

**LET'S
CONNECT.**



Editorial

What matters to us.



Be it automotive manufacturing, electricity generation or water management – there’s hardly any industry that can do without electronics and electrical connectivity today. At the same time, the complexity of demands in the new markets of an internationalised world marked by constant technological change is rapidly increasing. We have to face new and more diverse challenges, and the key to solving these challenges is not always just a high-tech product. The solution lies in connecting power, signal and data, demands and solutions or theory and practice. Industrial Connectivity needs connections. And that’s precisely what we stand for.

Weidmüller is proud to be one of the most prominent suppliers in this segment, having had a crucial influence on the entire industry to this day. We are happy to contribute significantly to tackle the challenges of the present and of the future and to give guidance. Our characteristics and skills as an innovative and customer-oriented family business have always been our strength: with our high-performance products and solutions, comprehensive consulting and service we are flexible and on your doorstep throughout the world. But most of all we want to stay who we are, and this is also what our customers worldwide have learned to appreciate most in the Weidmüller business: a true partner with extensive knowledge and understanding of its customers and their applications, accompanying them all the way in a responsible partnership.

It’s commitment that counts for us in a world full of connections.

Let’s connect!

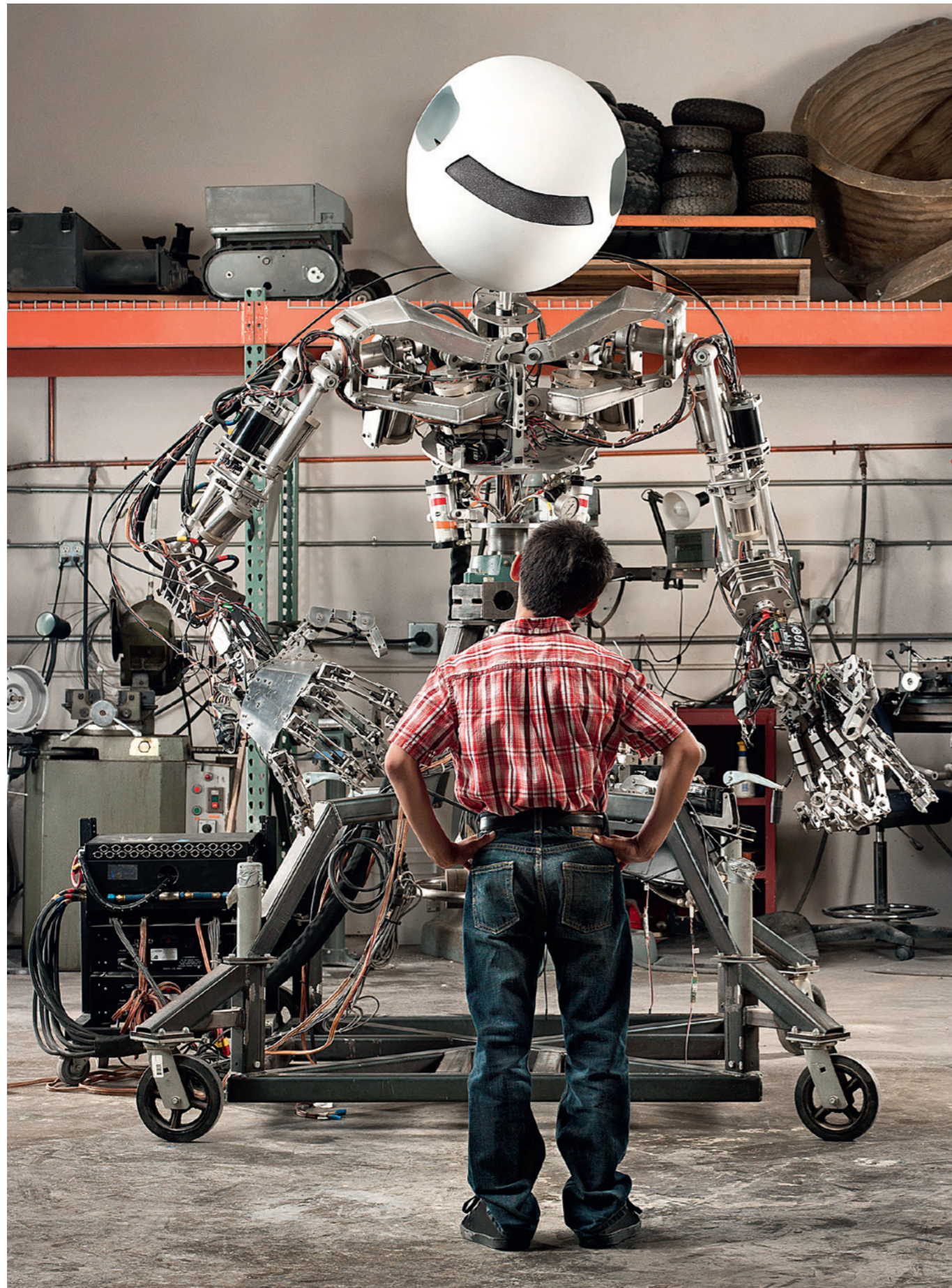


Dr. Peter Köhler
Chief Executive Officer
(RIGHT)

Elke Eckstein
Chief Operating Officer
(2. FROM RIGHT)

Jörg Timmermann
Chief Financial Officer
(2. FROM LEFT)

José Carlos Álvarez Tobar
Chief Marketing & Sales Officer
(LEFT)



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Let's connect.

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**Our
foundation**
What
connects us.

