

CH-5200 Brugg, 9. April 2010 anhe/kh

## BRUGG compliance

Dear Colleagues,  
Ladies and Gentlemen

We are proud of our more than 100-year industrial history. Innovation and pioneering spirit are the driving forces behind Brugg's business. Our Cable Systems, Rope Technology, Pipe Systems, and Rittmeyer divisions provide customers the world over with outstanding products and services in globalized markets that are becoming ever more complex and regulated.

It goes without saying that we obey both international and national laws and regulations. These are not just empty words. We don't want to be seen as delegating responsibility "downwards" to our coworkers. Upper management is making every effort to support you in upholding our company's ethical standards. We certainly cannot do this alone; we need your support as well. It is our duty and our desire to strictly observe all regulations in force in all our markets – without compromise. Not just our customers, our suppliers, and our shareholders, but you as well, our valued colleagues, demand work that is professional, honest, and fair.

Compliance and its observance play a central role in how we do business. Compliance dictates how we are to act within the organization and how we are to behave with respect to our customers, other business partners, and the communities and countries where we do business. The key to our success lies

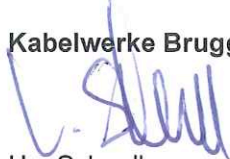
- in how well you understand and adhere to this,
- in how you demonstrate personal, professional and entrepreneurial responsibility,
- in how you show respect for the views and needs of others, and
- in how decisively we reach our common goals – while at the same time obeying all applicable laws.

The instructions for the BRUGG Group are clear. Compliance is an important part of our "Mission and Values"; it is where we demonstrate the principles and rules of our global business behavior. They guide our behavior and show us our legal responsibilities. You are all familiar with our FHB (Management Handbook), and you are the ones who put it into practice in your areas of responsibility. You have internalized the guidelines in the FHB that are vitally important to the BRUGG Group. Taking responsibility and acting decisively and with respect, this is the kind of behavior that helps nurture BRUGG's historic strengths. We are the pillars upholding this compliance, and in most cases compliance can be put into practice using nothing more than a little common sense.

We sincerely thank you for your support.

Best regards,

**Kabelwerke Brugg AG Holding**

  
Urs Schnell  
Gruppen CEO

  
Andreas Heinemann  
Gruppen CFO