

Management structure

Board of Directors

Chairman
Albert M. Baehny

**Vice Chairman and
Lead Director**
Robert F. Spoerry

CEO Division

Chief Executive Officer
Albert M. Baehny

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
Christian Buhl

Italy
Giorgio Castiglioni

Switzerland
Hanspeter Tinner

Austria
Clemens Rapp

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

Spain
David Mayolas

Portugal
José Seabra

OEM
Tobias Beck

Sales International

Member Executive Board
William J. Christensen

North America
Andreas Nowak

Far East/Pacific
Ron Kwan

China
Ron Kwan a.i.

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**
Werner Frei/Jürgen Haas

Management structure

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) Wolfgang Büstrow	
			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