

MANAGEMENT STRUCTURE

1 January 2019

Board of Directors

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

* P & M: Plastics and Metal
** C & M: Composite and Metal
*** CER: Ceramics