

> Press release

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RÜMLANG 2. JULY 2014 – ADS EMEA/AP DIVISION SPLIT INTO TWO NEW DIVISIONS

## New division: Kaba focuses and strengthens business in Asia

- > Existing Access + Data Systems (ADS) EMEA/AP division is split into two new divisions: ADS EMEA and ADS AP
- > Jim-Heng Lee to take over management of the new ADS AP division during second half of 2014 as COO and Member of the Executive Board
- > Local management strengthened to accelerate business development

Kaba is adjusting its group structure; it will complete the process by the end of 2014. The existing Access + Data Systems (ADS) EMEA/AP division, which currently generates around 60% of consolidated turnover, is being split into an ADS EMEA (Europe, Middle East and Africa) division and an ADS AP (Asia Pacific) division. ADS EMEA will remain under the proven leadership of Roberto Gaspari. Jim-Heng Lee will take over responsibility for the new ADS AP division as COO and Member of the Executive Board. Kaba's CEO, Riet Cadonau says: "I am very happy that Jim-Heng Lee is joining Kaba. He is an industry expert with an excellent track record."

### Accelerating growth in Asia

With the creation of the ADS AP division, Kaba is strengthening its focus on the Asian growth market. The acquisitions it has made in China and India, the new structure and the appointment of an experienced local senior manager should bring a new focus to the onward development of the Group's business in Asia. Just over 10% of Kaba's turnover is generated in the region at the moment, and the aim is to increase this proportion profitably. Riet Cadonau: "Following our latest acquisition in China (Pro buck) and having taken a majority stake in the Indian joint venture Dorset Kaba, which also included the acquisition of additional production companies, this is the right time for us to add more focus to our business in Asia."

In Jim-Heng Lee, Kaba is gaining an experienced manager and a proven specialist in the security industry. Originally from Singapore, he has worked for several years in Hong Kong and China. The 51 year-old has spent more than 15 years in senior positions within the security technology industry, including being in charge of M+A activities in Asia. Jim-Heng Lee will take up his role, which is based in Hong Kong, during the second half of 2014. Until then, the business will continue to be managed by Roberto Gaspari.

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## Curriculum vitae Jim-Heng Lee (51)

- > Singaporean citizen

### Education:

- > Diploma in Business Studies – Finance Ngee Ann Polytechnic Singapore (SG)
- > Certified Public Accountant Institute of Certified Public Accountants of Singapore (SG)
- > Chartered Certified Accountant University of Huddersfield (UK)
- > MBA in Marketing University of Strathclyde (UK)



### Career:

- > 2012 – present VP and General Manager of Roll Materials China, Avery Dennison Corp. (CN)
- > 1996 – 2011 Various senior management positions at Assa Abloy:
  - 2010 – 2011 Vice President Asia Pacific (HK)
  - 2006 – 2010 President China Door Group (CN)
  - 2003 – 2005 Vice President Mergers & Acquisitions (HK),
  - 2001 – 2003 General Manager South Asia Sales Companies (SG)
  - 1998 – 2000 General Manager Greater China Sales Office (HK)
  - 1997 – 1998 Operations Director Asia (SG)
- > 1995 – 1996 Co-founder and Operations Director Secureware International (SG)

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## Patrick Grawehr to resign

Patrick Grawehr is resigning from his position as Chief of Staff and member of the Executive Committee of Kaba Group, with effect from 31 October 2014.

Patrick Grawehr, who joined Kaba in 2011, is resigning in order to pursue his former career as a General Counsel outside of Kaba. The Board of Directors and the Executive Board thank him very much for his very valuable contribution and wish him all the best.

A decision about Patrick Grawehr's successor will be made at a later date.

### For further information:

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### **Kaba – Beyond security**

With its innovative products, systems and services, globally active technology group Kaba is a leading provider of high quality access management solutions, keys, cylinders, physical access systems, enterprise data and time recording, and hotel access systems. The group is also a global market leader for high security locks, key blanks, transponder keys and key manufacturing machines. The stock exchange-listed group has sales of around one billion Swiss francs and employs around 8,000 people in more than 60 countries. For more than 150 years Kaba has set trends in security and beyond – in terms of functionality, convenience and design, and always with a focus on optimum value to customers.

SIX Swiss Exchange: KABN

For more information please visit [www.kaba.com](http://www.kaba.com)

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