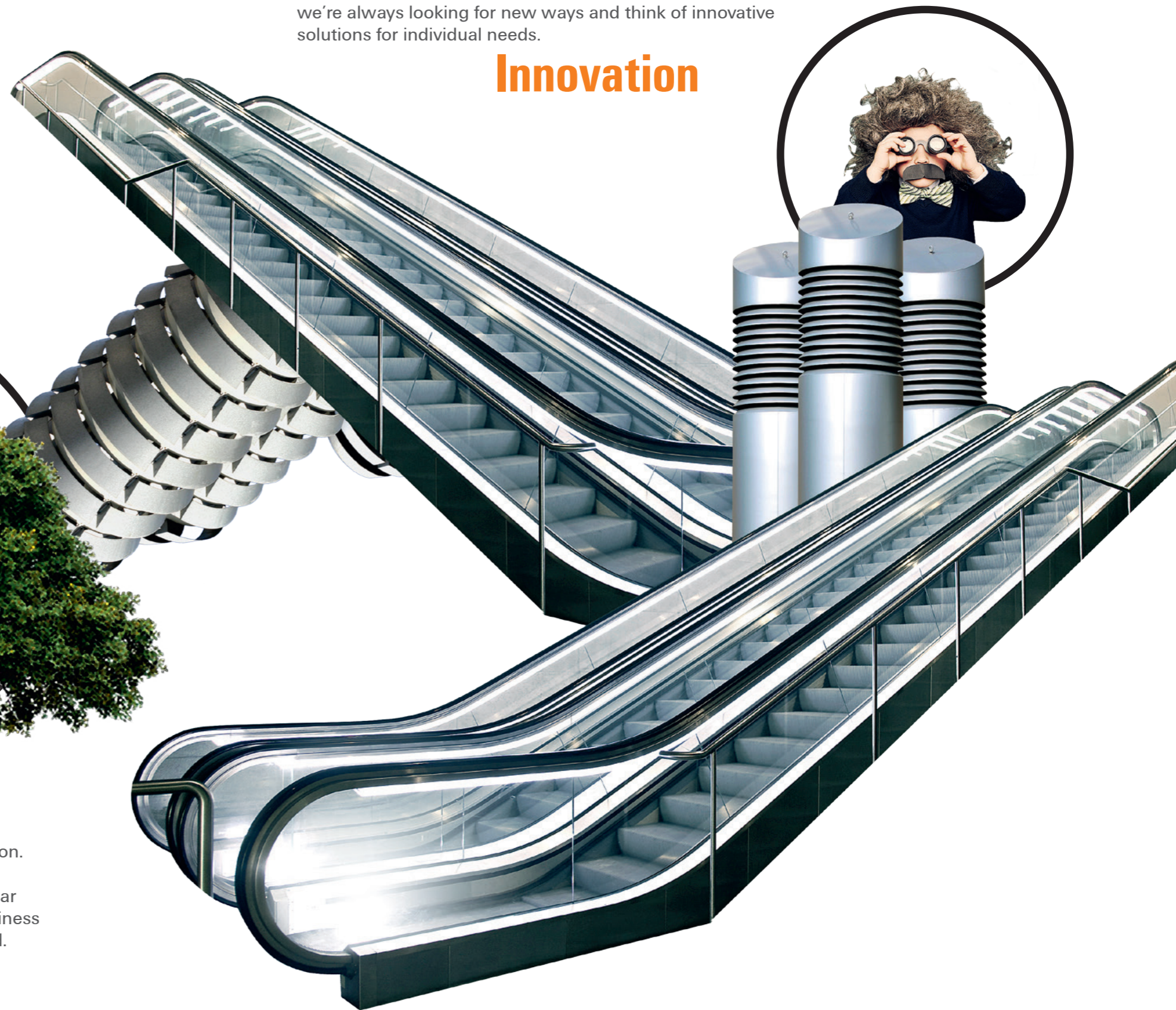


Home

Home is more than just a place. Home is a feeling. Home connects – by definition. Home is tradition, family and having roots in a certain region. But you also find home in long-term relationships, in partnerships and cooperations, and in familiar structures – no matter where you are in the world. Home is the base of our business structure. Our home is in Detmold, but we are at home everywhere in the world.

It's "fun to create something nobody else has seen before". Not only Hollywood director Roland Emmerich agrees. We do, too. We're itching to come up with new ideas, we're always looking for new ways and think of innovative solutions for individual needs.

Innovation

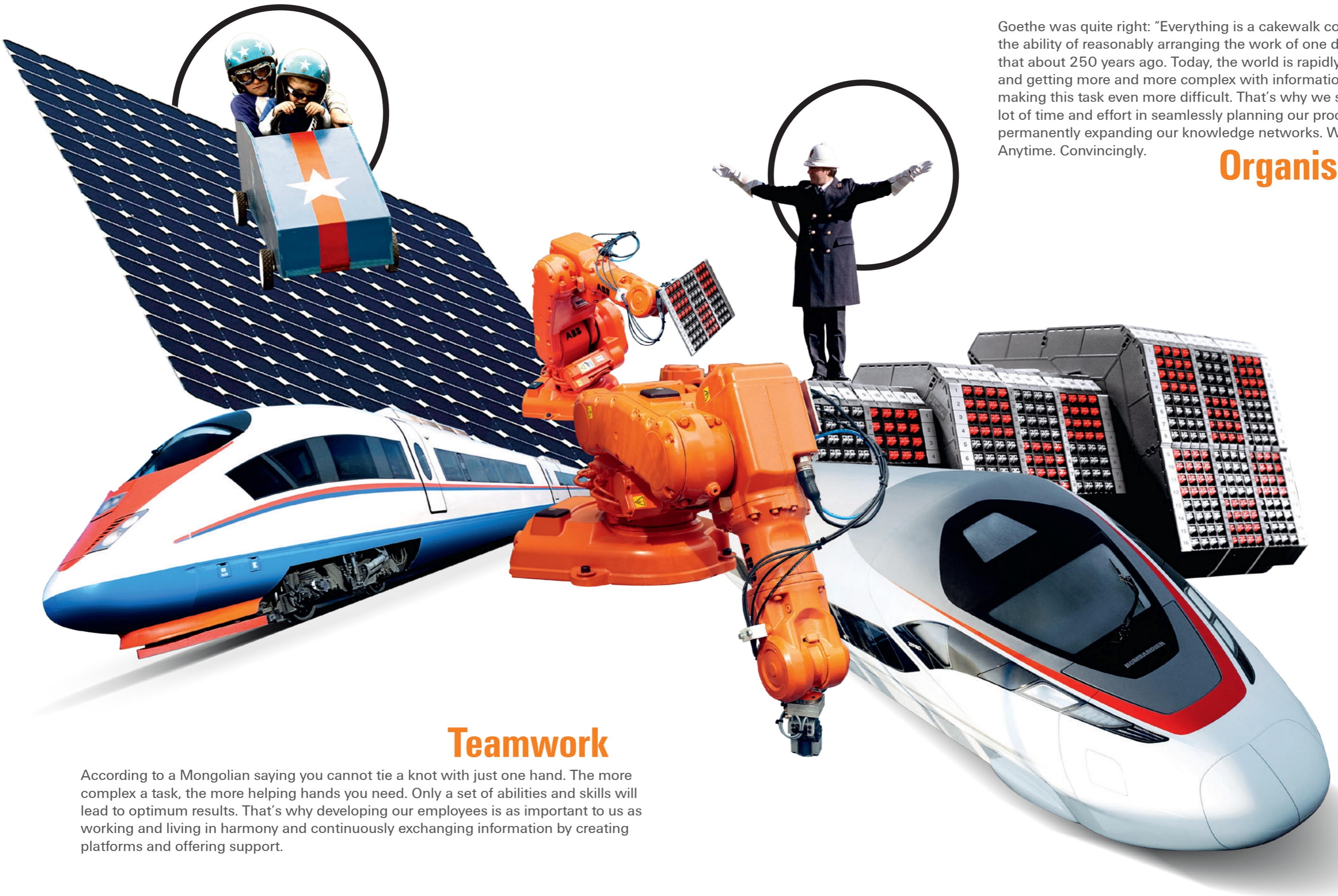


Goethe was quite right: "Everything is a cakewalk compared to the ability of reasonably arranging the work of one day." He said that about 250 years ago. Today, the world is rapidly changing and getting more and more complex with information and stimuli, making this task even more difficult. That's why we spend a lot of time and effort in seamlessly planning our processes and permanently expanding our knowledge networks. Worldwide. Anytime. Convincingly.

Organisation

Teamwork

According to a Mongolian saying you cannot tie a knot with just one hand. The more complex a task, the more helping hands you need. Only a set of abilities and skills will lead to optimum results. That's why developing our employees is as important to us as working and living in harmony and continuously exchanging information by creating platforms and offering support.



