

Press release

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Wacker Chemie AG
Corporate Communications
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WACKER continues to drive forward PACE cost-savings and efficiency program

- Company management and employee representatives agree on framework concept for the socially responsible reduction of approximately 1,600 jobs in Germany
- Structural measures to be implemented by the end of 2027; no forced layoffs
- WACKER CEO Christian Hartel: "With the agreement that has now been concluded, we have reached an important milestone in driving forward the necessary transformation in Germany and strengthening our competitiveness."

Munich - Wacker Chemie AG is continuing to drive forward its global PACE cost-savings and efficiency program launched in October 2025. The aim of PACE is to reduce costs by over €300 million a year and to thereby strengthen competitiveness in the long term. As already announced, the program includes global job reductions.

In Germany, the company management and employee representatives have now agreed on a socially responsible implementation plan for the reduction of around 1,600 jobs. The planned job cuts will be implemented via a voluntary program that includes attractive phased early retirement arrangements and severance agreements. In addition, all employees in Germany will make a temporary solidarity contribution until 2028, consisting of a four-percent reduction in working hours and pay. This will create the necessary financial leeway to rule out forced

layoffs. All structural measures under PACE are to be implemented by the end of 2027.

"With the agreement we have now concluded, we have reached an important milestone in driving forward the necessary transformation in Germany and strengthening our competitiveness," says WACKER CEO Christian Hartel. "We have already implemented numerous measures at our international sites that make us more flexible, more efficient and faster. Now, the implementation phase will start in Germany as well."

The plan is to reduce 1,300 jobs at Burghausen, WACKER's largest site worldwide. 200 jobs will be reduced at the Nünchritz site, 60 jobs at the Munich headquarters, and a total of 50 jobs at other WACKER sites in Germany.

The job reductions are based on a detailed implementation plan agreed between employer and employee representatives. It provides for a large number of structural measures, including the consolidation of production facilities, increased flexibility in the shift system and transfers to international service hubs.

"Together with the employee representatives, we have come up with good solutions to implement the necessary structural measures in Germany not only quickly, but, above all, in a socially responsible manner," says Angela Wörl, Personnel Director at WACKER. "This will strengthen the position of our German sites in the face of international competition and lay the foundation for future profitable growth."

Additional Information

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The company in brief

WACKER is a global company with state-of-the-art specialty chemical products found in countless everyday items, with applications ranging from tile adhesives to computer chips. The company has a global network of 27 production sites, 22 technical competence centers and 47 sales offices. With more than 16,000 employees, WACKER generated annual sales of around €5.5 billion in fiscal 2025.

WACKER operates through four business divisions. The Silicones and Polymers chemical divisions supply products (silicones, polymeric binders) for the automotive, construction, chemical, consumer goods and medical technology industries. Biosolutions, the life sciences division, specializes in bioengineered products such as biopharmaceuticals and food additives. Polysilicon produces hyperpure polysilicon for the semiconductor and photovoltaic industries.

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