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Integrated Control Technology (ICT)® ANNOUNCES ANDY BANE AS NEW CEO

The best of both worlds: former CEO Hayden Burr transitions to Chief Innovation Officer role while welcoming new Chief Executive Officer Andy Bane

Centennial, Colo., February 4, 2025 – Integrated Control Technology (ICT®), a leading manufacturer of intelligent access control and security solutions, announced today the appointment of Andy Bane as Chief Executive Officer (CEO). Andy succeeds ICT founder and former CEO Hayden Burr, who will transition to the role of Chief Innovation Officer.

By investing in the future, ICT is positioning itself to drive greater value, create new opportunities, and strengthen relationships worldwide. Under Andy's leadership, ICT will focus on scaling its operations, strengthening its go-to-market strategies, and advancing its technology platform to anticipate and meet evolving customer needs.

Founded in 2003, ICT continues to be driven by a firm commitment to helping partners and customers secure their success. This leadership transition embodies a strategic investment in ICT's future growth. ICT's appointment of Andy Bane as CEO and Hayden Burr as Chief Innovation Officer will leverage both their unique skills sets, providing the *best of both worlds* to benefit ICT, its partners, and customers.

New CEO Andy Bane Brings Decades of Operational Excellence
Andy Bane brings more than three decades of leadership, innovation, and growth experience across venture-backed startups, private equity (PE)-backed scale-ups, and publicly traded enterprises. Most recently, he served as CEO of Element, a SaaS industrial software company specializing in data solutions for operational excellence. His track record includes roles at ABB Enterprise Software, Ventyx, and Global Energy Decisions, where he successfully led teams in developing and scaling solutions that combine hardware and software for integrated customer value.

"I'm honored to welcome Andy to ICT," said founder Hayden Burr. "We're excited about the new energy and perspective he will bring to ICT, and how his decades of operational excellence will help us continue to scale our operations, strengthen our go-to-market strategies, and advance our technology platform to meet our customers ever-evolving needs."

"I am thrilled to join ICT at such a pivotal moment of their journey," said new CEO Andy Bane. "Hayden and the ICT team should be proud of what they have built the past 20 years. I'm inheriting an impressive foundation with a differentiated product portfolio, a global customer base, and a dedicated team. I look forward to working alongside this talented group to expand our reach, continue to find ways to best serve our customers and to build on the company's legacy of innovation and customer success."

Hayden Burr Assumes Role of Chief Innovation Officer to Focus on the Future
As Chief Innovation Officer, Hayden Burr will continue to bring expert security market intelligence, unparallelled ICT product expertise, and a comprehensive understanding of ICT's history and the principles that have shaped the company's success thus far.

When asked about his transition into his new role as Chief Innovation Officer, Hayden shared: "After more than 20 years leading ICT, I'm excited to pivot to a role that will enable me to think deeply about future needs, and where things are headed…to think not only about product innovations, but also all the ways we can evolve as a company to better meet the needs of our partners and customers."

Securing Your Success Starts with Listening: We want to hear from you!
The foundation of any strong partnership is two-way communications. In that spirit of partnership, ICT wants to hear from current and future ICT customers, ICT dealers and integrators, and technology partners. What needs and opportunities do you see? Please share your ideas, questions, or feedback by visiting ict.co/best-of-both-worlds.

For more information or to inquire about interview availability, please contact Nikki Williams, North American Regional Marketing Manager at ICT, at nwilliams@ict.co or 303-715-8067.

About ICT:
ICT is a world leading manufacturer of unified and intelligent electronic access control and security solutions that enable organizations to protect their people, operations and information. Headquartered in Auckland, New Zealand, with sales and support offices in Denver (Colorado USA), Toronto (Canada), Guildford (United Kingdom), and Melbourne (Australia). ICT® is a registered trademark of Integrated Control Technologies Ltd. All other brand and product names are or may be trademarks of, and are used to identify products or services of, their respective owners.