Trust

Trust, they say, is the basis of everything we do. We are well aware of that, and we live by this maxim: by offering excellence in all our processes internally and externally, high-quality products and absolute reliability when it comes to execution and service. That's what we stand for, that's how we want to inspire our customers.



Partnership

"Coming together is a beginning. Keeping together is progress. Working together is success," Henry Ford noted. The key to cooperation lies in communication. We exchange our thoughts, especially with our customers and partners. We're always in proximity, always in dialogue. This is the only way we can learn from each other and understand needs and special requirements.

Essay

Being connected is everything.

“Connectivity” entails much more than just technical connectivity. It’s **commitment, understanding, open-mindedness** and **connectability** – an entrepreneurial success factor. And, if you will, a cornerstone of our society.

When I explain to my children what Weidmüller does, I do not give a lecture on the advantages of the world’s most compact push-in marshalling terminal block, of course. I start at the beginning; I start with “connections”. You intuitively know what it means and what makes it so important. We are leaders in the most demanding market of Industrial Connectivity. “Connectivity” is complex.

»» “Connectivity” is complex. The common denominator always being the moment of connection, of connectability – as well as understanding that connectivity is the basis of everything. Nothing exists without connectivity. In other words: Being connected is everything. ««

The common denominator always being the moment of connection, of connectability – as well as understanding that connectivity is the basis of everything. Nothing exists without connectivity. In other words: Being connected is everything.

Ideally, you will have more than just the sum of poles when forming a connection. Connectivity is always linked to movement through which it reaches a new level, thus creating innovation, sustainability, value creation. Three elements that are directly reflected in the core values and philosophy of our business. Because the question is: What do we want to offer to our children? What should the future of the following generations look like? Being a family-owned business, we have it in our hands to shape their future – directly and indirectly. Until today, our responsibility towards nature, the environment and future generations has been an integral part of our corporate mission. So in the end, the metaphor of connectivity and connectability accompanies the entire range of our values which we have been practicing since 1850 and which are dear to me, personally, as well.

“Connectivity” can be considered our guiding principle in an environment that is becoming increasingly more complex. And so teamwork – internally and externally – is a very important connecting line. These kinds of connections are primarily marked by trust and cooperation, which would not be possible without exchange and learning. In academic terms this is called idea management, knowledge transfer and employee development, but it all comes down to one thing: to understanding. To communication, cooperation and connectivity.

This is how we practice our business values. And this is how our corporate culture is steadily growing at the heart of a dynamic network. Successful connections are the prerequisite for organic growth, strategic partnerships, cooperations and acquisitions – in short: corporate success. And when I explain to my children what Weidmüller considers important, I tell them that the ability to make connections is a crucial tool to solve problems.

»» Innovation and creativity on all business levels call for open-mindedness, flexibility and connectability. ««

Innovation and creativity on all business levels call for open-mindedness, flexibility and connectability. And it’s all about anticipating problems by restructuring your thoughts and establishing links between them. Don’t forget: Nothing exists in this world without connectivity.



But our world is dynamic. In constant change. And that’s precisely why I consider a reflection on traditional connections and commitments appropriate – as is characteristic for a family-owned business. Roots and an inner stability are important, especially when you have to face the dynamics of the globalised markets on a daily basis. Open-mindedness and flexibility do not contradict consistency, longevity and far-sightedness – especially not in a family business. In fact, to me and to us, a family business is a symbol for sustainable entrepreneurship, assuming responsibility towards its employees, sites and customers anew: day in, day out. Reliably so – for five generations. Because an existing connection is a relationship, and a relationship involves responsibility. And this is something even my children understand, even though they do not yet know in detail what a marshalling terminal block is.

Yours
Christian Gläsel
Member of the Weidmüller Family
and Chairman of the Supervisory Board



Our name stands for **performance, competence** and **reliability** – since 1850. We know the industries, the markets and the technologies. We maintain close relationships and are a **partner to our customers**. And we always have our finger on the pulse of time, most of the time we are even ahead of it. We use our know-how for **innovative solutions** as an answer to the challenges of today or maybe even tomorrow. **Shaping the future, staying connected and surpassing expectations:** these are our strengths.

• Every year we use approx.

2,500 tons of copper, approx.

4,500 tons of plastics, approx.

4,000 tons of steel and approx.

1,200,000,000 screws for our products and innovations.

Our strengths
How we set ourselves apart.



• **Innovators of the future:**

Every year Weidmüller accompanies more than

200 apprentices

and young talents throughout the world on their way into working life. More than

3,000

pupils worldwide gain an insight into the working world of Weidmüller.



• Since the beginning of 2008 approx. **4,000** employees can get involved in the Idea Management Programme (IDM) worldwide.

About a half of them have seized the opportunity to use their ideas to generate a benefit of

nearly 3,600,000 Euro.

• Our sales growth thanks to innovations and performances compared to 2009: more than

55%.

Innovative strength

Innovations are manifold. We do not only offer high-tech products and solutions required on our markets: We want to anticipate, lead the way, enthuse and shape the present as much as the future. But innovations also bear a philosophical dimension. We want to set new standards in social interaction within our teams and in general. We want to shoulder social responsibility, practice our values and thus shape the future, bring forward new ideas and come up with new approaches. Because we are Weidmüller.

• By smaller energy optimisation measures alone, which we have put into practice in the past 2 years, we were able to save about

500,000 kilowatt hours.

This equals approx. **300 tons of CO₂.**

• **23,500,000** photovoltaic panels are monitored and controlled by Weidmüller solutions.



• When we built a new production hall with a footprint of

11,000 m²

we undercut the legal requirements for heating and air conditioning by more than

90%.

• In our logistic centres around the world products are held ready for delivery in

160,000

storage containers.
Every month

200,000

deliveries are made to

24,000

customers worldwide – from medium-sized companies to corporate groups.

• **7,000** downloads

9 languages

approx. **70** new downloads per week: our Weidmüller app is at your service – anytime, anywhere.



• With approx. **300** product and technology trainings

in our Weidmüller Academy in Detmold and Shanghai we kept over

3,500 participants from **50** countries

at the cutting edge of technology in 2013.

Excellent services

You cannot play a symphony on your own – and a good product in itself does not make us a global market leader. Our technical performances and innovative solutions are based on a broad range of supporting, planning, and monitoring services. We offer feasibility studies, logistics and sometimes simply a willing ear. We listen to your problems and provide you with advice. No matter where or when you need us.

• In 2011 about

3,000,000,000

finished parts were produced.



• It takes no longer than

72

hours until our sample service has your OMNIMATE product delivered to your house. No matter where in the world our customers need us or how late it already is in their time zone.



• We travel through **31** countries or rather round about **30,000,000 km²** with our **7** mobile customer forums in Europe, Australia and the United States.



• **Hello! Buenos Dias. Bonjour. Bom Dia. Buongiorno. 良い一日。Kalispera sas. 美好的一天。Добрый день. Guten Tag. Merhaba.**

We are present in more than 80 countries in the world: just get in touch and we'll be there for you.

Personal closeness

The shortest distance between two points is a line. It's as simple as that. Straightforward. And extremely efficient. The shortest distance between our customers and us is personal contact. Nothing matters more than this connection. We always want to be in the right place at the right time, close to our customers and their needs anywhere in the world; we want to actively foster our relationship in a permanent exchange. We want to think about tomorrow and take action today, anticipate challenges, develop solutions and meet individual wishes.

