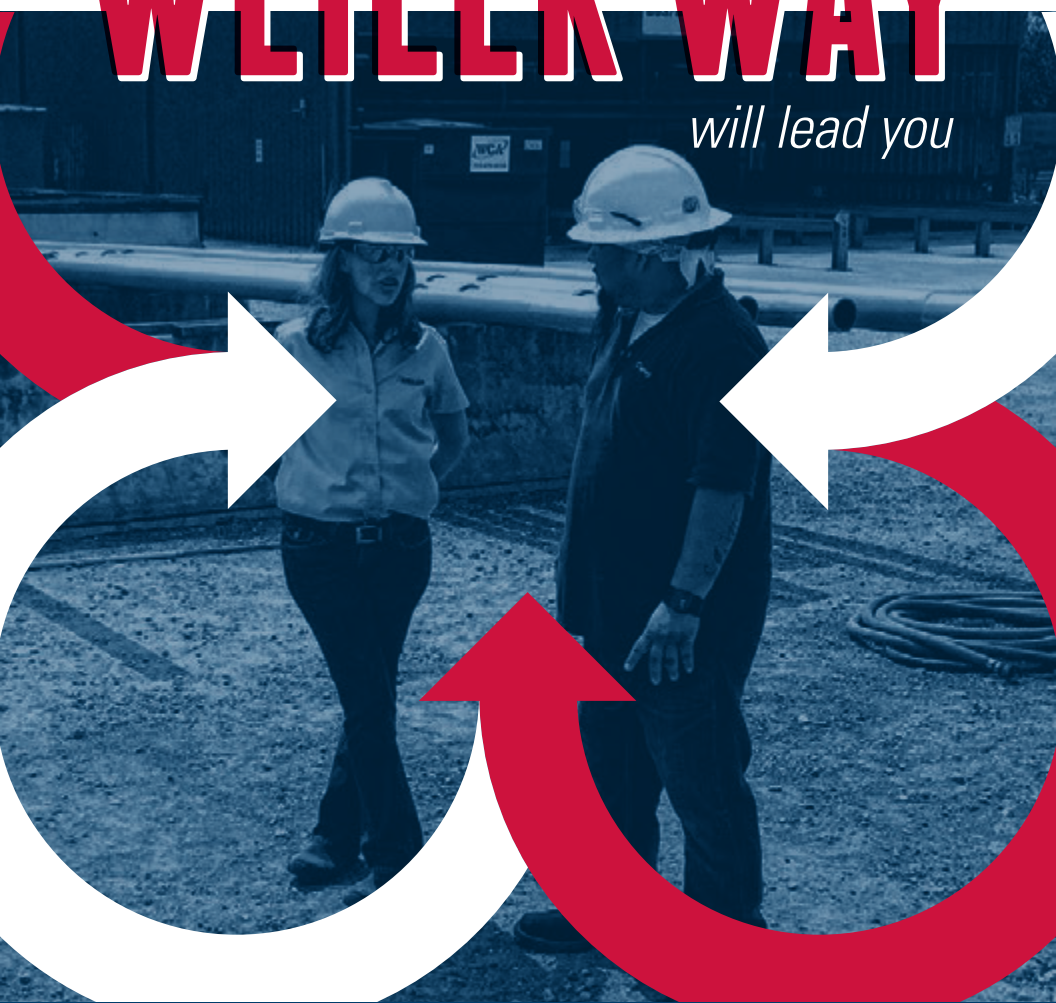


*Where the*

# WEILER WAY

*will lead you*





Joseph E. Weiler



Karl E. Weiler



Karl M. Weiler

*Take your first step on what we call...*

# THE WEILER WAY.

From our humble beginnings when my grandfather manufactured product in a converted chicken coop on Long Island, NY, Weiler Abrasives has experienced success through a deep respect for both customers and employees. Now, as we celebrate our 75th anniversary, The Weiler Way, rooted in our values, defines an exciting culture that supports our business strategy and encourages both personal and professional growth.



**Chris Weiler, Chief Executive Officer**

I am delighted you have chosen to join our team and support our continuing story of growth and success.

