

AN IMMEDIATE SUCCESS

Major Award for Medium-Sized Companies

22nd issue

News



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Dear readers,

We are pleased to present the 22nd issue of our WEICON News.

And we are very proud that we received a major award for medium-sized companies as a finalist in this year's competition – especially since it is very rare for a company to receive this award on its first nomination. The jury of the "Großer Preis des Mittelstandes 2023" analyses and assesses all areas of the participating businesses. This includes economic data as well as measures to increase customer loyalty and to promote the development of employees, the public image of the company and sponsoring activities. Only businesses that show excellence in all areas over several years are honoured with an award. Evidently, we are heading in the right direction, and we are very happy about that. But the award is also a strong incentive for us not to rest on our laurels: we want to continue to put a great deal of effort into upgrading our company and achieving even more – both as an employer and as a reliable partner for our suppliers and customers.

What else is new? There is again a lot to discover in our company magazine! We have completed extensive refurbishment work at our headquarters in Münster, created a new image film that was produced in-house, and relocated part of our production to our branches abroad.

And, of course, our new products are featured in this magazine. There are many novelties in our tools range. We have considerably expanded our offer of special tools for working on cables in the solar sector.

Curious? Then we hope you enjoy the 22nd issue!

Best regards

Ralph Weidling

Ann-Katrin Weidling



REPAIR OF A STAINLESS STEEL PIPE USED TO PROCESS TOMATOES

Rapid help needed

Have you ever thought about how the food we enjoy every day is prepared? We are not talking about cooking, but about the production and processing of our food before it ends up on our plate. In large factories, meat, fruit, vegetables and other foods are prepared for us so that we can use them in the kitchen afterwards. Special machines are needed for this. If such a machine stops working or is damaged, help is needed rapidly!

WEICON Pipe Repair-Kit

Our WEICON Pipe Repair-Kit was used to repair a stainless steel pipe on a machine for processing tomatoes. The set is used for emergency repairs of defective and damaged pipes and tubes and can be used in machine and plant construction, in tank and apparatus engineering, in the cosmetics and pharmaceutical industries and in many other areas. In addition, it can easily be used in the food sector, as it has NSF approval. The hard-wearing material is fully cured after 30 minutes and has a high resistance to pressure. And if you don't have a suitable tool at hand in an emergency, that's no problem: with the Pipe Repair-Kit you don't even need one!

First the damaged area on the stainless steel pipe was roughened, then the pipe was cleaned with our WEICON Cleaner S. Now the actual repair could begin – the damaged area was closed and sealed with the Repair Stick Steel. For further stabilisation, sealing and strengthening of the damaged area, our WEICON Repair Tape was used. The tape is soaked

with a special resin and is activated by contact with water. A final coating with our WEICON Zinc Spray is recommended for corrosion protection and a more attractive look.

Our Pipe Repair-Kit is a reliable helper: it allows you to seal cracks and leaks quickly, easily and permanently.



Video





WEICON WINS MAJOR AWARD FOR MEDIUM-SIZED COMPANIES

An immediate success

At the end of September, we received an award in Düsseldorf as a finalist of the “Großer Preis des Mittelstandes 2023”.

With the aim of securing the future together, which was also this year’s motto, the award ceremony of the foundation Oskar-Patzelt-Stiftung took place on September 23rd. It was part of the 29th award competition of the “Großer Preis des Mittelstandes 2023” for the regions Mecklenburg-Western Pomerania, North Rhine-Westphalia, Lower Saxony/Bremen, Rhineland-Palatinate/Saarland, Saxony-Anhalt and Schleswig-Holstein/Hamburg. About 500 entrepreneurs participated in the event in Düsseldorf.



With this trophy
we were honoured as a
finalist

Nominated by Wirtschaftsförderung Münster

A total of 4,075 small- and medium-sized companies as well as banks and municipalities were nominated for the competition in 2023, of which 485 reached the jury short-list. We were nominated for the award by Wirtschaftsförderung Münster. Eighteen “finalists” received an award on Saturday – among them was our management team! The board members of the Oskar-Patzelt-Stiftung, Dr. Helfried Schmidt and Petra Tröger, presented the “prize winner statue” to eleven companies from the six competition regions.

**WE WERE AWARDED AS A FINALIST IMMEDIATELY
ON OUR FIRST NOMINATION.
THAT HAPPENS VERY RARELY.**

Ann-Katrin Weidling

“In general, companies are nominated over several years and eventually receive an award if they show a positive development. We were awarded as a finalist immediately on our first nomination. That happens very rarely. We are overjoyed about this, and it confirms that WEICON is going in the right direction,” says Ann-Katrin Weidling.

**FIRST STAGE
(NOMINATION LIST):**

contains all companies nominated by third parties in accordance with the competition criteria for the award in the current competition year.

**SECOND STAGE
(JURY SHORT-LIST):**

contains all those companies on the nomination list that have provided data to the jury members in the online database. In addition, the companies need to fulfil the five criteria and have to be presented to the jury members for a decision.

**THIRD STAGE
(AWARDS LIST):**

contains all companies that have been awarded as prize winners or finalists.

The award for medium-sized companies “Großer Preis des Mittelstandes”

Every year in November, the Oskar-Patzelt-Stiftung invites municipalities and associations, institutions and companies to nominate outstanding medium-sized companies for the competition.

Twelve regional juries and a final jury select the prize winners and finalists. Three companies per competition region can be awarded as prize winners and five others as finalists.

No other business competition in Germany achieves such a great response. Since 1994, for more than a quarter of a century, this competition has been organised by Leipzig's Oskar-Patzelt-Stiftung. Winning the prize does not involve any financial reward. For the companies, it is all about honour, public recognition and acknowledgement of their achievements – without any financial incentive.



**THE ‘GROSSER PREIS DES MITTELSTANDES’ AWARDED
BY THE OSKAR-PATZELT-STIFTUNG IS THE MOST COVETED
BUSINESS AWARD IN GERMANY**

Newspaper “DIE WELT”

Competition criteria

The companies are assessed according to the following five criteria: overall development of the company, creation/securing of jobs and trainee positions, modernisation and innovation, commitment to the region, service and customer focus. Only companies that show excellence in all categories are awarded for their efforts.

Petra Tröger, board member of the Oskar-Patzelt-Stiftung, states: “The focus of this competition is on the holistic assessment of a company and the business results as a whole, as well as on sustainability and a future-oriented approach – not only for the company but for society.”





SPONSORSHIP EVENT AT WEICON

USC's season opening

© Michael Mücke

As a Münster-based family business, we sponsor many clubs in the region. USC Münster is the first all-women's team that we support. As a partner of the club, WEICON is visible as a company on home match days thanks to a floor sticker and LED perimeter boards as well as on the USC Münster website. In addition, we will be the "sponsor of the day" once during the current season.

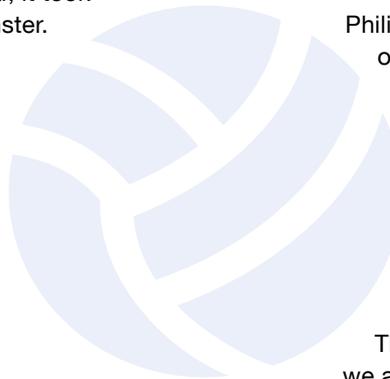
Since last year, we have been one of the sponsors of the 1st women's team of the volleyball club USC Münster. The Bundesliga women are among the most successful teams with nine German championship titles, eleven victories in the DVV Cup and four titles in the European Champions League. This summer, we had the honour of celebrating the opening of the season with USC's sponsors at our headquarters.

Once a year, USC Münster celebrates the start of a new season with all the club's sponsors. The event is hosted by different companies each year. This year, it took place at the WEICON headquarters in Münster.

After welcoming the guests, Ann-Katrin Weidling gave a short company presentation. Then the players were officially introduced. The entire team was introduced individually. Afterwards, our guests were shown around the company before heading to the pool for canapés and refreshing drinks. A bakery from Münster and a wine business, who are both USC supporters, made sure that nobody went hungry ... or thirsty!

The sponsors were able to exchange ideas and get

to know each other and the team members in a relaxed atmosphere.



Philipp Knüppel, our brand manager who organised the evening together with USC, is thrilled about the event: "It was a great honour for us to host the opening of the season. We were especially pleased to meet the USC team personally and, at the same time, have the opportunity to network with other sponsors. All in all, it was a tremendous success."

The new season started in October, and we are keeping our fingers firmly crossed for a successful season for USC Münster!



COLLABORATION WITH FH MÜNSTER

WEICON supports WE.Lead

The aim of the pioneering initiative for women WE.Lead, Women Entrepreneurs Empowered to Lead, is to investigate the entrepreneurial behaviour of women in business and the support mechanisms for female company founders in the start-up environment.

The fact that the proportion of female founders and women in management positions in the German economy remains very low is at the basis of this research and development project between FH Münster and five medium-sized companies from the Münsterland region. During the three-year project phase, the WE.Lead research team engages with female leaders to empower and promote women in leadership positions and business start-ups. A further education programme, the WE.Lead Academy, is currently being developed which will additionally offer workshops and discussion forums for women.

In June 2023, our colleague Tina Spengler, head of marketing, attended the kick-off meeting of WE.Lead in Münster for WEICON. Tina has climbed the career ladder to arrive at her management position and can therefore bring valuable experience and expertise to the project: "We are pleased to be able to encourage and support women in their innovative and entrepreneurial actions. As a company, we are involved from the very first moment, and it is exciting to see where we will be in three years' time."





MANY NEW PROJECTS AND IDEAS

Influencer Day at WEICON

For the second time, we invited several influencers who we regularly work with to our headquarters in Münster to give them a deeper understanding of the WEICON world.

Beauty, fashion, food: the content of the social media world is often full of glitz and glamour. Our WEICON content creators are a little different. They know lots of tips and tricks in the areas of crafts and electrics and share them with their followers on various social networks, such as Instagram or YouTube. We have been working with some of our guests for several years on various projects.

When you talk to the influencers, you immediately notice that they greatly

appreciate our products. So it was high time that we invited them back to our headquarters in Münster.

A day full of new impressions

Just like two years ago, our marketing team once again organised the day and thus offered our cooperation partners the perfect opportunity to get to know our team, the company and the products better and to develop ideas for further projects together. Content creators came from all over Germany to take a closer look at WEICON and to get to know the people behind the products.

After a welcoming speech and a short round of introductions, our colleagues Tina Spengler and Kim Kuhlmann from

Marketing showed them our company presentation. Our application professionals Holger Lütfring and Mike Breitenfeld provided more detailed information about our product range of adhesives, sealants and technical sprays, while our head of product engineering, Heinrich Bär, presented our WEICON TOOLS. Ralph Weidling did not miss the opportunity to personally welcome our social media partners at WEICON – and there was even a very special gift: a bottle opener in the legendary WEICON Pen design from content creator Benjamin Gahle (@tinker.fun). Then it was time for the first hands-on part of the visit: in two groups, our guests had the chance to get to know our technical sprays as well as our TOOLS once again and to familiarise themselves with the products.

After a well-deserved lunch break in our Urban Bistro, the influencers were given a tour of the company. Here, our content creators could take a close look at how we actually work at WEICON.

During the second hands-on part in the afternoon, our guests were divided into groups according to their areas of expertise: chemistry or electrics. The chemistry group participated in a practical workshop with Holger and Mike in our training laboratory where they were able to explore the various adhesives, their areas of application and special features and try their hand at one or two exercises themselves. There was a special surprise for our electricians at TOOLS: with the help of a 3D printer, their own logo was designed and printed out. This allowed them to put toge-



#adhesive

ther their very own Cable Stripper No. 4-28 H and give it an individual look.

Barbecue and mini golf at the end

In the late afternoon, the barbecue was fired up to end the successful day with a piece of meat, a cold beer and a game of mini golf. The experiences of the day were discussed in a relaxed atmosphere and ideas for further co-operation were developed. "The Influencer Day always involves a lot of work, but it's worth it! It's great to meet the content creators in person and to introduce them to our products and to the work we do at WEICON. These face-to-face meetings simply generate the best ideas," says Kim about the Influencer Day 2023.



#weicon



We look forward to many more exciting projects!



AWARD FOR OCCUPATIONAL HEALTH MANAGEMENT

WEICON is a Healthy Employer

We have been awarded the title of “Healthy Employer” (Gesunder Arbeitgeber) by the market research company EUPD Research for our outstanding work in the area of occupational health management.



An attractive employer in challenging times

The chemical industry faces various challenges today when it comes to positioning itself as an attractive employer. The ongoing shortage of skilled workers affects one in three professions within this industry. In addition, the constant need for innovation creates further demands if you wish to operate successfully in the market environment. As a family business, we aim to provide continuity in every regard for our approx. 360 employees to ensure a long-term relationship. Following a comprehensive examination, the market research company EUPD Research has now honoured our company as a “Healthy Employer”. This title not only recognises WEICON’s outstanding work in the field of occupational health management, but also underlines the importance of continuity and commitment in a constantly changing industry.

