

Our blue cells
are looking for
your brain cells.

Welcome to SolarWorld.



www.solarworld.de/career



Entrust your potential to a company that is shaping the future.

Today, the world faces the challenge of meeting humanity's energy needs. By 2050, energy demand is expected to double. Yet, even now more than 2 billion people remain without access to electricity and therefore equal development opportunity.

While fossil energy throws the world climate out of balance, the sun radiates more energy onto Earth every hour than the human race consumes each year. The clean, safe, inexhaustible supply of solar power long ago advanced from a welcome vision to an urgent necessity. Solar technology is an economically and ecologically sensible solution to the energy problems of today's and coming generations.

SolarWorld is molding this future. As an innovative technology leader, it is our stated objective to make solar power competitive and in doing so to promote the use of climate-friendly energy worldwide so as to create a solar world worth living in.

Join us to become part of this vision by playing an active role in writing your personal success story as well as that of **SolarWorld**! We are looking for employees who are ready to accept the challenge of working in a team to implement the company's objectives because it is not "sand and sun" that are scarce as a basis for solar power generation but well trained people and their competencies to solve problems and develop new technologies. An open corporate culture, personal responsibility, challenging tasks and a lot of freedom in carrying out these tasks are waiting for you.

We will continue to grow along our committed path of sustainability. We have an exciting future ahead of us. I am looking forward to experiencing it with you.

Sunny regards

A handwritten signature in black ink, appearing to read 'F. Asbeck'.

Dipl.- Ing. Frank H. Asbeck
Chairman and CEO, SolarWorld AG

Our concept works from dawn to dusk.



Our former vision of generating clean power from sand and the sun has become a reality: **SolarWorld AG** is one of the world leaders in solar power technology today. The company concentrates on its core business of photovoltaic technology covering all stages of the solar value chain – from silicon as the raw material via wafers, solar cells and modules all the way to turn-key solar power plants and recycling. We benefit from the fact that from a very early point in time we relied on building up the entire photovoltaic value chain and on securing comprehensive silicon supplies.

In only a few years, **SolarWorld AG** grew from a small trading house into an international group of companies. In 1988 the current **SolarWorld** Chairman and CEO Frank H. Asbeck established an engineering office for industrial plants in Bonn that planned and implemented projects for renewable energy generation. After the establishment of **SolarWorld AG** in 1998 and an initial public offering at the end of 1999, the company grew within a few years into the largest integrated solar technology group with locations in four continents. A fully automatic production process as well as a sophisticated quality management system and precise quality assurance along the entire solar value chain guarantee the high quality of the **SolarWorld** products.

SolarWorld AG operates production facilities in Germany, South Korea and the USA. In Hillsboro (Oregon) the largest American solar cell production site has been in operation since 2008. In Freiberg in Saxony, the group has been operating one of the world's most advanced fully integrated solar factories for more than ten years.



Sales offices in Germany, Spain, California, South Africa and Singapore serve the international solar markets. We established an office in Grenoble with the aim to intensify our customer relations also in France.

The **SolarWorld** AG product mix ranges from solar wafers via cells all the way to turn-key systems for a diversity of applications. In addition to grid-coupled (or on-grid) solar power products the group increasingly also distributes stand-alone (or off-grid) solutions at an international level that make an important contribution to sustainable economic development in rural regions of Africa, Latin America and Asia. Among the currently most important sales markets are Germany, the USA, Asia and southern Europe.

According to a survey by EuroPressedienst **SolarWorld** AG is Germany's best-known photovoltaic company. In the year 2009 which was plagued by the economic crisis **SolarWorld** AG generated revenues in excess of one billion EUR for the first time. We significantly expanded our market position in Germany and will create additional jobs in Germany and abroad through our continued growth. The further expansion of our production facilities along the photovoltaic value chain will give us group-wide production capacities by 2011 of more than one Gigawatt in module production alone.

Both in 2008 and in 2009 a **SolarWorld** module was the test winner in the long-term yield study conducted by the „Photon“ trade magazine which measures the actual power generation of different modules under scientific conditions.

In 2009 **SolarWorld** was again among the fastest-growing German technology companies. With its 5-year growth rate of 350.3 per cent the group was one of the 50 companies from the fields of technology, communications and life science to be honored by the management consultancy Deloitte with the “Technology Fast 50” award.



