



Your Career Plus



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You will find us at:



Coated with TerraGreen® Matt Coating G 5/100 silk matt
based on renewable resources, made by ACTEGA Terra,
formulated with additives from BYK.

Discover your Career Plus in Specialty Chemistry:
www.altana.jobs



WE ARE
+ FAMILY BUSINESSPEOPLE
GLOBAL
PLAYERS



Your Career Plus
in Specialty Chemistry

ALTANA – global leader in true specialty chemicals.

Four divisions. One successful group.

The ALTANA Group develops and manufactures high-quality, innovative products in the specialty chemicals business. ALTANA delivers the goods that make modern life what it is. For example, when food stays fresh longer thanks to better packaging, when engines function more reliably, and when coatings shine. ALTANA and the four divisions BYK, ECKART, ELANTAS, and ACTEGA have set themselves the task of adding something very special.



Our Group headquarters in Wesel



BYK

BYK is a leader in the area of additives and instruments used for the coatings, inks and plastics industries, and ensures surface gloss and scratch resistance. Our innovative strength and our closeness to customers worldwide make us a top development partner and are convincing in the competitive environment.

ECKART

The ECKART division stands for innovative strength in the field effect pigment applications and ensures brilliant results. ECKART is a global leader of metallic and pearlescent pigments for the following industries: paint and coatings, printing, plastics, lightweight concrete and cosmetics.

ELANTAS

ELANTAS produces insulating materials for the electrical and electronics industry and ensures that electricity flows safely. ELANTAS' insulating materials are found in electric motors, cars, wind mills, computers, and many other devices. They ensure smooth procedures with low losses.

ACTEGA

ACTEGA develops and produces specialty coatings, inks, adhesives and sealing compounds with a focus on the packaging, printing and medical industry. Our solutions provide for attractive packaging surfaces and keep the freshness of packaged goods.

ALTANA has sites worldwide

Global network – local presence.

Our employees form the heart of our business and ensure our future success. ALTANA offers an international project and working environment characterized by flat hierarchies, short decision-making paths, and respectful interaction. No matter whether you want to take your next career step locally or set off to distant shores – the perspectives and possibilities in the ALTANA Group are as diverse as specialty chemistry itself.