***Welcome.***

# THE WEILER LEGACY



## 1898

The Weiler tradition of brush making begins when Joseph E. Weiler began manufacturing brushes for the jewelry industry in Pforzheim, Germany

## 1957

The business moves from Long Island to its current location in Cresco, PA

## 1944

Karl E. Weiler, Joseph's son, forms Weiler Brush Company and begins manufacturing brushes on Long Island, NY

## 1971

Karl M. Weiler becomes president

# 1988

Weiler launches Tiger™ Abrasives and manufactures flap discs, becoming the first to manufacture coated abrasive flap discs in the US

# 2000

Weiler acquires long-term rival Anderson and becomes the power brush market share leader in the US

# 2015

Weiler expands its capability in abrasives and its footprint in Europe by acquiring SwatyComet, whose legacy dates back to 1879

# 1999

Weiler opens Weiler de Mexico, its first commercial subsidiary outside the US

# 2012

Weiler acquires Rei Abrasives and expands its manufacturing capabilities into bonded abrasives









# A GLOBAL COMPANY WITH A FOCUS ON RESULTS

The Weiler Abrasives team is passionately engaged in bringing new ideas, creative problem solving, personal development and continuous improvement to serve our customers. We are one team with common goals, wherever we work.

We believe that we are at our very best when we focus on others — specifically, our co-workers, our customers and the local communities in which we operate.

## Weiler Abrasives Group Facilities





WE WORK WITH CUSTOMERS IN  
OVER 80 DIFFERENT COUNTRIES  
TO DELIVER **SOLUTIONS** FOR:

- Welding & Metal Fabrication
- Industrial Production
- Maintenance, Repair & Operations











The background of the slide is a grayscale photograph of an industrial setting, possibly a factory or workshop. It shows various mechanical parts, pipes, and structural elements. A semi-transparent blue rectangle is overlaid on the right side of the image, serving as a background for the text.

# A **GROWTH** COMPANY

## OUR **VISION**

To be a global market leader in abrasives, delivering innovative solutions to customers in targeted end markets.

## OUR **MISSION**

To be a partner with our end-customers and distributor business partners, equipping them to achieve a competitive advantage in a global marketplace by providing the right, performance-based solutions to meet end-users' surface conditioning needs.



The background of the slide is a black and white photograph of a ship's hull, showing rivets and structural details. A large, semi-transparent red rectangle is overlaid on the left and center of the image, serving as a background for the text.

