion is not just important, it is necessary to forming the best team and staying on top.”

HANS ENGEL
CEO and Chairman
BASF Corporation

ALLCHEMIE (LGBT)

MISSION: To focus on creating an inclusive work environment that addresses the challenges of changing business, family, and social environments.

SIGNATURE EVENTS: June Pride Events, LGBT Conferences and Recruiting Events, North Carolina Gay & Lesbian Film Festival Sponsor

ALLchemie@basf.com

ASIAN BUSINESS COMMUNITY (ABC)

MISSION: To assist BASF in implementing programs that attract, develop, promote, and retain Asian employees in support of BASF’s global “We create chemistry” strategic principle “We form the best team.”

SIGNATURE EVENTS: Lunar New Year Celebration, Asian-Pacific American Heritage Month, Tea Time Dialogue Forums, Career Development Workshops

AsianBusinessCommunity@basf.com

LATIN AMERICAN EMPLOYEE GROUP (LAEG)

MISSION: To empower LAEG members by facilitating inclusion, development, and cultural awareness to attract, develop, promote, and retain Latino employees.

SIGNATURE EVENTS: Career Development, Executive Panel, Hispanic Heritage Month, Community Outreach – BASF Science Education Grants

LAEG@basf.com

EMERGING PROFESSIONALS AND FRIENDS (EP&F)

MISSION: To provide career enrichment opportunities for all employees at various stages of their careers in support of BASF’s efforts to attract, develop and retain talent.

SIGNATURE EVENTS: Build-A-Bike Annual Event, Career Conversations over Coffee, Speed Networking, Running Desk

epf@basf.com

MILITARY VETERANS EMPLOYEE GROUP (VETS)

MISSION: To honor BASF’s commitment to Diversity + Inclusion by connecting and leveraging veteran employees through focused networking, recruiting, and community outreach, all in support of our strategic aim to “Form the Best Team”.

SIGNATURE EVENTS: Military Focused Recruiting Events, Veterans Day Ceremonies

veterans@basf.com

At BASF, diversity is more than merely recognizing the legitimacy of our differences; it is about leveraging those differences for a competitive advantage. We support an environment of cooperation and communication that encourages colleagues to value and express their ideas and viewpoints. Diversity + Inclusion is not just important, it is necessary to forming the best team and staying on top.”

HANS ENGEL
CEO and Chairman
BASF Corporation

WOMEN IN BUSINESS (WIB)

MISSION: To assist BASF in attracting, developing, promoting, and retaining women in support of BASF’s core business values and changing social environments.

SIGNATURE EVENTS: Women’s History Month Spotlights and Speaker Series, “Teach Me About…” Educational/Development Series, Making Strides against Breast Cancer Walk

WIB@basf.com

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