

To: Sales and marketing  
cc: Leader Innovation, Project Team  
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## **Elma Wetzikon Roadmap to meet the requirements of the EU directives RoHS & WEEE**

<b>Period</b>	<b>Activities</b>
Q3 2003	-Start Project and scheduling
Q2 2004	-Send out enquiries to our suppliers about their activities -Gather a list of concerned products.
Q3 2004	-Looking for alternatives and providing
Q4 2004	-Start qualification tests
Q1 2005	-Modification -Start additional testing
Q2 2005	-All alternative products are evaluated and released for production
Q2 2005- Q4 2006	-Planning and start of the change-over
Q2 2006	-Old products will be disposed
1.7.2006	-Change-over is completed

This is the standard Elma Roadmap. Information about custom specific products are available on request.

Wetzikon, March 23, 04

Urs Ruoss  
Project Leader