

@ BEKAERT

better together

Let's get together



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Imagine what we could achieve together ...

At Bekaert, we truly believe in the power of teamwork. We are convinced that the combined strength of our worldwide team greatly exceeds the sum of all our individual contributions. Our team consists of 25 000 men and women, who are spread out all over the world and who work together - harmoniously and interdependently. It is our ambition to grow our business by inspiring our people to develop their talents, gain more experience, and enhance their contributions to our company - as you grow, we grow. We believe that, as a globally connected team, we are really *better together*.

In this brochure you will find real-life stories from some of our colleagues, who share their experiences of working in our global company. Not so long ago, they were in the same position as you are now. We hope that their testimonials will give you a better insight into our world and whet your appetite to start or continue your career with us.

There is, of course, so much more to tell you about the specific opportunities in your field of interest or experience, so please take a look at our website at: www.bekaert.jobs or www.bekaert.jobs/campus.

On behalf of everyone at Bekaert, I would like to thank you for your interest in our company. We look forward to getting to know you soon!

Bart Wille - Chief Human Resources Officer





Bekaert in your life

“Bekaert is a huge part of your life.

Even if you do not yet work with us.”

Modern life contains a huge amount of Bekaert material. In fact, you can see the results of Bekaert’s close collaboration with its customers almost everywhere. To name just a few: spokes of a bike contain Bekaert wire, houses are built using our Dramix® fibers, Bekaert steel cord reinforces car tires, toasters utilize our special Bekaerickel® wire, elevators have Bekaert reinforcements and airplanes have static-resistant carpet made with Bekaert Bekinox® spun yarns. So it’s clear that working at Bekaert means you’ll be working in an interesting and diverse environment where you are developing the products for a better world today and tomorrow.

“Bekaert is all around you. Our products are used in so many applications; even the screen of my cell phone is covered with a Bekaert film.”

Michala Mlynekova
Regional Compensations &
Benefits Manager





Choosing your career path

“I really do have the freedom to **grow** here.”

At Bekaert, we believe that the success of our people and of our company are intimately linked. So when it comes to choosing how your career progresses, you are very much in the driver's seat. As a market and technology leader, we face constantly changing situations. These create many opportunities and help you steer your career. Because Bekaert spans the globe, we are able to offer our employees professional growth on a truly international level. It's an ideal blend of variety and continuity. And you have the freedom you need to take your career exactly where you want.

“I recently moved from China to Belgium to a totally different job - from Project Engineering in a business unit to Quality Management on a central level. It's been a great challenge for me and I've gotten the chance to broaden my knowledge and skills. Every day, Bekaert encourages me to keep on learning and, thus, to keep on growing.”

Jing (Lisa) Li
Supplier Quality Manager for
Auxiliary Materials





Sharing responsibility

“There’s always someone at my side.”

It’s amazing what happens when you have a whole company full of talented individuals. We assemble teams based on the fit of personality, the job, the team, and the Bekaert organization. This means our local and international teams truly work and win together. It is essential that all our colleagues bring out the best in each other and share their experiences. Even new people get thrown into the exciting thrill of new projects and improvements, but they are also able to rely on the years of experience built up around them. We want to be sure you take responsibility within your team and leave your personal mark on every cutting-edge project. With your drive, talent and unique perspective, you can contribute to the success of the whole team, as well as to the success of our customers!

“Every day, I get the opportunity to grow and contribute to other people’s development. Together we all take responsibility for making sure our plants make the best products out there, in a safe and healthy environment. We all take part in Bekaert’s success... It is amazing what we can realize together!”

Sarah Van Bergen,
Design Engineer
Infrastructure





The technology of change

“Technology is a race where there are no prizes for coming in second.”

Bekaert’s market leadership is built on our technological leadership. There is nobody else in the world that can match our combined skills in metal transformation and advanced coatings. We want to come up with solutions that nobody else has figured out yet and that the whole company - and maybe even the whole world - can use. All around the world, we are constantly improving and expanding our range of high-tech products and services. With our technology centers in Belgium and China and our local development labs worldwide, R&D are self-evident and embedded in our company’s culture. Our annual research and design investment of approximately € 70 million ensures that you’ll get to work on a wide range of exciting new projects.

“Not a single day goes by when I’m not in touch with technological specialists from around the world. Together, we design high-tech solutions for our customers - which keeps them ahead of their game, too. It’s great being part of such a win-win relationship.”

Nuno Carvalho,
Technology Manager





Close to our customers

“It’s a big world, but Bekaert helps you find the right path.”

Building a global company isn’t something you do overnight. But there is a good reason why we’ve spent the last century growing all over the world: our customers. To be closer to them, we’ve expanded our services to over 120 countries worldwide. Our customers can rely on a worldwide Bekaert network that is responsive to market changes. That’s why we recruit top talent internationally. At Bekaert, you will work in teams consisting of highly-trained and results-driven professionals from all over the world. We all have the same standards and use similar technologies and products. There’s plenty of scope for travel and even for an international career. And you always receive great support, regardless of where you are in the organization.

