

WEICON CONTINUES TO GROW

New branch in Colombia

23rd issue

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JELN is now WEICON Production
New Head of People and Culture



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Dear readers,

We are pleased to present the 23rd issue of our WEICON News.

WEICON is an award-winning company. This is demonstrated by the numerous awards that we have received in recent years. We have been honoured continuously as one of the top employers in the SME sector since 2019. As a partner of the PVH, we have been honoured as one of the best partners for specialist dealers. This year, we even achieved 1st place in the chemical products category. We are especially happy about this because the award is based on the votes of real experts: the technical trade.

And this year for the very first time we are among the TOP 100 of the most innovative companies in the whole of Germany! We are absolutely delighted to have received this award.

But it's not just our company that has been winning prizes and praise – our products have repeatedly reached the top in rankings. Our Wire Stripper No. 7 Solar was voted Product of the Year 2024 by the readers of HeimwerkerPraxis magazine!

What else is new? A lot, we can promise you that! We take you on a journey to our first road show in southern Germany and have interviewed one of our application engineers who held training courses for customers in Kazakhstan – more than 5,000 kilometres away from Münster.

Above all, we would like to present a very special highlight: our new branch in Colombia! We never stand still – WEICON is always moving ahead!

As usual, our WEICON News introduces you to the latest products and innovations – both from the chemical sector and from the world of tools.

There are many new developments in the area of our epoxy resin systems, and we present new systems for coating and wear protection, e.g. with approval for use in the food industry or with fire-retardant properties and high temperature resistance. You can also find out more about our new flexible adhesives and sealants and about the new additions to our assembly pastes.

Curious? Then we hope you enjoy the 23rd issue!

Best regards,

Ralph Weidling

Ann-Katrin Weidling

NEW

MESSERSTAHL
Qualität aus Solingen



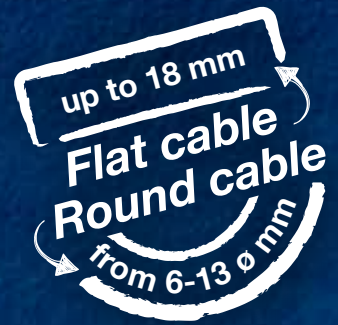
WEICON TOOLS®

No.1 in Form & Funktion

THE NEW FLAT AND ROUND CABLE STRIPPER

Cable stripper for all purposes

We have developed a universal cable stripper that can be used to work on both flat cables and round cables – the WEICON TOOLS Flat and Round Cable Stripper.



Flat cable



Round cable

Universal cable stripper

The Flat and Round Cable Stripper can be used to strip all common flat and round cables quickly, precisely and safely. The tool was designed for flat cables up to a width of 18 mm and for round cables with a diameter of 6 to 13 mm.

For circular and longitudinal cuts

Owing to the guide at the head of the tool, longitudinal cuts are very easy to perform – especially for longer sections. The longitudinal cuts can be made on both flat and round cables. Below the cable guide is a rotatable inner blade. As with all WEICON TOOLS cable strippers, the blades can be used to make both circular and longitudinal cuts on round cables (from 6 to 13 mm) in a single step.

Precise blade adjustment

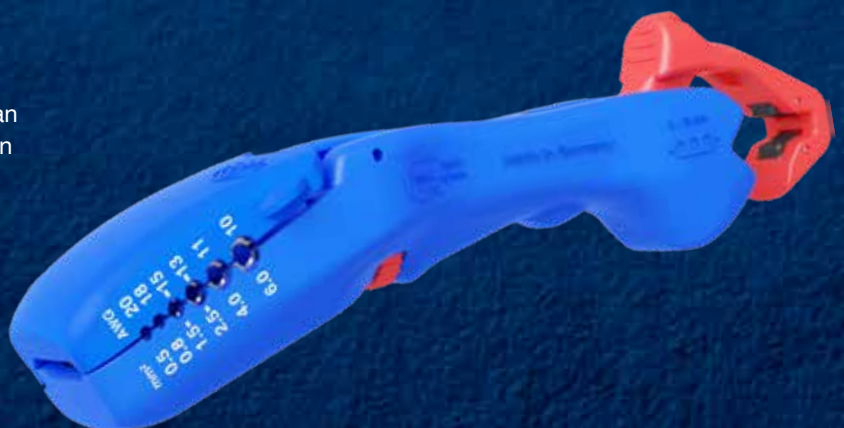
With a lockable adjusting screw, the depth of the blade can be comfortably and precisely set in steps of 0.1 mm up to 3 mm. This prevents damage to deeper layers. Two more blades have been added to the base of this handy tool. These are used for parallel cuts on the outer sheath or insulation. This means that the outer sheath can be easily removed even in very narrow spaces, such as in junction boxes or cable ducts.

Special design and additional stripping function

The special design enables the stripping of longer sections at both the head and base of the tool. Flat cables up to a width of 18 mm and round cables up to 13 mm in diameter can easily be guided through the tool. An additional stripping function has been integrated in the lower side of the housing. This can be used to strip all common flexible and solid conductors with a cross-section between 0.5 and 6 square millimetres.

Ergonomics and safety

In the development of the tool, great attention was paid to a safe and ergonomic design and to user friendliness. The ergonomic, non-slip design of the handle and the grip zones ensure safe handling and fatigue-free work even over longer periods of time. Since the blades are located inside the tool, the risk of injury is significantly reduced.





AWARD FOR INNOVATION

WEICON ranked as one of the TOP 100

New innovation champion: we have received the TOP 100 award 2024!

The award honours outstandingly innovative medium-sized companies. Science journalist Ranga Yogeshwar will personally congratulate us on this success at the official award ceremony in Weimar. Yogeshwar has been acting as mentor of the TOP 100 innovation competition for twelve years.

The selection process

On behalf of compamedia, the organiser of the competition, innovation researcher Prof. Dr. Nikolaus Franke from Vienna University of Economics and Business, and his team examined the innovative power of all participants based on more than 100 criteria from five categories: innovation-friendly senior management,

“**THE TOP 100 AWARD CONFIRMS THAT WE ARE ON THE RIGHT TRACK. I LOOK FORWARD TO MANY MORE INNOVATIVE IDEAS AT WEICON.**”

Ann-Katrin Weidling

climate of innovation, innovative processes and organisation, outward looking/open innovation and successful innovations.

“Are companies able to create new products, new services, new processes and new business models? And are these achievements

mere coincidence or the result of a structured and targeted approach? We analyse these questions at TOP 100,” says Nikolaus Franke, explaining his research method.

WEICON is one of the top innovators

We convinced the team from Vienna University



of Economics and Business in the scientific selection process. We are now officially among the top innovators for the first time!

Above all, our exceptionally comprehensive product portfolio and our range of services, which is unrivalled by any other company in the industry, were the deciding factors in the assessment.

“We are absolutely delighted to have been honoured as one of the most innovative medium-sized companies in

Germany for the first time this year. The TOP 100 seal of approval shows that our company and the work we do are greatly appreciated. In particular, it recognises our systematic approach to innovation and the resulting market success. We are future-oriented and want to continue to stand out not only with innovative products, but also with a special corporate culture. The TOP 100 award confirms that we are on the right track. I look forward to many more innovative ideas at WEICON,” says Ann-Katrin Weidling.

TOP 100: the competition

Since 1993, compamedia has been awarding the TOP 100 seal of approval for special innovation

and above-average innovation success to medium-sized companies. Prof. Dr. Nikolaus Franke has been the scientific head of TOP 100 since 2002. Franke is the founder and director of the Institute for Entrepreneurship and Innovation of Vienna University of Economics and Business. With 26 research awards and over 200 publications, he is one of the world’s leading innovation researchers. The mentor of TOP 100 is science journalist Ranga Yogeshwar. Project partners are the Fraunhofer Society for the Advancement of Applied Research and BVMW, the federal association of medium-sized companies.



NEW BRANCH IN COLOMBIA

WEICON continues to grow

We have founded our tenth branch abroad! After Dubai, Canada, Türkiye, Romania, South Africa, Singapore, the Czech Republic, Spain and Italy, our family business now also has a branch office in Medellín in Colombia.

WEICON Colombia S.A.S

WEICON Colombia S.A.S, as the new branch is called, is located in Medellín in the north-west of the country. The branch is managed by local managing director Daniel Mesa Saldarriaga.

“We have been working successfully with Daniel for years, as he worked for a technical dealer in Colombia who sells our products. By founding our new branch, we will consolidate and expand our market position. We are looking forward to a very promising future in Colombia,” says Ralph Weidling.



WEICON in Colombia

“Colombia is a very interesting market for us, and its economy is growing. Our products can be used in important economic sectors in Colombia, such as mining, the maritime industry and metal construction. The country therefore offers a strong sales market for our products,” explains Ann-Katrin Weidling.



Medellín

With a population of more than 2.6 million, Medellín is not only the second-largest city in Colombia, but also the country's second-largest industrial centre. Companies in the textile industry, the food and tobacco industry, the manufacture of agricultural machinery, the metallurgical and chemical industries, cement production and the furniture industry are all based in Medellín.

Colombia's economy

Colombia is showing good economic growth. The economy is flourishing and is seeking to attract foreign investment to the country. Colombia is one of the leading economies in Latin America.

The country's most important industrial sectors are mining and construction. It has many natural resources such as oil, natural gas, gold, platinum and silver and is the main supplier of emeralds to the whole world.

