PARTNER INDUSTRIAL CONNECTIVITY

CONNECTIONS FOR THE FUTURE
Let's connect

- **4,900** employees worldwide
- More than **165** years of tradition and success
- **9** development centres in Germany, Spain, Australia, China, Brazil, Singapore and the USA
- Almost **3,800** employees worldwide have access to our learning opportunities with the introduction of the Learning Management System
- **63,500,000** photovoltaic panels are monitored and controlled by Weidmüller solutions
- More than **50** million euro investments in research and development in 2018
- More than **50** million euro turnover in 2018
- More than **370** employees are developing and researching individual solutions
Dear Customers and Partners,

Be it automobile manufacturing, electricity production or water treatment – hardly any of today’s industries can do without electronics and electrical connectivity solutions. In an internationalised, technologically changing world, the complexity of requirements is rapidly and simultaneously increasing due to the emergence of new markets and technologies. In the field of Industrial Connectivity, there are constantly new challenges, waiting to be confronted. And these we face everyday in our company: with high-performance products, customised solutions and for decades, sustainability in daily practice.

Weidmüller aligns its entrepreneurial commitment towards the positive development of and impact on its environment and our society. Our goal is to achieve a balanced interplay between entrepreneurial interest, the preservation of the environment and a sense of social responsibility.

We are taking up our responsibility for the future generations. The promotion of learning, conservative use of resources and the strengthening of a culture of innovation are not examples of a corporate reorientation for us. They have been part of our corporate culture for generations. We are taking up our responsibility by caring for our staff and by adhering to behavioural rules dictated by society, even going beyond the requirements laid down by statute and legislation.

We are proud of the fact that we have had a crucial impact on the industry with our knowledge and expertise. We would be glad to make essential contributions now and in the future, to provide new impetus, give orientation and implement the theme Industry 4.0 sustainably for our customers. As a family-owned company and partner that knows its customers and their applications, understands and provides in a competent and partner-like way, globally, flexibly and in a customer-focused manner. And it’s precisely this level of connectivity that counts for us in a world full of connections.

Kind regards,

Volker Bibelhausen
Chief Technology Officer

Jörg Timmermann
Speaker of the Executive Board and Chief Financial Officer

José Carlos Álvarez Tobar
Chief Marketing and Sales Officer
**Successful**

Economics at Weidmüller

We exploit earnings potential so as to guarantee the *stability* and *independence* of both our company and the brand. To this end, we rely on striking the perfect *balance* between our *corporate values* – namely Customers, Innovation, Employees and Quality in products and processes. Indeed, we have done so for decades and will continue to do so in the *future*.

- **1,250** active property rights and registrations relating to our developments worldwide
- **25** technologies new filed as utility models or patents in 2018
- **More than** 30,000 customers with **275,000** items delivered per month
Aware
Ecology at Weidmüller

We live our ecological responsibility by continuously reducing the raw materials we use, our emissions and our energy consumption. We not only place this high demand on ourselves and our employees, but on our partners too – doing so with complete conviction worldwide.

- 11,000 square metres of ultra-modern production hall with
- 25 specially trained apprentices to uncover avoidable areas of loss
- 1,665 tonnes of CO² saved per year
- Globally active environmental management strategy for more than 25 years
- 12,000 square meters of useable space in the new customer and technology center, which at the time of construction in 2018 is 55 percent below the legal requirements of the Energy Saving Ordinance of 2016
Valuable
Society and employees

We act socially and ethically when it comes to both our employees and society, fully in line with the Weidmüller basic values. We live our commitment and our responsibility at all Weidmüller locations around the world.

- More than 65 years of apprenticeship at Weidmüller
- Management and employee principles are lived out worldwide
- Chance to hire an e-bike as a company bike
- Free employee library at the Weidmüller plant in Brazil
- Agreement for “mobile work”
- Cooperation with daycare facilities
- Work-life balance programme for employees
Networked
Weidmüller Academy

We face up to the challenges posed by the economy, science and society, and even use them as opportunities at the same time. Indeed, for a long time now, Weidmüller has been investing in sustainable education and innovation systems, and this approach has been institutionalised for more than ten years now in the Weidmüller Academy.

- In 2003, an own Academy for knowledge transfer was founded.
- In 2011, the Weidmüller Asia Academy was founded in Shanghai.
- 100 networks in education, science and society from all over the world.
- Training opportunities for everyone: from young talent to managers and customers.
Sustainability at Weidmüller — practice established for decades

We act sustainably so we can hand both the company and the environment over to the next generation in a successful and healthy condition.

Integrated and value-oriented sustainability management is firmly rooted in our company.

For generations, we have been well aware of our responsibility towards employees, colleagues, society and the environment – globally in more than 80 countries.

“For more than 40 years, we have devoted our energies to sustainability what is part of our company-DNA.”

Dr. Eberhard Niggemann, Sustainability Officer at Weidmüller
Economy

- Maintaining financial stability
- Ensuring sustainable growth in our markets
- Guaranteeing the company’s independence in the long term

Environment

- Conserving resources and protecting the climate
- Developing efficient solutions for customers
- Using energy efficiently

Society / Employees

- Supporting young talents
- Ensuring social commitment

Education

CREATING VALUES
HAVING A LASTING IMPACT
Tradition-conscious

Sustainability – from the very outset when it comes to key issues of the future

1970

1974 Noise protection in the punching shop
1976 Start of the in-house suggestion scheme
1977 Noise protection in the assembly department
1980 Active plastic recycling
1988 Founding of the Environmental Protection Working Group; won the Working Group of Independent Companies’ Environmental Award for the first time
1990 Start of the waste prevention programme
1991 Certification in accordance with DIN EN ISO 14001 (environmental management)

2000

2003 Founding of the Weidmüller Academy
2007 Crowned winner of the Energy Efficiency Award
2008 Award: Top Employer
2010 Start of the cooperative relationship with “Pöppenteich” daycare facility
2010
- Founding of the Weidmüller Asia Academy
- Inauguration of the Niemeierstraße extension in a passive design
- Hermann Schmidt Prize for innovative career guidance
- Siemens Award as Best Overall Supplier with exemplary, sustainable corporate governance
- Weidmüller becomes a member of the German Global Compact Network
- Winner of the Ludwig Erhard Prize for efficient, sustainable productivity
- Gonkong Award as Best Employer and Best Innovator

2011
- Certification in accordance with the DIN EN 50001 energy management standard
- Organic produce in the Weidmüller canteen

2012
- Award as Top Employer 2018
- Award Top 100 innovative mid-sized companies in Germany
- Establishment of a sustainability officer in the company

2013
- Place of Progress
- ‘Library in the Factory’ project in Brazil
- Award as a climate protection company

2014
- GreenTec Award
- ‘Library in the Factory’ project in Brazil
- Award as a climate protection company

2015
- Klima.Expo.NRW Award
- Health management: Initiative for leasing a company bike as an e-bike

2016
- Award: B.A.U.M. Environmental prize
- The beginning of the commitment to a social educational project in Tanzania

2017
- Award as Top Employer 2018
- Award Top 100 innovative mid-sized companies in Germany
- Receiving of the award as Top 500 family business

2018
- Beginning of the commitment in Zimbabwe for the production of soap
- Further expansion of education project in Tanzania
- Action days with children in Shanghai