Occupational health management at WEICON

WEICON has always attached great importance to the health of its employees. To this end, we offer, for instance, a healthy and varied lunch in our new Urban Bistro and a variety of sports courses. We have also established our own physiotherapy practice. By providing such a broad range of services, we strengthen our image as an attractive employer in the Münster region. Ann-Katrin Weidling, our managing director, is overjoyed to receive the award: “Occupational health management and workplace health promotion are of major importance to us. We want our employees to feel at ease in their workplace, and that’s only

possible if they are healthy. We are convinced that a healthy working environment contributes to a positive corporate culture. The ‘Healthy Employer’ award means a lot to us and confirms that the health of our employees continues to be top on our agenda.”

Steffen Klink, COO of EUPD Research, expresses his congratulations: “We congratulate WEICON on the impressive measures in the field of occupational health management and workplace health promotion that have led to this special distinction. We very much appreciate the innovative and ongoing work for the benefit of employees, which is especially reflected in WEICON’s diverse occupational health policy.”

About the regional “Healthy Employer” award

The regional “Healthy Employer” (Gesunder Arbeitgeber) award by EUPD Research is based on the Corporate Health Evaluation Standard (CHES model) established throughout Germany. Each company, after applying, receives a Check & Act Report, which shows its degree of target achievement in occupational health management and workplace health promotion. This provides information on whether the company qualifies for further online verification of its own data. EUPD Research only awards the title and provides a comprehensive seal and media package after successful verification.

SABINE ROLF CELEBRATES HER ANNIVERSARY

25 years at WEICON

In mid-July, our employee Sabine Rolf celebrated her 25th company anniversary at WEICON.

In 1998, coming originally from Ibbenbüren, she started in what was then our quotation department. At the time, it was a separate department next to the order processing department – but it no longer exists in this form today. After the merger of the departments, Sabine was chief assistant to the sales force manager for years. After 19 years, she switched to international sales, and she still works there today.



“In all those years, it never got boring. I was given a lot of responsibility right from the start and was always faced with new challenges and exciting projects. Above all, I simply feel at home here – the family atmosphere, the great colleagues and the opportunities offered at WEICON – that’s quite unique,” says Sabine Rolf, delighted about her anniversary.

WEICON CANADA CELEBRATES A BIG ANNIVERSARY

15 years at the Great Lakes



In early September 2008, we established a branch in Kitchener, Ontario, Canada, which celebrated its fifteenth anniversary this year.

WEICON Inc., as the branch is called, is made up of a team of eight. It is headed by the Canadian Dominique Toope-Yorke and is responsible for the distribution of our chemical products and stripping tools as well as for providing technical advice to customers in Canada and throughout the whole of North America.

Our branch team serves more than 700 customers and ensures that orders are delivered within a week to the most remote corners of Canada and the United States. Organising the logistics is sometimes a great challenge since Canada alone is the second largest country in the world in terms of its area and is almost the size of the whole of Europe.



Ralph Weidling is delighted about the anniversary: “Our branch has developed excellently over the last fifteen years and is helping us a lot to promote awareness of our brand in North America and to establish it in the market. There is enormous economic potential for us in Canada and the USA – not only in the industrial sector, but also in e-commerce, through which we are selling an increasing percentage of our products. It is a major strategic advantage for us to have a local branch: this is the only way for us to be part of this positive development.”



WEICON TOOLS FOR THE SOLAR SECTOR

New developments and a very good test result



Renewable energy systems are playing an increasingly important role today and will do so in the future. They are key to a resource-friendly and sustainable approach to nature and the environment.

Renewable energies also include solar energy, which converts the inexhaustible power of the sun into electricity that we can use. The sun's energy can be used by solar cells in photovoltaic systems, solar thermal power plants and solar collectors to generate electricity and heat.

Photovoltaics has become an important pillar of the electricity supply. Solar cells convert sunlight directly into electricity in PV systems. The resulting electricity can be used to power electrical devices, stored in batteries or fed into the public grid.

In solar thermal power plants, the sun's rays are bundled with special concave mirrors. In this way, they heat a liquid that drives a turbine, thereby generating energy. Solar collectors convert the sun's radiation into heat which in turn heats water or buildings.

WEICON offers a whole range of products for the solar sector. Our adhesives, sealants and special tools can be used both in the production and in the installation and maintenance of photovoltaic systems, solar thermal power plants or solar collectors.

Here we present further new developments in our TOOLS product range for this exciting and booming industry.

One of our existing solar tools was featured in the September issue of the German DIY magazine HeimwerkerPraxis and has been tested extensively.

Very good test result



Our Wire Stripper No. 7 Solar was tested, which was especially developed for the stripping of solar cables. In the test result, the good grip of the tool – thanks to which it can be used effortlessly over longer periods of time – and the easy-to-adjust length stop were especially praised. The excellent functioning of the stripper, its ease of use and its features received a very good rating. Consequently, the editors of HeimwerkerPraxis magazine ranked our No. 7 Solar in the top class and gave it an overall score of 1.3. We are happy about this great result!



Video



WIRE STRIPPER

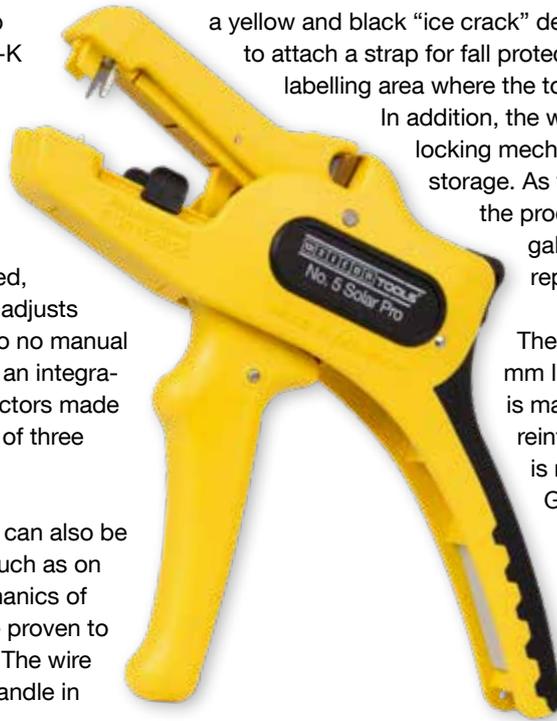
NEW

No. 5 Solar PRO



The automatic wire stripper is used to strip all common solar cables, such as H1Z2Z2-K from 1.5 to 10 mm². The adjustable length stop ranging from 5 to 25 mm ensures outstanding precision and accuracy. The knives of the Wire Stripper No. 5 Solar Pro are hardened additionally in order to easily remove multilayer rubber insulations. The length stop can be removed, if required. The wire stripper automatically adjusts to the required conductor cross-section, so no manual adjustment is necessary. The tool features an integrated side cutter, which is suitable for conductors made of copper and aluminium up to a diameter of three millimetres.

Thanks to its slim design, the wire stripper can also be used in areas that are difficult to access, such as on solar modules or on the inverter. The mechanics of the tool are very smooth-running and have proven to be durable and reliable in numerous tests. The wire stripper has a non-slip multi-component handle in



a yellow and black "ice crack" design. It has an eyelet to attach a strap for fall protection, and it has a labelling area where the tool can be personalised.

In addition, the wire stripper has a locking mechanism for space-saving storage. As with all strippers of the product line No. 5, the galvanised blades can be replaced.

The wire stripper is 160 mm long, weighs 140 g, is made of glass-fibre reinforced polyamide and is manufactured entirely in Germany.



STRIPPER

MINI-SOLAR

NEW

3 STRONG MODELS

With the three WEICON TOOLS strippers of the Mini-Solar product line, all common solar cables, such as H1Z2Z2-K, can be stripped fast and easily. Adjusting the cutting depth manually is not necessary. The integrated length stop (from 6-28 mm) is suitable for the stripping of solar cables with a conductor cross-section of 1.5 & 2.5 mm², of 4.0 & 6.0 mm² or of 10.0 & 16.0 mm². In addition, the three

models of the Mini-Solar have an easily accessible side cutter for cables up to 10 mm². Thanks to the precise adjustment during stripping, the strippers always ensure an accurate cutting structure. The tools are made of glass-fibre

reinforced polyamide and have a locking mechanism for space-saving and easy storage.





TECHNICAL SPRAYS IN THE FOOD INDUSTRY

Great helper in sensitive areas

Food is probably the last thing you think of when people talk about chemical adhesives, sealants and technical sprays. In fact, however, our WEICON products are used in this sensitive area more often than you may think.

Especially our technical sprays are frequently used in the food industry. Our Foam Cleaner as well as our Fast Cleaner, for example, have NSF-A1 approval and can therefore be used safely in the food and beverage industry as well as in the pharmaceutical and cosmetics industry.

Bio-Fluid and W 44 T-Fluid

Our Bio-Fluid and our W 44 T-Fluid are also regularly used in the food industry. WEICON Bio-Fluid is a medically pure white oil containing no resins or acids which was specially developed for lubrication and care. The oil reduces friction and wear, suppresses squeaky noises, protects against corrosion and removes dirt and rust. Bio-Fluid has NSF approval and can be used wherever occasional, technically unavoidable contact with food or its packaging occurs. WEICON W 44 T-Fluid also has NSF approval and is a physiologically harmless multifunctional oil. The resin- and acid-free oil unites lubrication, water displacement, corrosion protection, cleaning and conservation in one product due to a special active ingredient formula and excellent penetration properties. Owing to its special formulation, W 44 T-Fluid contributes to the improvement of workplace safety and health protection.

Both products are used, for example, on conveyor and packaging machines in warehouses and in processing. WEICON W 44 T-Fluid is mainly used in warehouses and laundries as a multi-oil on chains, gates and corroded surfaces.

Our technical sprays offer numerous advantages. They cover a wide range of applications and can be safely used in the food industry. This makes them great helpers for daily maintenance work, offering quick and uncomplicated solutions.



Video



NEW TRAINEES

The new trainees have arrived

We welcomed five new junior employees at WEICON at the beginning of August!

The new members of our team

Emma Wiening joins our marketing team to train as an image & sound media designer. Our advertising department is also delighted to have a new employee: Zehra Tosun is training to become a digital & print media designer. Our e-commerce team is supported by Anna Consilvio. Sophie Laumann is starting at WEICON with a dual study programme in business administration. This means that she will complete the practical part of her study course with us and the theoretical part at university. Last but not least, Jaron Mersch has joined our team to train as an industrial clerk.

The first day

First of all, Ralph Weidling introduced WEICON to the five new colleagues using the company presentation. Then, they were given an extensive tour of our company. For the very first time, it was not a member of our management team who showed our new colleagues around, but three older trainees. Finn, Lennart and Noah presented the company from their point of view to the newcomers, while Ann-Katrin Weidling accompanied them on their tour – and was happy to answer any questions. Afterwards, they attended the obligatory meetings, such as a photo session and safety briefing. Finally, having gained many new insights, their initial training in their departments started. Welcome to the team! We wish you a great start at WEICON!



SUCCESSFUL COMPLETION OF TRAINING AT IFAM

New adhesive specialist at WEICON

Since the end of July, another member of our sales force has officially become a specialist in the field of adhesive technology and has successfully completed the further training course at the Institute for Manufacturing Technology and Advanced Materials (IFAM).

Marcin Dolhy, one of our sales representatives in Poland, passed the exam at the end of the three-week training course. He can now call himself a DVS®/EWF Adhesive Specialist or European Adhesive Specialist. Marcin is responsible for our customers in North-West Poland.

He attended the course at Sieć Badawcza Łukasiewicz – Instytut Spawalnictwa in Gliwice, Poland. In future, he will be able to use the theoretical and practical knowledge he has acquired to advise our customers precisely and effectively, to prepare bonding instructions and to suggest solutions for applications.

We are very pleased that another member of our sales force has completed the further training course to become an adhesive specialist. WEICON continues to be the company on the market with the largest proportion of specialists in adhesive technology among its employees.



Congratulations on passing the exam Marcin!

INITIAL TRAINING FOR NEW EMPLOYEES

A successful start at WEICON

We – Patricia and Laura – are new to the WEICON team. We have been working in the PR department since May 2023 and, aged 30, we have already gained quite a lot of experience when it comes to starting a new job, e.g. our first job as teenagers, a commercial apprenticeship, various internships, different student trainee jobs, our first job after graduation and now at WEICON. And what can we say about our WEICON experience? We definitely did not expect this kind of welcome!



The first working day

Our first day at WEICON started at 8 a.m. We spent the morning in our new office getting to know our team and the tasks. The other team members shared their experience of working at WEICON and told us about their careers. At lunch we had the opportunity to meet several colleagues from the other departments and were immediately warmly welcomed into the group. In the afternoon, we were given a tour of the company – this involved many handshakes and many new names and faces, but everyone was very friendly. And then, after having received our laptops from the IT department, we got started on our first tasks. We worked on the first postings for the WEICON social media channels and on texts for the WEICON NEWS: for us, this was an expression of trust and the perfect conclusion to a successful first day of work – and it made us look forward to the next day!