# OUR STRATEGIC PRIORITIES:

## **GROWTH**

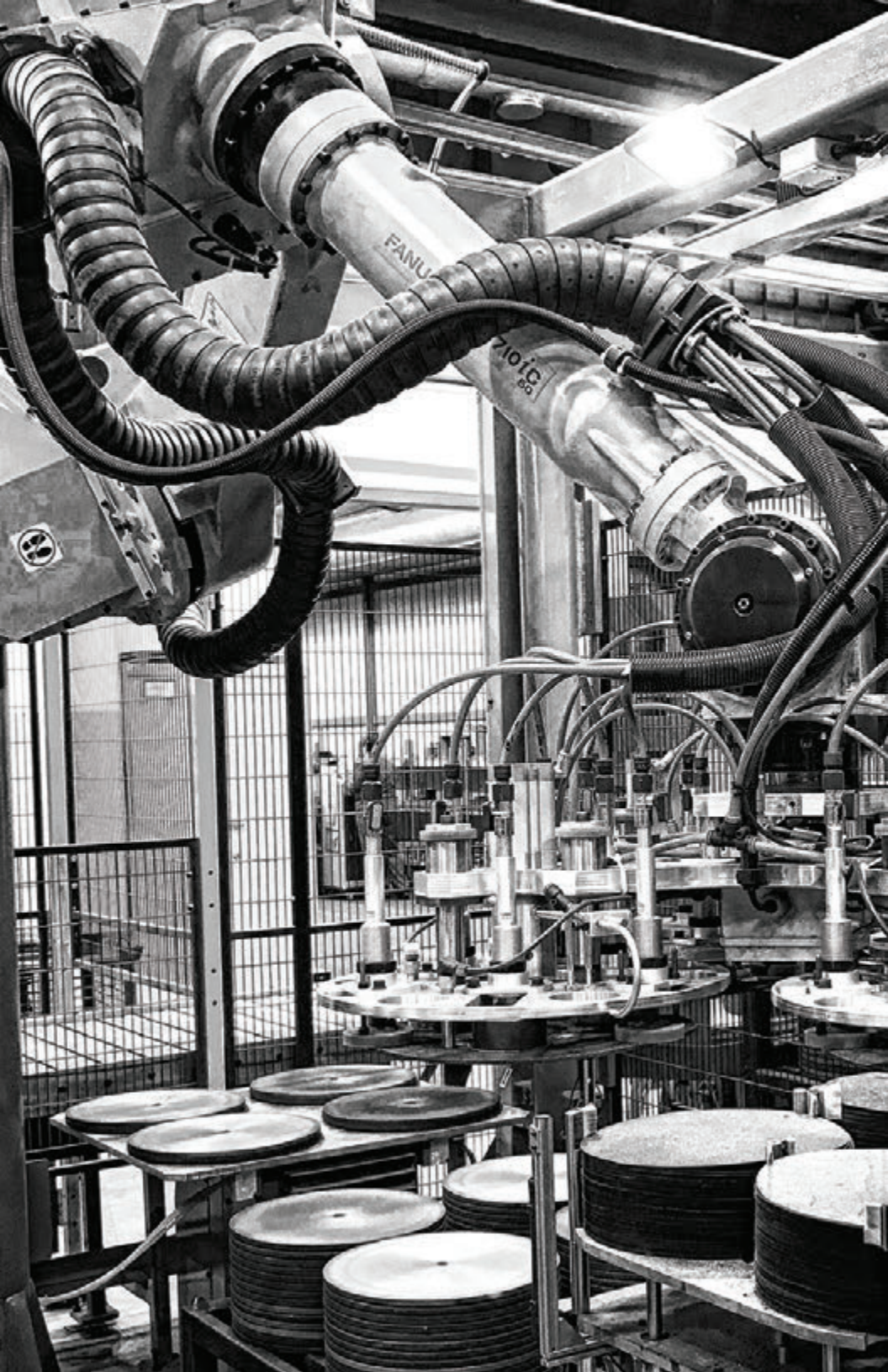
We will invest in the most attractive markets, geographies and channels to drive top-line growth.

## **INNOVATION**

We will lead through innovation by embracing change to improve our products and our processes.









The background of the slide is a grayscale photograph of an industrial manufacturing environment. It features various mechanical components, pipes, and machinery. A semi-transparent blue rectangular overlay covers the central portion of the image, serving as a backdrop for the text.

OUR STRATEGIC PRIORITIES:

## **OPERATIONAL EXCELLENCE**

We will invest in operational excellence to create a flexible, fast and efficient supply chain.

## **LEADERSHIP**

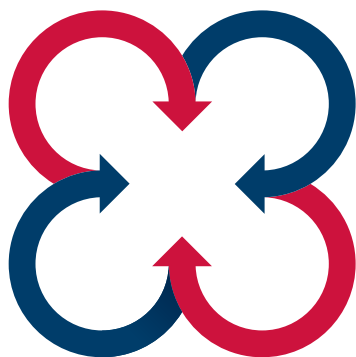
We will lead The Weiler Way to develop our teams and leaders grounded in our heritage, but focused on the future.