• Weidmüller is represented in more than

80

countries. In addition to

6 development facilities and **7 production sites**

our developers are in charge of the right solutions for your market in

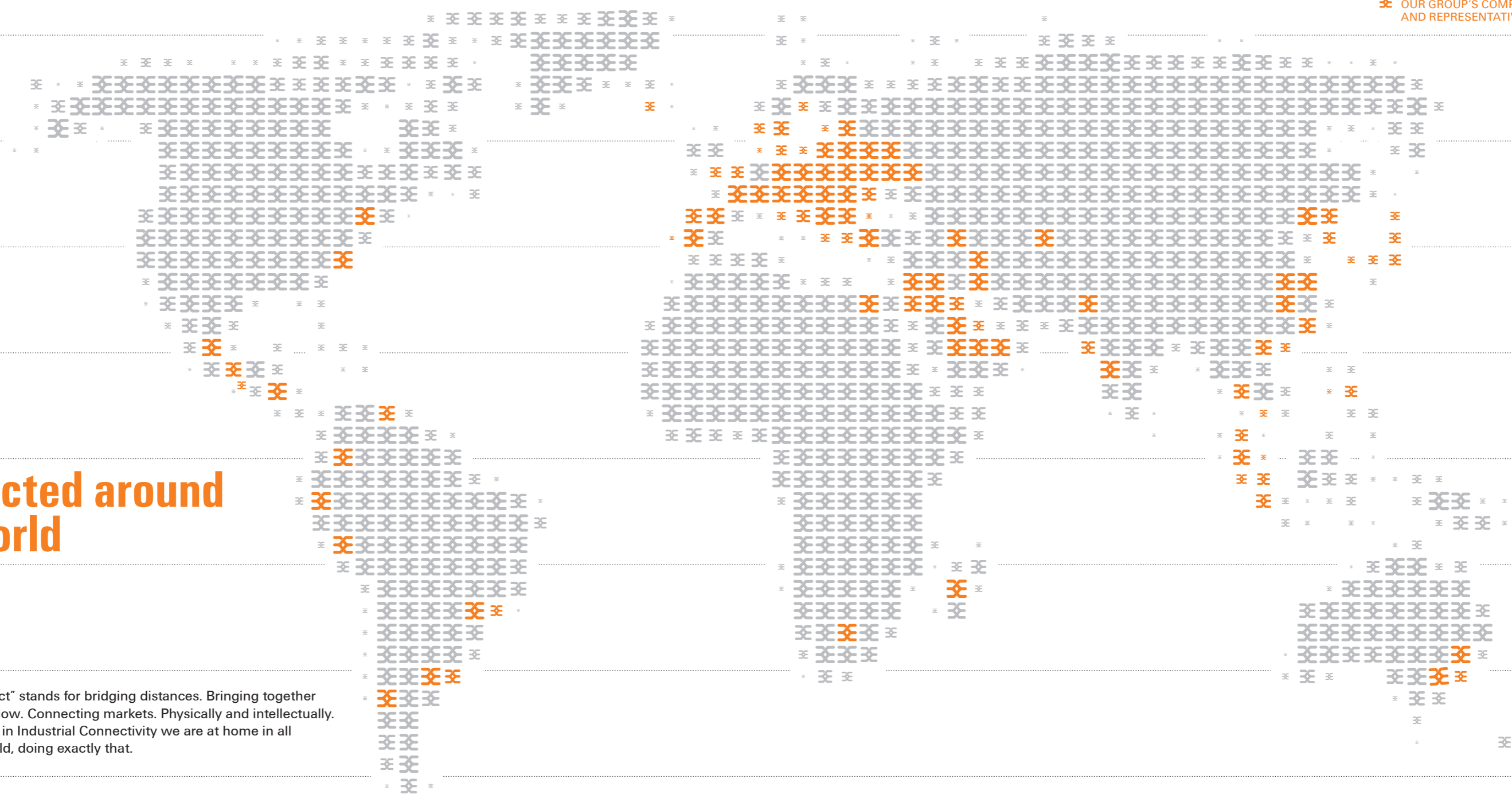
8 hubs

for application-specific solutions.



- NORTH AMERICA AND CENTRAL AMERICA**
 - MARKHAM ONTARIO CANADA
 - SAN JOSÉ COSTA RICA
 - SAN SALVADOR EL SALVADOR
 - GUATEMALA CITY GUATEMALA
 - PUEBLA MEXICO
 - RICHMOND VIRGINIA USA
- SOUTH AMERICA**
 - BUENOS AIRES ARGENTINA
 - SÃO PAULO BRAZIL
 - SANTIAGO CHILE
 - BOGOTÁ COLUMBIA
 - QUITO ECUADOR
 - CALLAO PERU
 - LIMA PERU
 - CARRASCO URUGUAY
 - CARACAS VENEZUELA
- NORTHERN EUROPE**
 - NOSSEGEM BELGIUM
 - BRØNDBY DENMARK
 - VANTAA FINLAND
 - TALLINN ESTONIA
 - DETMOLD GERMANY
 - WUTHA-FARNRODA GERMANY
 - GARDABÆR ICELAND
 - RIGA LATVIA
 - PANEVĖŽYS LITHUANIA
 - HILVERSUM NETHERLANDS
 - BILLINGSTAD NORWAY
 - MALMÖ SWEDEN
 - LEICESTER UNITED KINGDOM
- SOUTHERN EUROPE**
 - CERGY-PONTOISE CEDEX FRANCE
 - METAMORFOSI ATTICA GREECE
 - MILAN ITALY
 - HAMRUN MALTA
 - ABÓBODA PORTUGAL
 - BARCELONA SPAIN
 - NEUHAUSEN AM RHEINFALL SWITZERLAND
 - CAIRO EGYPT
 - QUATRE BORNES MAURITIUS
 - JOHANNESBURG SOUTH AFRICA
- AFRICA**
- CENTRAL AND EASTERN EUROPE**
 - WIENER NEUDORF AUSTRIA
 - BAKU AZERBAIJAN
 - MINSK BELARUS
 - BANJA LUKA BOSNIA AND HERZEGOVINA
 - SOFIA BULGARIA
 - ZAGREB CROATIA
 - LANŠKROUN CZECH REPUBLIC
 - PRAGUE CZECH REPUBLIC
 - BUDAPEST HUNGARY
 - ALMATY KAZAKHSTAN
 - SKOPJE MACEDONIA
 - CHISHINĂU MOLDAVIA
 - WARSAW POLAND
 - BAIA MARE ROMANIA
 - BRAȘOV ROMANIA
 - MOSCOW RUSSIA
 - NOVI BEOGRAD SERBIA
 - BRATISLAVA SLOVAKIA
 - LJUBLJANA SLOVENIA
 - ISTANBUL TURKEY
 - KIEV UKRAINE
- WESTERN, CENTRAL AND SOUTH ASIA**
 - MANAMA SAUDI ARABIA
 - PUNE INDIA
 - PETAH TIKVA ISRAEL
 - AMMAN JORDAN
 - SAFAT KUWAIT CITY KUWAIT
 - BEIRUT LEBANON
 - SEEB OMAN
 - LAHORE PAKISTAN
 - DOHA QATAR
 - DAMMAM SAUDI ARABIA
 - SHARJAH UAE
- ASIA/PACIFIC**
 - HUNTINGWOOD AUSTRALIA
 - SHANGHAI CHINA
 - SUZHOU CHINA
 - HONG KONG CHINA
 - JAKARTA INDONESIA
 - SEOUL KOREA
 - TOKYO JAPAN
 - PETALING JAYA MALAYSIA
 - WELLINGTON NEW ZEALAND
 - MAKATI CITY PHILIPPINES
 - SINGAPORE SINGAPORE
 - SAN CHUNG CITY TAIWAN
 - BANGKOK THAILAND
 - HANOI VIETNAM
 - HO CHI MINH CITY VIETNAM