We are not only proud of
our **awards** but also of
the **employees**
whom **they** honor.



We take pride in the performance of our more than 2,000 full-time employees who work for the **SolarWorld** Group worldwide and who make their daily contribution to getting us closer to realizing our vision. In the last few years, the number of employees of **SolarWorld** has risen rapidly. In spite of all its dynamism the group pursues a sustainable HR strategy. The recruitment of new employees coincides with the growth plans of the company to offer all staff members a long-term perspective and a safe job.

The qualification and development of our employees for new tasks and positions are enormously important in view of growing market demands. We attach great importance to employee-oriented HR services and individualized employee development, beginning with detailed induction accompanied by training in photovoltaic technology, IT systems and quality and environmental management. In addition, we offer our employees precisely tailored functional and cross-functional continuing education, IT and language courses and where appropriate, part-time university courses or participation in an executive or junior management development program.

We also apply our sustainable qualification approach to our apprentices who, after successfully completing their training, enjoy excellent prospects of gaining a future-oriented job along with development potential within the company.

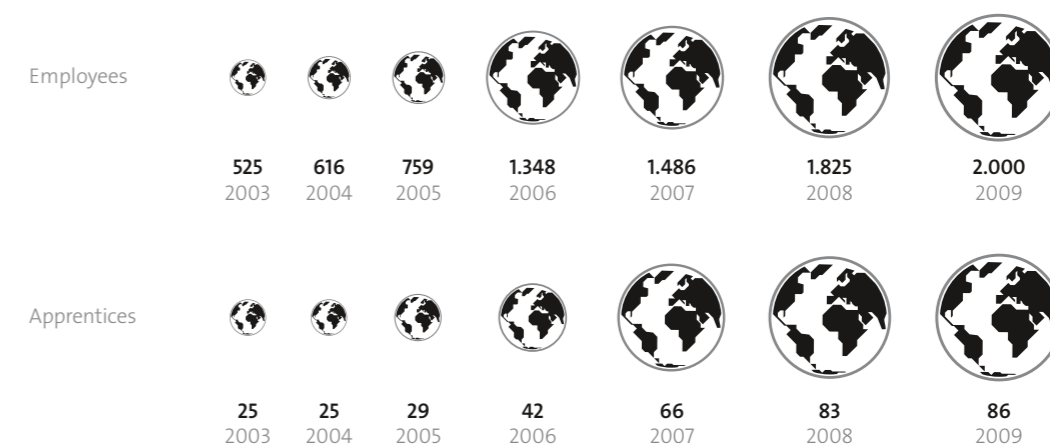


Growth and innovation characterize not only our company but also our employees. They swing into action wherever tasks are waiting to realize the desired targets pragmatically and undogmatically. A very good working climate, flat hierarchies and short communication and decision-making paths are the distinguishing features of **SolarWorld** as an employer. Our corporate culture, which follows the principle "trust comes from confidence", promotes and demands personal responsibility and result-oriented work as well as a large measure of flexibility.

The high level of job satisfaction of our employees is also evidenced by the renewed honor that **SolarWorld AG** received in being named one of the 100 best employers in the study "Germany's Best Employer 2010" conducted by the Great Place to Work® Institute Germany. This was in recognition of a credible management that deals with employees fairly and respectfully, a high level of identification with the company as well as a strong team spirit.

That **SolarWorld** is the dream employer for many highly skilled staff was also confirmed by the results of the „trendence graduate barometer 2009“ study by the Berlin trendence Institute.

We offer our employees a selection of benefits: from individualized working time solutions and health promotion measures via a financial share in the company's profit all the way to a "Solar Company Pension Scheme" at the Freiberg site. Under the company's employee profit sharing program (German acronym: GOMAB) our employees receive a profit-related variable compensation portion on top of their fixed salaries in order to strengthen identification with the success of the company. Individualized target and bonus agreements for management staff and special experts complement the remuneration structure.



Incidentally, we've got
the **world's best**
climate at
SolarWorld.