52

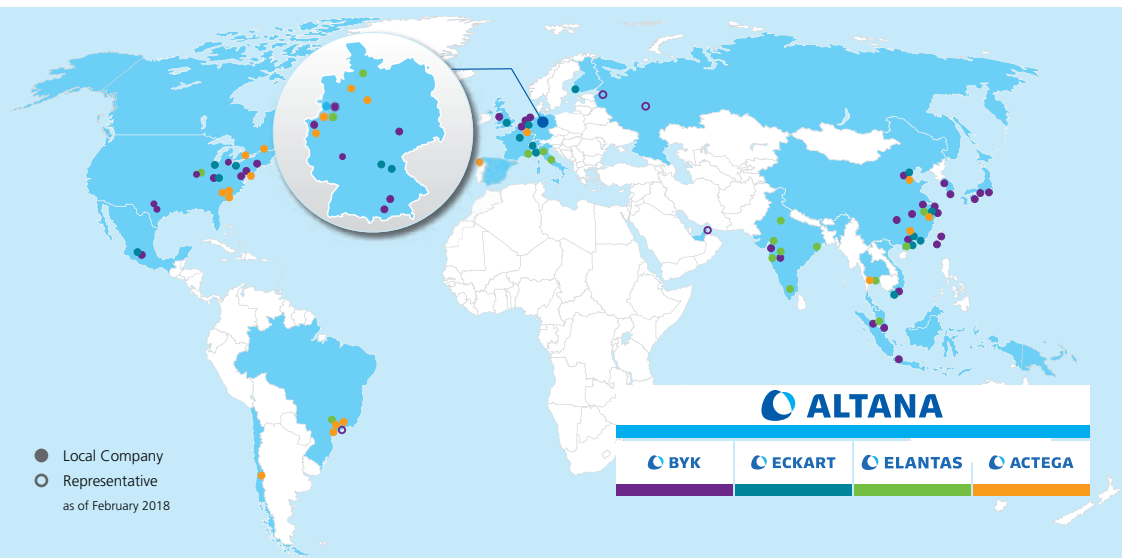
Production sites

60

Service and research laboratories

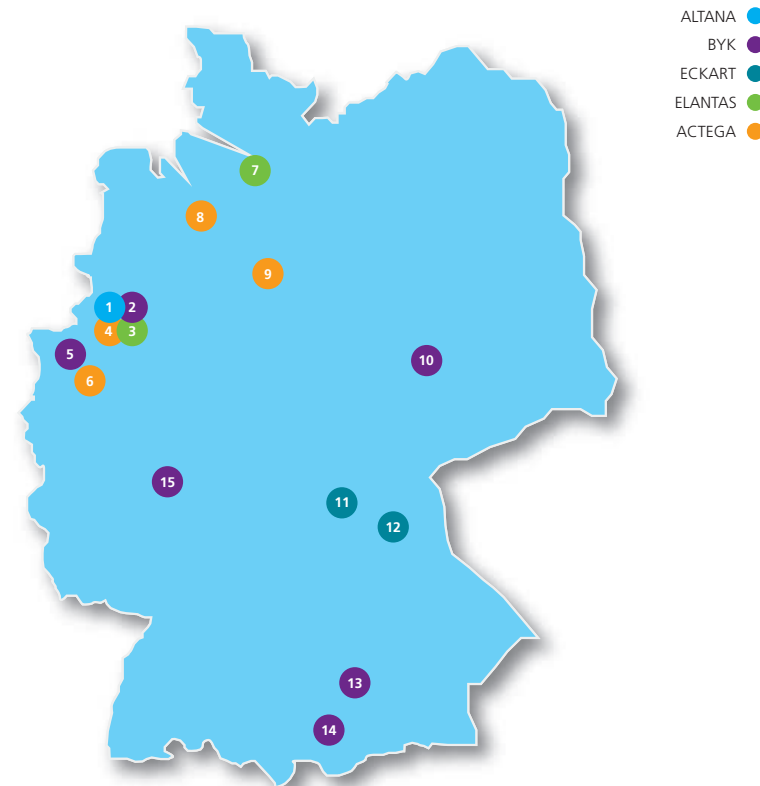
87

Percentage of international sales share



ALTANA in Germany

- 1 ALTANA Holding Group headquarters (Wesel)
- 2 BYK-Chemie (Wesel)
- 3 ELANTAS (Wesel)
- 4 ACTEGA (Wesel)
- 5 BYK-Chemie (Kempen)
- 6 ACTEGA Rhenania (Grevenbroich)
- 7 ELANTAS Europe (Hamburg)
- 8 ACTEGA DS (Bremen)
- 9 ACTEGA Terra (Lehrte)
- 10 BYK-Chemie (Schkopau)
- 11 ECKART (Hartenstein)
- 12 ECKART (Wackersdorf)
- 13 BYK-Chemie (Moosburg)
- 14 BYK-Gardner (Geretsried)
- 15 PolyAd Services (Bensheim)





You know us better than you think. Maybe you haven't heard anything about us yet. And maybe you don't know what exactly we develop. But with our innovative products we make your life simpler, safer, and more comfortable. Day after day.



Working at ALTANA

Opportunities. Perspectives. Challenges.



Internship

Have you ever thought about studying in a practical framework? An internship at ALTANA is the perfect opportunity, offering you profound insight into specialty chemistry. Three- to six-month programs give you ample time to gather experience and work on projects. Your tasks are wide-ranging, geared to you personally, and are always related directly to daily business. And your team supports you from the very first minute.



Final paper

Are you interested in writing a final paper with practical relevance? Are you still looking for a partner for this project? Welcome to ALTANA. While you work on your topic, you learn a great deal about specialty chemistry in and with your team. In the process, you get to know the employees and operations at ALTANA. In addition, your personal counselor supports and assists you from the outset.

Trainee program

You have completed your studies but aren't sure about how to begin your career? No problem. Our trainee programs are geared to your individual qualifications and needs. You can prepare for more advanced tasks in the company and become acquainted with different functions and possibly divisions. At the same time, you can build on a broad network in the company that will benefit you later.



Direct path

You finished your training or studies. Recently or a while back. Now you want to contribute to the ALTANA Group's success with your specialist knowledge? Excellent. Because we believe that success comes from experience and ability. Our successes are not mysteries, but due to qualified and innovative specialists and managers like you. Take on the challenge of creating unique solutions together with us.



A typical work day and corporate culture at ALTANA

Your Career Plus in Specialty Chemistry.

At ALTANA we develop innovative special solutions that make everyday products better and more sustainable. These solutions can change entire markets. That's why we encourage people to think ahead. At our company, you will have ample opportunity to grow both professionally and personally. Discover your own personal Career Plus in our environment, where seeming opposites complement one another perfectly.

"At ALTANA, my abilities as a partner and a changer of perspective complement one another perfectly. The team idea and cooperation are highly valued. Still, I have sufficient opportunity to take my own paths and change my perspective. ALTANA's leadership style promotes and demands partnerly interaction between our employees. That also means leaving your comfort zone and being able to adopt other people's perspectives."

Dr. Pär Winkelmann

Head of Technical Marketing, Graphic Arts
ECKART GmbH



**WE ARE
PARTNERS
CHANGERS OF
PERSPECTIVE**

"At ALTANA, my abilities as an employee and an entrepreneur complement one another perfectly. As an employee I am part of something bigger. At the same time, however, each employee is also an entrepreneur who pursues and realizes his or her own goals and projects. It's fun to participate in the company's success and be actively involved in it, with the corresponding trust that ALTANA places in us. ALTANA is like a big family, a unit, and every single staff member is part of it."

