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December 12, 2012

Re: Explanation of the relationship of Hanchett Entry Systems, Inc. and ASSA ABLOY

To Whom It May Concern:

Hanchett Entry Systems, Inc. (abbreviated HES) is a legal entity owned by ASSA ABLOY. I, Joshua T. Peabody, am an employee of HES, Inc. but I am also involved with projects of other ASSA ABLOY companies. Therefore my job description is Director of Research & Development ASSA ABLOY EMS&OEM Group.

Sincerely,

A handwritten signature in black ink, appearing to read "Joshua T. Peabody".

12/12/2012

Joshua T. Peabody
Director of Research & Development
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