

Media release

Kaba appoints internal candidates to key Management Board positions as per 1 July 2011

Rümlang, 15 October 2010 — **Sustainability and continuity: values that Kaba upholds not only when developing products, but also when making changes at Group level. New positions planned for the middle of 2011 (i.e. the start of the Group's 2011/12 financial year) are being announced early and filled from within the Group. The plan is to run Access + Data Systems as two geographically distinct segments with a common global strategy, and to create a new Management Board position – Head of Technology and Innovation – with responsibility across all segments.**

Kaba wants to be able to respond more flexibly to the requirements of its very different markets, and to exploit dormant potential. With these aims in mind, Kaba plans two major changes in its structure in summer 2011 that will undoubtedly reinforce the Group's position in the international security market.

- 1. The Access + Data Systems (ADS) segment, the Group's biggest business by far, will continue to follow a single strategy, but from mid-2011 will be managed as two segments:**

Roberto Gaspari, COO Key Systems Europe and Asia since January 2006, **will take over as COO of ADS EMEA/Asia Pacific**. The Pacific region is still being built up, and cannot develop properly without the active support of the European structures. The ADS Competence Centres, ADS EMEA Markets, headed by Mike Segmüller, and ADS Asia Pacific under Andreas Brechbühl will report directly to the new Segment Head. The search is already underway for a replacement as COO Key Systems Europe/Asia.

Frank Belflower remains in charge of ADS Americas as its COO. This segment also includes the worldwide hospitality business. In addition, F. Belflower will continue to head up Key Systems Americas.

- 2. Mid-2011 will also see the creation at Group level of a new cross-segment Head of Technology + Innovation (CTO)**. This new post will help ensure that Kaba strikes the right balance between global development on the one hand, and adaptation to the specific requirements of individual markets on the other, while at the same time maintaining its position as a technology leader.

Andreas Häberli (Dr. sc. tech. ETH) will be Kaba Group's first CTO and a member of its Management Board. He joined Kaba in 2003 and as Head of Research and Development in Wetzikon he has played a major role in the development of a whole series of promising new products. One of these was TouchGo, for which Kaba has won several innovation prizes.



These changes will come into effect on 1 July 2011, when Ulrich Wydler steps down from his post as COO for what is currently the worldwide ADS Business Segment. This comes a year before his retirement and the end of a successful career at Kaba. The main reason for making this announcement so early is to ensure continuity at Group level.

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