



Organisational adjustments in Gunnebo
Effective as of June 5, 2009



Key Messages

- No dramatic adjustments - business as usual in a new consolidated structure, built on existing platform
 - Stronger business focus
 - "Operations" is new and needed
 - No changes for Customer Centre sales operations – only new reporting structure for Customer Centre Managers
- These adjustments should not drive any costs. Any one-off cost will be offset against simplicity, clarity and efficiency.
- Effective as of June 5, 2009
- Additional external reporting as of Q1 2010: Region North Europe, South Europe and Region ROW



Background

- Consolidate current fragmented structure
 - Avoid changes in Customer Centres, but address costs
 - Create a strong, international and business-focused Group Executive Team (GET)
 - Coordinate Operations (Production, Logistics, Quality, Environment, Purchasing and Product Development)
 - Simplify
 - Bottom Line Responsibility
-  Create the platform for co-operation and team work

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Major Adjustments

- Regionalise Customer Centre Business into:
 - Region North Europe
 - Region South Europe
 - Region ROW (Rest of the World)
- Establish one Operations platform of current Competence Centres, but with some restructuring:
 - Recruitment of a SVP Operations, based in Sweden
 - Merge Competence Centres Entrance Control and Outdoor Perimeter Protection, keep Eurofence as separate Centre
 - Integrate Competence Centre Electronic Security to Region South Europe – to a vast extent a Southern European business
- HR, IR & Communications merged under HR & Communications

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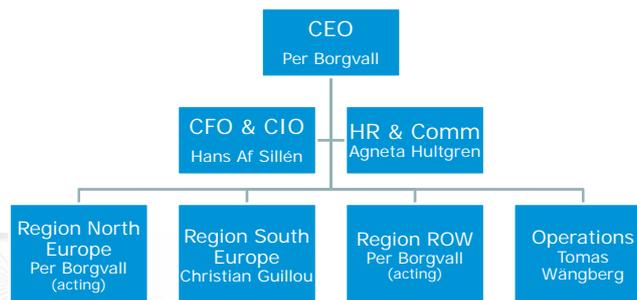
Manning Of The New Group Executive Team

- Seven members, reflecting Gunnebo's business:
 - President & CEO: Per Borgvall
 - CFO and CIO: Hans af Silléen
 - SVP HR and Communications: Agneta Hultgren
 - SVP Region North Europe: Per Borgvall (acting)
 - SVP Region South Europe: Christian Guillou (will also remain Country Manager Gunnebo France)
 - SVP Region ROW (Rest of the World): Per Borgvall (acting)
 - SVP Operations: Tomas Wängberg (to take up position as of September 1, 2009)
- New platform for co-operation, teamwork and growth!

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Group Structure



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Operations

Tomas Wångberg

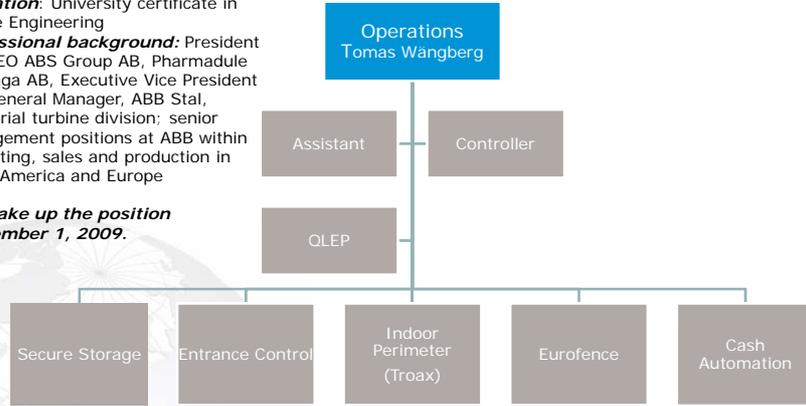
Born: 1958

Nationality: Swedish

Education: University certificate in Marine Engineering

Professional background: President and CEO ABS Group AB, Pharmadule Emtunga AB, Executive Vice President and General Manager, ABB Stal, Industrial turbine division; senior management positions at ABB within marketing, sales and production in North America and Europe

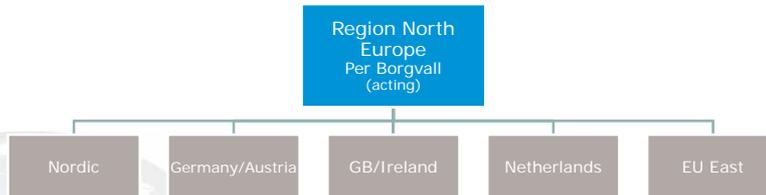
Will take up the position
September 1, 2009.