The country offers excellent opportunities for utilising renewable energies such as wind or sun and for the production of green hydrogen. Colombian coffee is a very important export item, and the country's textile and leather industries are of great interest for both domestic trade and exports.

The country also has one of the world's largest shipbuilding industries outside Asia.

Germany and Colombia have close political, economic and cultural relations. In fact, Germany is Colombia's largest trading partner within the EU.



SIXTH AWARD BY FOCUS BUSINESS

WEICON again a top employer in 2024

Since 2019, and for the sixth time in a row, we have been honoured as one of Germany's top employers in the SME sector. The award is presented annually by the business magazine Focus Business and published in a ranking.

Second place among mid-sized industrial companies

Out of a total of 4,000 companies, we were ranked 395th, placing us in the top 10 % of top employers in the SME sector. We even achieved second place in the "Industry" category.

"We are absolutely delighted that we have again made it into the ranking in 2024. Being one of the most popular employers in Germany for the sixth year in a row shows that we are on the right track. This is not only a great sign of appreciation, but also an important distinction that serves to attract new applicants. Nowadays, you have to offer a lot to be considered an attractive employer, to find new skilled workers and to retain them. The award demonstrates that we are a committed employer and that topics such as work-life balance, a good corporate culture, various opportunities for further training and benefits play a major role at our company," said Ann-Katrin Weidling.

Criteria, data collection and evaluation

The aim of the ranking was to analyse all companies in Germany with a minimum of eleven and a maximum of 500 employees. In total, more than 36,000 companies were examined and around 650,000 employee assessments were taken into account.

The companies analysed were assessed in terms of their working conditions, development opportunities, level of appreciation and corporate culture. The data for this analysis comes from various sources, such as an online survey or reviews on various online portals. The 4,000 employers with the best ratings were included in the ranking. Companies from a total of 39 sectors were recommended as "Top Employer mid-sized companies 2024" (Top-Arbeitgeber Mittelstand 2024). The results were published on the Focus Business website.

FOCUS

TOP

ARBEITGEBER
MITTELSTAND

2024

WWW.FOCUS-BUSINESS.DE

IN KOOPERATION MIT

FACTFIELD

NEW

- ▶ high-temperature resistant up to +220 °C
- ▶ ideal for powder coating

WEICON FLEX 310 M HT 220+

High-temperature resistant adhesive and sealant

For areas and applications where high temperatures prevail, we have developed a new adhesive – WEICON Flex 310 M HT 220+.

Designed for high temperatures

This newly developed adhesive closes a gap in the field of elastic adhesives and sealants for bonding applications in which components are thermally coated at higher temperatures.

The 1-component SMP-based adhesive and sealant is high-temperature resistant, fast-curing and elastic and is suitable for tolerance-compensating bonding work. Flex 310 M HT 220+ has a viscoplastic texture and a very fast strength build-up. The moisture-hardening and neutral-

crosslinking adhesive offers good initial adhesion. Once fully cured, the adhesive and sealant can be exposed to temperatures of up to +220 °C for approx. 30 minutes and up to +90 °C permanently.

It adheres to a wide variety of surfaces and is highly resistant to weathering and ageing. Flex 310 M HT 220+ is free from solvents, halogens, silicone and isocyanate.

For various industrial sectors

WEICON Flex 310 M HT 220+ can be used in metal construction, tank and apparatus engineering, in ventilation and air conditioning systems, in car body, container, wagon and vehicle construction.

WEICON BEST PARTNER OF THE SPECIALIST TRADE

Partner of PVH 2023



In March, we were honoured by the PVH as the best partner for specialist dealers in the chemical products sector. We came in first place! The award was presented for the 24th time by the PVH at the International Hardware Fair in Cologne.

The PVH

The PVH is the federal association for production-related business to business trade. Many technical dealers who work closely with WEICON are members of the PVH. The prize is awarded in collaboration with the tools group (AKW) of the central association of the hardware trade (ZHH).

The AKW has approx. 180 members who were invited to vote for their best industry partners from the past twelve months.

Winner in many categories

With this award, our family business was honoured for its loyalty to the specialist trade, earnings, sales support, product innovation, data and digitalisation quality and delivery capability.

WEICON NO. 7 SOLAR

Product of the Year

As a company, we have often received awards, for example, for our health management measures, our innovative strength or our commitment as an employer. These awards clearly show that WEICON is an outstanding company – in many respects. However, our high-quality products also frequently receive awards. This time, one of our stripping tools – a solar tool – was praised.

In the hand tools category, our Wire Stripper No. 7 Solar was voted Product of the Year 2024! For the 21st time, the editors of the specialist magazine HeimwerkerPraxis have nominated tested tools and products. The readers in turn have chosen their favourite products of the year from this selection. “We are delighted that one of our tools performed so well and was voted Product of the Year by readers. The solar industry is currently booming and some of our tools fit in perfectly with the trend in the renewable energy sector,” says Daniel Filip, Head of WEICON TOOLS.



**THE SOLAR INDUSTRY IS CURRENTLY BOOMING
AND SOME OF OUR TOOLS FIT IN PERFECTLY WITH
THE TREND IN THE RENEWABLE ENERGY SECTOR**

Daniel Filip

Wire Stripper No. 7 Solar

This special tool is used to strip standard cables in the solar sector. The wire stripper boasts a fine-tuning mechanism, which can be adjusted to various positions. This means that all round cables from 1.5-10 mm² used in solar technology can be stripped. The wire stripper also has a visual length scale from 8-24 mm. The blades of the Wire Stripper No. 7 Solar are hardened additionally in order to allow the user to remove multilayer rubber insulations smoothly. An easily accessible side cutter is integrated in the tool, which is suitable for cable diameters up to 3 mm and has replaceable blades.



COMMITMENT TO TOP-CLASS SPORT

WEICON Sponsor of the Day for USC Münster

We were the Sponsor of the Day for the USC Münster women's volleyball team at a play-off match in February. The match was a great opportunity to show our commitment to USC Münster and to present ourselves as a company.

We set up a small information point on site. WEICON giveaways were distributed, and a short version of our new image film was shown twice on the screens in the sports hall. Even the narrow defeat against the Rote Raben Vilsbiburg team did not dampen the fantastic atmosphere in the Berg Fidel sports hall.

At the end of the evening, Ann-Katrin Weidling honoured the "most valuable players": no. 12 Gloria Mutri from the USC Münster team and no. 8 Pauline Martin from the Rote Raben Vilsbiburg team.

The USC team was only eliminated from the championship race in the quarter-final series and can look back on a satisfactory season.

We are already looking forward to the next season together with USC Münster!



WEICON DEALER IN CHILE

An entire shop in blue and white

In April, a very special kind of shop celebrated its opening in Chile. The first WEICON-only shop in Latin America was opened in Santiago!

Our partner JUPIX Chile Spa is so pleased with our company, our services and the quality of our products that they have remodelled their entire business and adapted it to our product range. Managing Director David Morales and his team have more than 180 WEICON products from the entire range in stock, including adhesives, sealants, technical sprays and high-performance assembly pastes. They are all available in the new shop!

Our Area Sales Manager International Joan Ferrando participated in the opening of the WEICON shop and travelled to the north of Chile together with David Morales to visit customers from the mining industry.

Santiago de Chile

Santiago de Chile, the official name, or Santiago for short, is the capital of the South American country of Chile. The city has around six million inhabitants. It is the political, economic and cultural centre of Chile.

Economy

The Chilean economy is strongly characterised by the mining sector. This extractive industry is therefore the country's most important economic pillar. Chile has rich deposits of raw materials, especially copper ore, iron ore, precious metals, phosphate, sulphur, salt and coal.

It is the leading export nation in South America. The main exports are raw materials, primarily copper and agricultural products such as wine, timber and fishery products. The country has the largest known copper deposits in the world (approx. 40 %) and is the world's largest copper exporter.





NEW ADHESIVE SPECIALISTS AT WEICON

Successful completion of further training

Four new experts! Two more members of our sales team and two employees from our laboratory are now officially specialists in the field of bonding technology and have successfully completed their further training course at the Fraunhofer IFAM – Institute for Manufacturing Technology and Advanced Materials.

Patrick Barth and Moritz Thumulka, two of our sales force colleagues in Germany, and Phil Friebe and Jan Ky from our Research & Development department passed the exam at the end of the three-week course and can now call themselves DVS®/EWF Adhesive Specialists or European Adhesive Specialists.

In future, our colleagues will be able to use the theoretical and practical knowledge they have acquired to provide our customers and partners with precise and effective technical advice, to create technical bonding instructions and to suggest solutions for applications.

We are very pleased that four of our colleagues have once again completed their training as adhesive specialists and that we continue to be the company on the market with the largest proportion of specialists in adhesive technology among its employees.

Congratulations on passing the exam Patrick, Moritz, Phil and Jan!





ADHESIVE ENGINEER AT WEICON

A great performance in Bremen

Our colleague Nina Pogrzeba from the laboratory has successfully completed 332 long hours of lessons, eight one-week courses focusing on different topics, seven written examinations and one oral examination: she is now a DVS®/EWF European Adhesive Engineer (EAE).

Nina finished this very demanding training programme at the Institute for Manufacturing Technology and Advanced Materials (IFAM) in Bremen. A degree in engineering or natural science from a university, technical college or university of applied sciences is necessary to participate in this training programme.