 OUR GROUP'S COMPANIES AND REPRESENTATIVE OFFICES



Connected around the world

To us, "Let's connect" stands for bridging distances. Bringing together people and know-how. Connecting markets. Physically and intellectually. As a market leader in Industrial Connectivity we are at home in all markets of the world, doing exactly that.

Our Ideas What we have to offer.

A ACADEMY
AWARDS
B BASIS
BRAZIL
C CHALLENGES
CHINA
CODE OF CONDUCT
CONNECTIONS
CUSTOMERS
D DETMOLD
DISTRIBUTION
E ELECTRIC VEHICLE
EMPLOYEES
ENVIRONMENTAL PROTECTION
F FAMILY
FUNDING
G GLOBAL COMPACT
H HANNOVER MESSE
I HEALTH
INDUSTRIAL CONNECTIVITY
INNOVATION
ISO CERTIFICATION
J IT'S OWL
K JUBILEE
L LET'S CONNECT
M MOBILE CUSTOMER FORUM
N NETWORKING
O OBJECTIVES
P ORIENTATION
PARTNER
PORTFOLIO
Q PRODUCTION SYSTEM
R PROMISE
S PROXIMITY
QUALITY
RENEWABLE ENERGIES
RESOURCES
SNAP FASTENER
SOCIAL ENGAGEMENT
SOLUTIONS
SUCCESS
T TEAM PLAYER
TECHNOLOGY
TEXTILE INDUSTRY
TRENDSETTER
U UNIQUE
V WE GROW
W WEIDMÜLLER APP
WIN!
Y YOUNG POTENTIALS
Z ZOOM INTO THE
FUTURE

A ACADEMY
AWARDS
B BASIS
BRAZIL
C CHALLENGES
CHINA
CODE OF CONDUCT
CONNECTIONS
CUSTOMERS
D DETMOLD
DISTRIBUTION

A

ACADEMY: Knowledge is becoming more and more crucial for success. In order to promote continuous knowledge building and transfer between our company and various institutions such as universities and centres for technological innovation, we founded the Weidmüller Academy in 2003. Here we pool our activities to qualify and train our employees and to network with external partners. Since October 2011, we have been doing so in China as well with our Weidmüller Academy Asia (→ Funding).
Let's connect: personal@weidmueller.de

AWARDS: Success is visible: We regularly receive awards for the way we work and for our leadership philosophy.

- Top Employer for Engineers certified by the CRF Institute
- Gongkong Best Employer Award, China
- "Place of Progress" 2013 for our Weidmüller Academy
- Award for Efficient and Sustainable Production by the Ludwig Erhard Award Initiative
- Hermann Schmidt Prize for Innovative Models in Vocational Orientation

B

BASIS: We are living in times of change. So it's important to know that there is a steady partner. We stand for stability, continuity and social responsibility - since 1850. The values that we practice in our company are the foundation of our work and connect with each other and with our customers. Establishing connections also implies support and trust.

BRAZIL: Thanks to the acquisition of our Brazilian partner Conexel in February 2011, we were able to get even closer to one of the currently booming markets and thus to our customers in South America. Conexel was founded in as early as 1975 in cooperation with Weidmüller. Today, it employs more than 200 persons.
Let's connect: Weidmüller Conexel do Brasil, www.weidmuller.com.br

C

CHALLENGES: The challenges of the presence and the future are manifold and exciting. We recognise our duty to shape a sustainable future. It is our mission to:

- promote education
- use our resources wisely
- foster a culture of innovation
- develop our employees
- commit to social and legal codes of conduct without compromise

CHINA: We have been continuously expanding our presence in China since 1994 - today, there are approx. 1,000 employees working at 2 sites and in 16 sales offices. Thanks to the Weidmüller Academy Asia (→ Academy), we have been able to put a focus on staff and customer development in this region. This is why Weidmüller China received the award as China's Best Employer 2013 by Gongkong, a renowned network of the Chinese automation industry.
Let's connect: [Weidmüller Interface International Trading \(Shanghai\) Co., Ltd., www.weidmueller.com.cn](http://Weidmüller Interface International Trading (Shanghai) Co., Ltd., www.weidmueller.com.cn)

CODE OF CONDUCT: Being a global company, we have committed ourselves to our own Code of Conduct worldwide. In addition, we abide by the ZVEI Code of Conduct, which is guided by standards that are internationally valid.

CONNECTIONS: Innovation, quality and the right connections have always been crucial for Weidmüller's success. Over the years, we have become the leading force in Industrial Connectivity (→ Industrial Connectivity). As experienced experts, we support our customers and partners around the world with products, solutions and services in the industrial field of power, signals and data.

魏德米勒

»Weidmüller«

CUSTOMERS: Our customers are at the heart of everything we do. We want to grasp and enthuse them. The key to all this lies in a continuous exchange and a deep understanding of their applications, in an individual approach and with sustainable solutions.

D

DETMOLD: The headquarters of our company. This is where Gottfried Gläsel set up C. A. Weidmüller KG after the war on 5 February, 1948. From that day on, the first plastic insulated terminals were produced. Establishing connections also implies having roots.

DISTRIBUTION: From Brazil to Sweden, from Sydney to Richmond: We are where our customers need us. In proximity, easy to reach, global, 24 hours a day, 365 days a year. We produce three million products and almost 1,000 employees work in distribution - with one question in mind all the time: What do our customers need?



Our Ideas What we have to offer.

E ELECTRIC VEHICLE
F EMPLOYEES
G ENVIRONMENTAL PROTECTION
H FAMILY
I FUNDING
J GLOBAL COMPACT
L HANNOVER MESSE
M HEALTH
O INDUSTRIAL CONNECTIVITY

I INNOVATION
L ISO CERTIFICATION
M IT'S OWL
O JUBILEE
J LET'S CONNECT
L MOBILE CUSTOMER FORUM
M NETWORKING
O OBJECTIVES

E

ELECTRIC VEHICLE: For more than 25 years now, electric vehicles have been an integral part of our production and logistics processes at the Weidmüller headquarters in Detmold. Establishing connections also implies thinking ahead.

EMPLOYEES: Weidmüller employs approx. 4,600 people worldwide (per 2013), more than half of them in Germany alone. We consider a healthy development of our staff as part of our strategy for sustainable growth. With our Weidmüller Academy (→ Academy) and various opportunities for personal fulfilment and development (→ Health, Success) we want to individually support our employees, keeping in mind the next generation: Every year, Weidmüller accompanies approx. 200 young persons throughout the world on their way into working life (→ Social Engagement).

