

Management structure

as of January 1, 2015

Board of Directors

Chairman

Albert M. Baehny

Vice Chairman

Robert F. Spoerry

CEO Division

Chief Executive Officer

Christian Buhl

Human Resources

Roland Held

Communications & Investor Relations

Roman Sidler

Marketing

Egon Renfordt-Sasse

Strategic Planning

Andreas Lange

Environment/Sustainability

Roland Högger

Shower Toilet

Martin Baumüller

Sales Europe

Member Executive Board

Karl Spachmann

Germany

Clemens Rapp

Italy

Giorgio Castiglioni

Switzerland

Hanspeter Tinner

Austria

Stephan Wabnegger

Netherlands

Menno Portengen

Belgium

Paul Forier

Nordic Countries

Lars Risager

France

Patrick Jouvét

United Kingdom

Mark Larden

Poland

Andrzej Dobrut

Czech Republic

Vladimir Sedlacko

Slovakia

Vladimir Sedlacko

Hungary

Tamás Kőszeghy

Adriatic Region

Miran Medved

Iberian Peninsula

David Mayolas

OEM

Tobias Beck

Sales International

Member Executive Board

Christian Buhl a. i.

North America

Andreas Nowak

Far East/Pacific

Ron Kwan

China

Lawrence Leung

Singapore

Stefan Schmied

Australia

Tony Rusten

Middle East/Africa

Christian Steinberg

Products

Member Executive Board

Michael Reinhard

Accredited Test Laboratory

Markus Tanner

Quality

Christian Englisch

Purchasing

Adriaan 't Gilde

Logistics

Gerd Hailfinger

Technology/Innovation

Felix Klaiber

Products Sanitary Systems

Jörn Ikels

Installation Systems

Mario von Ballmoos

Cisterns and Mechanisms

Marcel Heierli

Faucets and Flushing Systems

Daniel Raissle

Waste Fittings and Traps

Thomas Kiffmeyer

Shower Toilet

Armin Gierer

Product Development Appliance Engineering

Hansjörg Rohr

Project Manager Pool

Rolf Kuster

Product Development Sanitary Systems

Erwin Schibig

Products Piping Systems

Pietro Mariotti

Building Drainage Systems

Sandro à Porta

Supply Systems

Michael Schüpbach

Finance

Member Executive Board

Roland Iff

Controlling

Beat Gresser

Treasury

Thomas Wenger

Internal Audit

Martin Reiner

Information Technology

Markus Enz

Legal Services

Albrecht Riebel

Service, Finance and Holding Companies

Rudolf Eberhard/
Jürgen Haas

Management structure

as of January 1, 2015

| CEO Division | Sales Europe | Sales International | Products | Finance |
|--------------|--------------|---------------------|--------------------------------------------------------------------|---------|
| | | | Project Manager Pool Pietro Mariotti | |
| | | | Product Development Piping Systems Pietro Mariotti a. i. | |
| | | | Production Plant IBA* Robert Lernbecher | |
| | | | Pfullendorf (DE) Robert Lernbecher | |
| | | | Rapperswil-Jona (CH) Bruno Bünzli | |
| | | | Pottenbrunn (AT) Helmut Schwarzl | |
| | | | Ruše (SI) Matjaz Lesjak | |
| | | | Pune (IN) Heiko Albrecht | |
| | | | Chinese Production Sites Christian Steiger | |
| | | | Production Plant EXM** Martin Ziegler | |
| | | | Langenfeld (DE) Martin Ziegler a. i. | |
| | | | Lichtenstein (DE) Thomas Schweikart/ Hartmut Müller | |
| | | | Weilheim (DE) Martin Frick | |
| | | | Matrei (AT) Josef Rapp | |
| | | | Givisiez (CH) Michel Pittet | |
| | | | Villadose (IT) Rainer Prügl | |
| | | | Rapperswil-Jona (CH), Shower Toilet Karl Zahner | |
| | | | US Production Sites Andreas Nowak | |

* IBA: Injection and Blow Moulding/Assembly

** EXM: Extrusion /Metal Processing