Valuable additional training

As an adhesive engineer, Nina can deal with all technical bonding issues from product development to production and repair. Thanks to the successful completion of the examination, she is now qualified to take on the tasks and authorisations of the responsible bonding supervisor in a company.



NEW HEAD OF PEOPLE AND CULTURE AT WEICON

An extraordinary career



Kathrin Klinge has been a member of the WEICON team since 2020, and since this year she is Head of People and Culture. Until recently, she was employed at WEICON as a student who was completing her work & study programme – now she has started her real professional career with great enthusiasm. It's an extraordinary career, but that isn't a coincidence.

Hello Kathrin. First of all, congratulations on your new position as Head of People and Culture at WEICON. Why don't you tell us about your career at the company so far?

I started my work and study programme at WEICON in August 2020. I spent the first year and a half training as an industrial clerk, after which I had to focus on my studies. I've been working permanently in the People and Culture department since May 2023 and successfully completed my dual study course in February this year. I then started as Head of People and Culture at WEICON.

Can you tell us more about your dual study programme at WEICON?

During the first year and a half of my training, I went to trade school every Monday and went to university on Fridays and Saturdays. From Tuesdays to Thursdays, I worked here at the company. During

the three years, I changed departments every 3-4 months to familiarise myself with all the important processes and procedures at the company. I learned a lot in every department, and I was able to put my theoretical knowledge immediately to use in practice. As regards the

which department I would like to work in later. Then I chose to specialise in human resources during my studies and that's how everything else developed. I really enjoyed this area of work and then decided to join the People and Culture department.

I would be accepted in my new position straight away – but my worries turned out to be completely unfounded. The entire WEICON team immediately made me feel at ease. I didn't want to disappoint anyone, so it was important for me to familiarise myself with my new position and my responsibilities quickly and to meet all the requirements.

OF COURSE, AT THE BEGINNING, I WONDERED WHETHER I WOULD BE ACCEPTED IN MY NEW POSITION STRAIGHT AWAY – BUT MY WORRIES TURNED OUT TO BE COMPLETELY UNFOUNDED.

Kathrin Klinge

amount of course work, it was fairly easy to manage, especially since some of the subjects at vocational school and university overlapped.

You have been working in the People and Culture department since May 2023. Did you know from the outset that you would like to work in human resources?

At the beginning, I had no specific preference and didn't even think about

You recently finished your studies and have now taken on a position with a lot of responsibility. What challenges did you face or what were you worried about at the beginning?

Compared to many other colleagues in management positions, I'm still very young and everyone here got to know me as a trainee. Of course, at the beginning, I wondered whether

More responsibility also involves more tasks – surely you have a great team that supports you in your new position?

Absolutely! Especially Ann-Katrin Weidling and Sascha Beilmann supported me right from the start and provided guidance. I can go to their office at any time, and they always lend an ear to my questions or concerns and help me in every way. Of course, I can also rely on my other colleagues from the People and Culture team and I'm very happy that we work together so well.

What do you enjoy most about your job?

The fact that I'm in contact with lots of people.





As I'm responsible for the entire application process, I meet many different applicants. And, generally, our department has contact with almost every other department at WEICON, so I'm constantly interacting with many of my colleagues. I also take care of our trainees, and this work especially is great fun.

Speaking of fun: Do you have hobbies and leisure activities that provide a good balance to your working life?

Spinning with the Body Soul Bike – I love doing it and it really motivates me. But of course also travelling and spending time with my family and friends. When the weather is sunny in Münster, you can sometimes meet me at a market or in Cafe Fyal.

Last question: What makes WEICON so special for you and what advice would you give young people for a good start at WEICON?

At WEICON, everyone is accepted as they are. Great value is placed on good relationships, and people enjoy coming to work. I believe this is also the main reason why WEICON is an attractive employer, especially for young people – the well-being of employees is a top priority here. For a good start at WEICON, you need motivation and open-mindedness, and you should enjoy your field of work. In addition, don't be too afraid of making mistakes – they happen and you learn from them.





REINFORCEMENT FOR THE SALES TEAM

Apprenticeship successfully completed

Our three trainees Julian Ebbing, Tobias Hovemann and Marius Schedlbauer successfully completed their training as e-commerce salesmen in January and have joined the WEICON team permanently. Their new employment contracts were signed immediately. All three will remain with our family business!

Julian and Tobias work in International Sales and Marius in Sales DACH which is responsible for Germany, Austria and Switzerland. We are very pleased to retain three employees, who started with us as apprentices. Congratulations to Julian, Tobias and Marius on completing your apprenticeship!



MARKETING-CLUB VISITS WEICON

From the idea to a successful strategy

A few weeks ago, the Marketing-Club Münster/Osnabrück e. V. visited WEICON. Ann-Katrin Weidling and Tina Spengler, Head of Marketing, had the opportunity to introduce and present WEICON as a company to an interested audience of marketing specialists.

The highlight of the evening was the presentation by Dr Christian Hahn, VP Marketing Communications Strategy & Media at Deutsche Telekom, on the eye-

catching #GegenHassimNetz initiative. Everyone is probably familiar with the campaign's various adverts, in which, for example, real hate comments are read out. Christian Hahn explained the idea and vision behind the campaign and the impact the initiative has had and continues to have on life inside and especially outside the company. Thanks to numerous collaborations with various organisations, the campaign has helped many people who are confronted with online hate on a daily basis.

"We were very happy to host the Marketing-Club Münster/Osnabrück. It was really interesting to hear how a marketing campaign can develop and not only have extremely positive effects for the brand, but can also help people outside of the on-screen or online campaign," says Ann-Katrin Weidling.

Following the exciting presentation and an intensive discussion, the participants had the opportunity to exchange ideas and network in our Urban Bistro. From the start to the finish, the club's visit was a great success.



WEICON CA ACTIVATOR SPRAY PS

NEW

Heptane-based curing accelerator



pump spray head

► no waste thanks to precise dosing



We have developed a spray to accelerate the curing of adhesives – WEICON CA Activator Spray PS.

Successful bonding even in unfavourable conditions

The CA Activator Spray PS accelerates the curing of our Contact Cyanoacrylate Adhesives, also called instant adhesives.

The accelerator can be applied both before and after bonding. The activator enables a quick fixation. However, it can also be used to allow excess adhesive to cure.

It is recommended to use the curing accelerator for highly viscous Contact types, large thicknesses of the adhesive layer, absorbent and porous surfaces, passive materials (alkaline surfaces, such as galvanised metal

parts) and in unfavourable environmental conditions (low temperatures, low humidity < 30 %).

When applied to absorbent and porous surfaces, such as wood, foam, etc. and all chemically-treated surfaces, such as electrogalvanised metal, etc., the activator's effectiveness lasts approx. one minute. The activator remains effective for up to 12 hours on non-absorbent substrates.

The pump spray head ensures that the surfaces to be bonded are wetted evenly and precisely with the activator.

INTERNSHIP ABROAD AT WEICON

Welcome to Singapore!



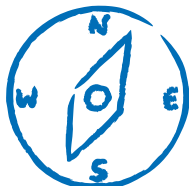
Spain, Canada or Singapore? Sounds like someone is planning their holiday, but it's actually our trainees deciding on their internship abroad. The trainees have the option to gain practical experience abroad for one month at a WEICON branch. It's a great opportunity for them to get to know a new culture, to gain a deeper understanding of the WEICON world and to develop personally. Merle, who is currently completing her work and study programme in Business Administration, spoke to us about her time in Singapore.

Hi Merle! Why don't you tell us where you were at the beginning of the year and how this came about?

So, at the beginning of the year, in March, I flew to Singapore and visited our branch there. We were able to apply for a four-week internship abroad at one of our branches and my first choice was Singapore – luckily it worked out.

Why were you so keen to go to Singapore?

First of all, of course, it's a bit further away and it's a good opportunity to visit a country that isn't easy to travel to because there isn't enough time for longer trips due to my university course and work. I initially wanted to go backpacking through Thailand and the neighbouring countries after finishing school, as the culture and the food there really fascinate



me. Another reason why I chose Singapore was that English is the official language there.

As you mentioned above, Singapore is a bit further away – almost 13 hours by plane in total. How did the first few days of your internship go?

I landed late Saturday afternoon and was picked up by a colleague from the branch. He took me

a colleague. She then showed me around the branch and explained my tasks. After finishing work, I was taken to my flat.

Then there was the time difference – you were 7 hours ahead of us. Was that a problem for you?

Actually, I was completely fine with it. I had already finished my working day when my friends and family were just starting

What were your tasks at the Singapore branch?

There was a wide variety of tasks – from working on trade fair reports to preparing quotations and orders. I mainly dealt with the countries that are already managed with ABAS. I was also allowed to update the “stock card,” i.e. the current stock of the branch. I travelled with the sales representatives for two days and was able to get to know their area of responsibility. My highlight was the Asia Pacific Maritime trade fair in Singapore, which I was able to visit with the Managing Director of the branch Majid and another colleague.

”

**IN GENERAL, THERE WAS A PLEASANT WORKING
ATMOSPHERE AND I COULD FEEL THE GREAT TEAM
SPIRIT IN THE BRANCH.**

Merle Paskert

straight to my flat and showed me everything I needed to know. I used my day off, Sunday, to gather first impressions of the city before starting work. On my first day at work, I went for a traditional breakfast with

it. I noticed the time difference especially on my birthday, as many people only wished me happy birthday the next day, as in Germany it was still my birthday. At some point you also get used to the time difference.