A good start in the team – our initial training begins

After enjoying several successful days in our department, we spent three weeks in the other departments to get familiar with their work. Since we started at WEICON at the same time, we were able to find out more about the other departments together. We were given the opportunity to explore each department, to understand all the workflows and processes, and to get to know our colleagues better. This is especially important for us, as in the PR department we depend on good relationships with the other departments in order to be able to report on news. So it's great to know all the employees! From purchasing to marketing, we gained insights into the various areas of activity and were able to gather memorable impressions.

We started in Technical Project Management. Our technical project manager Holger gave us valuable input and had some exciting stories to tell. Holger has been working at WEICON for 28 years and therefore is an institution here. It was very interesting to hear about the work processes in the past – and how the company has developed over the years. We also completed our one-week product training course with Holger, which is part of the initial training programme and mandatory for all new employees. Regardless which area you work in at WEICON, knowledge about our products is essential. In our case, we write about the company's product range and sometimes answer questions from our social media followers – so a basic knowledge of our products is essential. Both theoretically and practically, the product training was a complete success for us! During our visit to Product Management, our absolute highlight was our glimpse into the laboratory. We got to apply WEICONLOCK to screws, measure the strength of the ad-



hesive and learned a lot about the daily lab work. We were also taught about safety precautions right from the start: no entry into the lab without safety goggles and rubber gloves! In addition, there was a brief training session for us on how to handle adhesives and which actions or experiments we should better avoid.

We started our second week of training in the export department. We were really fascinated by the “travellers” – one week at a trade fair in Brazil, the next week in Argentina visiting customers. Each of the travellers is responsible for specific countries and the local customers who receive extensive support. One thing is clear – you have to love travelling! For us, such a “jet-set life” would be a bit too busy.

No initial training without a visit to the WEICON TOOLS team. Together with sales manager Lorenzo, we visited our tool production in Ascheberg and were able to experience first-hand how our TOOLS are produced. We had no idea beforehand about how many small individual steps are required to produce our tools and how many machines are involved in the production process. At the end of the day, we were allowed to do some hands-on work and strip and skin cables with our TOOLS in the in-house training room.

A full initial training for new employees at WEICON also includes working in production and in the warehouse. We spent two days there getting to know the different areas and actively supporting our colleagues. In addition to filling our products, labelling, packing WEICON TOOLS and sending off orders, we also had a little time for exciting conversations with our colleagues. It was impressive to see how meticulously and happily our team carries out their tasks and how long they have been working for WEICON. And we quickly realised that without our colleagues in production and in the warehouse, nothing would work here!



Now we are ready to dive into work

We were really impressed with the initial training! From the very first moment we were welcomed warmly in every department. Everyone took the time to familiarise us with their area of work, and we immediately felt part of the team. This extensive initial training showed us once again how important it is for the whole team to give new colleagues a good start. We had three weeks to explore the company, ask questions, gain experience and learn. Piece by piece, the individual pieces of the puzzle came together to form one big whole. As a result, we now know who to turn to when we have questions or concerns or when we need to find out more about a specific issue. Appreciation and the well-being of all employees are of great importance here – and this is also reflected in the special way in which they are trained.





AN INTERNSHIP IN SPAIN

Hola España!

Living abroad for a month, getting to know another culture and language, exchanging ideas with locals and doing your usual work? Sounds like a dream – but it's actually real for our trainees. Canada, Dubai, Spain – for one month, the trainees have the opportunity to gain practical experience abroad at a WEICON branch. We talked to Marius, who is currently completing his training as an industrial clerk at WEICON, about his time in Madrid.

Marius, you spent a month in Spain this summer working in our branch office. How did you get your internship position in Madrid?

I was lucky to travel to Madrid in June. In the second year of our apprenticeship at WEICON, we trainees have the opportunity to visit an international branch and to live and work there. We each prepared a presentation on why we would like to go to a specific branch. We held our presentation

in front of our training manager and the management team – and a short time later we got the thumbs up.

live – that immediately fascinated me. Last year, in Germany, I also had the opportunity to drive some of the staff from Spain to the airport and got to know them a bit. Another advantage that made me

different apps for the flight and accommodation that contained all the necessary information. I didn't have to take care of anything myself. My colleague Miguel picked me up and we first drove to the branch office so that I could get to know the team. I then drove to my accommodation with the branch manager Alejandro. He arranged everything in Spanish and made sure that I arrived safely. So I felt very well looked after right from the start because everything worked so perfectly.



WHAT I APPRECIATE MOST IS THE INTER-CULTURALISM. THE PEOPLE IN SPAIN ARE SO OPEN AND WARM.



Why did you want to go to Spain of all places?

I had already had three years of Spanish lessons at school and was happy to be able to expand my knowledge a bit. In addition, Madrid is a super cosmopolitan city where many different people

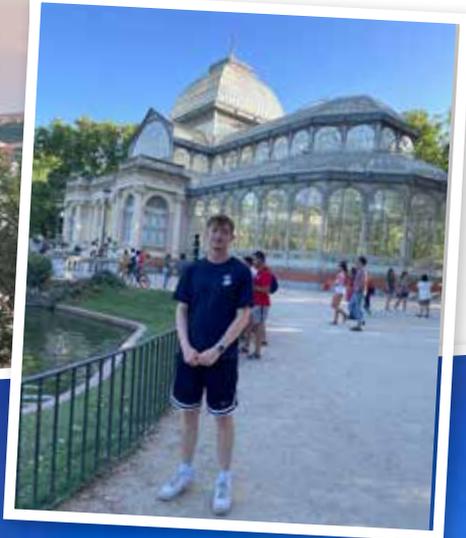
choose Spain was our colleague Katherina, who comes from Germany, so there is always someone in the office who you can ask something in German.

That really sounds like a big plus! How did you organise your internship? Did WEICON take care of everything, or did you also have to do a lot yourself?

In fact, WEICON took care of everything. I had

What were your tasks in Madrid?

At the time of the internship, I worked in e-commerce and 60 to 70 percent of my tasks were still for my German colleagues. I simply took those tasks with me to Spain. I also took on a few new tasks for the Spanish colleagues. For example, I wrote business cards for the products or finished quotations for the



Spanish and Portuguese customers.

Was it the first time for you that you went away from home and lived alone?

Yes, exactly. Normally I still live with my parents, which is why the first few days were a challenge. I lived in a shared flat in Madrid, mainly with exchange students. That was pretty cool. But you suddenly become aware of the things you have to take care of, in addition to being in a foreign country and dealing with a foreign language.

Speaking of the language barrier, what were the biggest challenges for you during that time?

Especially in the beginning, I mainly struggled with the language. I knew some of the vocabulary from school, but I felt a bit overwhelmed at first. But as time went on, I increasingly got used to it and found my way around with the help of translation



apps. In the first one or two weeks it was not easy to get into a structured daily routine, because everything was new and unfamiliar. But after I had managed the first couple of days, I felt very comfortable and would have liked to stay longer.

And looking back, what was your best experience during your internship abroad?

What I appreciate most is the interculturalism. The people in Spain are so open and warm. I was immediately welcomed and invited to visit a football match or have a drink, for example. It was also especially nice that Ann-Katrin and Patrick from the management team visited the Spanish branch

shortly before the end of my stay. In the evening, we went out for dinner again with all the colleagues. It was a lovely way to end my stay in Spain and didn't make it any easier to say goodbye.

What did you learn during your time abroad?

I think I have definitely become a bit more relaxed and open. I try to integrate the Spanish mentality a bit into my everyday life in Germany. In addition, it is of course great that my contact with the branch office also helps me with some tasks or to-dos. You generally become more independent in many areas as a result. Of course, it is a tremendous benefit for us trainees to experience international business and work abroad. It definitely allows

you to grow and helps you understand certain structures better.

So, on the whole, was it a positive experience?

Absolutely! For me, it was a fantastic opportunity, and I really enjoyed the time at the branch office in Madrid.





Kimberly Erben
Head of Procurement at WEICON

CHANGE IN LEADERSHIP IN OUR PURCHASING DEPARTMENT

A great career

Kimberly Erben has long been a member of the WEICON family. After starting her training as an industrial clerk with us in 2018, she joined the team and now, aged 25, is taking over as head of procurement from Jennifer Schlattmann, who went on parental leave.

Hello Kimberly – first of all, congratulations on your new position! Why don't you tell us about your career at WEICON?

Thank you very much. I started my apprenticeship as an industrial clerk at WEICON in 2018. It was clear to me quite soon that I would like to work in purchasing. Fortunately, I was able to start there directly after completing my training in 2021. After Jennifer took on the role of head of procurement in addition to head of product management, I was asked in October 2022 if I would like to become team lead of procurement and help reduce her workload. I really enjoyed doing that and now that Jennifer is on parental leave and will continue only as head of product management after her return, I'm head of department.

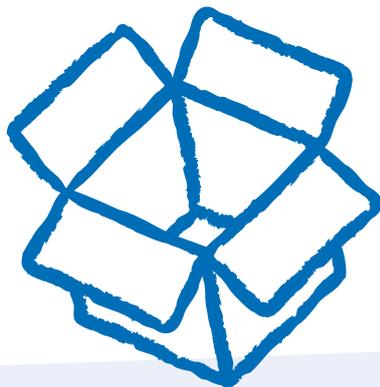
Now that's what we call a great career. What other areas did you get to know at WEICON and why did you really want to work in purchasing?

Of course, during my training, I worked in all the departments as is usual. The funny thing is that at the time I had no idea at

all where I wanted to work someday, and I stressed myself out about it. And then I got to know the purchasing department. I enjoyed my work there so much right from the start that I couldn't imagine working in any other department. I was very lucky that there was so much to do in purchasing at the time; a new position was created and I was able to start directly there. Since then, I really don't want to leave.

That almost sounds like fate. What do you enjoy most about your job?

In fact, my autonomy. Everyone in the team gets their suppliers right from the start and is 100 percent responsible for them. And it is of course exciting to be at the very beginning of the chain. Without us, there would be no raw materials and therefore no products to sell, as we are responsible for every package and every material. Thanks to my training here, I also know all the other departments and know where misunderstandings can sometimes occur. I have a lot of responsibility and I am constantly in contact with people – I like that very much.





What changes for you now as head of department?

The biggest change is, of course, staff responsibility. Personally, my biggest challenge will be to continue everything as it was before and still get involved and bring calmness to the team. Everything is going pretty well in our team, and I don't want to upset anything. Nevertheless, the finishing touches are missing here

part-time at FHM Bielefeld since 2021. Fortunately, this is a joint degree programme and my lectures all take place at the Hansa Berufskolleg in Münster. But this means that I'm also doing my business administration degree. So I'm working towards two degrees – a Bachelor of Arts and a Bachelor Professional. For this reason, I go to university three times a week from 6 p.m. to 9 p.m. and listen to lectures. On top of that,

time I've been here, I've witnessed the positive changes and I just continue to be happy to be part of this change and this team. For the future, I wish that we remain a strong WEICON team and that the atmosphere remains as good as before.

Thank you for your time, Kimberly, and all the best for your new role!



I HAVE A LOT OF RESPONSIBILITY AND I AM CONSTANTLY IN CONTACT WITH PEOPLE – I LIKE THAT VERY MUCH.

and there, and I would like to bring them in without being too much of a boss. I have been part of the team myself for years and hope that we will keep up our relaxed interaction in the future. I obviously have more responsibility with regard to the suppliers and the entire day-to-day business. It is my job to keep track of everything in the future.

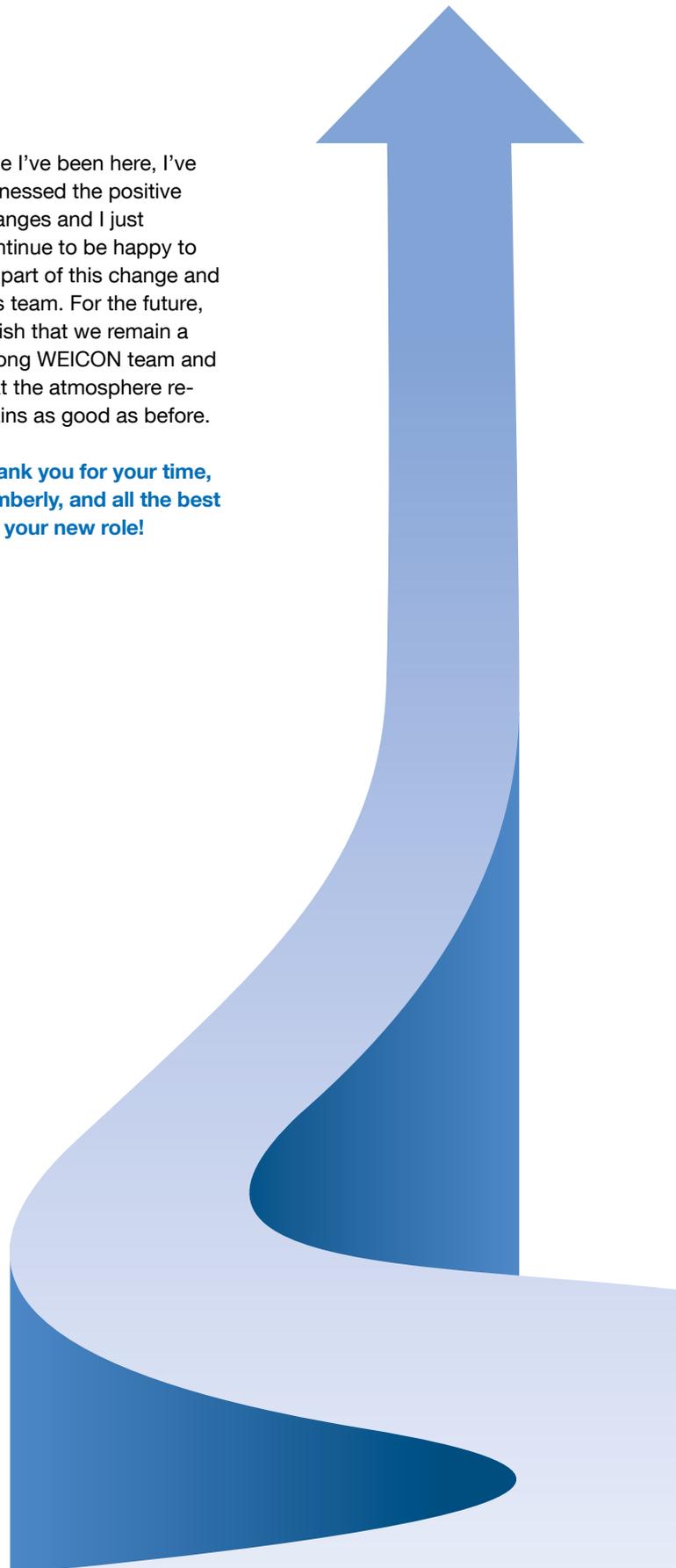
In addition to your 40-hour job, you're also studying. What exactly are you studying and how do you manage it alongside your job?

