



Wherever **Thermal** is Critical

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## ▶ A Message From our CEO...

### Welcome to **Watlow**<sup>®</sup>!

We are proud to share our story with you as we have a rich history and bright future. We were founded in 1922 and have grown exponentially, with global facilities and over 4000 team members around the world. We are guided by our Watlow Way, which is a customer-centric strategy encompassing our company Purpose, Vision and Values. Our approach emphasizes the connection between our team members and our customers, driving us toward an inclusive and constructive culture where we work smart, hold each other accountable for our actions and reward results.

We are proud of the company we have built and the customers we serve and strive to continue ***Pioneering Thermal Solutions to Power a Thriving Future.***



Rob Gilmore  
Chief Executive Officer



Rob Gilmore



# Watlow At A Glance

Many of the world's leading companies leverage our thermal technology in vital applications such as front-end semiconductor processing, sustainable energy solutions and lifesaving medical and clinical equipment, to name a few. **Watlow** delivers high-impact solutions that improve our customers' competitive advantage.

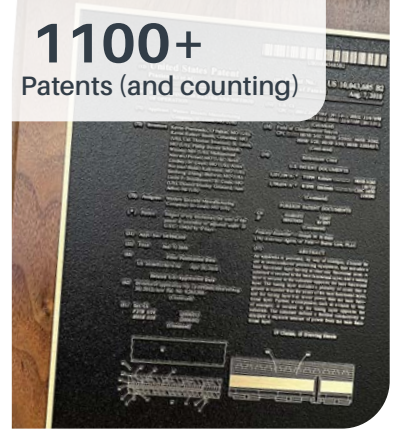
**4000+**  
Team members  
worldwide



**800+** Engineers  
and technical specialists



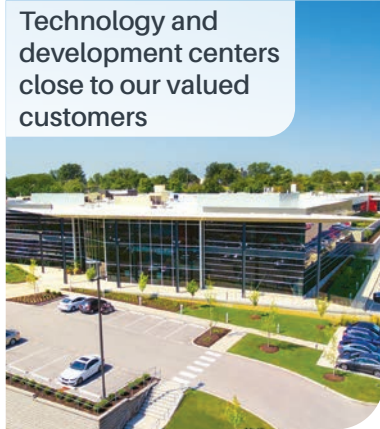
**1100+**  
Patents (and counting)



World class  
manufacturing  
centers located in  
critical regions



Technology and  
development centers  
close to our valued  
customers

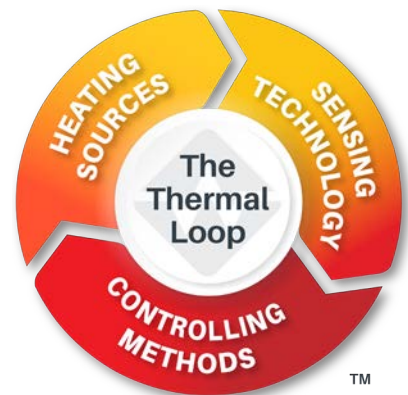


Local, in-region, sales  
and customer support



## Watlow provides integrated thermal solutions for our customers' critical applications

For more than 100 years, **Watlow** has been electrifying industry with advanced industrial technologies, integrating them as a system to solve the world's toughest thermal challenges. **Watlow** provides complete thermal solutions that have been designed to inter-operate as a **thermal loop**. Our systems-based approach to problem solving, combined with our deep-domain expertise across numerous industries and heating applications, is a key enabler for addressing global sustainability challenges.



# Watlow Products Make An Impact

## Powering the Globe

Watlow provides advanced thermal products and systems that support a wide variety of energy generating industries that include oil, gas, wind, solar and nuclear that power everyday life.



## Keeping People and Business Connected

Watlow is a key partner with the most advanced semiconductor manufacturers in the world that produce the essential equipment and components needed for today's electronic devices.



## Protecting the Environment

Watlow designs electrification and decarbonization solutions that help reduce harmful CO<sub>2</sub> and NO<sub>x</sub> emissions threatening our planet.



## Improving the Quality of Healthcare

Watlow develops products and systems that support the advancement of new medical devices, clinical and analytical labs as well as pharmaceutical technologies.



# Quality Products That Perform

## High quality

At **Watlow**, quality means offering products that improve the overall performance of our customers' applications providing them with a competitive advantage. Our products are so well made that many of our customers request ship-to-stock without inspecting the incoming products... because they trust our control and manufacturing processes through every step.

