

Dornach, 05 February 2009

Swissmetal successfully completes wage round for 2009

On 5th February 2009 the negotiating parties for the Swiss sites consisting of the Swissmetal Executive Management, the Dornach works and employee's council and the Reconvilier staff representatives met to hold talks on the 2009 wage negotiations. The parties agreed to a fixed annual wage increase of about 1% for employees and factory workers at the Swiss factories and the subsidiary Avins Schweiz AG, introduced with retrospective effect from 1st January 2009. The executives are not included in this settlement.

It was also decided to introduce a variable component to salary for employees and blue-collar staff from 1st April 2009 onwards. Swissmetal sees in this an important contribution to the direction and motivation of the employees at the Swiss sites. This is about 1% per annum as a maximum. This element of wages is dependent for factory workers on department-specific targets such as quality indices and for employees on company indices that are still to be specified by April 2009. The intention is to measure the achievement of this target and make any payment for this every quarter.

In the current economic situation, for Swissmetal this early agreement represents an important step towards safeguarding the Swiss sites and at the same time is in appreciation of the work done with great commitment in recent months. For this reason Swissmetal is pleased to have come to an agreement with the Business and Staff Committee that is good for all those involved in negotiations that are always constructive and conducted with trust.

Swissmetal produces and sells worldwide high-quality special products made of copper and copper alloys which are mainly used in the electronics, telecommunications, air travel, petroleum, automobile, stationery and watch/clock industries and in the architectural sector. In financial year 2007, Swissmetal achieved turnover of CHF 407.0 million. As at end of January 2009, the company had 672 full time-employees. Swissmetal, with its registered office in Dornach (Switzerland) is quoted on the SIX Swiss Exchange as Swissmetal Holding AG.

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