I've been studying business administration

I have to study for exams and write assignments. Next year in April, I'll have my business administration exam and then I'll write my bachelor's thesis a year later. It's very demanding and requires a lot of structure, but I deliberately chose it because it's for a defined period of time, and yes, it's fun too.

That's very impressive! Last question: what distinguishes WEICON for you and what do you wish for the future?

WEICON is super diverse. We are growing a lot and in the process the tasks are also developing. In the



EXCITING INTERVIEWS

WEICON goes Podcast

Ann-Katrin Weidling, our managing director, and colleague Joelle del Rio have ventured into unfamiliar territory in recent weeks: both were guests on a podcast for the very first time. Ann-Katrin was appointed managing director of WEICON in 2020 at the age of just 27, while Joelle moved to Australia and works there as an e-commerce manager. Therefore, one thing is certain: they had a lot to talk about...

What is it like to be the successor to a family business?

Ann-Katrin was asked this question and many others about the succession process at WEICON in Louis Schulze's FUTUR3 podcast. There she reported on WEICON's history, the company's development in the past years and her experience as successor. In addition to topics such as digitalisation and sustainability, the main

topics discussed were the challenges, opportunities and changes accompanying her succession at WEICON.

Taking the employer to Australia

That's how Joelle del Rio did it. She has been working for WEICON in Australia since August 2021. She started at WEICON as a student trainee in the area of e-commerce and marketing, and now works as an e-commerce manager in Brisbane. She emigrated for reasons of the heart. After informing the management team about her intention to move, she was told a short time later: "WEICON will join you." In the SBS German Radio podcast, Joelle talks about her beginnings with WEICON down under, the big and small obstacles that had to be overcome and the cultural differences between Germany and Australia.



Joelle del Rio



Ann-Katrin Weidling



TRAVELLING THE WORLD

Trade fairs 2023 / 2024

Our team enjoys travelling all over the world to present exciting applications and our excellent solutions – that's basically part of the WEICON DNA!

This year, we have once again visited many interesting countries, such as the UK, UAE, India, Indonesia or Singapore. Our trade fairs in 2023 covered a wide variety of industries ranging from electrical and mechanical engineering to plastics technology and shipping. This reflects the fact that

our products are used in almost all industries around the world. At these events, specialists from all over the world come together. This helps us in developing ideas for new products that can be used in many different applications.

In 2024, we will continue to participate in trade fairs across the globe. Among the countries and cities that we will be visiting are: South Africa, Spain, Singapore, Dubai and the USA. We look forward to the trade fairs there! You will

be able to read more about this topic in the next issue of our WEICON News.

Our fair calendar is available on our website:





After last year's success, we again offered open dealer days at WEICON in 2023 and organised an impressive five events in total. As in 2022, our sales force was called upon to invite specialised technical dealers to visit us in Münster. They accepted our invitation and came from all over Germany – from as far as Flensburg in the North and Friedrichshafen in the South.

DEALER DAYS AND ONLINE TRAINING COURSES AT WEICON

At our headquarters and on the web

Mix of theory and practice

During our dealer days, our technical project manager Holger Lütfring is in charge of the theoretical part. The theory is taught in a concentrated course in the morning. The focus is clearly on adhesives, which are very much in demand in the retail trade. Our Easy-Mix products, our flexible adhesives and sealants as well as our WEICONLOCK anaerobic adhesives and sealants are good examples.

The theoretical part in the morning is followed by a detailed practical part in the afternoon. In this way, we hope to ensure that the sales teams from the specialised technical trade can answer their customers' questions confidently and professionally. Only employees who have used adhesives themselves and know the special features of the individual products can give their customers the best possible advice and pass on tips and tricks on how to avoid application mistakes.

"The dealer days have fully established themselves this year and are already being actively requested. There is really a lot of interest in this form of concentrated training in the field of adhesive bonding technology," says Holger Lütfring, looking back on this year's events.

But in the specialised technical trade employees have a busy schedule and a training trip to Münster is sometimes not possible in terms of time and logistics. For precisely these cases, we additionally offer regular training courses online. Thanks to these courses, it is easy to find out more about news and solutions in the adhesive technology sector – quickly and from the comfort of your own workplace.



First online training course after completion of construction work

In August, after the extensive renovation of our headquarters in Münster, another offer of this kind took place in the WEICON training laboratory: an online training course for dealers. Our colleagues Holger Lütfring and Sebastian Kipp from our sales force gave a 30-minute concentrated training course on the topic: WEICONLOCK – anaerobic adhesives and sealants. "Again, it was great fun. Our training courses are hugely popular with dealers. I assume that after the completion of the construction work, we will now increase our offers and regularly hold such courses," said Holger following the well-attended webinar.

RESPECT



**RESPONSIBILITY
& SUSTAINABILITY**



OPEN-MINDEDNESS



COMMUNICATION



RELIABILITY



SOLIDARITY



INTERDEPARTMENTAL WORKSHOP FOR NEW IDEAS

Corporate values at WEICON

What are our goals as a company? What values do we represent? How can we best communicate them both internally and externally? These are questions that we have been asking ourselves for over a year now – with the result that there is a lively ongoing discussion between the departments.

Development of company values

At the end of 2022 / beginning of 2023, a task force set up for this purpose developed specific values following an internal company survey. WEICON adheres to these values. We have been living up to many of them for years, however without putting them into words. Several new values have also been added following the wishes and comments of our staff.

”

IT IS IMPORTANT FOR US TO CLEARLY EXPRESS AND WRITE DOWN OUR VALUES IN ORDER TO FURTHER INTEGRATE THEM INTO OUR COMPANY'S DNA.

Ann-Katrin Weidling

Company workshop sparks lively discussion

After putting our values into words and discussing them in the task force, a voluntary workshop took place at the end of August to map out how these values can be implemented in our work in the future. Employees from all areas had the opportunity to register for this and to participate in the development of the workshop programme.

The workshop was organised by the Marketing and People & Culture departments. For more than four hours, the 14 participants from various departments exchanged ideas. Together, they discussed which aspects of the values can

still be improved upon and how we at WEICON wish to communicate them both internally and externally in the future. It quickly became clear that there is generally a high degree of satisfaction among employees. Thanks to the division into small groups, discussions were first held in cross-departmental teams of three before the results were discussed again in the large group. One of the results was that the majority of departments would like to see more interdepartmental exchange.

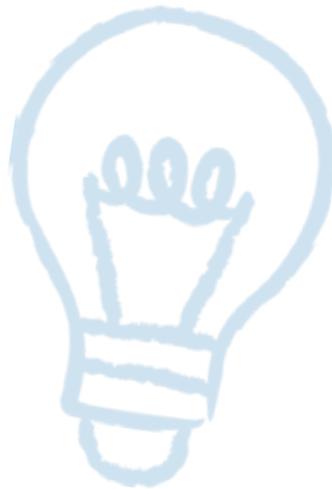
“The workshop showed how interested our colleagues are in making work at WEICON even more pleasant and in discussing topics with other employees,” concludes Tina Spengler, head of marketing.

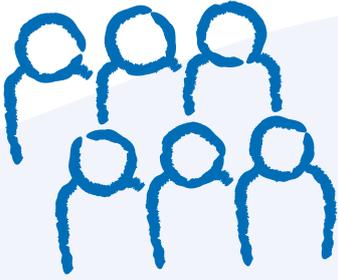
Many points are being implemented step by step

Ann-Katrin Weidling commented after the workshop: “It’s great to see so many people involved in the development of the company. We have written down a lot of points and will now gradually address them one by one.”

After the intensive workshop, the points raised were taken to the task force on corporate values to initiate the next implementation steps and to plan communication accordingly.

We are very pleased to have such a committed team and are excited to see how our values and the implementation of the new ideas will take our company forward.





WEICON SUMMER CONFERENCE AND SUMMER PARTY 2023

It's that time of year again

Twice a year, all of our sales reps meet at our headquarters in Münster for the annual summer and winter conference. On these occasions, our entire sales force has the opportunity to exchange information and find out about the latest developments: regardless of whether they are responsible for Germany, Austria and Switzerland, work in the office or in the field, or travel around internationally.

Our 2023 Summer Conference was held at the beginning of August. After a welcome address by Ralph Weidling and an overview of the programme of the two-day event, Patrick Neuhaus, the sales director of Germany, Austria and Switzerland, and Vitali Walter, international sales director, acted as hosts.

We staged this conference to exchange information with the sales force team about current trends, to analyse the launch of our new products and to give an outlook on upcoming innovations. In addition, it offered various departments the opportunity to present department-specific news and to engage in discussion with the participants.

To make sure that the theory did not overwhelm our colleagues, there was also a practical part. After a detailed update on Plastic Metal and a refresher course, the hands-on activities started. The participants were divided into groups in which suitable repair solutions were worked out for various use cases. The solutions were then presented to all participants.

After two very comprehensive and information-packed days, the event ended with our highlight of the summer – the WEICON Summer Party 2023!



WEICON goes Ballermann - Summer Party 2023

As usual, the big annual WEICON summer party is a not-to-be-missed event – even if the weather almost upset our plans. Thanks to a large tent, the rain showers did not dampen our mood, even though it sometimes rained heavily. In keeping with the motto “WEICON goes Ballermann”, the party went on in Mallorca-inspired party outfits.

Before the actual party, our whole team was divided into groups to compete in various games and get in the mood for the evening. The group leaders of the teams were our trainees, who motivated their team members with games such as “hold a plank” (unbelievable, but true – the record on the day was over 30 minutes!) or the “no laughing challenge”. The games were not only great fun, but also encouraged interdepartmental team building.

As befits such an event, there was delicious food after the games: chips and burgers! Then the starting signal was finally given for the actual party. Of course, various Ballermann hits were played, and the WEICON team danced and celebrated until the early hours of the morning. And as we all know, after the summer party is before the Christmas party – we are already looking forward to it!





CHRISTIAN PLUTA RETIRES

All the best to you – happy retirement Christian!

JELN GmbH from Schwalmatal in the Rhineland has been part of our company since 2022. Systems for wear and corrosion protection are produced there as well as potting compounds and adhesive systems, such as impact-resistant adhesives and adhesives with approvals for use in the food sector.



The company was founded in 2003 by Dr. Christian Pluta, who steered the fortunes of the manufacturer of chemical products as managing director and is responsible for a large number of interesting product developments.

At the beginning of October, Christian started his well-deserved retirement. In the company of his family, friends, his team and several colleagues from Münster, he was given a warm farewell and was visibly moved by the small celebration that was organised for him.

Christian, thank you for everything and all the best to you and your family – happy retirement!





In each issue of the WEICON News, we present two of our employees' favourite WEICON products.

These are products that colleagues always have at hand at home and that can be used for private use as well as in the industrial sector.

VA 30 Black

“In my free time, I really enjoy bouldering. Of course, you also need the right shoes for this. Due to the extreme conditions while climbing, the rubber coating of the shoe can easily peel off. To repair my shoes and make them suitable for climbing again, I use our WEICON VA 30 Black Cyanoacrylate Adhesive. I really like the simple application – both small and larger areas can be bonded quickly and easily. It also cures with residual elasticity, so the shoe retains its flexibility.”