This confidence is a result of Watlow's strong quality programs:

- Maintaining an extensive list of agency approvals worldwide
- Use of Lean methodologies
- Constant improvements to eliminate waste
- Track and measure our progress through our four operational objectives:
  - Quality
  - People
  - Delivery
  - Cost
- Adhering to strict manufacturing process standards to assure consistency and on-time delivery of high-quality products

## Technical compliance and agency approvals

Safety is integrated into every aspect of our organization, from our work environments to our operational processes to the products and systems we manufacture, ensuring they are safe to use and can be incorporated into your application without worry.

## Quality Control

Watlow invests in advanced testing technologies to ensure long-term optimal product performance.



## Industry Compliance

Watlow offers a wide variety of test capabilities to verify our products meet the most rigorous industry standards.



# We Are Wherever Thermal Is Critical

## Semiconductor Processing



- In-chamber solutions
- Line heating/gas delivery
- Exhaust gas heating
- Fab services
- Pedestal refurbishment
- High temperature bonding



**ASSURANT™ HT**  
line heater

Fiber optic sensor



**POWERGLIDE™**  
controller

Pedestal refurbishment



**STREAMLINE™** line heating system

## Sustainable Process Technologies



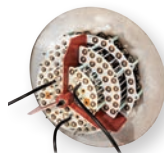
- Electrification solutions
- Sustainable energy systems
  - Wind
  - Biofuel
  - Nuclear
  - Hydro
  - Solar
- Petrochemical refining
- Oil and gas refining
- Energy storage
- Diesel emissions
- Refrigerated transport

**WATCONNECT™**  
control panel



**OPTIMAX™**  
process heater

**POWERSAFE™**  
medium voltage heater



**ECO-HEAT™**  
exhaust gas system

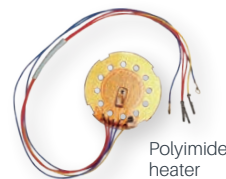


## Life Sciences/ Medical Devices



- Pharmaceutical
- Biotech
- R&D labs
- Drug manufacturing
- Laboratory systems
- Hemodialysis
- Fluid delivery
- Patient warming
- Mass spectrometry
- Immunoassay

**Eurotherm EPC3000**  
controller



Polyimide heater

**ULTRAMIC™**  
ceramic heater



**FLUENT™**  
in-line heater



## Heat Treatment



- Chambers
- Furnaces
- Ovens
- Aero/automotive parts treatment
- Autoclave

**Eurotherm nanodac™**  
controller



**MULTICOIL™**  
sensor

**F4T™**  
controller



**MULTICELL™**  
heater

### Aerospace



- General aviation
- Galley systems
- Titanium forming
- Engine fan blade production
- De-icing, warming, condensation
- Space



Cartridge heater



Polyimide heater



MULTICELL™ heater



Tubular heater

### Industrial Materials Processing



- Automotive glass
- Bottles
- Forestry, pulp and paper
- Iron and steel
- Cement and gypsum production
- Air drying systems



WATCONNECT™ control panel



Duct heater



OPTIMAX™ process heater



Eurotherm EPack™ controller

### Food and Beverage



- Dairy production
- Drying and baking
- Water and oil heating
- Pasteurization



Eurotherm 6000XIO Data Recorder



Tubular heater



Duct heater



PM PLUS™ controller

### Emerging Opportunities



- EV battery
- Photovoltaic cells
- Plastics
- Additive manufacturing
- Packaging



ULTRAMIC™ ceramic heater



Cartridge heater



FLUENT™ in-line heater



ASPYRE™ power controller

# Expert Technical And Global Application Support

## We ask the right questions

It is important to understand how heated materials respond to thermal cycling, watt density requirements, sensor locations and control settings within the application environment.

**Watlow** has over 100 years of thermal expertise. Leveraging this knowledge we solve the world's toughest thermal problems by asking the right questions. No matter how complex or challenging, **Watlow** excels in thermal problem solving.