SolarWorld corporate culture – a strong value

The renewed selection as one of the 100 best employers in Germany and our personnel turnover rate reflect the high job satisfaction of our employees who appreciate the open and warm-hearted working climate at **SolarWorld**. What we do in the company every day does not follow any rigidly fine-tuned master plan but rather a sustainable guideline so that our employees know which way to be going. They use their creative freedom flexibly with a high degree of personal responsibility for our great objective of a solar world worth living in. Short communication and decision-making paths as well as an atmosphere of open doors support this approach.

Our employees show great commitment and effort in pursuing our visions and objectives that they are enthusiastic about and for which they adopt progressive and innovative approaches. At the same time they keep their own ego in check always respecting the value of human relations and supporting each other. They jointly tackle unfinished tasks and pragmatically implement our goals. **SolarWorld** gladly gives employees who passionately and independently think outside the box and who have the will to engage in lifelong learning the leeway to do so. Our cooperation is characterized by an open and fair dialog, mutual appreciation and trust. Our guiding principle is "trust comes from confidence".



Our locations in Germany

Bonn It was in Bonn where the impressive history of **SolarWorld** AG started in the form of an engineering office that Frank H. Asbeck founded in 1988 and that became the germ cell of the later **SolarWorld** AG. To this day, it is the headquarters of the **SolarWorld** Group, where all group-related activities are pooled.

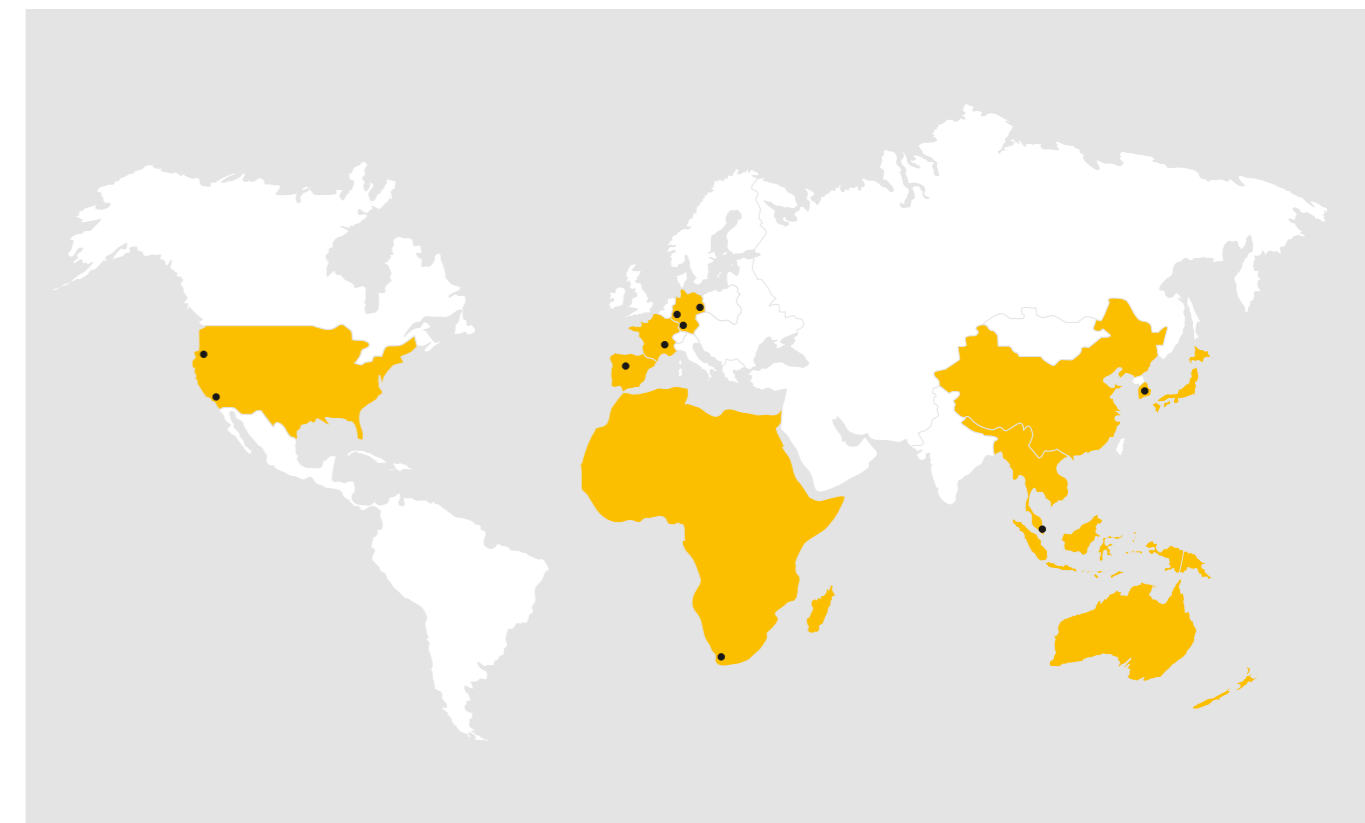
Furthermore **SolarWorld** AG in Bonn is responsible for the operational trading business in modules and solar power kits. From here, both the national and international distribution of modules and kits is controlled as well as operationally implemented for Germany and a large part of Europe and North Africa.