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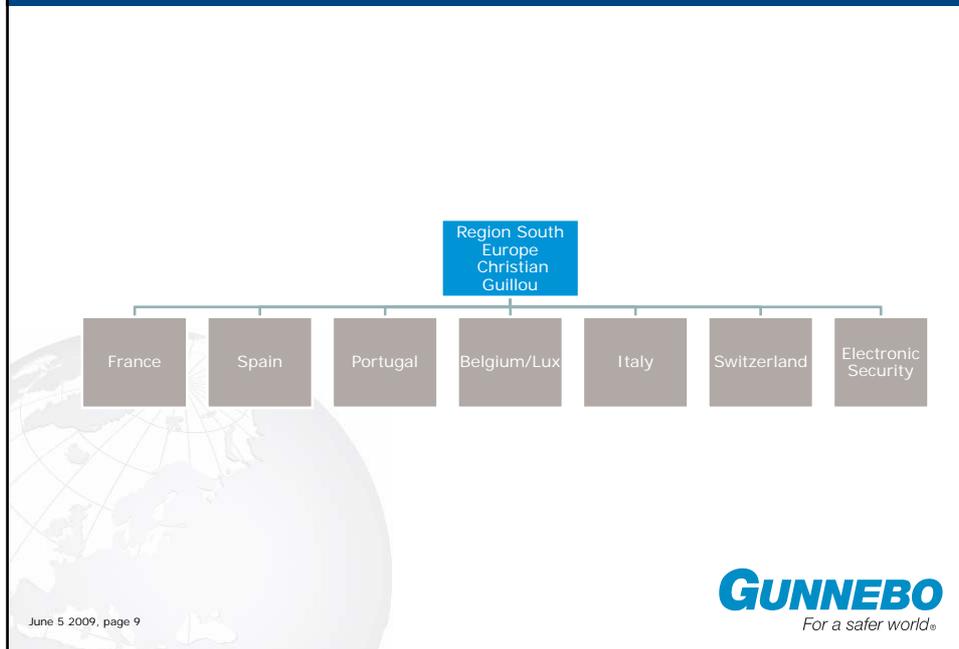
Region North Europe



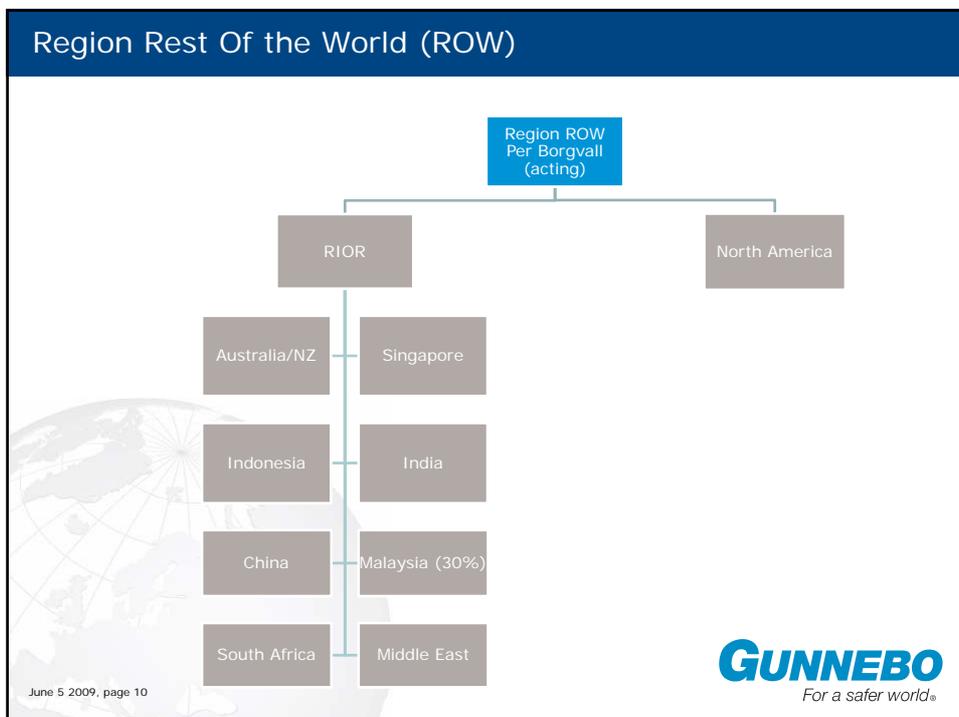
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Region South Europe



Region Rest Of the World (ROW)



Reminder: Gunnebo's Focus For 2009 Is Doing The Right Things

- Gunnebo needs to:
 - Secure a profitable position on in ever-changing market
 - Simplify processes
 - Strengthen management
 - Be more customer-oriented
- Action has been and will be taken to:
 - Simplify and strengthen management structure
 - Strengthen the operating cash flow
 - Improve profitability and strengthen the business



 **Doing the right things!**

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Make It Happen!

- Step 1 – Inject energy and simplify Q1 →
 - Improve cash flow Ongoing
 - Management structure Ongoing
 - Cost savings Ongoing
 - Savings on purchasing Ongoing
- Step 2 – Get it Right! Q3 →
 - Strategic review
 - Cost savings
 - Re-financing
- Step 3 – Implement! 2010 →

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