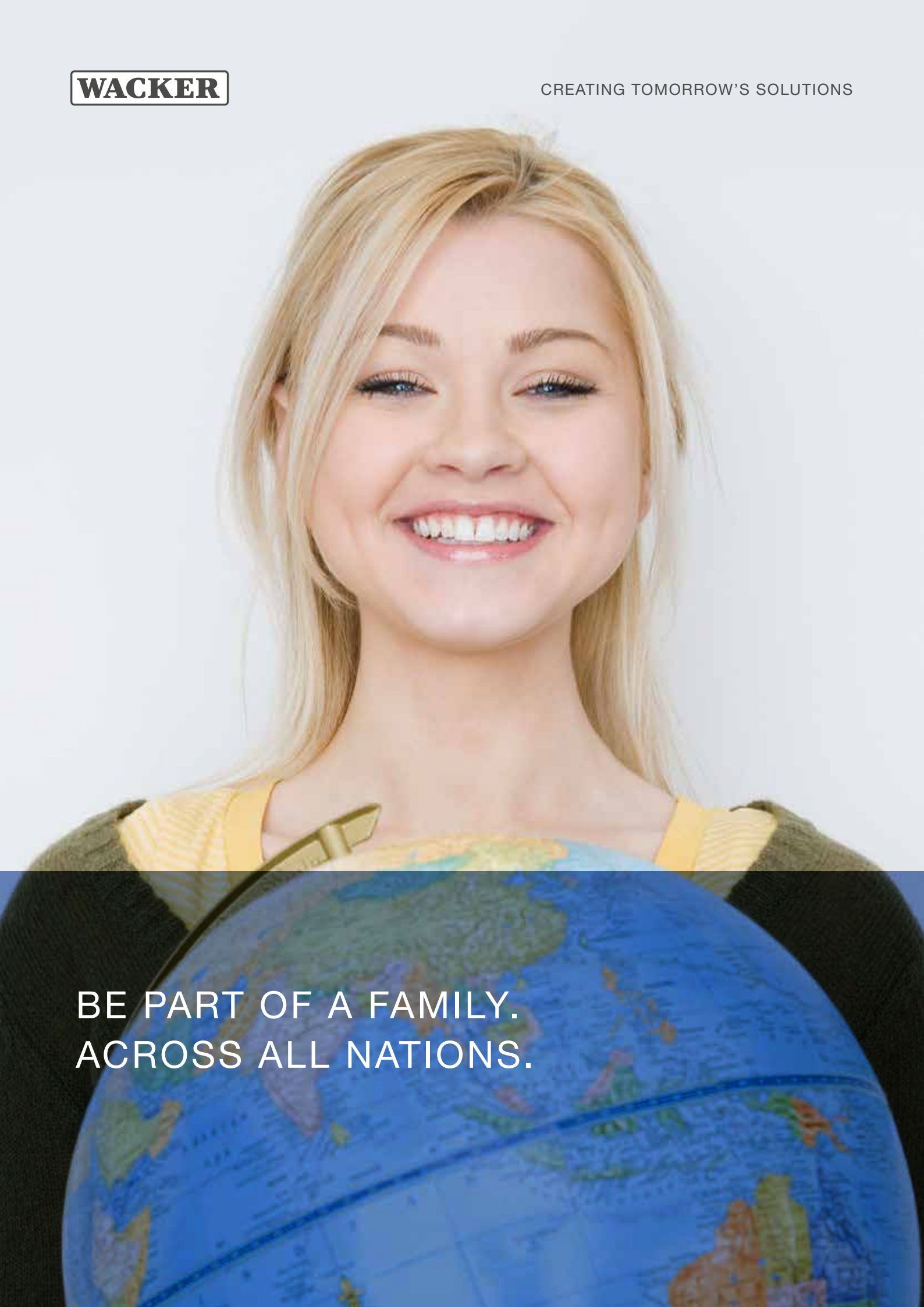



WACKER

CREATING TOMORROW'S SOLUTIONS



BE PART OF A FAMILY.
ACROSS ALL NATIONS.

- 
- Around 13,500 people from 70 nations work at WACKER.
 - We have 23 production sites and 48 sales offices operational on five continents.
 - We frequently win “Top Employer” awards in many countries such as Germany and China.
 - We are an innovative global company that embraces traditional values: our long-term relationships with customers, partners and our employees are a testimony to the trust they place in us.

FAMILY-OWNED BUSINESS OR GLOBAL COMPANY?

Why choose? WACKER offers you the best of both worlds: continuity and the values associated with a family-owned company and the wide-ranging scope and diversity of an international company. Our strong local rootedness yet vibrant business activity on a global scale offer you a broad spectrum of experience.

We are Looking for Specialists in:

- Natural Sciences
- Engineering Sciences
- Business Administration
- Information Technology
- Law

who have a degree or a vocational qualification.