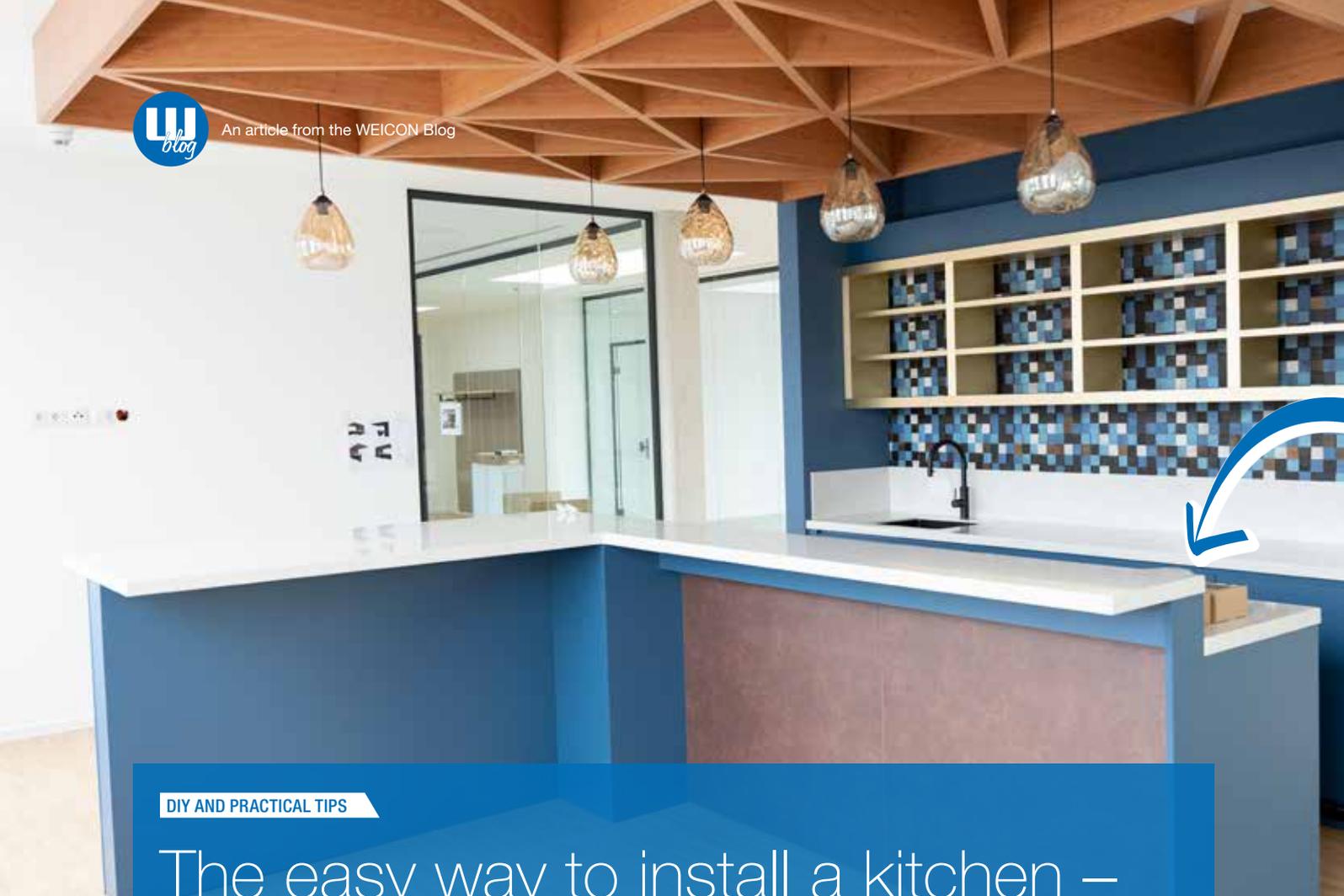
Philipp Knüppel | Brand Manager |
since 2014 at WEICON



Verena Kortmann | Media Designer |
since 2022 at WEICON

Rust Converter

“This summer we decided to freshen up the look of our old barn gate. In addition to re-glazing the wood, which we do regularly, it was time to turn our attention to the iron hinges; they had begun to rust considerably over the years. The WEICON Rust Converter was perfectly suited for this task. It's easy to apply and neutralises the rusty spots within a few minutes. In fact, it was so simple that I immediately started to search for other rusty doors, handles and other things in our home to smarten them up too. After applying a coat of Brushable Liquid Zinc Paint, the hinges look almost new again.”



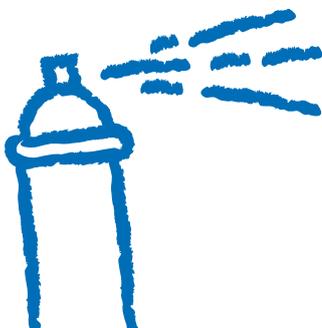
DIY AND PRACTICAL TIPS

The easy way to install a kitchen – attaching worktops with adhesive

Is it really possible to install a kitchen worktop without any screws? Yes, it is! We'll show you how to attach a kitchen worktop with glue! The best example of this is our stylish kitchen lounge, which we recently installed in the new building of our Münster headquarters. Based on the material and design, we decided on a solution with glue.

Cleaning the surfaces

Our Activating Cleaner was used to prepare the surfaces to be bonded thoroughly and properly. The spray is a cleaner and primer in one product and ensures that all surfaces are free of dust and perfectly prepared for bonding. First, we sprayed on a generous amount of Activating Cleaner and then wiped the surfaces. After a second application, we didn't wipe the spray off again, but simply let it flash off – thus maintaining it as an adhesive base.



Bonding the worktop and counter

Now, let's get down to business! Attaching the worktop to the counter is all about gluing – not drilling! That's why we used the elastic adhesive Flex 310 M® 2 K. It's super economical and provides very strong adhesion. With the help of a static mixer and thanks to the double cartridge, the two-component adhesive is very easy to apply. Tip: for even distribution, apply the glue in serpentine lines. The Contour Spatula Flexy can be used for this purpose. With the WEICON TOOLS Cable Scissors No. 35, we cut out its perforated edge to create a handy toothed spatula. You can position the worktop without rushing and with millimetre precision as this elastic adhesive is highly viscous and has a sufficient curing time. In this way, you can attach the worktop without damaging the material by drilling holes.

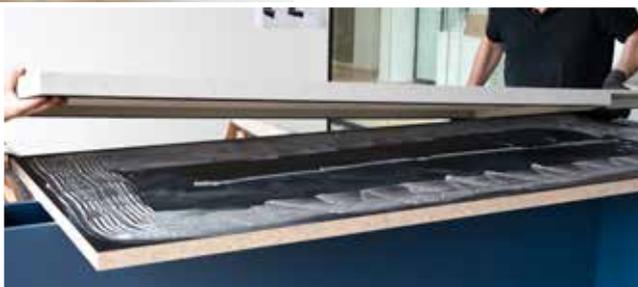
Sealing the joints of the worktop

Almost finished! In the second last step, we sealed the connection joints between the worktops – using our neutral-curing Silicone N. The extremely elastic sealant forms a hardly visible, transparent joint and is surface-neutral. For this reason, this silicone product is especially suitable for high-quality surfaces. In addition, it has no unpleasant acrid "silicone smell", which makes it ideal for use in kitchens and shops.

Smoothing the silicone joint

Nothing beats an even smooth silicone joint. That's why we used our Smoothing Agent at the end.

It is this easy to attach a worktop to a counter – and they are now ready to welcome hungry and thirsty employees!



CAMPER VAN CONVERSION MADE EASY

On a great journey with WEICON

Who doesn't dream of enjoying the sunrise by the sea today and then sitting comfortably next to a campfire by a lake tomorrow? That's true freedom! Not having to stay in one place but being able to move on at any time: for many people, that's what makes a perfect holiday. With a camper van, this freedom seems to be within reach – as it is for Johannes. He has bought his own van to travel the world in. But before he could set off on his first journey, he had to convert it into a camper van.

Hello Johannes, why don't you tell us a little about yourself ...

I'm Johannes, 34 years old, and I live in Münster. I work as managing director for the sustainable fashion label STORY OF MINE, where I'm mainly responsible for sales and the development of internal processes. I love being out and about in nature and going fishing and running in my free time. My great passion is travelling and therefore, unsurprisingly, the conversion of my camper van this year.

How did you come to buy a van?

A year ago, I went on tour for the first time in a rented camper van and was really impressed. It was then that I realised how expensive renting a camper van is: I paid 1,800 euros for a fortnight. And there were additional costs such as fuel & fees for camping grounds. Quite a substantial sum! As a result of this



@gruener_lebensraum

experience, I toyed with the idea of buying my own van. I researched the market and current prices and considered which vehicles would be suitable for me.

How long have you owned your van and how old is it?

In February of this year, I decided to move ahead with my plans, and I looked at three vehicles in the neighbourhood. In March, I finally bought a Citroën Jumper. The vehicle is eleven years old and has already driven 220,000

kilometres, but it had received new brakes, a new clutch and a new TÜV certificate a month earlier and was generally in very good condition.

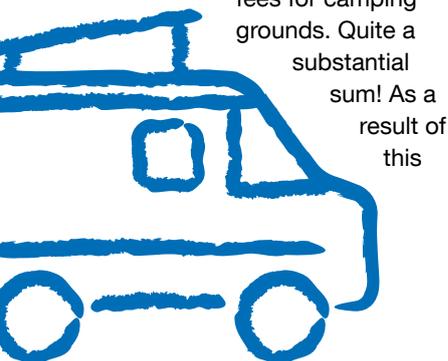
And then it all started ...

That's right, I then started converting the van very soon. First, I started to gradually gut the vehicle: new windows and a skylight were installed, and the interior was clad in wood. Of course, you also need a comfortable bed and a little kitchen. My camper van now also has an outdoor shower in case I ever

travel to Scandinavia for wild camping.

Where have you already been with your camper van this year?

My first tour was in June, but at that time I hadn't yet completely finished the conversion. It was a good test to find out what I still needed to improve and what changes I needed to make. The really big holiday was in September – I went to South Tyrol with my girlfriend and our dog, and it was fantastic. Of course, there were small problems occasionally,





Johannes Kaiser
Managing Director at
STORY OF MINE

such as a broken handle or the fact that we couldn't charge the auxiliary battery from the outside. However, as I have solar panels on the roof of my camper, we had enough electricity. I have to admit though that I was a bit nervous at the beginning: I can change tyres and I can also change the oil, but I'm always a bit worried about whether everything will work the way I want it to. Of course, it's important to have good insurance in case of any serious difficulties.

Completely converting a camper van is not something that can be done in next to no time. Did you have any previous technical skills? Did you have help?

I'd say that I know how to do things with my hands, and I like to screw things together from time to time, but of course it's quite different when you're planning such a big project. I watched a few videos on YouTube beforehand to gain some knowledge. My father was a tremendous help; he is a skilled craftsman and was immediately enthusiastic about the whole thing. We then spent several months together converting the camper van in my parents' yard. To be honest, I would never

have been able to do this without him. It was a really cool "father-son project".
Which WEICON products did you use? And did you have a favourite product?

Yes, definitely the WEICON Brake Cleaner! Above all, it was a great help when gutting and cleaning the van. For this task, it was my absolute favourite product and I recommend it to anyone who wants to convert a camper van. Other WEICON products made my work much

What tips do you have for people who are also planning a camper van conversion?

In my experience, it is best not to plan your budget too tight. Small problems always occur; things break during the conversion process, or materials turn out to be more expensive than you had previously planned. It's important to set a realistic budget, otherwise you will end up being stressed out. In any case, you should allow for a



A YEAR AGO, I WENT ON TOUR FOR THE FIRST TIME IN A RENTED CAMPER VAN AND WAS REALLY IMPRESSED.

Johannes Kaiser

easier too. I used the WEICON Rust Converter, the Anti-Seize Assembly Paste and the Zinc Spray. I glued the skylight with WEICON Windscreen Adhesive and used Multi-Foam to clean the seats. We also used Speed-Flex® to glue the wooden strips to the interior of the van. So we used many different WEICON products!

financial buffer. And very important: go on holiday in a rented camper van before you buy your own. I keep hearing that people are really excited about the idea of owning their own camper van, but after their first holiday their enthusiasm is no longer that great. Honestly, camping is not for everyone, you have to be very sure before you start a project like this.

How much did the extension cost you in total?

Right from the start, it was important to me to convert my camper sustainably. I don't need a luxury camper and prefer to be sustainable when travelling. The wooden interior

panelling is 95 percent from Ebay classified ads and I also received wood as a gift. We even made the bed ourselves. A few little things still need to be done, but at the end of the day, the purchase of the vehicle and the conversion will cost me around 15,000 euros.

Do you have a bucket list for your travels or a special trip planned for next year?

We would love to travel to Scandinavia, of course also because wild camping is allowed there. In Europe it is now the case almost everywhere that you have to camp on campsites and are not permitted to stay in the great outdoors. The Balkans are also at the top of my list; I'm very interested in Montenegro, Albania and Bosnia because they still have unspoilt nature. Corsica is also an option. We still have a lot planned for our camper van and I'm really excited to see where it will take us.