ENVIRONMENTAL PROTECTION: Environmental protection and preservation are the basis for a successful future. Implementing measures to relieve the strain on the environment and the climate is a challenge which we have been facing every day for 30 years now. With success, as our award as Climate Protection Company shows.

FAMILY: "We are proud of more than 160 years of company history. Weidmüller will remain a wholly owned family business for a long time to come. It is our objective to hand over an independent and successful business to the next generations. In order to safeguard the continued existence of our business, we have committed ourselves to a body of regulations in the form of a family constitution." Christian Gläsel, Member of the Weidmüller Family and Chairman of the Supervisory Board

FUNDING: Education needs funding. This is why the Weidmüller Family established the "Peter Gläsel Foundation". Since 1988, it has taken on this specific task and provides support for innovative educational concepts, offering a benefit to everyone - from kindergarten to university - in the East Westphalia-Lippe region. Establishing connections can lead to a win-win situation.
Let's connect: www.pg-stiftung.net

GLOBAL COMPACT: A globalised world hardly knows any boundaries. Not even when it comes to corporate responsibility. Since 2012, Weidmüller is a member of the international UN Global Compact network fighting for socially acceptable globalisation worldwide. More than 3,600 businesses from 120 countries are part of the Global Compact network and commit themselves to the defence of human rights, labour standards, environmental protection and to the fight against corruption.

HANNOVER MESSE: Since 1952, Weidmüller is an exhibitor at the Hannover Messe trade fair. It is said to be the industry's most important technology event throughout the world. Connections are based on contacts. Let's connect: www.hannovermesse.com

HEALTH: Mens sana in corpore sano: our employees are the driving force behind our innovative strength and solution expertise. Thanks to our occupational health management system, we help them stay fit and active. As a family-friendly employer it is particularly important for us to make it possible to reconcile career, family and private life.

INDUSTRIAL CONNECTIVITY: We take the idea of a network to the next level. We connect people and cultures, know-how and experience, industries and technologies and call it "Industrial Connectivity". It is more than just mere electrical connectivity and electronics and goes beyond products, services and technology. Industrial Connectivity includes all areas of the economy and the industry where connections are established, used and fostered.



L



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info@weidmueller.com
www.weidmueller.com

M

MOBILE CUSTOMER FORUM: We want to be close to our customers and pay them a visit from time to time. For instance via our mobile customer forum - these are exhibition trucks travelling through Europe, the United States and Australia. You need to cultivate your connections.

N

NETWORKING: Thanks to a close relationship to our customers, partners, universities and institutions all over the world we have the opportunity to constantly exchange experience and know-how. That's how we keep up to date at all times, realising needs, trends and market potentials at an early stage.

O

OBJECTIVES: We see ourselves as a partner to our customers throughout the world; we are one of the most innovative and important suppliers for Industrial Connectivity; we practice excellent processes in our company and we are the place to go for motivated and skilled employees. We have deep roots in our history as a customer-oriented family business. And we pursue these objectives day by day. Let's connect.

INNOVATION: We already try to imagine today what our customers and the industry will need tomorrow: one of our core business skills is our innovative strength. Creativity, willpower and the fact that we enjoy what we do are important prerequisites. In cooperation with research institutions and experts worldwide (→ Academy), we support the innovative skills of our employees and therefore of our business as well. Connections need to be flexible.



ISO CERTIFICATION: We take consistent and high-class quality for granted. Our organisation and processes such as quality or environmental management are ISO certified and are reviewed at regular intervals (→ Production System) - for instance in Spain, Rumania or Detmold. You need to be able to rely on your connections.

IT'S OWL: OWL: Ost-Westfalen-Lippe, the eastern part of the region of Westphalia joined with the Lippe region, is where we have our headquarters. The region stands for technology and development. A cluster of 173 partners from industry and science focuses on the innovative leap from mechatronics to systems with inherent intelligence (it). For its accomplishments it received the title "Top Cluster in Germany" by the German Ministry of Education and Research (BMBF). In the future, OWL shall become an internationally renowned reference region and outstanding centre of mechanical engineering in Germany. It goes without saying that Weidmüller is the driving force behind this goal as part of the 25 core companies in the region. Let's connect: www.its-owl.de

J

JUBILEE: Our connections are conceived for the long term. Which can also be seen in a low staff turnover rate (→ Employees). And we are very proud of our colleagues' milestone jubilees everywhere in the world, which we celebrate every year together at our headquarters in Detmold.



Our Ideas What we have to offer.

O ORIENTATION
P PARTNER
P PORTFOLIO
P PRODUCTION SYSTEM
P PROMISE
P PROXIMITY
Q QUALITY
R RENEWABLE ENERGIES
R RESOURCES
S SNAP FASTENER

S SOCIAL ENGAGEMENT
S SOLUTIONS
S SUCCESS
T TEAM PLAYER
T TECHNOLOGY
T TEXTILE INDUSTRY
T TRENDSETTER
U UNIQUE
W WE GROW
W WEIDMÜLLER APP
W WIN!
Y YOUNG POTENTIALS
Z ZOOM INTO THE FUTURE

ORIENTATION: New at Weidmüller? We want everybody to feel quickly at home. So we offer orientation and enable connections. During our orientation weeks we will give you a compact overview of all areas and topics at Weidmüller, while at the same time helping newbies to get into contact with their colleagues and superiors straightforwardly. Getting connected also implies building relationships.

P

PARTNER: We want to be a partner to our customers, therefore we engage in an intense dialogue with them. This creates trust and forms the basis for us to come up with future-oriented solutions made to measure for each customer. Connecting is communicating.

PORTFOLIO: Demands and desires can be diverse. We offer approx. 40,000 products, excellent services and customised solutions – from application-specific solutions to Z-series plug-in modular terminal blocks. Let's connect: www.weidmueller.com

PRODUCTION SYSTEM: Sorting, systematic cleaning, straightening and arranging work equipment, simplifying and standardising processes – and to do so sustainable, always on the lookout for optimisation. These are the basics of the Kaizen principle. We are committed to this principle and enjoy following these guidelines – with success, as proves the "5S Best in Class 2011" award.



PROMISE: An excellent service and the best quality available – that's our business promise. In practice, this means for instance: Our customers can choose from more than 2,500 products types of the OMNIMATE range. Within 72 hours, the individual design sample is ready – worldwide, of course. That's sample service at its best. Let's connect: www.sample-service.com

Q

PROXIMITY: We do not only want to meet our customers' expectations, we want to surpass them. Throughout the world, we develop and manufacture innovative and customer-oriented products attuned to the users' requirements. Connections are often very special.

QUALITY: In addition to our responsibility towards employees and customers and our passion for innovation, the quality of our products and processes forms an integral part of our philosophy. It is the prerequisite for entrepreneurship marked by trust, reliability and professionalism.

R

RENEWABLE ENERGIES: We are convinced that in the long run, the energy supply of our planet will continue to be a combination of renewable and traditional sources. This is why our portfolio covers a large range of services and solutions which enable reliable processes in terms of traditional energy supply on the one hand, but also meet the special demands of renewable energies on the other – from wind power to solar energy – in order to allow for an intelligent combination of both in smart grids.