In addition to Group Accounting and Controlling, Investor Relations, Marketing and Corporate Communication, IT Services and Human Resources, you will find here the Customer Service, the Export Department and Product Management for Systems Technology and Modules. In the Technology Department the planning and project work is done for large-scale open-air plants, for construction of rack systems and the planning of roof systems.

At our group headquarters in Bonn, we mainly look for engineers and technicians in electrical and mechanical engineering, IT specialists as well as commercial staff. In addition to professionals and graduates, we want interns, diploma students and working students for the primarily technical corporate divisions.

Freiberg In the historic mining city of Freiberg in the immediate vicinity of Saxony's capital city of Dresden **SolarWorld** AG has settled at a traditional location of silicon processing. The Freiberg employees appreciate the quality of life of a small city as well as the flair of the historic downtown area. Freiberg is part of "Silicon Saxony", one of the world's five largest centers of the semiconductor industry. The **SolarWorld** subsidiaries at the location focus on Research & Development, the production of wafers, cells and modules as well as the international distribution of wafers. In addition, a processing plant is located here for the recycling of silicon products and solar modules. Next to the already existing wafer production **SolarWorld** commissioned one of the world's most advanced photovoltaic wafer production facilities in the year 2010. With an investment volume of 350 million EUR this is part of one of the largest investment projects in the history of the company. The new Research & Development Center will also be opened in 2010 which together with the already existing wafer lab will form a unique technology campus in Europe that can boast a pilot line along the entire solar value chain. The company's innovative spirit is supported by the Technical University Bergakademie through joint research projects.

At the Freiberg location we mainly look for graduates and professionals in the fields of physics, chemistry, mechanical engineering, electrical engineering, process technology and material sciences. In addition, there is a need for future employees with relevant technical training as well as for commercial staff. We also give work to interns, working students and diploma students in the disciplines mentioned.



Our locations in the USA

Hillsboro, Oregon

Our latest production facility in the USA is located 20 miles to the west of Portland, the third largest city in the Northwest of the USA. Acquired by **SolarWorld** AG in 2007 it was opened as the largest solar factory in the USA in October of 2008. The capacities of the integrated silicon wafer and solar cell factory are to be further expanded in the future and completed by the addition of a manufacturing facility for crystalline solar modules by the year 2011. In addition to Engineering, functions at this location include Purchasing, Logistics, Accounting and Finance, Quality Management as well as Human Resources. Some of these departments also offer internships.

Camarillo, California

In the „Sunshine State“ – at a location between Los Angeles and Santa Barbara – you will find our Module Production, Sales and Marketing. In the module field, engineers are as much in demand as logistics, distribution and accounting experts. Internships are possible in the engineering disciplines, project development and marketing. Additionally, various career paths are open to professionals in sales and marketing.

Other locations worldwide

Out of the sales location of **Singapore**, **SolarWorld** products are sold to South and Southeast Asia, Indonesia, Papua New Guinea, Australia as well as New Zealand.

Another **SolarWorld** sales office is located in **South Africa**. From Cape Town, SolarWorld Africa (Pty) Ltd, supplies our products to all African countries south of the Sahara.

In **Spain**, the sales office of SolarWorld Ibérica S.L. was established already in 2005. From Madrid, the **SolarWorld** products are sold in Spain and Portugal.

We established in 2010 an office in Grenoble with the aim to intensify our customer relations also in **France**.