“When I moved from the United States to one of our plants in China, I wasn’t entirely sure what to expect. But I had faith that Bekaert knew me well enough to know where I could fit in. I’m Brazilian, my boss is Belgian, and my colleagues are Chinese, but we’re all working together toward the same goals.”

José Augusto,
Senior Process Engineer





As you grow, we grow

“better together? It works for us.”

Hard work and intense competition with some of the world’s best engineering minds - nobody said leading the market was easy. But we encourage all our employees to adopt a results-driven approach. We stimulate our people to develop their talents and gain experience by offering them opportunities for continuous professional development. All new management employees go through a series of uniquely tailored training programs. Spread out over two years, it prepares them for the challenges they will face, wherever they are in the world. The continual journey of shared professional growth will allow you to reach your highest level of performance in an ever-changing business environment. Ultimately, this leads to sustainable growth for both the individual employee and for Bekaert.

“better together defines our way of working with our customers and colleagues in our quest for excellence in everything we do. This results in win-win situations in which everyone benefits.”

Debra Wood,
Plant Manager





Meet your future colleagues

“One team, one dream.”

Bekaert considers its 25 000 employees as the driving force behind its global success. They create the dynamics that characterize our international corporate culture. We recruit them, value their aspirations, and support them in their careers through a centrally-managed and locally-executed HR policy. It is our employees that make the difference. The resilience, trust, and integrity they demonstrate in their daily work generate the force needed to realize our goals in all regions in which we operate. Meet just a few of them and discover how you can become part of Bekaert.

Interested to start your career at Bekaert?

Go to www.bekaert.jobs for all our job opportunities or to www.bekaert.jobs/campus for our opportunities for young professionals.

“At some companies, *better together* would just be a slogan. In my experience, it is really our way of working with customers, partners, suppliers, ... Nothing sums up life at Bekaert better - one team, one dream.”

Susan Zhu,
Plant Manager





“**W**hen I graduated as an engineer, my decision to join Bekaert was obvious: a solid company that is internationally active in different industries. I knew that working for this company would offer a lot of possibilities. Now, after working in the technology center for almost a year, I’m convinced that I made the right choice. I try to find creative and innovative solutions for R&D projects. Working with others, as well as the diversity of the projects I see, motivates me every day to want to tackle each new challenge. Moreover, the wide range of projects brings me in contact with both people in the field as well as people in production. This helps me build up an international network within and outside Bekaert.”

Thomas Hanselaer - R&D Project Manager



“**A**s a Design Engineer, I’m in charge of the conceptual design work for systems and processing. When the machine you have been designing and redesigning for several months is finally operational, you feel joy and satisfaction. The most important thing I’ve learned during the two years that I have been working for Bekaert is the ability to adapt quickly to change: you have to be prepared to work dynamically and be flexible. And our flexibility is also the reason why Bekaert has not only survived the economic crisis, but has actually exceeded expectations. Being open to new situations helps awaken your curiosity and makes you grow.”

Wang Yue - Design Engineer



“I rather feel I work ‘with Bekaert,’ and not ‘for Bekaert.’ Like in any good relationship, we get the best out of each other. As a Process Engineer, I help Bekaert optimize the process steps by introducing new ideas. In return, I receive the necessary resources and their full support. This support is not only comprised of the help of colleagues from all over the world, in a true *better together* spirit; for me, support is also the chance to learn by trial and error combined with a strong educational foundation. At Bekaert, we have training courses that focus on hands on and theoretical aspects, as well as people skills and self-development.”

Dieter Wemel - Process Engineer



“When I started to look for a job, I did not think of Bekaert as a very high-tech company. I changed my mind completely when I started working here and experienced that Bekaert is a technology-driven company, active all over the world in many different sectors. I first worked on a new-generation Bekaert machine. Now I am part of an international team that develops new cords and cord concepts for the cars of tomorrow, in close cooperation with the world’s biggest tire manufacturers. Having the chance to bring science into practice, being part of a strong international team and having entrepreneurial freedom - that’s why I love to work at Bekaert!”

Roel Despiegelaere -
Product Development Engineer



“As an Internal Auditor, my mission is to help protect Bekaert’s over 130-year-old good name and credibility in the global marketplace, as well as support the achievement of our strategy and business objectives. As an Auditor, I have excellent exposure to Bekaert’s global business operations. We constantly conquer exciting challenges by leveraging our operational and control knowledge, sharing best practices and finding the right business control balance. We work with Bekaert colleagues in plants and offices worldwide. Basically, by helping to ensure that the things we want to happen do happen... the things we do not want to happen, do not happen.”