# LEADING THE WEILER WAY

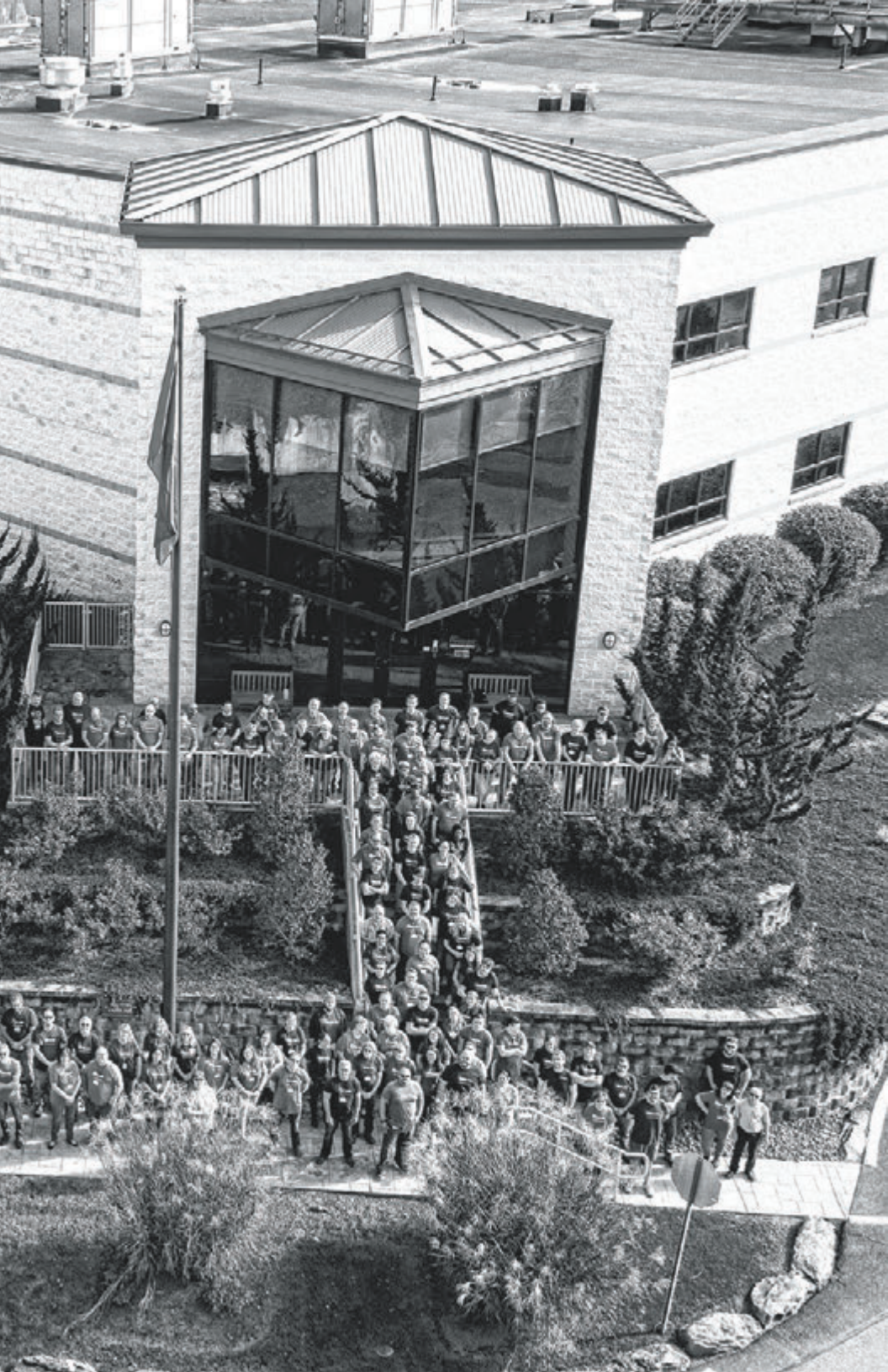
At Weiler Abrasives, we want a culture where people have fun, are valued for their contributions and encouraged to grow and try new ways of doing things.

We understand our business success is directly connected to our business culture. And we recognize that leadership is not about title or position. We all have the ability to influence the climate around us. Leading The Weiler Way is our guide to making Weiler Abrasives a great place to work and grow.

The Weiler Way defines the leadership behaviors of our culture and supports our continued business success. While we are never perfect in leading The Weiler Way, we encourage everyone to adopt and support these behaviors.











**INSPIRATION**

**IMPACT**

**COLLABORATION**

THESE **LEADERSHIP BEHAVIORS**  
ARE THE CORE FOUNDATION OF  
THE WEILER WAY:



# ENERGIZE

To meet our strategy we need to think and collaborate as one global team. We need to be energized by the challenge and aspiration of the vision.

- Creates Vision & Inspires Others
- Communicates with Impact
- Fosters Teamwork & Collaboration





# INNOVATE

The world is changing and we must too, in order to meet the needs of our co-workers and customers now and in the future.

