

# Management structure

## Board of Directors

<b>Chairman</b> Albert M. Baehny	<b>Vice Chairman</b> Hartmut Reuter
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CEO Division	Sales Europe	Sales International	Marketing & Brands	Operations	Product Management & Innovation	Finance
<b>Chief Executive Officer</b> Christian Buhl	<b>Member Executive Board</b> Karl Spachmann	<b>Member Executive Board</b> Ronald van Triest	<b>Member Executive Board</b> Martin Baumüller	<b>Member Executive Board</b> Michael Reinhard	<b>Member Executive Board</b> Egon Renfordt-Sasse	<b>Member Executive Board</b> Roland Iff
<b>Human Resources</b> Roland Held	<b>Germany</b> Clemens Rapp	<b>North America</b> Andreas Nowak	<b>Marketing Bathroom Systems / Installation and Flushing Systems</b> Severin Daniels	<b>Purchasing</b> Adriaan 't Gilde	<b>Quality</b> Christian Englisch	<b>Controlling</b> Andreas Jäger
<b>Communications / Investor Relations</b> Roman Sidler	<b>Switzerland</b> Hanspeter Tinner	<b>Far East / Pacific</b> Ronald Kwan	<b>Marketing Piping Systems</b> Arnd Gildemeister	<b>Logistics</b> Gerd Hailfinger	<b>Technology / Innovation</b> Felix Klaiber	<b>Treasury</b> Thomas Wenger
<b>Strategic Planning</b> Andreas Lange	<b>Nordic Countries</b> Lars Risager	<b>Middle East / Africa</b> Ronald van Triest	<b>Marketing Operations</b> Daniela Koch	<b>Production Plant IBA*</b> Robert Lernbecher	<b>Accredited Test Laboratory</b> Markus Tanner	<b>Information Technology</b> Markus Enz
<b>Environment / Sustainability</b> Roland Högger	<b>Italy</b> Giorgio Castiglioni		<b>Pricing / Master Data Management</b> Frank Heuser	<b>Production Plant EFA**</b> Martin Ziegler	<b>Products Installation and Flushing Systems</b> Egon Renfordt-Sasse	<b>Taxes</b> Jürgen Haas
<b>Shower Toilet</b> Margit Harsch	<b>Netherlands</b> Menno Portengen		<b>Digital</b> Dirk Wilhelm	<b>Production Plant CER***</b> Robert Lernbecher a. i.	<b>Products Piping Systems</b> Pietro Mariotti	<b>Legal Services</b> Albrecht Riebel
	<b>Belgium</b> Thierry Geers				<b>Products Bathroom Systems</b> Jörn Ikels	<b>Internal Audit</b> Martin Reiner
	<b>Austria / Hungary / Romania</b> Stephan Wabnegger					
	<b>France</b> Yves Danielou					
	<b>United Kingdom</b> Mark Larden					
	<b>Poland</b> Przemyslaw Powalacz					
	<b>Ukraine</b> Oleksiy Rakov					
	<b>Czech Republic / Slovakia</b> Vladimir Sedlacko					
	<b>Adriatic Region</b> Miran Medved					
	<b>Iberian Peninsula</b> David Mayolas					
	<b>Russia</b> Irina Buralkina					
	<b>Key Account Management</b> Michael Albrecht					
	<b>Business Development / OEM / Industry</b> Tobias Beck					

\* IBA: Injection / Blow Moulding / Assembly  
\*\* EFA: Extrusion / Forming / Assembly  
\*\*\* CER: Ceramics