RESOURCES: Waste management, environmental protection or active recycling of plastics: These are hot topics that we have been focusing on since the 1980s in order to create a world worth living in. This and more is what we understand by sustainable behaviour. Connection also implies commitment.

S

SNAP FASTENER: History fact: The snap fastener, a traditional form of a connection, was the starting point for Weidmüller in the middle of the 19th century. In 1899, the company even had its innovation in the textile sector patented, producing its snap fasteners in Tisá, Bohemia.

SOCIAL ENGAGEMENT: We develop people: at our sites, in the region and everywhere in the world. To achieve this, we use our strengths and core business skills. Thanks to a close cooperation with schools and universities, we are able to indicate ways and opportunities at an early stage, thus offering some orientation (→ Orientation, Success, Employees) in an ever more complex world.

SOLUTIONS: We don't just talk about them – we create them. Our solution skills are reflected in everything we do. Try us.

SUCCESS: Performance, skill and reliability of our staff are the bedrock of our success. In order to foster our corporate culture, we offer individual career planning with clear perspectives, the right balance between work and private life (→ Health) and a broad spectrum of professional training and continuing education (→ Academy). Connections are based on the principle of give and take.

T

TEAM PLAYER: We are not only in constant dialogue with our colleagues but also with our customers, thus building a team. Communication and the exchange of thoughts help us develop made-to-measure and individual solutions and concepts that the entire team can benefit from. Connecting also implies understanding.

TECHNOLOGY: Identifying and analysing technological trends is one of our core business skills. To evaluate these trends and to point out their relevance, potentials and opportunities are the basis for the creation of innovative products and systems for our customers.



TEXTILE INDUSTRY: There's no future without a past: In 1850, Carl August Weidmüller formed his own company not far from Chemnitz in Eastern Germany. At the beginning, he focused on textiles, but in the following years he put more and more emphasis on a different kind of connection: snap fasteners. Precision, quality and connections were decisive for the success of the company then – and are today as much as ever.

TRENDSETTER: We pave the way, propose opportunities and solutions for our customers' needs and for society as a whole. This is what we understand by networked thinking and acting today for a better tomorrow.

U

UNIQUE: To get people, technologies and cultures connected, to exchange ideas and to learn from each other – that is what "Let's connect" means to us. This way, individual, tailor-made and oftentimes unique solutions can come about.

W

WE GROW: Weidmüller stands for sustainable growth. We develop products and solutions tailored to the needs of our customers with countless sales partners around the world. This is the key to our economic success. Compared to 2009, we were able to increase our turnover by more than 55 per cent in recent years, which would not have been possible without our dedicated team (→ Employees).

WEIDMÜLLER APP: We're keeping up with the times: Be it for Android or iPhone, the Weidmüller app offers customers and everyone interested our entire portfolio at all times at the touch of a finger. Connection also is development.

WIN! What provides you with significant benefits? And what are the specific requirements in your industries? Keep up-to-date with industrial connectivity challenges with our customer magazine WIN!. Let's connect: win.weidmueller.com

Y

YOUNG POTENTIALS: The best possible training for our employees – that's what counts for us. Be it pupil work placements, apprenticeships, our "Young Potentials" programme, combined vocational training and degree programmes, traineeships or practical training schemes – we offer each and everyone of our young potentials the right vocational training.



Z

ZOOM INTO THE FUTURE: "Weidmüller takes connections to the next level – today and in the future." Dr. Peter Köhler, CEO





1850 1870 1890 1910 1930 1935 1940 1945 1948 1950 1955 1960 1965 1970

Our history

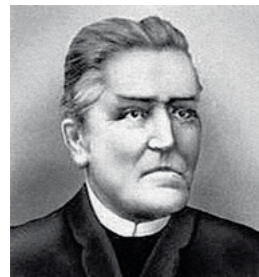
Where we come from, where we are.

Internationalisation

1959
The first sales company abroad is founded under the name of "Klippon Electricals Ltd." in Sheerness, England.

1967/68
Sales companies in Austria, France and Italy are founded.

1972
The first company in Australia is founded.



Carl August Weidmüller

- 1850** Carl August Weidmüller forms C. A. Weidmüller textile company in Reichenbrand near Chemnitz, Germany.
- 1899** Patented snap fasteners are manufactured in the Tisá plant, Bohemia. Procurator Moritz Wächtler becomes CEO.
- 1931** Moritz Wächtler becomes owner of C. A. Weidmüller in Tisá. His grandson Gottfried Gläsel becomes shareholder.
- 1937** Moritz Wächtler leaves the company for reasons of age. Gottfried Gläsel becomes owner and CEO.
- 1943** The war forces changes in the product range. The cooperation with chief engineer Wilhelm Staffel brings about the production of the first Staffel terminals for AEG in Berlin.

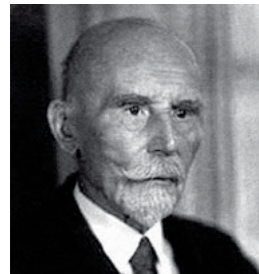
- 1945** Internment of Gottfried Gläsel by Czech authorities and deportation of his family from Tisá.
- 1947** Gottfried Gläsel is released from prison. Contract with Wilhelm Staffel to produce Staffel terminals.
- 5.2.1948** New company C. A. Weidmüller is opened in Detmold, Germany. Gottfried Gläsel is owner and CEO. First location is a building of the sawmill in Berlebeck. Here, plastic insulated terminals are produced under difficult circumstances. Wilhelm Staffel forms the C. A. Weidmüller technical office in Rhöndorf near Königswinter, Germany. Here, products manufactured and distributed in Detmold are further developed.

- 1952** First attendance at Hannover Messe trade show. SAK terminals with patented steel clamping yokes are developed. 5th November 1952: The first apprentice is recruited.
- 1957** An electroplating shop is built.
- 1958** "10 years of Weidmüller in Detmold" with 318 employees.

- 1966** Weidmüller is granted a patent for the terminals with clamping yoke connection.
- 1967** Wilhelm Staffel receives the Diesel Medal. The Diesel Medal is awarded by the German Inventors' Association. Among the medal winners are Wernher von Braun, airplane pioneer Dornier and "Space" professor Hermann Oberth.
- 1969** For the first time, Weidmüller has a workforce of more than 1,000 employees.
- 1971** Peter Gläsel becomes CEO of the Weidmüller Group.
- 1976** Introduction of an "employee suggestion scheme" and flexitime.
- 1978** Introduction of an automated assembly.