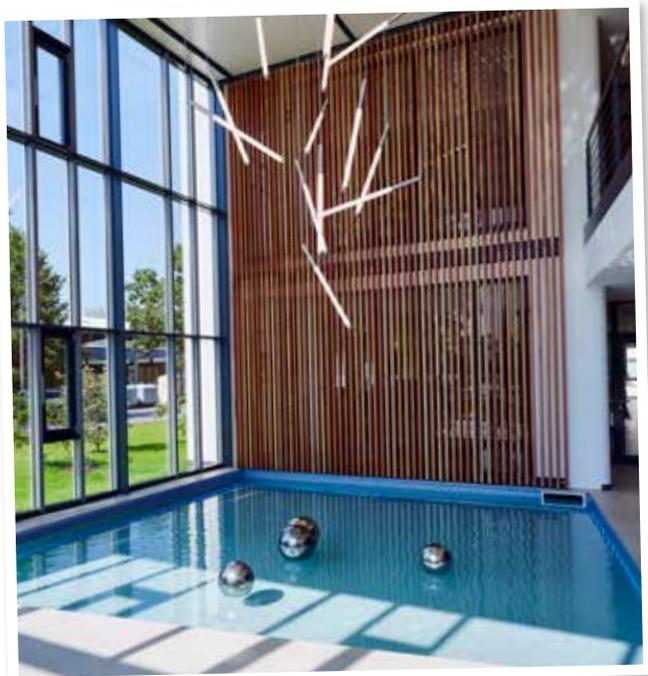




REFURBISHMENT COMPLETED

Investing in our headquarters

Refurbishment work on one of our existing buildings in Münster was started in September 2022. The building, where the reception area for our guests is located, was built in 2006. It has been gutted and refurbished over the past few months. Some rooms were newly created, others were changed and modernised. All offices were equipped with new furniture, the toilet facilities were renovated, and new air conditioning was installed throughout the building. It is now much brighter, more open and friendly – a place where all employees enjoy working!



The entrance area
boasts a stunning new look



The new entrance area has become an absolute eye-catcher! Even outside, you are greeted by a large WEICON logo made of wood, and the reception desk and entrance area have also been clad in a light-coloured, warm wood. You feel at home straight away! Our little “pool” has been given a finishing touch too – new technology and modern LED lighting now make the water basin look even more beautiful. Our dear colleagues Berit and Janet, who welcome our guests at the reception desk, have settled in well!

Colourful new training rooms

Creative, Industrial, Efficient and Innovative – these are the names of our four new meeting rooms at the head office. Whether for internal or external training courses, meetings or group work, there is a suitable room for every occasion. Modern, beautiful, ergonomic office furniture and the best technical equipment leave nothing to be desired – each meeting room has its very own charm!

Space for new working models

The building has been refurbished from top to bottom and is now perfectly suited for new working models. We have decided that employees will no longer have a fixed desk at the head office. Each employee can choose and easily book their desired desk – instead of working at the same desk day after day. For many colleagues, this is a welcome change; it encourages contact and exchange between our staff and stimulates creative ideas.



WEICON SUPPORTS TEAM OF THE UNIVERSITY OF APPLIED SCIENCES IN SOEST

Successful collaboration

In the summer, a team from the South Westphalia University of Applied Sciences in Soest asked us for support. As part of the FinishING project, the students had to develop and build an operational water scooter to compete in a competition.

The Soest students had many good ideas and approaches on how to go about constructing the scooter, but they did not have sufficient expertise and practical experience in adhesive technology. Adhesives, however, were to play an important role in the construction of the watercraft.

And this was our chance to help them. When the request came from Soest, our colleague Mike Breitenfeld from the Application Technology Department set off to the University of Applied Sciences with many WEICON products to provide the students with advice and support. For example, he showed them our adhesive and sealant for wet and damp surfaces AquaFlex, our special silicone Black Seal, the high-temperature resistant adhesive Easy-Mix HT 180, the cyanoacrylate adhesive WEICON VA 2407 as well as our casting resin MS 1000. For the surface pre-treatment and cleaning, Mike had brought along our Surface Cleaner and Activating Cleaner.

Product training and many tips

During a product training course, Mike presented the individual adhesives and sealants, explained their technical properties and gave direct advice for their professional use. The team of students were hugely interested in his presentation, and they asked lots of questions about how the adhesives and sealants could best be used on the water scooter. Having gained this new knowledge, the team called WAVE set to work and constructed a scooter within just twelve weeks, which they entered in the FinishING project.

FinishING

Since 2012, the interdisciplinary FinishING project has been carried out in the summer semester at the University of Applied Sciences in Soest with students enrolled in design and project management courses, electrical engineering,



mechanical engineering and industrial engineering courses. This year, two teams had the task of constructing an operational water scooter. Aside from the technical implementation, the overall concept is

decisive, including business idea, product design, sales and marketing concept and final presentation.

The starting position of the teams is always the same. They receive identical sets of components: this semester an e-jet booster system with a powerful electric motor and a water jet drive. So the teams work under the same conditions.

Final event at Lake Möhne

At the end of June, the time had come: the water scooters of the two teams from the University of Applied Sciences were put to the test at Lake Möhne. The students presented their developments in front of a jury and a large audience. The other team presented an aesthetically designed vehicle that was to cause a sensation in the fun sports sector. However, Team WAVE, which we supported with products and expertise, took a different approach. The students additionally worked with the German rescue organisation DLRG and received advice on which aspects are important for the use of a water scooter when it comes to rescuing people. In the technical design of the vehicle, the team had focused on optimising the flow characteristics, since every second counts in rescue operations. This optimisation made the WAVE scooter faster than its competitor. Moreover, they had developed an accompanying information package on the topic of water safety with a specially developed app and a social media channel. This impressive mix tipped the scales and ultimately convinced the jury, who declared the WAVE team the winner of the competition and rewarded them with a prize of 1,500 euros.

It was a really fascinating project, and we are very happy that we could make a small contribution to the success of Team WAVE!



The Scooter in action



WEICON OUTSOURCES PART OF ITS PRODUCTION

Investing in our branches

In recent years, we have grown tremendously at our headquarters in Münster. We have not only invested in our existing buildings and updated them, but also constructed new buildings for production, the warehouse and our administration. The number of employees has also increased significantly in recent years. This is due, for example, to the fact that we have enlarged the existing departments and have established new areas, such as e-commerce and marketing. However, it is becoming more and more difficult to continue this positive trend for various reasons.

Limits to growth almost reached in Münster

Among other things, this is due to the very complex bureaucracy in Germany and the shortage of skilled labour, which is increasingly affecting us. The high energy prices and production costs in our country are other important aspects that have led us to think about necessary alternatives.

We are very active internationally and now operate nine branches abroad. We have carefully examined our branch locations, the surrounding infrastructure and the technical conditions and have subsequently analysed which locations are suitable for manufacturing processes and for the further processing and packaging of our products. Our branches in the Czech Republic and Romania provide an ideal environment for expansion.

From idea to reality in record time

So, without hesitation, we discussed with the two branch managers how production facilities could be established in the two countries. The start of this planning process was at the beginning of September.

And then everything happened very quickly.

In the Czech Republic, we were able to rent a building next to our branch. In Romania, walls were changed to create space for manufacturing.

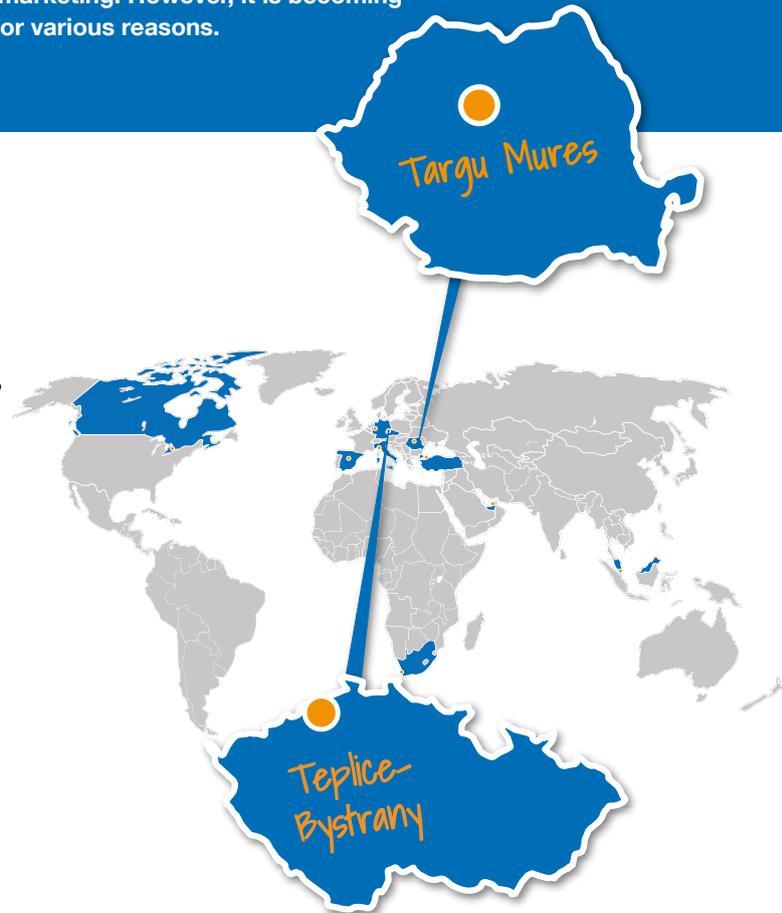
Machines and technical equipment were transported from Münster to the branches and a team set up the necessary framework conditions so that the processes could run smoothly.



The teams in the branches were expanded, and the new employees were trained by our experts from Münster.

As early as mid-October, production started both at the location in the Czech Republic and in Romania. From planning to implementation in just under six weeks: that's absolute record time!

In the Czech Republic, we now fill some of our Plastic Metal types and label the containers directly on site. In Romania, we now fill our assembly pastes and greases.





The WEICON team in the Czech Republic with colleagues from Münster

Optimistic view of the future

“We wish to continue to grow at our headquarters in Münster, but this is becoming more and more difficult. So far, we have manufactured most of our products in Germany. In order to be able to expand further internationally, we will have to rely on manufacturing processes abroad in the future. We have decided to carry out the production steps in our own branches and not to hand them over to contract manufacturers. In this way, we can continue to guarantee the high quality of our products. The start in the Czech Republic and Romania went really well and that makes us very optimistic for the future. This is the way to go!” said Ann-Katrin Weidling about the launch of production at the Czech and Romanian branches.





INTERNATIONALISATION AT WEICON

From Münster to the world

We talked to our CEO Ralph Weidling about our international focus – and received several tips that are helpful when entering new markets.

WEICON has been successful for more than 75 years with special chemical products for the industrial sector and with stripping tools. Has WEICON's focus always been as international as it is today?

In the field of tools, we have been an international player from the very beginning. Our chemical products followed later. The reason for this was that the extensive documentation required for chemical products was not yet available in other languages.

Why is an international presence with our special products crucial to success?

Let's take mechanical engineering as an example. If you offer products for repair and maintenance for this specific area, you also have to make them available worldwide. Germany's industry has an international focus, and as a supplier of auxiliary products we need to act accordingly. Otherwise, the manufacturers will simply look for suppliers whose products are available everywhere. That's why it is very important for us to be present internationally.

What was WEICON's first step into a foreign market?

International trade fairs were the door opener. My father was already in Moscow in the 1950s to establish contacts with local companies. From the very beginning, we were also at the Hannover Messe to make contact with manufacturers from all over the world. For a long time, trade fairs were the best way to present your company to the markets and become better known. This has changed a lot owing to

increasing digitalisation. Trade fairs are still important, but we make many new contacts via the internet too.

For which international activities does WEICON use the services of the Chamber of Industry and Commerce (IHK) and of the German Chambers of Commerce Abroad (AHK)?

Every IHK in Germany has a focus on a specific country in which it specialises. Here in Münster, for example, it focuses on Singapore. Before we established our branch office there, we received extensive advice from the specialists at the IHK on how to set up business in South-east Asia. For our branch in Türkiye, the IHK in Cologne supported us and for Canada the IHK in Hanover. Then, afterwards, the local AHK is our point of contact. For all our branches we sought advice and information from the AHK. You can get contacts there for legal advice, suitable rental properties or accounting, for example.

”

YOU HAVE TO BE OPEN AND THINK INTERNATIONALLY.

**FOR US, IT IS CRUCIAL TO SEE BUSINESS THROUGH
THE EYES OF OUR CUSTOMERS.**

Ralph Weidling

WEICON relies on its own branches and many sales representatives. Why is it important to be present locally?

You can only be successful if you are available to customers locally. Only when I am on the spot, can I help and advise the customer. We can look at and analyse production processes and applications together. This service is a great advantage as our products require some explanation. In addition, the delivery time for products is significantly reduced through a local partner or branch.

How does digitalisation affect business at WEICON?

Digitalisation has made it much easier to do business worldwide. In the past, you had to get on a plane for every single meeting. Today you have a call with Singapore in the morning and with Canada in the afternoon. A very helpful tool for us are online training courses for our customers or dealers. In this way, we are able to provide straightforward help with application questions. Nevertheless, personal contact on site remains important.

Do you have any tips on what is important when entering foreign markets?

At the beginning, you need to research the market extensively. Which industrial sectors are important in the country? Who are the potential local customers? Are there any interesting projects where our products can be used? All of this information provides a good initial overview.