Most importantly, we are looking for people who will fit in. After all, we aim to achieve our goals and success depends on teamwork. We have a great deal to offer committed people from all nations who share our values and would like to be part of a family.

Find out:
At WACKER innovations are not limited to laboratories. We foster and support independent thinking and an interest in improving things.

We welcome and reciprocate personal initiative and offer you:

- A comprehensive advanced training program and numerous seminars on technical, management, personal and people skills
- External seminars along with financial assistance and the leave you need to take part
- Knowledge management aimed at supporting you in the event of changes by promoting the transfer and retention of knowledge
- Ideas management ensuring that your ideas for improvement are given serious consideration.



If you would like to find out more about WACKER's current innovations, take a look at our innovation magazine:
www.wacker.com/innovations



HOW MUCH OF AN INVENTOR ARE YOU?

Our investments in research and development continually outdo the chemical industry's average.

- We have about 5,300 active patents and around 2,000 patent applications that are currently pending.
- New products account for a quarter of the Group's annual sales volume.
- We are currently conducting research into a new battery technology, wave power generators, artificial muscles, 3D printing of silicones, and much more.

A photograph of a field of green grass in the foreground, with a bright, hazy sky filled with soft, golden clouds in the background. The sun is low on the horizon, creating a warm, golden glow. The text "WHAT MAKES YOU GET UP IN THE MORNING?" is overlaid in the upper left quadrant in a blue, sans-serif font.

WHAT MAKES YOU GET
UP IN THE MORNING?

We Want our Products to Improve the Quality of life. For Everyone.

- WACKER raw materials and additives are indispensable in manufacturing wind power plants.
- Our binders play a crucial role in establishing biopolymers as replacements for petroleum-based polymers in the future.
- WACKER polysilicon and silicones help to optimize the efficiency and manufacturing costs of solar cells.
- New silicone elastomers make environmentally friendly, mercury-free LEDs attractive, even for the mass market.
- We managed to cut specific energy consumption by one-third as early as 2014. Our new goal is to reduce specific energy consumption by half of the 2007 level by 2022.

We have a few suggestions. If you expect more from your working life than merely a job, you can expect more from us than merely a paycheck. You will be given the opportunity to make a contribution while advancing your own interests and helping others to get along.

At WACKER you can contribute to important topics that have captured your interest and advance your personal development at the same time.

We support your endeavors by offering:

- Talent management with performance and potential assessments
- Individual development and incentives programs
- mentoring
- Performance-related compensation and profit sharing.



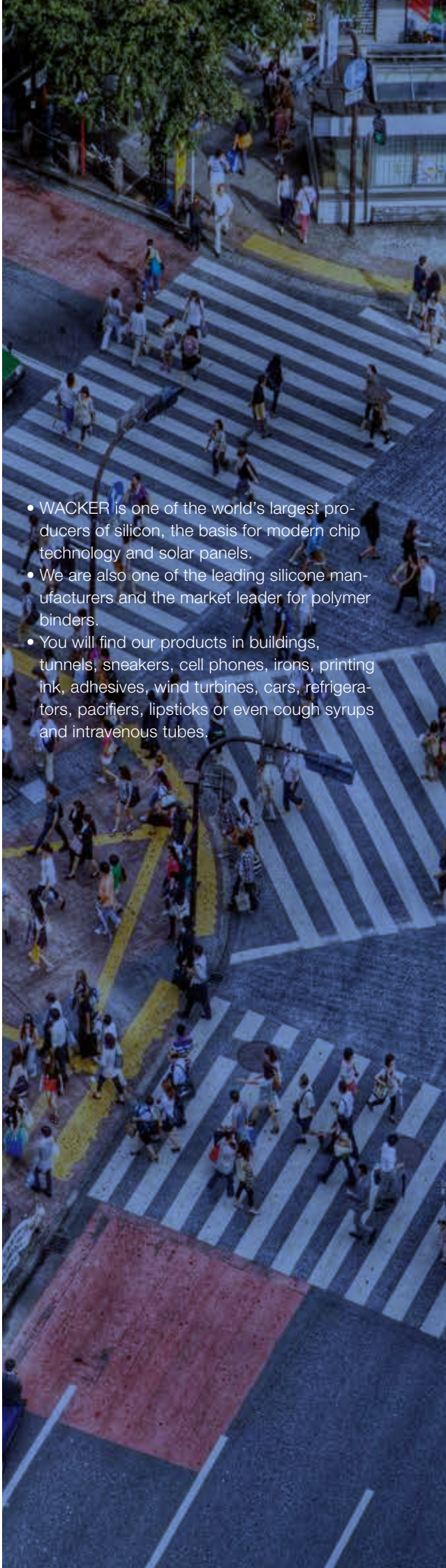
More information on WACKER's commitment to sustainability can be found at: www.wacker.com/sustainability-report

DO YOU HAVE MORE THAN ONE GOAL IN LIFE?