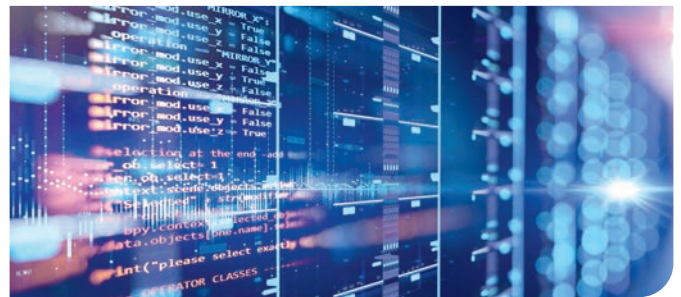
## Complete thermal provider

Unlike most suppliers that sell discrete thermal components, **Watlow** designs and manufactures all parts of the thermal loop including heaters, sensors, controllers, data recorders, software and analytical services to provide fully integrated thermal systems. Choosing a single source supplier allows one-stop access to expert design, products and engineering services for all your thermal system needs.

## Engineering expertise with scalable models and prototypes

Our computational engineering team can quickly develop concepts into predictive models and simulated designs that accelerate the time to market. This can eliminate the need to test multiple prototypes that may not fit specific application requirements.

**Watlow** utilizes the latest computational and finite element analysis (FEA) modeling techniques to measure system performance prior to production start up. Design revisions can be easily incorporated into a model, resulting in a significant reduction in the lead time and cost to develop new products.



## Eurotherm<sup>®</sup> by Watlow

In 2022 **Watlow** acquired **Eurotherm**, a market leader in machine automation solutions, industrial applications and power and process control systems with supporting software and services.

The wide range of **Eurotherm** branded products are rich in features and designed for easy operation. These solutions help meet evolving regulatory requirements across highly regulated industries such as pharmaceutical, food and beverage and aerospace. They contain market-leading control algorithms, data recording and management technologies, which add value to industrial processes, improving quality, reducing waste and keeping data secure and traceable.



Power Controllers



Temperature Controllers



Systems Control Solutions



Data Management Systems





# The Path To Net Zero

Like many companies in our industry, **Watlow** understands the critical importance of electrification and decarbonization initiatives and the global need for greener solutions. But we don't just understand—we take action. It's in our DNA. We have been electrifying processes for over 100 years.

Founded in 1922, our company pioneered the use of electric heating solutions to replace costly and hazardous alternatives. Today, we are a leader in providing electric solutions to replace fossil fuel-based heating, a crucial step in reducing harmful carbon emissions.

Our innovative products—including a wide variety of electric heat exchangers, low and medium voltage thermal systems and data insight and management systems—are in high demand among our customers in the U.S., Europe and Asia. We have established a global business segment dedicated to sustainable process heating solutions, and our product development teams are continuously creating new and improved technologies to help protect the environment for generations to come.

Wherever thermal is critical, no one is better equipped to help you reach your energy transition goals.

# Respect for People

## STEM outreach

At **Watlow**, we are passionate about fostering **STEM** (science, technology, engineering and mathematics) in our local communities.

We are inspiring future generations of technical talent by:

- Encouraging individuals at young ages to consider engineering and technical arts.
- Providing support to those in college who are striving to earn their engineering and technical arts degrees.
- Attracting technical talent to **Watlow**.

Career fairs, college scholarships, summer camps, co-ops and job shadowing are just a few of the **Watlow** programs offered to students in the community as we develop a pipeline of future engineers, technicians and vocational talent.

## Diversity

Each day at **Watlow** we are guided by our value of "Respect Everyone." **Watlow** embraces diversity and it is an integral part of who we are as a company, how we operate and how we see our future. As a global and multicultural organization, our diverse work teams deliver high value products to our customers with their rich and varied backgrounds,



experiences, talents and ideas. In turn, that diversity of thought fosters creative ways to solve challenging problems. At **Watlow**, by respecting individual and cultural differences, we are creating a competitive edge that will ensure **Watlow's** long-term health and allow our team members to be their best.

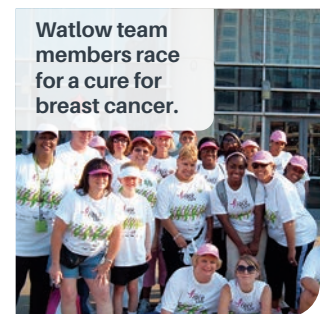


## Community



**Watlow** believes in helping people improve the quality of life in their communities. Each year, through our **Enriching Lives Foundation**, we partner with a variety of civic organizations, educational institutions and other non-profits to help support programs in the communities where we live and work.

**Watlow** also encourages our team members to get involved in community activities. Each year, **Watlow** team members donate their time, talent and treasure to a wide variety of charitable organizations around the world.



