

# MANAGEMENT STRUCTURE

1 January 2021

## Board of Directors

**Chairman**      **Vice Chairman**  
Albert M. Baehny    Hartmut Reuter

CEO	Sales Europe	Sales International	Marketing & Brands	Products & Operations	Finance
<b>Chief Executive Officer</b> Christian Buhl	<b>Member Executive Board</b> Clemens Rapp	<b>Member Executive Board</b> Ronald van Triest	<b>Member Executive Board</b> Martin Baumüller	<b>Member Executive Board</b> Martin Ziegler	<b>Member Executive Board</b> Roland Iff
<b>Human Resources</b> Roland Held	<b>Germany</b> Kerstin Wolff	<b>North America</b> Dominic Rice	<b>Digital</b> Kai Hildebrandt	<b>Purchasing</b> Adriaan 't Gilde	<b>Controlling</b> Roland Iff
<b>Communications / Investor Relations</b> Roman Sidler	<b>Switzerland</b> Reto Bättig	<b>Far East / Pacific</b>	<b>Installation and Flushing Systems / Bathroom Systems</b> Tobias Mayr	<b>Logistics</b> Gerd Haifinger	<b>Treasury</b> Thomas Wenger
<b>Strategic Planning</b> Michael Reinhard	<b>Nordic Countries</b> Lars Risager	<b>China</b> Tony Zhang	<b>Piping Systems</b> Renato Di Rubbo	<b>Production Plants P &amp; M*</b> Robert Lernbecher	<b>Information Technology</b> Johan Engvall
<b>Sustainability and Process Management</b> Roland Högger	<b>Italy</b> Giorgio Castiglioni	<b>NSEA</b> Simon Wong	<b>Marketing Operations</b> Daniela Koch	<b>Production Plants C &amp; M**</b> Martin Ziegler	<b>Taxes</b> Jürgen Haas
<b>Shower Toilets</b> Margit Harsch	<b>The Netherlands</b> Menno Portengen	<b>Pacific</b> Eric Lander	<b>Pricing</b> Frank Heuser	<b>Production Plants CER***</b> Simon Imhof	<b>Legal</b> Albrecht Riebel
	<b>Belgium</b> José Wyns	<b>Middle East / Africa</b> Daniel Engelhard	<b>Master Data Management</b> Jürgen Lay	<b>Quality</b> Andreas Lange	<b>Internal Audit</b> Martin Reiner
	<b>Austria</b> Guido Salentinig	<b>South Africa</b> Mark Schurr	<b>Technical Documentation</b> Werner Trefzer	<b>Technology / Innovation</b> Thomas Mattle	
	<b>France</b> Yves Danielou			<b>Accredited Test Laboratory</b> Markus Tanner	
	<b>United Kingdom</b> Mark Larden			<b>Products Installation and Flushing Systems</b> Marcel Heierli	
	<b>Poland</b> Przemyslaw Powalacz			<b>Products Piping Systems</b> Arnd Gildemeister	
	<b>Ukraine</b> Oleksiy Rakov			<b>Products Bathroom Systems</b> Jörn Ikels	
	<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>Hungary</b> Tamás Kőszeghy				
	<b>Romania</b> Catalin Mitroi				
	<b>Key Account Management</b> Michael Albrecht				
	<b>Business Development / OEM / Industry</b> Tobias Beck				

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