WACKER offers you more than one path. If you think that a single-minded approach and lateral thinking are not mutually exclusive and if you value change as well as continuity, we have a number of options for you.

Life's journey can follow a straight path or take unexpected turns. What counts is how you deal with it. We are looking for colleagues who wish to enhance their development in every phase of life: people who do not simply accept change, but who take action to shape the future. We help you to balance your career path and your personal life by offering:

- Professional personal development ranging from advice to concrete measures
- Flexible work time models
- Leave options and sabbaticals
- Support benefits, child care and family care.

- 
- WACKER is one of the world's largest producers of silicon, the basis for modern chip technology and solar panels.
 - We are also one of the leading silicone manufacturers and the market leader for polymer binders.
 - You will find our products in buildings, tunnels, sneakers, cell phones, irons, printing ink, adhesives, wind turbines, cars, refrigerators, pacifiers, lipsticks or even cough syrups and intravenous tubes.



YOU'RE NO STRANGER TO COMMITMENT?

Then we're on the same page. We don't do things half-heartedly and are always aware that we are part of a whole. If you like to think ahead and walk the extra mile, we will respond in equal measure. And together we can achieve a great deal.

For WACKER, sustainability is a company goal but it is also the guiding principle in staff management. We would like you to contribute toward the company's long-term success - good health, making the best use of your talents and a positive attitude are all important factors which we value and foster on a number of levels, for example:

- The company pension plan with a basic pension in WACKER's pension fund as well as deferred compensation options and voluntary supplementary insurance funds
- Health management
- Sports opportunities
- Free child-care referrals
- A support service in the event of illness or when special nursing care is needed
- Company restaurants.



The WACKER Relief Fund effectively demonstrates just how much individual dedication can achieve.






**We Take Responsibility
for our Products, our Employees and our
Role in Society.**

- For us, product stewardship doesn't end at the factory gate. That is why we developed the WACKER® EcoWheel®. It helps us to evaluate material, water and energy consumption, as well as ecotoxicity, over the entire product life cycle and to identify key topics for the future.
- We place great emphasis on the safety of our employees, the neighboring community and the environment. Our processes and workplace safety standards were aligned with international standard OHSAS 18001 in 2015.
- The WACKER relief fund supports victims of natural disasters as well as school projects in Sri Lanka, China, Nepal, Haiti, Nepal and Pakistan.
- For many years, WACKER has donated €100,000 annually to the Ark, a German charity which supports underprivileged children and adolescents.



ARE WORK AND
FUN MUTUALLY
EXCLUSIVE?



ABSOLUTELY NOT.
ALLOW US TO
SHOW YOU WHY.
SUBMIT YOUR
APPLICATION!



Apply now
www.wacker.com/careers

EXPERTISE AND SERVICE NETWORK ON FIVE CONTINENTS



• Sales offices and production sites, plus 18 technical centers, ensure you a local presence worldwide.

WACKER is one of the world's leading and most research-intensive chemical companies, with total sales of €4.6 billion. Products range from silicones, binders and polymer additives for diverse industrial sectors to bioengineered pharmaceutical actives and hyperpure silicon for semiconductor and solar applications. As a technology leader focusing on sustainability, WACKER promotes products and ideas that offer a high value-added potential to ensure that current and future generations enjoy a better quality of life based on

energy efficiency and protection of the climate and environment. Spanning the globe with 4 business divisions, we offer our customers highly-specialized products and comprehensive service via 23 production sites, 18 technical competence centers, 13 WACKER ACADEMY training centers and 48 sales offices in Europe, North and South America, and Asia – including a presence in China. With a workforce of some 13,450, we see ourselves as a reliable innovation partner that develops trailblazing solutions for,



and in collaboration with, our customers. We also help them boost their own success. Our technical centers employ local specialists who assist customers worldwide in the development of products tailored to regional demands, supporting them during every stage of their complex production processes, if required. WACKER e-solutions are online services provided via our customer portal and as integrated process solutions. Our customers and business partners thus benefit from comprehensive information and

reliable service to enable projects and orders to be handled fast, reliably and highly efficiently.

Visit us anywhere, anytime around the world at: www.wacker.com

A smiling woman with blonde hair is holding a globe of the Earth. She is wearing a yellow and green top. The background is a plain, light color.

WACKER

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The data presented in this medium are in accordance with the present state of our knowledge but do not absolve the user from carefully checking all supplies immediately on receipt. We reserve the right to alter product constants within the scope of technical progress or new developments. The recommendations made in this medium should be checked by preliminary trials because of conditions during processing over which we have no control, especially where other companies' raw materials are also being used. The information provided by us does not absolve the user from the obligation of investigating the possibility of infringement of third parties' rights and, if necessary, clarifying the position. Recommendations for use do not constitute a warranty, either express or implied, of the fitness or suitability of the product for a particular purpose.