Peter Gläsel



Moritz Wächtler



Gottfried Gläsel



Wilhelm Staffel



1948 First production



1970 First Mobile Customer Forum



1970 Construction



1976 Apprenticeship workshop

Weidmüller

Weidmüller 

Weidmüller 

Weidmüller 

Weidmüller 

1980

1985

1990

1995

2000

2005

2010

2015

2020

1975
Extension of worldwide activities to the USA, Canada, Mexico and Brazil.

1979
Spanish company is founded.

1980
Swedish and Japanese companies are founded.

1982
Singapore company is founded.

1984
Benelux company is founded.

1991
Weidmüller forms subsidiaries in Poland and Turkey.

1992
Czech, Hungarian and Portuguese companies are founded.

1994
The joint venture Chengdu Weidmüller Interface Co. Ltd. in China is founded.

1995
Korean and Mexican companies are founded.

2000
Weidmüller Schweiz AG is formed.

2001
Sales company in Shanghai.

2002
Extension of sales activities to Russia.

2007
Company in the United Arab Emirates is founded.

2008
Indian company is founded.

2011
Sales company Russia is formed. Founding of Weidmüller Conexel.

2012
Hong Kong company is founded.

2013
New sales offices in Denmark, Finland and Romania are founded.

Let's connect. →

1980 Introduction of an active plastic recycling programme.

1983 Market launch of the W-series.

1987 Development and introduction of the corporate Guiding Principles of the Weidmüller Group, in which the company values **"Customers – Innovation – Quality – Employees"** are firmly anchored. Finding a balance of these four values makes Weidmüller fit for the future.

1988 Study group Environmental Protection is formed; 1. ASU Environmental Award. On the occasion of the 40th anniversary in Detmold, the Weidmüller Foundation is formed.

1990 The "Thüringische Weidmüller GmbH" near Eisenach, Germany, is formed.

1991 Start of DIN ISO EN 14001 certification (Environmental Management).

1992 DIN ISO EN 9001 certification of Quality Management. Sales company Weidmüller Deutschland in Paderborn is founded.

1993 New product series: the Z-series (tension spring mechanism).

1996 Award for good-practice initiatives in the field of environmental technology. First appearance on the Internet: www.weidmueller.de.

1998 "50 years of Weidmüller in Detmold".

1999 Peter Gläsel becomes Chairman of the Supervisory Board. Market launch of the I-series.

2003 Opening of Weidmüller Academy. Weidmüller Interface Co. Ltd. manufacturing company in Suzhou, China, is formed.

2005 Opening of a production facility in Tautii Magheraus, Romania.

2006 Expansion and integration of the China and Romania locations. China: Laying of the foundation stone of a competence centre for electronics development.

2007 Weidmüller receives the Energy Efficiency Award for the construction of a cogeneration plant.

2008 Weidmüller opens its doors to the public and organises a major evening event for its employees to celebrate 60 years of Weidmüller in Detmold. Anniversary "5 years of Weidmüller Academy". Christian Gläsel becomes Chairman of the Supervisory Board. OHSAS 18001 certification (Occupational Health and Safety Management System).



Christian Gläsel

2009 Changes to the Management Board: Harald Vogelsang becomes Chief Financial Officer and Volpert Briel Chief Marketing & Sales Officer.

2011 Dr. Peter Köhler becomes new CEO. Weidmüller receives Hermann Schmidt Prize for innovative promotion of young talent. Opening of "Weidmüller Academy Asia" for education and knowledge networking in Shanghai.

2012 Weidmüller presents itself with the new corporate philosophy "Let's connect." and a crisp new corporate design. Weidmüller joins United Nations Global Compact.

2013 The Weidmüller Academy celebrates its 10-year anniversary and becomes „Place of Progress.“ Once again, Weidmüller is awarded with the quality seal "Top Employer for Engineers" by the CRF Institute. Weidmüller is honored as Climate Protection Company. Dr. Peter Köhler becomes Chairman of the Executive Board and Elke Eckstein becomes Chief Operating Officer.

1977 New exhibition booth



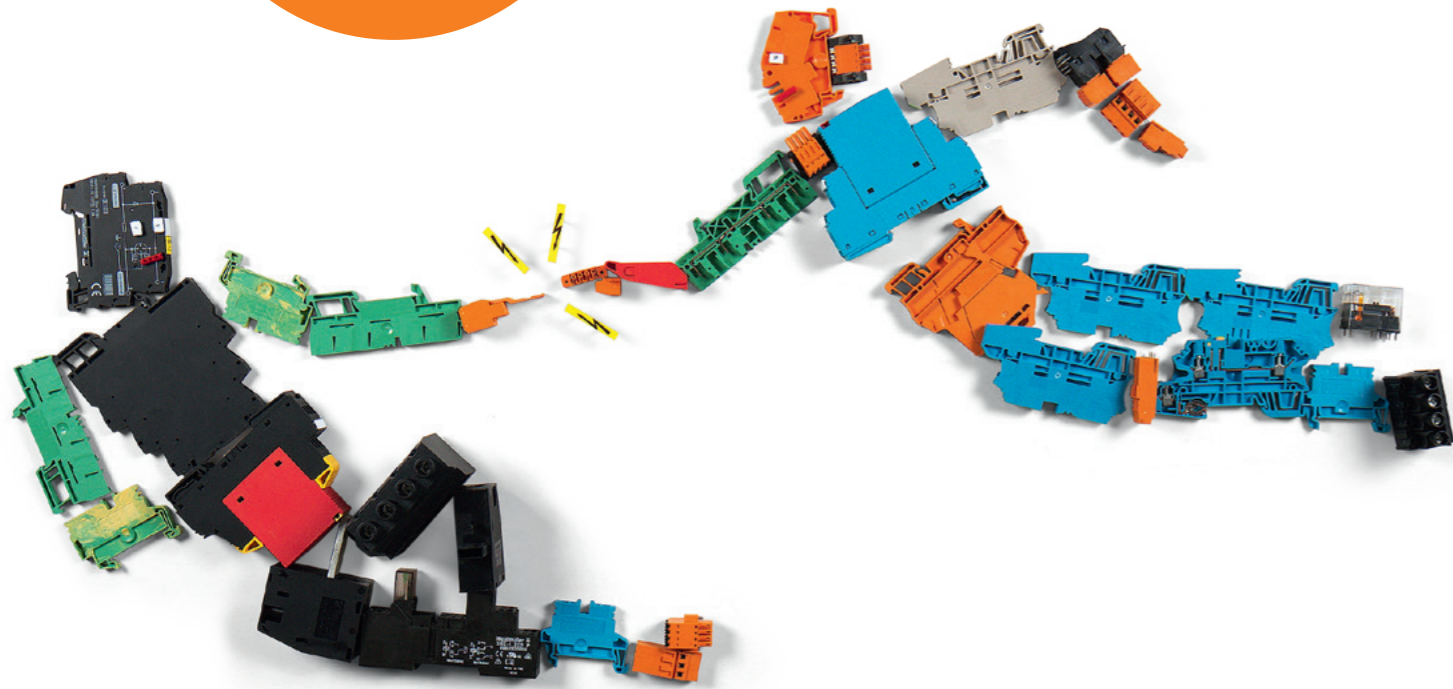
1980 Weidmüller Company in Sweden



Opening of "Weidmüller Academy Asia" in 2011



Our future
Why we do
what we do.



The world is getting bigger, and it is growing closer, too. We and everybody else in this world have to face new tasks and challenges. We recognise the opportunities that come our way and assume our responsibility for everything that evolves from these opportunities. Connections – especially when it comes to human, personal ones – will determine our future.

We want to actively shape our future by intelligent and innovative solutions, safeguarding our values, protecting our resources and maintaining our connections. In everything we do.

Let's connect to the future!

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