Evidently, a very diverse range of tasks. What was it like for you to work in such a small team?

I was able to remember people's names easily, which is usually more of a problem for me. It was also easier for me to settle

in, as my colleagues were really welcoming and everyone was open and friendly. In general, there was a pleasant working atmosphere and I could feel the great team spirit in the branch.

What was your typical working day like?

I left my flat at 7:30 a.m. to take the train to the branch office. I started at around 8:30 a.m. and worked on the tasks from the previous day that had been left unfinished or new ones that had come in. From time to time, someone showed me something new. My working day ended at 5:30 p.m.

What differences to German culture did you notice? And were these unusual for you?

In Singapore it is customary not to use toilet paper. That took some getting used to at the beginning. Another thing I noticed

is that everyone gets their lunch from a hawker centre – nobody brings their own food from home. Unfortunately, they use a lot of plastic, so every lunch was wrapped in plastic and even the iced coffee was in a plastic bag. Small things I noticed were, for example, the later working rhythm or the heavy use of public transport in Singapore.

What challenges did you face in your day-to-day work or in your free time?

Some colleagues in the branch come from neighbouring countries. English is not their mother tongue and initially they were hesitant to speak to me. However, this problem didn't last for long. Many of them speak English well or have a basic knowledge of the language. But there are also some people in Singapore who don't speak it at all. The first time I went to get a cup of coffee, four people had to come because they didn't understand me. Sometimes I communicated with my hands and feet.



Why don't you tell us about your most negative and most positive experience during this time?

It's very difficult to say what my most negative experience was. Once I got a mussel soup, although I asked several times if it was vegetarian. That's an example of poor communication. But there wasn't any serious problem. The positive experiences definitely outweigh the negative ones. I did so many things that I thought were really cool. It's difficult to decide which was the best. I would describe my whole stay in Singapore as a very positive experience.

You probably got to see a lot in Singapore. Why don't you give us a few examples?

That's right, I actually visited all the typical tourist hotspots. These included Marina Bay, Sentosa Island, Chinatown and Orchard Road. And, of course, numerous beaches. I had planned in advance to see everything that was worth seeing – and that worked out well.

Let's move on to the two final questions. Has the internship changed you personally? If so, how?

Yes, I would say so. I realise that I have become much more self-confident and self-assured. I've also become a little more independent – simply because I had to do all the household chores myself for a month. I had to do a lot on my own, so I learned to be on my own. It was the first time in my life that I spent an entire weekend without really communicating with anyone. Speaking of communication – I was also able to improve my English considerably during this time.

So it was clearly a positive experience.

Definitely! It was a unique experience for me and I will take a lot away from this time. I'm very grateful that WEICON offers us this opportunity.





DEALER DAYS AND SPECIALIST CONSULTANTS FOR ADHESIVE TECHNOLOGY

Comprehensive adhesive expertise

Since 2022, we have been offering open dealer days at WEICON at regular intervals. They are now a well-established training event. In the run-up to the dealer days, our sales force is always busy inviting employees from the specialised technical trade to visit us in Münster. And numerous specialist dealers from all over Germany accept their invitations.

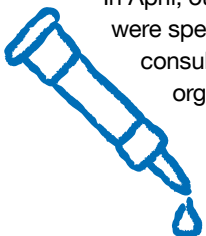
Adhesive technology: theory and practice

Holger Lütfring, our Technical Project Manager, is in charge of the theoretical part during our dealer days. The theory is taught in a concentrated course in the morning. The focus is on adhesives and systems that are in very high demand from retail customers. Our Easy-Mix products, our flexible adhesives and sealants as well as our WEICONLOCK anaerobic-curing threadlocking products and sealants serve as good examples.

The theoretical part is always followed by a detailed practical part in the afternoon. In this way, we ensure that the employees from the 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 to avoid application mistakes. We will continue to use the dealer days to give the specialised technical trade a closer understanding of our wide range of products in the area of adhesive technology in the best possible way.

VTH specialist consultant for adhesive technology

In April, our colleagues Holger Lütfring and Mike Breitenfeld were speakers at the VTH training course for specialist consultants for adhesive technology. This course, organised by the association of technical trade (VTH),



took place at Innotech Marketing und Konfektion Rot GmbH in Rettigheim. As a VTH QUALITY PARTNER, we were able to offer a wealth of information about chloroprene, epoxy, methacrylic, silane, silicone and polyurethane adhesives.

During the one and a half days, our colleagues also provided participants with the opportunity to gain practical experience and gave them tips on the correct use and application of flexible adhesives and sealants. The event was a huge success!

Intensive training course over two weeks

Leading adhesive manufacturers and the technical trade work closely together on the VTH course. It has been offered since 2022 and consists of two modules, each with a five-day programme and subsequent examination. In the modules, the knowledge taught in the theoretical part is consolidated and directly applied in practical bonding tests.

The course starts with the basics of adhesive technology. In this part, basic terms are clarified, the topic of adhesive technology is presented, safety aspects are discussed and the proper application of adhesives, including the correct pre-treatment of surfaces, is explained.

In addition to these important basics, the participants are also trained in the areas of "tape-based adhesive systems" and "elastic and structural bonding" before they conclude the intensive course with an examination.



WEICON ROAD SHOW 2024

Successful premiere

We offer a very extensive product range with many adhesive systems. Their correct application is best taught in training courses. For this reason, we frequently organise seminars and training courses at our headquarters in Münster, which are in very high demand.

For some of our partners from the technical trade, however, a training session with us would involve a great deal of time and logistical effort. This has led us to create a new type of training series: the WEICON Road Show.

Road Show

The concept of the new series: carrying along lots of products and materials, our team travels to a location that is easy to reach for many partners.

Our new training format was launched at the end of March. At this first-ever event, our team offered our partners

from the technical trade in southern Germany, Austria and Switzerland two extensive product training sessions in Augsburg.

Many dealers took advantage of this offer and sent their employees to our intensive product training courses. Our Technical Project Manager Holger Lütfring and our colleagues from the sales force presented and explained our products, their correct application and our comprehensive all-round service.

This new format was very popular with all participants. The days in Augsburg were super interesting and exciting!



DELEGATION FROM MEXICO VISITS WEICON IN MÜNSTER

International exchange

At irregular intervals, we receive visits from business delegations from all over the world at our headquarters in Münster. Our guests from Mexico arrived a few weeks ago.

The Export team was primarily in charge of introducing the twelve participants to the WEICON world. Joan Fernandes, our Area Sales Manager for South America, welcomed our visitors in Spanish. The programme included our general company presentation and a comprehensive introduction to our WEICON product range. Of course, our guests were also able to try out interesting applications. In addition, there was a company tour arranged by our trainees to provide the delegation with an even better understanding of our sales structures and our organisation. The focus was on our new building with its bistro, physiotherapy practice, training room and stylish meeting rooms. Our visitors from Mexico were also impressed by our mini golf course and swimming pond.

This international exchange was organised by Carl Duisberg Centren. Their international training and further education programme is aimed at managers from companies, organisations and administrative units and takes place in close cooperation with experts from business and administration. The aim of the training programme is to familiarise specialists and managers from abroad with German know-how and to offer the opportunity to promote international exchange.

For us as a company, it is always a pleasure to welcome international guests and interact with them. The Mexican delegation's visit was a great success.





REPAIRS AS AN ALTERNATIVE TO EXPENSIVE NEW PURCHASES

Elimination of cracks in hydrants

Hydrants are an important means of providing water for fire fighting in towns and villages. If they are damaged, quick action is required. With the help of our epoxy resin system WEICON WR2, small and large cracks can be repaired quickly and easily.

Especially above-ground hydrants are exposed to weather and environmental influences non-stop. This can cause small microcracks over time, which may lead to the hydrant having to be replaced. Repairs with our products can avoid costly replacements.

Repair with WEICON products

At the beginning of the repair work, the hydrant is sandblasted to remove coarse dirt and to roughen the surface.

In the next step, the microcrack is enlarged to create a larger bonding surface. In addition, crosswise cuts are added to relieve the tension on the hydrant. The hydrant is then cleaned with WEICON Cleaner Spray S to prepare the surface in the best possible way for bonding.

Epoxy resin system and special tape

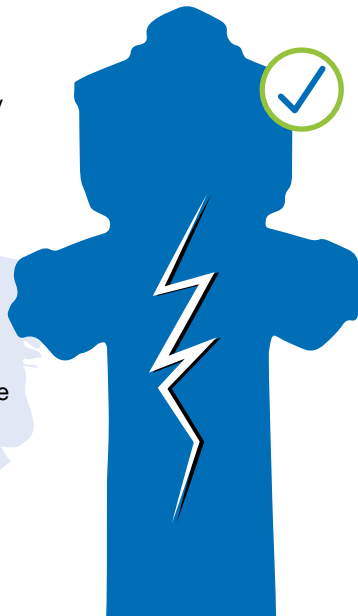
The WEICON WR2 adhesive system is then applied extensively. As a pasty wear protection, the mineral-filled epoxy resin system is ideal for metal surfaces that are exposed to high abrasion and erosion. The adhesion and compressive strength of the epoxy resin are improved with the help of additionally incorporated glass fibre cloth as a laminating and repair fabric.