**DAN** Chief Operating Officer

"I prioritize mentorship and sponsorship for all people, providing guidance, feedback and advocacy to help them advance in their career. I love being part of a culture of continuous growth and development."



**CHELSEA** Engineering Manager

"Watlow's rotational program gave me tools to learn and grow into my current role. But the best part of Watlow is the people I work with, who inspire me every day."



**BERNARDO** Operations Manufacturing Leader

"To me, one of the best things about Watlow is that we encourage and respect people with different ideas and opinions. We know that our team members are key to our success."

# Watlow: Vision 2030

## Watlow's plan for the future

Watlow's story began over 100 years ago as we introduced electric systems to customers constrained by inferior technology. Today our solutions are used by leading companies all over the world wherever thermal is critical.

Leveraging the success of the past, we look toward our future – through our Vision for 2030.

### ***Pioneering thermal solutions to power a thriving future.***

Gathering insights from diverse customers and team members across the globe - from St. Louis, Missouri to Tokyo, Japan, this vision unites us with a common purpose.



## Achieving our Vision

At **Watlow**, our Vision 2030 is more than just words on a page. All team members are aligned to our message and are working toward strategic initiatives to help us achieve the Vision. Our three-year strategic objectives, current year action plan and targeted measures are designed to focus our efforts on what makes us unique – providing the innovative thermal solutions our customers need to succeed.

## Pioneering Thermal Solutions to Power a Thriving Future



### **Powered by people**

Our diverse, inclusive and constructive culture inspires us to understand and deeply connect with each other and our customers. We work smart, reward results and hold each other accountable for our actions and behaviors.



### **Inspired by our past**

For over 100 years, we have consistently delivered optimal solutions that solve our customers' thermal needs. Our respected brand and strong reputation are proof.



### **Driven to Innovate**

Solving challenges through innovation is in our DNA. Our insatiable curiosity drives us to always question the status quo. As future challenges arise, we will find new ways to solve them.



### **Focused on a thriving future**

We understand our responsibilities to our team members, customers and the planet. We strive to provide smart, more efficient and cleaner solutions that will help generations for years to come.



### **Global with local roots**

Our global reach creates endless possibilities for collaboration and efficiencies. Being close to our customers helps us understand local challenges and create relevant solutions quickly and effectively.



Find out more about Watlow and how we can provide thermal solutions for your company:

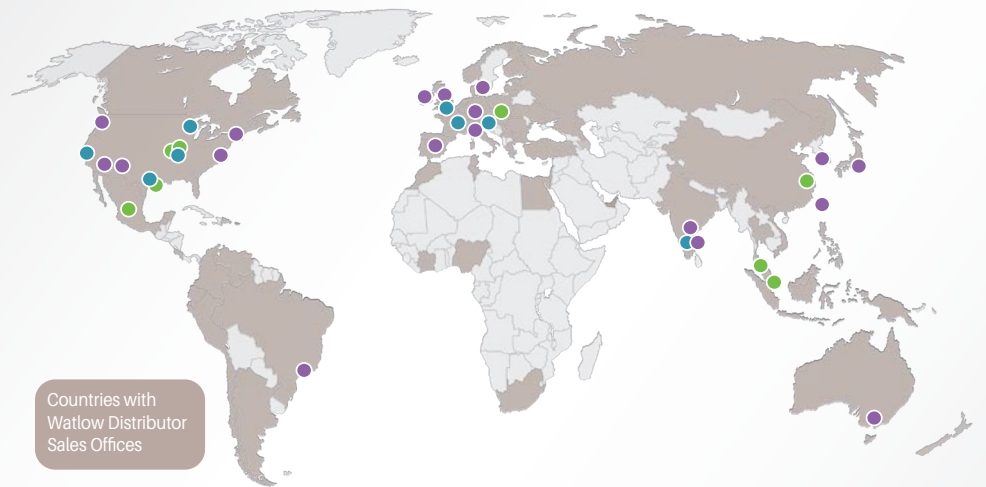
Website: [www.watlow.com](http://www.watlow.com)

*Powered by Possibility*



## Watlow Worldwide

Watlow maintains a strong global presence with **Technology and Development Centers** and **Manufacturing Centers of Excellence** in The Americas, Europe and Asia-Pacific nations.



\*Some sites function as both technology and development centers as well as manufacturing centers of excellence.