In December 2008, a module factory was opened in Jeonju in **South Korea**. This factory produces solar modules for the growing market together with a Korean Joint Venture partner.

If a company wants to **improve**
the **world** every day,
it needs **employees** who
are of the **same** mind.



SolarWorld wants employees who think independently and take personal responsibility for their work, who call conventional practices into question, are open to new ideas and have ideals that excite them. Are you a man or a woman of action who would be stimulated by working jointly with others on pursuing **SolarWorld** objectives and implementing them at a high performance level? If so, we want you as ...

... Professional

Already working in a technical or commercial profession? In that case, why not accept our challenge? We have demanding and varied jobs waiting for you.

... Graduate

Just successfully completed your higher education in engineering, physics, chemistry, computer science or economics? Then come and join us – and accept some of the exciting challenges we can offer!

... Diploma Student / Bachelor Student / Master Student / Intern / Working Student

Studying physics, chemistry, computer science, engineering or economics? Then send us your application for an internship, a role as a working student or a scientific thesis to be written within the **SolarWorld** Group while you are still at your establishment of higher education. Through a diversity of projects, you will be given some preparatory insights into your future profession. Write your master's thesis about a practice-oriented topic at one of our sales or production locations. Our employees will comprehensively support you throughout the entire project.



.... Apprentice

At our **location in Bonn**, we train young people to become **industrial business management assistants**. Entry requirements for training courses starting every year in August are a high-school certificate qualifying for university admission with good grades in mathematics, German language and English. During the two-year training course, you will be learning and working in the following departments of **SolarWorld AG**: Accounting, Investor Relations, Marketing, Technology, Human Resources, Product Management, National and International Sales.

Since 2005 it is also possible to complete a degree in the dual studies of industrial business management offered at the European University of Applied Sciences in Brühl. As a result of the close intermeshing of vocational training, practice-oriented scientific studies and practical on-the-job training, an attractive and highly respected dual qualification can be acquired in a short period of time. The normal duration of this dual program is three years. For admission a good "Abitur" (high school diploma qualifying for university admission with good grades) is required.

The academic degree earned is an internationally renowned and state-recognized Bachelor of Science (B.Sc.). For more information about the dual studies of industrial business management please go to: www.eufh.de.

At our **Freiberg location** we train young people to become **process technicians, mechatronic technicians** and **industrial business management assistants**. Entry requirements for training as process technician are a good secondary school diploma as well as good grades in natural science subjects. In a three-and-a-half year training, you will get a solid grounding in metal working. In addition to setting up, controlling and maintaining plant and machinery, you will get to know the processes involved in quality control, production control and storage.

In the three-and-a-half year training to become a mechatronic technician, you will acquire well-founded knowledge of the structure and programming of mechatronics systems. Our in-company training program will prepare you ideally for later deployment in the company, for example as a member of our maintenance teams. Entry requirements for the training are a good secondary school diploma or "Abitur" (high-school certificate qualifying for university admission) with good grades in the natural science subjects. Being a good team player and communicator is also important in this profession.

The prerequisite for entering the training as an industrial business management assistant is a good secondary school diploma or the "Abitur" (high-school certificate qualifying for university admission). The three-year training course can be shortened to two years if you can offer "Abitur". The apprentices will get to know all the administrative departments at the Freiberg location, gaining a comprehensive insight into the commercial procedures of the company.



Complete HR Team Bonn



Some employees of the HR Team Freiberg

How to contact us ...

We look forward to receiving your complete and comprehensive application via mail, online or e-mail. For current job ads and trade fair dates, please go to the following website:

www.solarworld.de/zukunft

Your contacts:

Applications for the **Bonn location** and our **international sales offices**:

SolarWorld AG

Ms. Sitha Stübe
Martin-Luther-King-Str. 24
53175 Bonn
Germany

Tel.: +49 228 - 559 20 0

Please use our online application form on:
www.solarworld.de/career

Applications for the **Freiberg location**:

SolarWorld AG

Mr. Steffen Kretzschmar
Berthelsdorfer Str. 111 A
09599 Freiberg/Saxony
Germany

Tel.: +49 3731 - 30 10
zukunft@deutschesolar.de
www.solarworld.de/career

Your applications for **American locations** can be sent to the following address:

www.solarworld-usa.com/jobs



www.solarworld.de/career