Finally, WEICON Repair-Tape is applied to the hydrant. The flexible, resistant and self-sealing repair tape is impregnated with a special resin that is activated by water and is characterised by its quick and easy application.

The tape provides very strong adhesion and is highly resistant to chemicals and different temperatures. This makes the hydrant extremely resistant to various environmental influences.

WEICON Repair-Tape can be sanded and painted over once it is fully cured. Therefore, the hydrant can easily be restored to its original red colour after curing.

Thanks to the fast and simple repair with our WEICON products, all functions are restored – and an expensive new purchase of the hydrant is no longer necessary.





REPAIR AND WEAR PROTECTION OF RAPESEED AGITATOR BLADES

Sustainable repairs

We all know rapeseed oil – used in salad dressings, as a cooking oil or for the production of edible fats such as margarine. However, it is not only used in the food sector, but also in technical applications in industry and in the cosmetics and medical sector for the production of creams and ointments.

Use of our WEICON products

Rapeseed oil is produced in modern large-scale plants – but prolonged use can lead to wear and corrosion in the machines. And this is exactly where our WEICON products are used: according to the motto “turn old into new,” the blades of a rapeseed agitator were repaired and protected against wear.

Thorough cleaning of the surface is essential before any repair or coating. First, the blades of the rapeseed agitator were cleaned with our WEICON Cleaner S before they were treated with a sandblasting machine. To remove all residues from the blades completely, they were cleaned again with Cleaner S.

Now the actual repair work could begin. The abrasive areas of the blades were filled with our WEICON HB 300 epoxy resin system. WEICON HB 300 is steel-filled and resistant to high temperatures. It is suitable for use in many areas of industry for repair and moulding. It can also easily be applied to vertical surfaces.

A second layer was then applied using WEICON Ceramic HC 220, as its high abrasion resistance makes it an ideal wear protection for heavily stressed surfaces. It is also resistant to high temperatures and has drinking water approval in accordance with BS6920.

In the final step, to provide the best possible protection, both products were applied a second time. Subsequently, the blades of the rapeseed agitator could be used again.

A long-lasting and sustainable solution

Thanks to the combination of repair and wear protection with our WEICON products, the blades of the rapeseed agitator are now as good as new. This application offers an efficient and long-lasting solution in many areas of industry. No new spare parts were purchased, saving costs and resources.





WORLD'S LEADING TRADE FAIR FOR THE HARDWARE INDUSTRY IN COLOGNE

WEICON at the International Hardware Fair 2024

From 3 to 6 March, the International Hardware Fair 2024 was held in Cologne and WEICON was there. Around 3,200 exhibitors from 50 countries travelled to Cologne to present their latest products and innovations at the world's largest trade fair for hardware and tools.

Twenty of our colleagues participated in the fair and used the four days in Cologne to show our new products and make many new contacts. Ralph Weidling was very pleased with the result: "The International Hardware Fair was a success. We came into contact with many people who were interested in our products, and we hope that these conversations will lead to long-term relationships." Experts from all over the world met at the Hardware Fair 2024. This personal interaction helps us to develop ideas for new products that can be used in many different applications.

Promising trade fair year 2024

Our team enjoys travelling around the world to present our products, exciting applications and solutions. This year we will visit many interesting places such as China, Dubai, Poland, Asia, Spain, South Africa and the USA. We will participate in seven trade fairs in Germany and twenty-one trade fairs abroad in 2024. Our trade fairs in 2024 cover a wide range of industries, from electrical and mechanical engineering to manufacturing, hardware and

tools, plastics technology and the marine industry. This is because our products are used in almost all industries worldwide. "Although many things can be managed digitally these days, there is no substitute for personal contact and the special atmosphere at a trade fair," says Ann-Katrin Weidling.

Special service for our customers

As of 2024, we offer our customers a completely new trade fair service. We have created a new landing page on our website that summarises all the information about our trade fair presence. Our customers can find everything they need to plan their trade fairs on our landing page: the contact form, contact persons at WEICON and information about our products or download options. Even trade fair tickets can be ordered or downloaded here.

NEW

- ▶ metal-free
- ▶ extremely high pressure resistance
- ▶ long-lasting corrosion protection

WEICON ANTI-SEIZE CERAMIC PASTE ASK

Protection against corrosion, seizing and wear

We have developed a metal-free high-performance assembly paste that is compatible with stainless steel and other nickel alloys (no chromium-6 formation) – WEICON Anti-Seize Ceramic Paste, shortened to ASK.

Anti-Seize Ceramic Paste

ASK is a metal-free and silicone-free synthetic high-performance assembly paste for universal use. The ceramic paste is resistant to high temperatures, has an exceptionally good release effect and is suitable for any material.

Anti-Seize Ceramic Paste offers excellent release, protection and lubrication and is very resistant to pressure.

It prevents corrosion, fretting corrosion, oxidation, wear, seizure and cold welding. The paste reduces friction and jerky sliding, acts as a good seal and barrier against liquid media at atmospheric pressure and

protects against extreme weather conditions. The paste contains no free metals and is compatible with stainless steel and other nickel alloys (no chromium-6 formation). The assembly paste is especially suitable when metal-containing pastes can cause electrolytic reactions, when nickel-containing products should or may not be used for health reasons and when dark metal-containing products should or may not be used for visual reasons.

It can be used on bolts, screws, stud bolts, pipe connections, nuts, mechanical seals and many other components.

Suitable for different areas of application

Typical areas of application for the paste are chemical plants, oil refineries, power stations, paper mills, steelworks and foundries as well as the shipping industry.



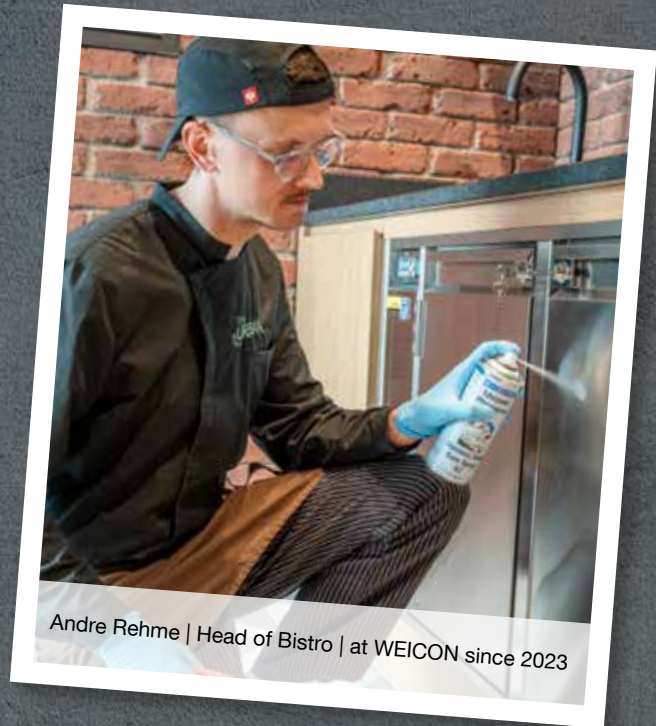


In each issue of the WEICON News, we present two of our employees' favourite WEICON products.

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.

Stainless Steel Care Spray A7

“Cooking involves tidying up and cleaning afterwards. This is, in fact, an essential part of the catering business that is often just as important as the actual cooking process. Almost every day, we prepare a lunch dish for WEICON employees in The Urban Bistro. The preparation of ingredients and leftover food create dirt, which of course has to be cleaned up afterwards. The problem doesn't just occur at work, but also in my kitchen at home, where I sometimes like to test recipes. The perfect solution for me? WEICON Stainless Steel Care Spray A7! It cleans stainless steel surfaces quickly and easily – and protects them. It has NSF approval, which is very important when you use it in the kitchen. Our product is 100 % food-safe and makes cleaning much easier for me.”



Andre Rehme | Head of Bistro | at WEICON since 2023



Lorenzo Marrari | International Sales Manager
WEICON TOOLS | at WEICON since 2022

Flat and Round Cable Stripper

“Small challenges occur at home from time to time, e.g. electrical appliances have to be installed, lamps fitted, or the lawnmower needs repairing. My most reliable helper is the Flat and Round Cable Stripper. In a unique way, it combines two functions: it can strip cables and remove insulation. As a result, working on flat and round cables no longer requires any effort. The special thing about this everyday helper is that it is versatile and flexible and can therefore be used in many different areas. This handy tool also allows me to work precisely even in extremely narrow spaces, such as junction boxes or cable ducts. In my opinion, this is a must-have for every toolbox!”



AN ARTICLE FROM THE WEICON BLOG

Install and seal skylight in your camper van with glue

Summer has arrived! You've probably already spotted many camper vans on the roads. But surely a lot of camping enthusiasts have experienced the following problem: the last winter has left its mark, and the old skylight in your camper van is leaking. A new one therefore has to be installed. To ensure that your holiday budget isn't spent on repairs before your camping trip has even started, we will show you how to install a new camper van skylight yourself with glue and seal it at the same time.

Leaking skylight in a camper van – what can you do?