Our experience shows that it is useful to look for a trade partner in the country who is responsible for the distribution of the products. If this works well, it makes sense to engage own sales representatives as the next step. This is how you gather valuable insights about the market. Before setting up the branch, the IHK and AHK in the country should be contacted. But you can also contact the AHK directly in the first step; it supports you in researching the market and helps you to establish initial contacts.

How should a company position itself to be successful internationally?

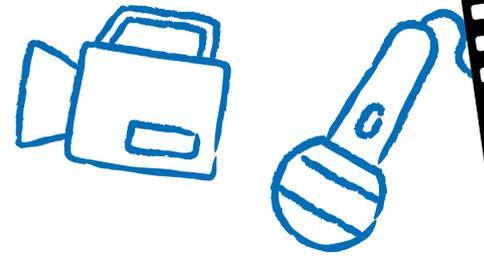
A company should act in a future-oriented and holistic way. But this process should begin at home. If I wish to recruit and retain skilled workers, I have to be the best possible employer for my team. Employees must enjoy their job – then they are more motivated and will work to make the company thrive. Of course, this also applies worldwide. Nationally as well as internationally, marketing is very important to increase visibility and awareness of the brand. You need to stand out from the competition, if you want people to notice you. At WEICON, we distinguish

ourselves by offering comprehensive services worldwide. Providing advice, training, and always being available to our customers – that's what makes us special. In addition, we have established a professional online presence. Without that, it is no longer possible to be successful nationally or internationally.

In your experience, what is the single most important tip for international success?

You have to be open and think internationally. For us, it is crucial to see business through the eyes of our customers. Therefore, when you are active internationally, a high degree of adaptability is essential. And, of course, you need courage to get going and take the next step. If we didn't have our branches and foreign activities, we would probably have no chance on the market today and our company would not be growing successfully year after year.




AND ACTION!

WEICON produces new image film completely in-house

An image film acts as a showcase for a company. The film is available on our website, YouTube and other social networks and is watched by customers and potential applicants. The last WEICON image video was created in 2015 – so it was high time for us to shoot an up-to-date film. What's special about it? The entire production took place in-house.

From the script to the edit

What is the first thing you need for an image film? Yes, a script and a plan of what image you wish to convey. It rapidly became clear that the new WEICON image film should be funny and present WEICON as it is: relaxed, diverse and exciting. After many meetings – and thanks to the close collaboration between PR, Brand Management and our video team from Marketing – a plan was drawn up in June. Weeks of hard work on the script had preceded this, but finally the filming locations, props and schedule were decided on. And then it was time to announce: you are wanted! Our big internal call for actors was sent out on all internal communication channels. Because, of course, all the people featured in the film are WEICON employees. Colleagues from almost all departments volunteered to be part of the film, showing real team spirit and acting talent. “It was important for us that the new image film is authentic. And what is the best way to achieve that? Exactly, with our colleagues as the main actors!” explains Simon Malkowski, media designer and director of the image video. Scene after scene was filmed over several weeks: e.g. everyday life at the office, our field service, warehouse, benefits and applications. For a fortnight, the film and sound team, PR, our brand manager and the actors were busy non-stop. But does that mean that the film was finished fast? No, because a major part of the work begins after the shooting: editing, sound and adding the voice-over take up a lot of energy and time.

Presenting WEICON in an authentic way

Presenting WEICON as it is, that was our plan. This includes our product variety, benefits, great service and even the smaller everyday problems that can arise in all areas. To put this plan into effect, all those involved gave their best and made the film very special. Of course, there were several challenges that had to be overcome: some-

times the weather wasn't perfect, actors got ill, or scenes had to be re-shot.

Why did we choose to produce the film in-house despite all the extra work? Ann-Katrin Weidling explains why WEICON decided against hiring an external agency: “Our employees simply know the company best, and we are convinced that this also comes across in the film.”

“**OUR EMPLOYEES SIMPLY KNOW THE COMPANY BEST,
AND WE ARE CONVINCED THAT THIS ALSO COMES
ACROSS IN THE FILM.**

Ann-Katrin Weidling

More spots to follow

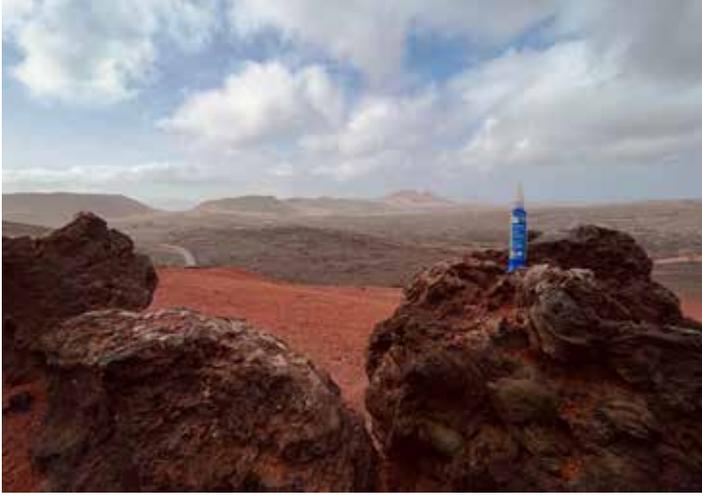
Now we are all used to filming in-house. Our experience with the main film, which primarily represents our headquarters in Münster, has been very good. Therefore, several shorter image spots will follow in the new year. In addition to an international film about our international focus and our branches, there will also be spots specifically for recruiting or about WEICON TOOLS.

We're looking forward to the new challenges and the upcoming shootings!



The WEICON corporate film will have its big premiere at our Christmas party at the beginning of December and can then be watched on the WEICON website and our YouTube channel.





THE WEICON PEN AROUND THE WORLD

Pen pictures of the year 2023

Since 2016, we have been encouraging our team to send us photos from their holidays, business trips or simply from a leisurely walk in the woods – with our WEICONLOCK® Pen! We are still very proud of our innovative pen design, which makes it easy to

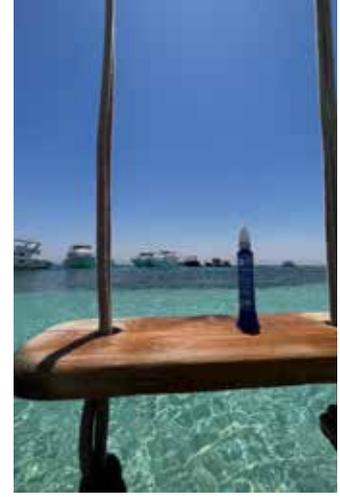
dispense and apply adhesives neatly.

This year, once again, our product WEICONLOCK® AN 302-43 Threadlocking travelled into the big wide world. For example, the Pen was on a beach of the Maldives, in Hawaii, in China, in a tulip field in the

Netherlands, on the rocky coast of Croatia and on the island of Norderney.

The most beautiful places from 2023 have made it on our list of the best Pen photos of the year. And, of course, we want to share these great shots with you! Our team will select the

most beautiful three of these pictures, which will be awarded prizes at our Christmas party.



The WEICON Pen around the world





FIRST INTERNATIONAL ADHESIVE AND SEALANT DAY

Our loyal companions

Adhesives are our silent everyday helpers. Frequently, we are not even aware of how often we come into contact with adhesives in our lives. This is precisely why the International Adhesive and Sealant Day was held for the first time on September 29th to draw attention to their important role in our economy and in society.

Adhesives in everyday life

We come into contact with adhesives every day – starting in the morning with the ringing of our alarm clock to brushing our teeth with an electric toothbrush in the evening. Always and everywhere, adhesives and sealants make our everyday lives easier. If you don't believe this to be true, take a look around! Regardless of where you are or what you are doing – at this very moment you are benefiting from the power of adhesives and sealants. The chair you are sitting on or the bag you are carrying will probably both have been glued. In the following sections you will find out how adhesives hold our world together in many different areas of our lives, facilitate our everyday routines and make things possible for us.

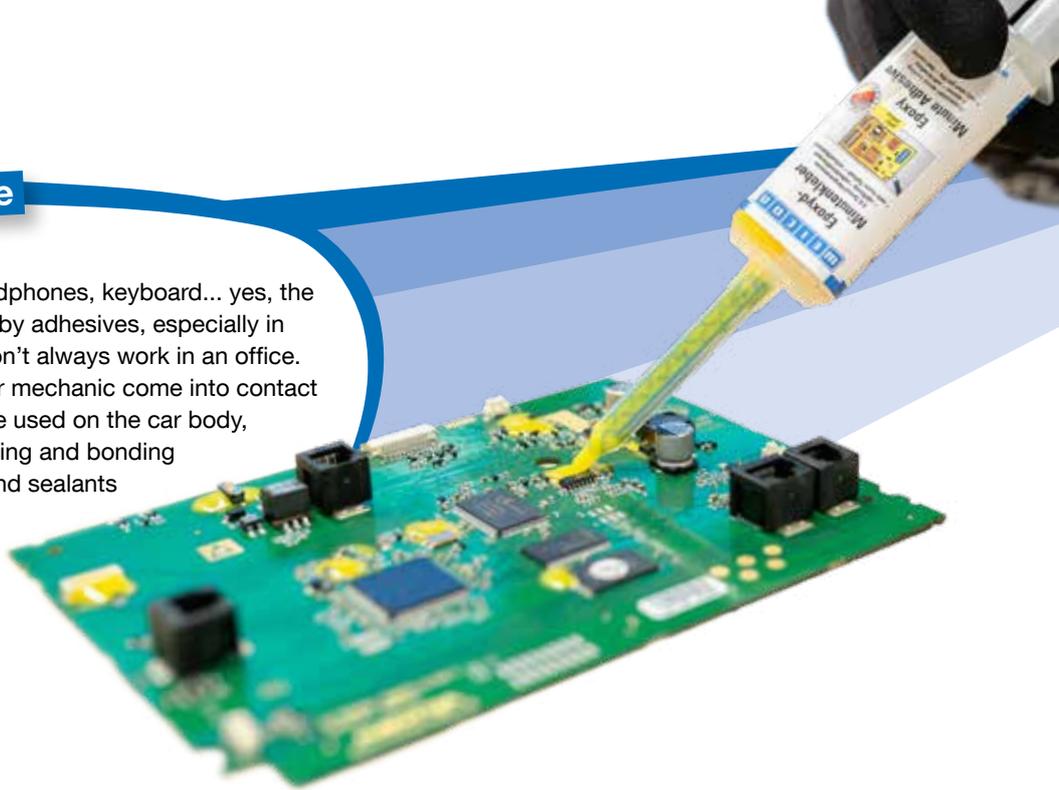
Doing sports without adhesives? Almost impossible!

Let's start with your sports shoes. How do you think the sole stays attached to the shoe? Exactly – with glue! Do you wear a smartwatch on your wrist to track your miles while jogging? Guess what? The watch is glued too. Not only our sports outfits are held together by glue, but also our sports equipment, e.g. the zips in riding boots, the lead tapes on tennis rackets, the ice skates for ice hockey or the rubber coverings of table tennis rackets – glue is used everywhere. Even footballs for professional sports are more often glued than sewn because the elastic polyurethane used is water-repellent.



Adhesives in the workplace

Your computer, tablet, mobile phone, headphones, keyboard... yes, the list is almost endless. We are surrounded by adhesives, especially in our everyday working lives. But people don't always work in an office. What about other workplaces? Does a car mechanic come into contact with adhesives? Absolutely! Adhesives are used on the car body, windscreen and surfaces to carry out sealing and bonding work. Nothing works without adhesives and sealants in the construction and real estate sector either. Flooring, insulation, the sealing of walls and windows, even applying wallpaper involves the use of adhesives and sealants.



Adhesives in medicine – a reliable helper



The following situation is familiar to all of us, isn't it? You haven't been paying attention when cutting vegetables or you've tripped accidentally and have injured yourself. An adhesive plaster is a quick remedy. Even large wounds are glued with the help of a medical instant adhesive to stop the bleeding and protect the wound from infection. Prosthetic joints are glued into the bones, implants of all kinds are also glued, and medical technology could not exist without adhesives. For example, adhesives, such as a strong 2-component adhesive, are required for the production of minimally invasive surgical instruments.

Adhesives in household and leisure activities

At home, we constantly use adhesives and many products that contain adhesives. Crafting, decorating, gluing – many different adhesives are available for these purposes. From instant adhesives to glue sticks, there is a suitable product for every use and application. How else are you going to make beautiful Christmas decorations or fix a broken vase? But we don't just use glue ourselves, we also use many products that have been glued. The toaster, the fridge and often the ceramic hob are glued, as are many other kitchen utensils that are used in daily life.



Appreciation for adhesives

The International Adhesive and Sealant Day is therefore an opportunity to recognise the importance of materials and products in our lives and to be grateful for their existence. We at WEICON are especially aware of the benefits of adhesives and sealants, as our work brings us into contact with them in many different ways on a daily basis. Three cheers for our everyday helpers who hold our world together!