Rodolfo Gasia - Group Internal Auditor



“I have a technical background, but did not want a purely technical job. I dreamed of a combination of technology on the one hand and business development on the other hand. I didn’t know this type of job existed until I joined Bekaert. In my current job as a Business Analyst, I perform industry analyses and market surveys and I help the business units to develop their long-term plans. The contrast of giving insight at the top level with gaining knowledge at the base allows me to create a broad view of our activities, business processes and the industries in which we’re active. This job keeps me eager to learn and to think strategically. Also, it offers me a wide range of career opportunities!”

Kevin Decaluwé - Business Analyst



“**W**hen I first heard about the job as an Environmental Technologist at Bekaert seven years ago, I didn’t have a single doubt whether to apply or not. The dynamism and *better together* spirit I experienced from the outset were very welcome surprises. Since the end of 2007, I am responsible for Environment, Health & Safety (EHS) within Bekaert. I have the chance to cooperate with people from all over the world; both Bekaert colleagues and people from outside the company. Working at Bekaert not only allows me to be active within Environment, Health & Safety, which has become a real passion, but has also changed my view on the world.”

Koen Naert - Group Environment,
Health & Safety General Manager



“**T**he great thing about this company is that the continuously changing situations create many opportunities. These opportunities, combined with your talents and preferences, shape your career. Three years after I joined Bekaert, I had the opportunity to help start up a plant in India. Then I went to the Czech Republic as a process engineer. Slovakia was my next move - first as a project manager, and later as a production manager, a job in which I headed a team of 80 people. Now, I manage a plant in Belgium. You have so many new experiences, you work with lots of different people, and yet, wherever you work, it always feels like you’re part of the same family.”

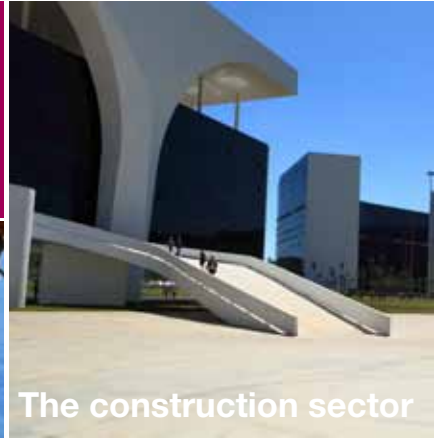
Ann Speleers - Plant Manager



The automotive sector



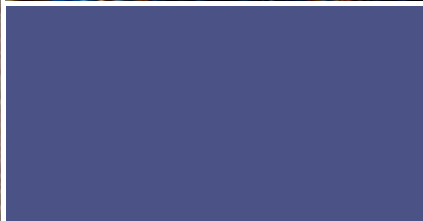
The energy & utilities sector



The construction sector



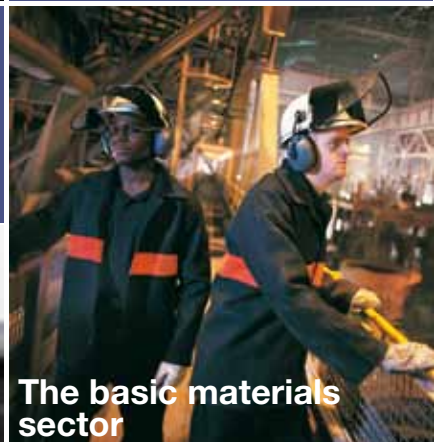
The agricultural sector



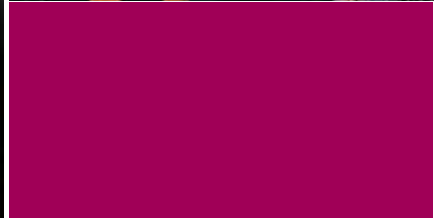
Consumer goods



The equipment sector



The basic materials sector



Our company at a glance

- * Founded: 1880
- * Activity: Advanced metal transformation and advanced coatings
- * Customers in over 120 countries and in diverse markets and sectors
- * 2009 sales: € 3.3 billion
- * Employees: over 25 000
- * Listed: Euronext® Brussels, Bel-20

Our achievements on an annual basis

- * 1 in 4 tires worldwide are reinforced with Bekaert steel cord
- * 5 million cubic tonnes of concrete are reinforced with Bekaert fibers
- * 40 000 square metres of glass are covered with Bekaert film
- * 3.5 million km of bookbinding wire are used in offices and schools
- * 500 million champagne bottles use Bekaert wire
- * Over 8 million households and companies keep themselves warm thanks to Bekaert gas burners

www.bekaert.com

www.bekaert.mobi

Are **you** the one?

Are you the master of your field?

Are you passionate about your customers?

Can you accept responsibility from day one?

Do you always strive to improve?

Can you quickly adapt to change?

Are you curious?

Are you great to work with?

Then let's be *better together*.

Visit **www.bekaert.jobs** and apply online!