Step 1: Apply tape to the skylight

Before you start to install the new skylight, we recommend that you take the measurements of it and mark them on the roof with adhesive tape. For this purpose, you can insert the skylight into the roof hatch in advance and apply tape around the edges. In this way, excess adhesive does not end up on your camper van roof, but only on the adhesive tape. A helpful recommendation: it is advisable to use adhesive tape that can easily be removed from the camper van roof later without leaving any residue. And please don't forget: depending on the load-bearing capacity of the roof, it is advisable to place a plywood panel on the camper van roof to distribute the load evenly and prevent dents in the roof.



Step 2: Clean the skylight of your camper van

To ensure that the adhesive adheres properly later, clean the adhesive surface thoroughly beforehand. Our Activating Cleaner, for example, can be used for this purpose. The spray is not only suited for cleaning surfaces, but also serves as an adhesive primer. So practically a universal cleaning agent and adhesive primer in one single product!

Install the skylight of your camper van with the right adhesive

When installing a skylight in your camper van, it is important to choose the right adhesive! Our WEICON Windscreen Adhesive is perfectly suited for this task, as it was specifically developed for mounting glass and panes. It is a 1-component adhesive and sealant that provides strong adhesion and is also elastic. This means that it can easily withstand vibrations and shocks thanks to its flexibility and ensures good torsional rigidity. This is absolutely essential when you are on an adventure tour with your home on wheels.

As the Windscreen Adhesive is also a sealant, the camper van skylight is not only glued, but also sealed at the same time. Another advantage is that our Windscreen Adhesive has excellent ageing resistance and good UV stability.



Step 3: Apply Windscreen Adhesive to the hatch

Let's start! The precise dimensions were marked on the camper van roof and the adhesive surfaces cleaned. The new camper van skylight can then be installed. First apply the Windscreen Adhesive. This requires a steady hand. It is crucial that you wear gloves during the process and before when you apply the Activating Cleaner as well! They not only protect your hands, but also the adhesive surface from contamination through contact with fingers. Now insert the cartridge into the Cartridge Gun Special and apply the Windscreen Adhesive in a straight bead along the underside of the camper van skylight. It is essential that no area is left out so that the skylight has the best possible hold and is well sealed. It is better to use too much adhesive than too little so that all sides of the skylight are wetted. Too much adhesive can simply be removed afterwards with the adhesive tape.

Step 4: Insert skylight

Now the new skylight can be inserted! It is very important to make sure that the skylight is installed the right way round in the camper van's roof hatch. The hinge side must point in the direction of travel. Press the edges down a little and screw them to the inner frame of the skylight from the inside. Then you're done! Finally, remove the adhesive tape and thus the excess Windscreen Adhesive. If there is still adhesive on the roof of the camper van, it can be removed with an absorbent cloth and our Surface Cleaner. Our Surface Cleaner is gentle to all materials.

There is now already sufficient initial adhesion for a short trip to the petrol station. However, another tour should only be undertaken after 24 hours, by which time the adhesive has fully cured.





BETWEEN CUSTOMER VISITS, SNOWSTORMS AND MINES

On a great journey in Kazakhstan

Mike Breitenfeld works as an application engineer at WEICON. His expertise is often in demand – most recently in Kazakhstan. Together with our colleague Larissa Orlova, he travelled to the ninth largest country in the world to visit our customers on site. We will say this much: Mike has many highlights to share with us, but the trip also had several challenges in store for him and Larissa ...

Hello Mike. Please tell us a bit about yourself to start with. What has your career at WEICON been like so far and what are your tasks at the company?

I started at WEICON over 23 years ago as a warehouse clerk. At the time, I was looking for a job close to home and my attention was drawn to WEICON. Before I started my apprenticeship as a wholesale and export clerk, I trained as a commercial goods specialist packer. Therefore, my qualifications matched the tasks in the warehouse. After about a year, I switched to sales and worked there for eleven years. As I've always been very interested in technical applications, I joined the product management team after

my time in sales. This then developed into my position as an application engineer, i.e. at the interface between sales and product management. I'm responsible for advising customers, assisting colleagues in the office and in the field and supporting product management and marketing.

You just mentioned it – customer support. You travel a lot in Germany, but also abroad at times. Where did your last business trip take you?

My last trip was to Kazakhstan in March with our colleague Larissa Orlova from the export department. Kazakhstan is an important link for us between the European and Asian markets. Larissa is responsible for

many customers there and I joined her to support her on site with my expertise in application technology. I was very pleased about the trip to Kazakhstan, as it had been a long-cherished personal wish of mine to travel to the East and visit our customers there. I come from the former GDR and I've always been especially interested in the East and the country of Kazakhstan.

Can you tell us a bit more about the trip and your activities there?

We spent a total of eight days in Kazakhstan. We started in Almaty – a city in the south-east and the old capital of the country. We visited local dealers, held training sessions and strengthened and

deepened our business relationships with our customers while sharing meals. Over the next few days, we visited large steel construction companies. Our itinerary also included a stop in Astana, the new capital of Kazakhstan. In Astana, we visited customers from the industrial sector, who are strongly involved in ore mining. Special products and special solutions are particularly needed in this area, and we were able to present them very well during a training course. The following day, we travelled from Astana to an ore mine in the steppe, where a copper mineral is extracted, in temperatures of -16 degrees and a snowstorm. There were very high security procedures,





and we were really glad that we were allowed to enter the mine at all to present our products. Finally, we travelled on to the provincial town of Kostanay in a small propeller plane. We were invited there by the engineers of a mine to hold a presentation and explain the practical applications of our products. We then travelled back to Almaty and flew back to Germany from there.

A foreign country, great distances and icy temperatures – what were the biggest challenges when travelling?

Kazakhstan is roughly the size of Europe. The distances between our destinations were indeed very long. We were therefore always dependent on our flights, which were sometimes delayed. When we wanted to board our flight with the propeller plane, there were suddenly no more boarding tickets available. Luckily, Larissa was very persuasive and in the end we received handwritten tickets. We were travelling in different time zones, so we didn't always get much sleep, and of course we had to get used to the weather. In general, travelling abroad is a bit of a challenge. In most cases you are on your own and have a lot of responsibility.

I salute my colleagues in the export department – they really accomplish great things! Fortunately, there were no problems with communication. Larissa speaks excellent Russian and the younger people in Kazakhstan also speak some English.

Pole – everything was white and deserted. I was also fascinated by the relaxed and friendly interaction between the people. Everyone was very kind towards us, and we realised that Germany is greatly respected for its economy, product quality



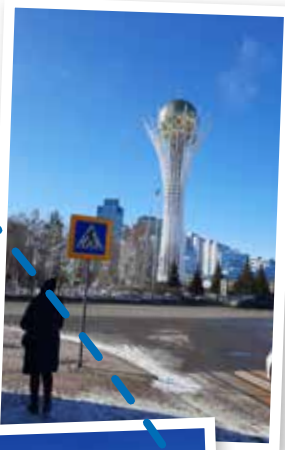
OF COURSE, THE MINES AND THE GIGANTIC MACHINES WERE REALLY IMPRESSIVE TOO – YOU DON'T SEE THAT KIND OF THING EVERY DAY!

Mike Breitenfeld

What were the highlights of your trip to Kazakhstan?

There were actually several highlights! I was very impressed by the city of Almaty. We visited the large markets there and went to a viewpoint where we were able to look out over the entire city and the neighbouring mountains. Another absolute highlight was the city of Astana, a city in the middle of the steppe with very modern architecture. Of course, the mines and the gigantic machines were really impressive too – you don't see that kind of thing every day! The flight with the propeller plane was also very special. I had the impression that I was flying over the North

and technical expertise. In conclusion, I can say that it really was a wonderful and successful trip, and I'm very grateful for the experience.



ALL-ROUND TALENTS BY WEICON

Products in use under water

Many of our products can be used for a wide range of applications in maintenance and repair work in numerous areas of industry. Some products are even all-round talents under water. Our Repair Stick Aqua or our special epoxy resin systems, for example, are suitable not only for use on land, but also under water.



Repair-Tape white

[Link to the video](#)

Repair-Tape

Our WEICON Repair-Tape is a flexible, self-sealing and durable repair tape made of glass fibre reinforced plastic for quick emergency repairs indoors and outdoors – and even for underwater applications. When the Repair-Tape comes into contact with water, a special resin is activated. The tape can then be applied quickly and easily. The absolute highlight is its very high adhesive strength on almost all surfaces and the fact that it is fully cured and resistant after 30 minutes. Once the tape is fully cured, it can be painted and sanded. And there is another special feature: the WEICON Repair-Tape can be applied without the need for additional tools. This makes it a quick and reliable helper for repairs not only in industry, but also in home, camping and DIY applications.



Repair Stick Aqua



Another WEICON product for reliable use under water is our Repair Stick Aqua. It is suitable for applications in sanitary and heating engineering, electrical engineering, shipping and many other industrial sectors. The Repair Stick Aqua reliably repairs and seals cracks, holes and leaks in petrol and water tanks, radiators, electrical switch cabinets, sanitary installations and swimming pools.

WEICON UW

Thanks to its special formulation, the WEICON UW epoxy resin system offers very good adhesion under water. It can therefore be used in all areas of maritime and inland shipping, in sewage systems and in all areas where water and moisture make the bonding process difficult. WEICON UW is a 2-component epoxy resin system that cures fast.





