



## Short Biography Albert M. Baehny (1952)

Member of the Group Executive Board since 2003

Swiss citizen, resident in Arlesheim (CH)

Married, 1 child

Head of Group Division Marketing & Sales Europe (until 31.12.2004)

Chief Executive Officer (CEO) of the Geberit Group (from 1.1.2005)

Albert M. Baehny grew up in the French speaking part of Switzerland and studied biology at the University of Fribourg, where he received his degree in 1978. In 1979, he started his career in the research department of Serono-Hypolab in Geneva. His further career via various management positions in marketing and sales with Dow Chemicals Europe, Ciba-Geigy, Ciba SC, Vantico and Wacker Chemie led him to the Geberit Group. During more than 20 years Albert M. Baehny gathered relevant knowledge and expertise in sales, marketing, strategic planning and as head of global operations. Before joining Geberit he was a Senior Vice President, responsible for the business division "Wacker Specialities", as well as member of the extended Group Executive Board at Wacker Chemie GmbH in Munich. In his current position he is responsible for more than 90% of the Geberit Group sales and for Corporate Marketing. He has a broad multi-disciplinary approach supported by analytical and management skills and has demonstrated his capabilities during the integration process of Mapress.

The Board of Directors of Geberit AG has appointed Albert M. Baehny Chief Executive Officer (CEO) of the Geberit Group, effective 1 January 2005.



## Short Biography Randolph Hanslin (1942)

Member of the Group Executive Board since 1979, with Geberit since 1977  
 Swiss citizen, resident in Jona (CH)  
 Married, 3 children  
 Head of Group Division Piping Systems (until 31.12.2004)  
 Head of Group Division Products (from 1.1.2005)

Randolf Hanslin graduated with the degree of Dipl. Masch.-Ing. from ETH, Zurich. He started his career in 1968 as an internationally active consulting engineer with Dr. OHC Messner, a firm of consulting engineers. In 1977, he joined Geberit AG as Head of Product Research and Development. Shortly afterwards he was appointed a member of the Management Board as well as of the Group (Research and Development Department). In addition, in 1988/89 he was Head of the Group Division Marketing and Sales. From 1991 to 1994, Randolph Hanslin was Chief Executive of former Geberit AG and member of the Group Executive Board. From 1995 to 2002 he was Head of a Group Division with responsibilities for Sales and Production companies in Switzerland, Italy, United Kingdom and Portugal as well as for the group functions Quality and Environment. Randolph Hanslin possesses long lasting and comprehensive Geberit know-how in all relevant business processes, mainly the innovation process product development.

The Board of Directors of Geberit AG has appointed Randolph Hanslin Head of the Group Division Products, in which Sanitary and Piping Systems are combined, effective 1 January 2005.



## Short Biography Roland Iff (1961)

With Geberit since 1993

Swiss citizen, resident Herrliberg (CH)

Married, 1 child

Head of Group Treasury and Managing Director of Geberit Verwaltungs AG (until 31.12.2004)

Chief Financial Officer (CFO) of the Geberit Group (from 1.1.2005)

Roland Iff studied economics at the University of St.Gallen and graduated with the degree of lic.oec. (major: accounting and finance) in 1986. He started his professional career in 1987 as internal auditor with the American Mead Cooperation in Zurich and at the company's headquarter in Dayton/USA. Subsequently he was working on different market development projects in Brussels before he was appointed Chief Financial Officer of the Italian Mead subsidiary in Milan. In 1993 Roland Iff joined Geberit as Head of Corporate Development. In 1995, he became Head of Group Controlling. Since October 1997 he is Group Treasurer. For a number of years Roland Iff is involved in almost all important projects of the Geberit Finance Division and has made substantial contributions to the outstanding performance of this division.

The Board of Directors of Geberit AG has appointed Roland Iff Head of the Group Division Finance (CFO) of the Geberit Group, effective 1 January 2005.



## Short Biography Dr. Michael Reinhard (1956)

German citizen, resident in Ober-Olm (DE)

Married, 3 children

Designated member of the Group Executive Board (from 01.11.2004)

Head of Group Division Sales (from 01.01.2005)

Dr. Michael Reinhard studied mechanical engineering at the TH Darmstadt and was awarded a PhD in material science at Deutsches Kunststoffinstitut. He started his professional career in 1987 as a project manager with Automatik GmbH, Gross-Ostheim (DE). In 1990 he joined McKinsey & Company and was soon promoted senior associate. In 1992 Dr. Michael Reinhard joined Schott, Mainz (DE), where he was entrusted with various management functions of increasing responsibility within international sales and marketing. In 1995 he became Vice President of Schott's Pharmaceutical Packaging Division and in 1998 Senior Vice President of the Tubing Division comprising 2,400 employees. Dr. Michael Reinhard is a proven expert in strategy as well as marketing & sales with a technical background disposing of many years of experience in managing large international organisations. A key challenge to him is to achieve competitive advantages by market driven innovation.

The Board of Directors of Geberit AG has appointed Dr. Michael Reinhard Head of the Group Division Sales of the Geberit Group, effective 1 January 2005.