Welcome to the team



**JUDITH
EVERHARD**
Domestic Sales
Assistant



**JACQUELINE
WEBBLER**
Domestic Sales
Assistant



**LINDA MARIE
LEIENSIEP**
Domestic Sales
Assistant



**BERIT
LETMATHE**
Front Desk



**MATHIEU
WAULETEL**
Area Sales Manager
Belgium



**LARISSA
BÄR**
Kitchen Staff



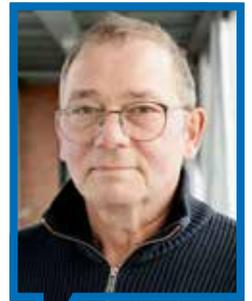
**ALEKSANDAR
GIGOV**
International Sales
Assistant



**CHRISTIAN
DESCH**
Skilled Warehouse
Operator



**OMAR
SONKO**
Skilled Warehouse
Operator



**RALF
DÖSE**
Product Manager/
Skilled Warehouse
Operator



**LINA
LEHMKÖSTER**
Procurement
Administrator



**LOUAY
AL MANADILI**
Product Design
Engineer



**BIROL
VARHAN**
Sales Manager
WEICON TOOLS



**FLORIAN
SCHULTE**
International Sales
Assistant



**SARA
REISS ZADEH**
Accountant



**IULIA
STROILA**
Junior Professor



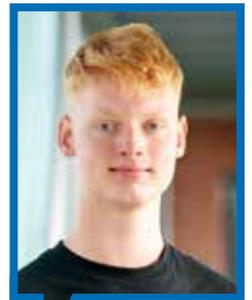
**TIMO
DENUELL**
System
Administrator



**MICHAEL
KRAUSE**
Skilled Warehouse
Operator



**MARCELL
WENZLER**
Product Manager



**JARON
MERSCH**
Trainee



**ZEHRA
TOSUN**
Trainee



**SOPHIE
LAUMANN**
Trainee



**EMMA
WIENING**
Trainee



**ANNA
CONSILVIO**
Trainee



**ASMUS
FIEDLER**
Trainee



**YAŞAR
KOC**
System Administrator
Türkiye



**EMRAH
BALCI**
Sales Representative
Türkiye



**MUSTAFA LEVENT
KATI**
Sales Representative
Türkiye



**MARTIN
PAULUS**
Area Sales Manager
Czech Republic



**MICHAELA
CACHOVÁ**
Warehouse
Czech Republic



**SANDRA
JIRÁČKOVÁ**
Warehouse
Czech Republic



**PETR
CHMELAŘ**
Area Sales Manager
Czech Republic



**ROXANNE
VAN STADEN**
External Sales
Representative
South Africa



**KYLE
FARLA**
Technical Application
Advisor Dubai



**GOUTHAM
RANJITH**
Office Associate
Dubai



**PREYKUMAR
PATEL**
Warehouse Associate
Canada

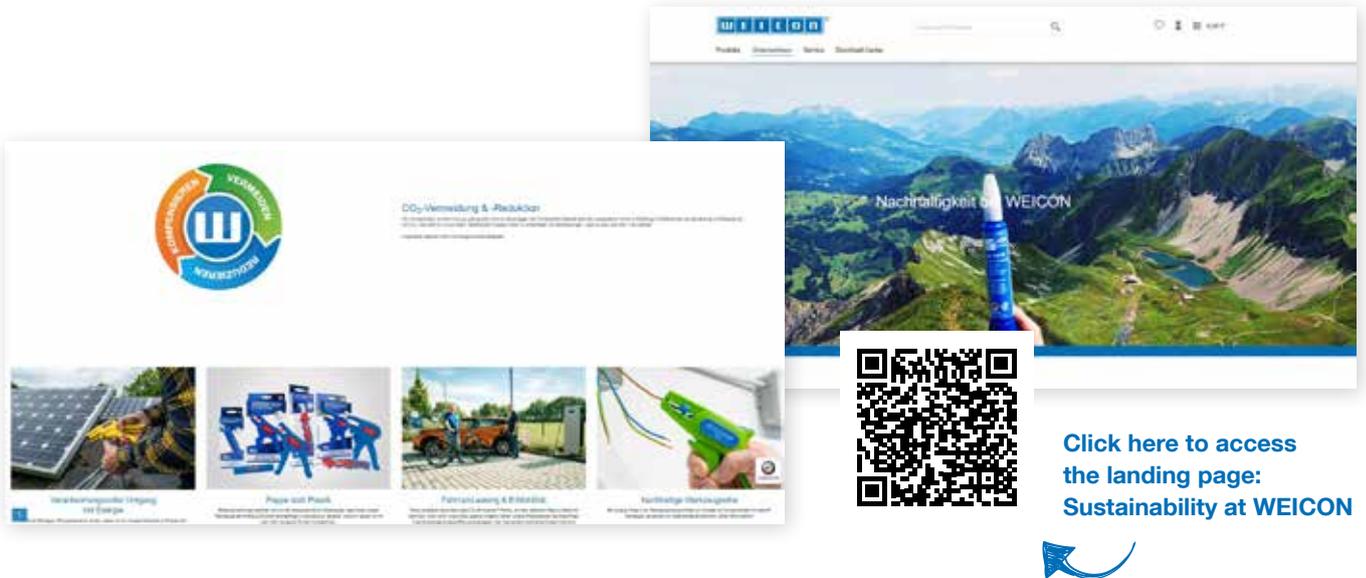


**CONSTANTIN
AILINCA**
Warehouse Operator
Romania



**PAULA
SANTOS MOLINA**
Administrative Assistant
Spain





CHEMICALS AND SUSTAINABILITY – IS THAT EVEN POSSIBLE?

Sustainability at WEICON

WEICON has been manufacturing chemical products for more than 75 years. We keep the world's industries running with our adhesives and sealants, which are used in production, repair, maintenance and servicing. But the question inevitably arises: can we as a chemical company really act sustainably? Our answer to that is definitely yes!

New landing page on sustainability at WEICON

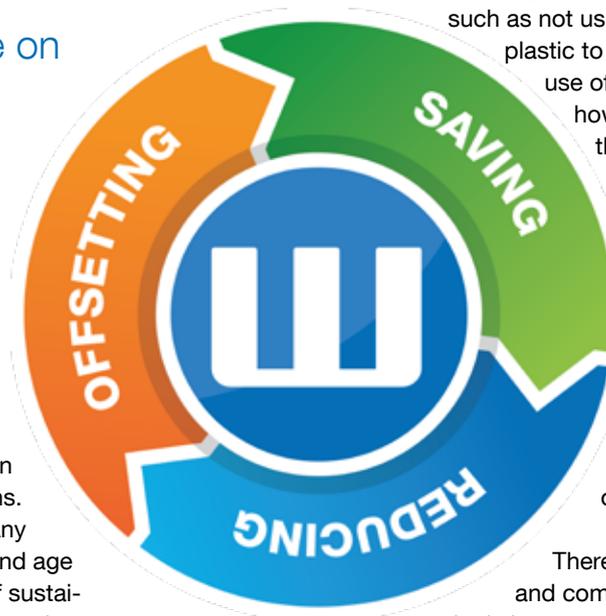
Regardless of the industry, every company today has a responsibility to address in-depth the issue of sustainability. And every company can take appropriate measures within its means to advance climate protection and reduce its CO₂ emissions. Ann-Katrin Weidling says: "Any company which in this day and age still believes that the issue of sustainability is of no concern to them has not understood what it's all about."

On our new landing page on the topic of sustainability, we reveal which measures we are already taking, which ideas we are initiating and what sustainable action looks like at our company.

Sustainability and responsible action have always been of great importance at WEICON. For example, thanks to the purchase of climate protection certificates for the years 2022 and 2023, our headquarters in Münster were awarded the status of a carbon-neutral company by Fokus Zukunft.

Our landing page uses specific examples to illustrate how we are taking action as a company. This includes measures such as not using advertising materials, switching from plastic to cardboard packaging, the responsible use of energy and many other actions. For us, however, sustainability is not only about the environment, but also involves addressing social issues – together with economic considerations, they make up the three pillars of sustainable action. We have been supporting charities around the world since 2017. Among them are associations that campaign for the environment and the welfare of people and animals. Our employees decide on which organisations to support with our donations.

There is no doubt that sustainability is a vast and complicated topic that will become increasingly important in the coming years. The WEICON landing page provides an overview of our ideas and the measures we have already taken, which are summarised in our A-Z of sustainability. We are aware that this is an ongoing process: as a company we are continuously taking further steps towards sustainability and are constantly improving our measures.



WEICON INTRODUCES ITSELF

What does ... actually do?



Jan Ky

Product Manager

Which department at WEICON do you work in?

I work as a product manager in Product Management, where I'm primarily involved in research and development.

When did you start working at WEICON?

On November 1st, 2022.

What are your tasks?

Basically, I'm responsible for the elastic adhesives and sealants and WEICONLOCK. This means that I test the products according to our specifications or determine new values for our technical data sheets. In addition, I deal with tasks such as answering customer questions, processing complaints, organising training courses and everything else that comes up.

Which sports do you like to watch?

Just the usual: football. And MMA (Mixed Martial Arts is a full-contact combat sport).

City or Swiss mountain lake when you're 75?

I think I prefer the big city, so that I can still socialise at the age of 75.

What's your favourite food?

What most people don't know is that the best sandwiches are made by the Vietnamese. The baguette has a wafer-thin crisp crust and a very light and fluffy crumb. Many different things can be put on it. Usually, the baguettes are spread with butter or pâté and topped with garlic sausage, coriander and pickled vegetables.

Which country do you most want to visit?

I really want to go to the Philippines and just move along from island to island with the waves.

Which was the last TV show you watched?

Most recently I watched "One piece" on Netflix.

What skill would you like to acquire?

If I had the talent and ambition, I'd probably learn new languages.

Which hobbies do you have?

I don't have a specific hobby. I like to try out new things in my leisure time. Recently, for example, I participated in "Mud Masters" (obstacle courses that were developed on the basis of military training courses). In addition, I like to try new restaurants in other cities, but whether that counts as a hobby I don't know.

If you could try out another profession for a day – what would it be?

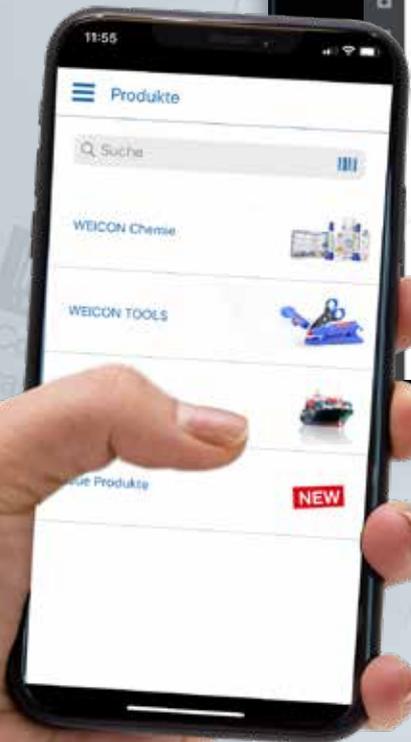
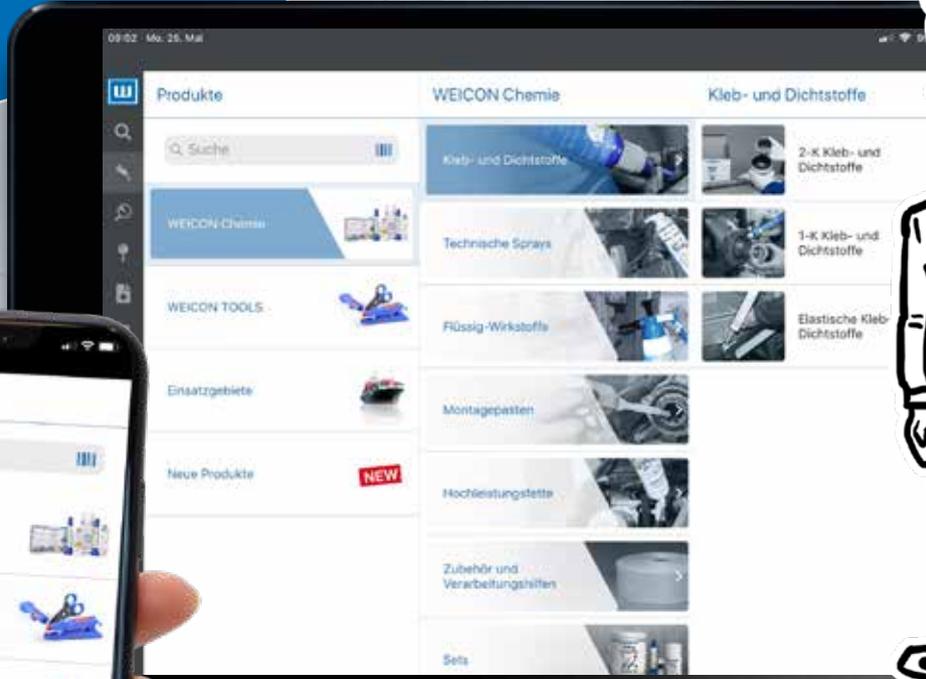
Window cleaner for skyscrapers.

You have a complete day off. What's your favourite way to spend this day?

I'd decide spontaneously.



Simply find solutions.



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WEICON Romania SRL
Budiu Mic (Targu Mures) – Romania

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Muizenberg (Cape Town) – South Africa

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