CEREMONY IN THE TOWN HALL

WEICON signs Climate City Contract

As a company, we have been committed to acting more sustainably and promoting climate protection projects for years. Our signature on the City of Münster's Climate City Contract is a further step towards improving environmental awareness.

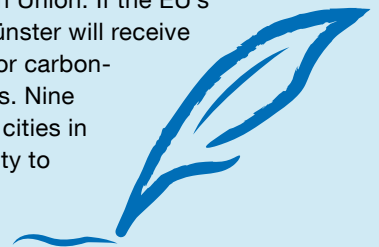
By signing the Climate City Contract, we as a company are demonstrating our willingness to support the City of Münster with various measures to achieve carbon-neutrality by 2030. At the same time, the contract serves as an application for EU funding to implement these measures.

The ceremony to mark the signing of the contract took place in Münster's historic town hall at the end of February. Ralph Weidling and our Technical Manager Henning Voß were also present. The Lord Mayor of Münster Markus Lewe had invited the 130 representatives from business, science and society.

By 31 January 2024, more than 70 contributions from organisations, companies and private individuals had already been submitted to help implement the Münster 2030 goal. These contributions include a wide variety of ideas and plans, such as energy-saving measures, the

use of renewable energies and ideas for socio-ecological innovations.

The signed contract was submitted by the City of Münster to the European Union. If the EU's assessment is positive, Münster will receive the EU's "Mission Label" for carbon-neutral and intelligent cities. Nine cities in Germany and 100 cities in Europe have the opportunity to obtain this label.



On our sustainability landing page, we present the measures that WEICON has already taken to promote sustainable action.



EXPANDING SOCIAL MEDIA ACTIVITIES

WEICON goes TikTok

As a company, WEICON has been maintaining a successful social media presence for years. The PR and marketing departments manage our channels on Facebook, Instagram, X (formerly Twitter), XING, LinkedIn, Pinterest and YouTube, as well as WhatsApp. Our trainees also have their own Instagram account. There was only one exception: we had no WEICON corporate account on the video platform TikTok – until now.

Keeping up with the times

While many people wonder why we, as a medium-sized company, need another social network in our portfolio, Gen Z sighs with relief and thinks to itself “finally”. Alongside Instagram and Facebook, TikTok is one of the most popular social media platforms in Germany and has enjoyed enormous growth for years. For us, this is a reason to move with the times and present our company on this platform.



What prompted us as a medium-sized family business to join the video platform?



Focus on addressing specific target groups

With its algorithm, TikTok works differently to other social media channels and appeals to a much younger target group of 14 to 19 year olds*.

Of course, every social network has its own target group that should be taken into account when creating posts. Nevertheless, we are addressing a very similar group of people with our existing channels. In addition to increasing brand awareness, for example through adverts, our aim is to sell products.

On TikTok, we will largely focus on increasing brand awareness and addressing young, motivated future employees.

* Source: statista.com (<https://de.statista.com/themen/5975/tiktok/#topicOverview>)

Cooperation between our PR department, trainees and video team

In order to approach the “TikTok project” successfully from the outset, ensure sufficient capacity and guarantee an appropriate quality of our videos, the administration, planning and production of content will be jointly organised by our PR department, trainees and video team.

“Of course, we are still at the very beginning of setting up our TikTok channel and cannot yet say how the topic will develop in the coming months and years, but we are very excited to see where the journey will take us,” says Ann-Katrin Weidling, who is pleased with the new channel.



3 questions for Patricia, PR Manager at WEICON

How does TikTok differ from other social networks?

“TikTok is a network based completely on videos. Accordingly, its focus is almost exclusively on moving image content and less on texts. The channel allows us to address new and much younger target groups that previously had little contact with the chemical industry.”

Why did you decide in favour of a collaboration between three departments?

“By working together with our trainees, we can ensure a target-group-oriented approach, as they are part of the target group we hope to reach. Thanks to our own video team, our videos always meet high quality standards and fulfil our requirements. We in the PR department manage the majority of WEICON’s social media channels. Consequently, we have the best overview of content and can keep an eye on the right mix of comedy and company information.”

What do you aim to achieve with the new channel?

“Our aim with TikTok is to increase brand awareness and present WEICON to a new target group. Above all, this includes interesting insights into our company. We also pursue recruiting goals. We would like to attract young and motivated employees by means of fun and appealing videos.”

JELN IS NOW WEICON PRODUCTION

The success story continues

In 2022, we acquired JELN, a manufacturer of special adhesives. We have now also changed its name to emphasise that it is part of our business group. JELN Imprägnierung GmbH is now WEICON Production.

JELN
Imprägnierung

Our WEICON Production plant is located in Schwalmatal on the Lower Rhine. At this plant, we produce various adhesive systems enabling us to offer our customers customised products and to respond flexibly to their individual wishes. In total, we have more than 250 formulations that have been developed for a wide variety of chemical products and are constantly being adapted and improved.

WEICON PRODUCTION

Special products for the industrial sector

Special chemical products such as coating, wear protection and corrosion protection systems are produced in Schwalmatal. We develop casting compounds and adhesive systems, such as impact-resistant adhesives and adhesives with approvals for use in the food sector.



Nina Pogrzeba
Head of Research & Development



Our special products from WEICON Production are used in many areas of industry, such as in the manufacture of pump systems, in waste water technology, in the chemical industry, in mechanical engineering, in the paper industry or in power stations.

“Thanks to our WEICON Production site in Schwalmatal, we have been able to considerably expand our range of special adhesive systems. This enables us to respond even more closely to the individual wishes and requirements of our customers and to offer them adhesives that meet their needs precisely,” explains Ralph Weidling.

“WEICON Production is already a success story. The option of customising adhesives to our customers’ specific applications is in high demand and is the perfect addition to our extensive range of services,” says Nina Pogrzeba, Head of Research & Development.



SEMESTER PROJECT WITH FH MÜNSTER

A sustainable collaboration

Yes, sustainability is and remains one of the most important issues of our time – and this also applies to the chemical industry. WEICON has therefore been making efforts to advance sustainable development for years, e.g. by no longer using advertising materials, by switching from plastic to cardboard packaging, by installing solar panels on the roofs, by creating the WEICON TOOLS Green Line or by serving mainly vegetarian dishes at The Urban Bistro.

However, our aim is not only to position and promote the topic of sustainability at our own company, but also to communicate it to the outside world. As a company, we wish to show young people especially that chemistry and sustainability don't have to be opposites excluding each other. On last year's day of action for sustainability, we were visited by schoolgirls and schoolboys who were

interested to hear about our company and our sustainability strategy. "We are happy that we can also show the younger generation how to take steps towards environmentally conscious behaviour in the industrial sector," says our EHSC Manager Henning Voß.

University students present ideas

A collaboration project between the university of applied sciences FH Münster and WEICON took place last winter semester 2023/2024. In a semester project, the students had the opportunity to develop various ideas for a sustainability concept at WEICON. A team of ten international students spent several months analysing both WEICON as a company and our

measures to achieve greater sustainability. Based on this analysis, they developed various strategies and ideas. Following the categories of our current sustainability strategy, the potential future projects were divided into the three pillars of "People", "Planet" and "Profit". The projects cover a wide range of areas of the company, such as The Urban Bistro or the participation of our employees in various campaigns, e.g. Climate Week. After the students

had spent several months researching and working on the project, they were able to present their results at WEICON in January. "I am pleased that the students had so much fun developing the strategies and I am sure that both they and WEICON as a company can benefit greatly from this," says Lulia Strolia, who supervised the project at FH Münster as a junior professor and also manages the topic of sustainability in our EHSC department.



Sustainability in everyday working life?

Summer has arrived and the temperatures are getting warmer – how about leaving the car in the garage and cycling to work instead? According to the 2021 Global Environmental Change study by the University of Oxford, cycling once a day instead of driving can reduce the average person's transport-related emissions by up to 67 percent. And you'll also be improving your health through exercise!



NEW**FIVE NEW TYPES OF PLASTIC METAL**

Epoxy resin systems for special applications

Our Plastic Metal epoxy resin systems are suitable for a wide variety of applications in different areas of industry. The special types of Plastic Metal can be used in industrial series production for bonding, coating, as corrosion and wear protection or for fast and permanent repairs on many different surfaces.

This year, we have expanded our product range to include five types designed specifically for different areas of application. Therefore, we can serve many industrial sectors: i.e. mechanical and plant engineering, the paper industry, the bulk goods industry, mining, cement production, the chemical industry, electromobility, the semiconductor industry, the pharmaceutical industry, food production or the packaging industry. The special types of epoxy resin systems can be used in all of these sectors.

Coating of heavily used surfaces

WEICON WL

The two-component WEICON WL system is used to coat heavily used surfaces. It is liquid, sprayable, spreadable and can be applied with a brush. It has a high adhesive strength, especially on stainless steel, is ceramic-filled and resistant to chemicals. Owing to its long pot life, WEICON WL can be used for applications with higher ambient temperatures or for larger surfaces. The coating compound can be used in combination with other Plastic Metal types for a system build-up. For example, the 2-component epoxy resin can be used as a primer when lining pump casings made of stainless steel that are subject to heavy stress.