- Fosters Innovation
- Drives Continuous Improvement
- Challenges the Status Quo







WEILER

Welcome  
Leading the Weiler Way  
November 2023

# LEARN

The background of the slide features two large, light blue circular arrows. One arrow starts at the bottom left and curves upwards and to the right, pointing towards the word 'LEARN'. The second arrow starts at the top right and curves downwards and to the left, pointing towards the text below. Together, they form a continuous clockwise cycle.

We must take advantage of opportunities to learn and develop, and as we do so, learn from our mistakes and grow even more agile.

- Adapts & Learns
- Coaches & Develops – Self and Others



# EXECUTES RESULTS

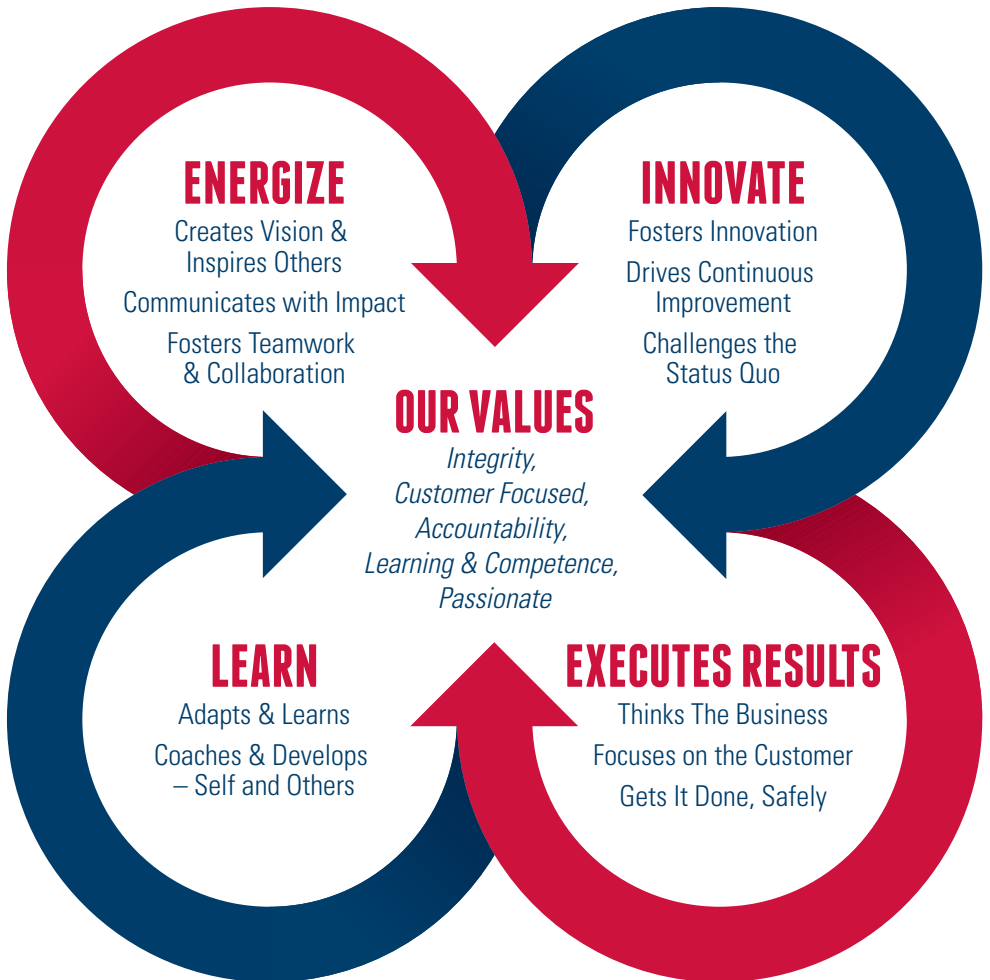
We must deliver on our commitments  
to our customers and one another.

- Thinks the Business
- Focuses on the Customer
- Gets It Done, Safely





# LEADING THE WEILER WAY



WHERE WILL  
**YOU**  
LEAD WEILER?

Learn more at  
[weilerabrasives.com/careers](https://weilerabrasives.com/careers)





800.835.9999 / [weilerabrasives.com](http://weilerabrasives.com)

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