Carina Meier-Hedde

Head of Controlling
BYK-Chemie GmbH



**WE ARE
EMPLOYEES
ENTREPRENEURS**

"At ALTANA, my abilities as a creative employee and a perfectionist complement one another perfectly. I can be creative in the development of new projects and think about strategy and thus what path we should pursue. At the same time, I'm a perfectionist regarding the application, in order to achieve the best result for the customer as quickly as possible."

Marcel Altenburg

Project Manager for in-mold labels and foil coatings
ACTEGA Terra GmbH



**WE ARE
CREATIVE PEOPLE
PERFECTIONISTS**

"At ALTANA, my abilities as a newcomer and a discoverer complement one another perfectly. Although I'm still at the beginning of my career, I can already do my own research. I discover something new every day. One of my tasks is to oversee a test facility. I'm basically in a transitional zone. On the one hand, I'm a developer, and on the other I serve clients. My work consists of making discoveries on a small scale and of examining what happens when something is not rooted in basic research."

Elina Oks

Doctoral Candidate, Technical Chemistry
ELANTAS Europe GmbH



**WE ARE
NEWCOMERS
DISCOVERERS**



Applying for jobs at ALTANA

Our teams are strong and successful because they can depend on people that bring competence and independence to the table. The following graphic gives you an overview of how the application process normally takes place.



In intensive introductory training talks, you will become acquainted with the ALTANA Group, your new colleagues, and your scope of duties – everything you need to know to get off to a successful start in our company.

Welcome to ALTANA.

Corporate values at ALTANA

This distinguishes our work.

We want to be leading in everything we do. We strive to further develop a strong corporate culture and shared values which are essential to achieving our goals. Appreciation, trust, openness and empowerment to act are the basis of our daily interaction and our success.



Marcel Altenburg
Research & Development
ACTEGA Terra GmbH

Appreciation

On the Innovation Award:
"You are appreciated for work you have done and, as icing on the cake, you become known throughout ALTANA."



Christian Theißen
Apprentice in Information Technology
BYK-Chemie GmbH

Openness

"A lot is expected of us, but we are also promoted a lot, because education and further training have a high priority at ALTANA."

Cindy Guttenberger
Intern Corporate HR
ALTANA AG



Empowerment to act

"From the very first day I was allowed to carry out responsible tasks and was integrated in the work immediately."



Dr. Peter K. Jenkner
Chief Technology Officer
ACTEGA GmbH

Trust

"Innovation promotes a foundation, namely a company culture that honors great personal effort and promotes participation without reservation. I am firmly convinced that ALTANA meets these requirements to an above-average extent."



We are ALTANA

Get a picture.

1 Prizewinners of the online competition "Jugend gründet", awarding a special prize in the field of chemistry

2 ALTANA employees finished in 3rd place in the dragon boat race

3 JCF federal board visited ALTANA

4 300 little scientists experiment at ALTANA

5 "Boss for 1 Day" at ALTANA

6 Tuesday is waffle day at the staff restaurant



7 Fun playing with the soccer team: our 7th Additives Cup

8 ALTANA sponsors "Deutschlandstipendium"

9 ALTANA Innovation Award

10 ALTANA at JCS Ruhr in Dortmund

11 ALTANA helps fund Malteser Werke's qualified German lessons for refugees

12 BEST RECRUITERS: 1st place in chemical industry ranking and Gold seal of quality



Advantages at ALTANA

In the ALTANA Group, you will work in a unique culture of innovation where the utmost importance is attached to promoting individual ideas and abilities as well as open, trusting interaction. ALTANA offers a lot of advantages. Visit us on: www.altana.com/spectrum-of-advantages



Lifetime working hours

Flexible and predictable: The lifetime working hours account that ALTANA offers in Germany is a long-term account. With this type of account, ALTANA gives its employees the opportunity to save up part of their pay in order to reduce the length of their working life.



Work-life-balance

ALTANA relies on various measures to help employees reconcile their jobs, families, and free time, for example part-time, flexible work models and job sharing.



Employee incentive plan

Independently of a stock-market listing, ALTANA offers its employees, if legally possible, attractive programs for direct participation in the company's success.



Professional or personal development

Employees have a wide range of possibilities to participate in local, external, or ALTANA wide training.



Employee events

Anniversary celebrations, summer festivals, company parties, Christmas parties for children, participation in sporting events, concerts, watch parties at major soccer events, and much more.



Cafeteria & meal allowances

Depending on the location, staff restaurants and local caterers provide our employees with food. In addition, we bear a share of the costs for lunch at the employee restaurant.



Employee benefit plan

In addition to the retirement plans financed by the employer that many companies provide, ALTANA offers employees the possibility to convert part of their gross income into additional retirement benefits wherever permissible by law.



Health

Depending on the location, ALTANA promotes employees' fitness with a company doctor, vaccinations, and sports and health programs.



Child care

We offer our employees at some sites child-care support, for example spots at day-care centers and kindergartens.



Mobile working

In some cases, employees can do their work at a place other than their company workplace, if the company and job-specific requirements allow for this.