An adhesive for use in extreme conditions

WEICON Fire Safe

Fire Safe is a white, flame-retardant 2-component adhesive that can be applied with a spatula. It is suitable for applications in the fire safety sector and is used to fix wear protection ceramics or steel parts to a wide variety of substrates, such as metal, concrete or similar materials. The adhesive system is very strong, hard-flexible after curing and has been modified to be impact-resistant. Even under the most extreme conditions, the adhesive does not become brittle. It shows good wear protection properties in particle erosion, has good chemical resistance and is free of solvents. WEICON Fire Safe contains additives that self-extinguish within a few seconds. It was examined in accordance with DIN EN ISO 340 at the DMT in Dortmund and successfully passed the test.





Surface coatings in sensitive areas

WEICON Food Grade



Food Grade is a system for surface coating and is approved by the Ruhr District Institute of Hygiene for contact with aqueous and fatty foods up to 70 °C. It has drinking water approval in accordance with BS 6920 and is used both for coating surfaces and as an adhesive. The flowable 2-component epoxy resin system has a high proportion of fine mineral fillers. The coating is easy to apply and adheres to a wide variety of surfaces even under mechanical stress. Food Grade has very good chemical resistance and is suitable for coating a wide variety of parts such as pumps, conveyor systems, lifting screws, hoppers, tanks and pipes.

Antistatic coating system

WEICON Anti-Static

The liquid, antistatic 2-component epoxy resin system has a high proportion of fine ceramic fillers. The coating suppresses electrostatic charging, prevents dust accumulation and electric fields in potentially explosive environments. Anti-Static is sprayable and has been specially developed for application with low-pressure equipment. The system has good chemical resistance and high abrasion resistance. The coating adheres very well on a wide variety of surfaces, even under vibration and stretching, and does not drip. Anti-Static is free of tar and solvents and cures almost without shrinkage.



A product to prevent sticking

WEICON Anti-Stick

Anti-Stick is a liquid, grey 2-component epoxy resin system with mineral fillers to protect surfaces exposed to high levels of stress against aggressive chemicals and corrosion. It has been specially developed for application with low-pressure equipment. In addition to the mineral fillers, Anti-Stick contains special additives that create an anti-stick effect and thus prevent flour, dust or suspended particles, for example, from sticking.

The epoxy resin system has good chemical and thermal resistance up to +120 °C. It is free from solvents and cures with virtually no shrinkage. A coating with WEICON Anti-Stick, which gives surfaces a very smooth finish, increases the flow speed of liquids and consequently increases the efficiency of pumps, pipes, valves, etc. by 5 % to 20 %.



NEW**WEICON FLEX 310 M HYBRID**

Universal adhesive and sealant

We have developed a universally applicable adhesive and sealant that is suitable for many areas of industry – WEICON Flex 310 M Hybrid.

Universally applicable, strong adhesion and flexibility

Flex 310 M Hybrid is universally applicable, permanently elastic, fast-curing and provides strong adhesion. The 1-component SMP-based adhesive and sealant offers high elasticity, good mechanical strength, is non-corrosive to surfaces and can be sanded and painted over. The neutral-crosslinking, flexible adhesive and sealant is highly weather-resistant, odourless and low in emissions. It is free from silicone, isocyanate and solvents.

Suitable for a wide range of surfaces

It adheres very well to powder-coated, galvanised, anodised, chromated or hot-dip galvanised surfaces, even without extensive surface pre-treatment with a primer. The adhesive and sealant adheres to a wide variety of materials, such as metal, various plastics, natural stone, concrete, masonry, plaster, wooden floors, glass, etc.

For many different industrial sectors

The universal adhesive and sealant can be used in many industrial areas, such as tank and apparatus construction, car body, container and vehicle construction, pipework and fitting construction, in the energy and electrical industries, in insulation technology and in plastics technology. In addition, WEICON Flex 310 M Hybrid has a high mould resistance and is compatible with natural stone. This also makes it suitable for use in the sanitary sector or in the construction industry.

UNIVERSALLY APPLICABLE



WEICON INTRODUCES ITSELF

What does ...
actually do?

Simon Malkowski

Media Designer

Which department at WEICON do you work in?

I work in the photo and video team of the marketing department.

When did you start working at WEICON?

At the beginning of March 2019, so I've been working here just over five years now.

What are your tasks?

As mentioned above, I'm part of the photo and video team. As the name suggests, I'm responsible for pretty much everything that has to do with photos or videos. This ranges from creating photos of applications to filming our "WE Explain" videos and planning and scripting our image clips. For some time now, I've also been working on 3D visualisations.

Which sports do you like to watch?

I think the only sport where I really understand the rules is table tennis – but I can't really say that I watch it regularly.

Big city or Swiss mountain lake when you're 75?

I'd choose the city. But I actually want to retire and settle down somewhere on the Belgian coast.

What's your favourite food?

I'll give you an answer that isn't very creative: homemade pizza.

Which country do you most want to visit?

I would love to see New Zealand. And before anyone asks – no, I'm not a big Lord of the Rings fan.

Which was the last TV show you watched?

I watch a lot of films and series – so I'll take the liberty of making a recommendation. I've been following the British comedy show "Taskmaster" since 2019,

and every single season offered great entertainment. Five comedians compete against each other for one season and have to solve the same task in pre-recorded clips. In the studio, their attempts are then assessed and commented on by "taskmaster" Greg Davies. Incidentally, you can watch all 17 seasons in full on YouTube.

What skill would you like to acquire?

I would like to speak more languages. I'm quite good at German and English. Additionally, I had four years of French and three years of Spanish at school, but I mostly only remember a couple of swear words.

Which hobbies do you have?

When I'm not binging YouTube or Netflix, I'm mainly occupied with music. I play several instruments, but none of them really well. I don't play in a band, but I've been producing my own music with FL Studio since I was 13. However, it's been years since I published any of my music.

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

Lobbyist. More seriously – I could imagine working in event technology. I'm really excited about lighting and music technology, but at the end of the day being on tour and on the road all the time puts me off. I'm quite happy with my career choice.

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

First, I sleep until ten o'clock. Then I start the day very relaxed with a cup of coffee on my sofa and later on cook something. I spend the afternoon at my computer, either playing video games or making music. In the evening, I go to the cinema or, even better, to a concert.

Welcome to the team



**IRINA
WORMSBECHER**
Domestic Sales
Assistant



**JUSTUS
FREITAG**
Domestic Sales
Assistant



**BIANCA
GUSTYN**
International Sales
Assistant



**JULIAN
WILDE**
International Sales
Assistant



**NANNAN
CHEN**
Translator
Chinese

Join our
team



**NADINA
THEIß**
Product Manager



**MARGARITA
FISCHER**
Product Manager



**SEBASTIAN
TRABERT**
Product Manager



**LINA
BÄUMER**
Marketing Manager



**TIM
WINTERSTEIN**
System
Administrator



**ALBERT
KUSI**
Facility Manager



**BRITTA
GRAY**
Office Manager
WEICON Production



**ANDREAS
KÖRNER**
Warehouse Clerk
WEICON Production

And what
about you?



**JAKUB
SILBER**
Skilled Warehouse
Operator

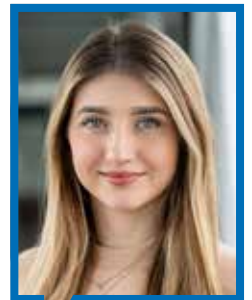
Welcome



**MARCO
ENZNER**
Warehouse Clerk



**TOBIAS
BUCK**
Warehouse Clerk



**AMINA
HOLUBENKO**
Warehouse Clerk



**OLEKSII
GOLOVACHOV**
Warehouse Clerk



**ROBINSON
IGWEBUIKE ANOZIE**
Warehouse Clerk



**THI NGOC NGA
KY**
Warehouse Clerk



**AYKUT
BALCI**
Sales Representative
Türkiye



**ISMAIL
EFE**
Sales Representative
Türkiye



**BURAK
KESIMAL**
Sales Representative
Türkiye



**MUSTAFA
ALTUNKAYA**
Sales Representative
Türkiye



**PETRU
GOREA**
Production Operator
Romania



**MUSAWENKOSI
ZIMBANI**
Driver
South Africa



**RACHEL
TAN TIN TIN**
Internal Sales and
Administration
Singapore



**CHEROLE
LAN**
Sales Admin
Singapore



**CYNDE
LEE**
Sales Support
Singapore



**MICHAELA
PLACHÁ**
Administrative support
and back-office
Czech Republic



**RICARDO JORGE
VIEIRA PEREIRA**
Area Sales Manager
Portugal



**DANIEL MESA
SALDARRIAGA**
Managing Director
Colombia



**ALEIDA COBALEDA
MAZO**
Executive Assistant
Colombia



**MALLERLY
PALACIOS PADILLA**
Sales Executive
Colombia



**ELÍAS RAMÍREZ
UBARNES**
Sales Executive
Colombia



WhatsApp-Service



WEICON App



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Kitchener – Canada
- WEICON Kimya Sanayi Tic. Ltd. Şti.**
Istanbul – Türkiye
- WEICON Romania SRL**
Budiu Mic (Targu Mures) – Romania
- WEICON SA (Pty) Ltd**
Muizenberg (Cape Town) – South Africa

- WEICON Production GmbH**
Schwalmtal – Germany
- WEICON South East Asia Pte Ltd**
Singapore
- WEICON Czech Republic s.r.o.**
Teplice – Czech Republic
- WEICON Ibérica S.L**
Madrid – Spain
- WEICON Italia S.r.l.**
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