

## **Geberit with leaner and younger Group Management**

**Jona, 28 October 2004 – In the context of the earlier announced generation change Geberit streamlines its group executive board (GEB). The number of the GEB members will be reduced from six to four, the second management level will be reinforced. Albert M. Baehny, the current head of marketing and sales Europe, will be the new CEO. Günter F. Kelm is the designated Chairman of the board of directors (BOD) of Geberit AG and Kurt E. Feller its designated vice chairman. The group management is convinced that with this new structure it has prepared an optimal basis for the sustained success of the Group and for continuity in the company's proven policy.**

The board of directors of Geberit AG has decided upon a number of personnel changes in the context of the already announced generation change in its management. The new group executive board will be composed of four members: Albert M. Baehny (CEO), Dr. Michael Reinhard (Sales), Randolph Hanslin (Products) and Roland Iff (CFO). There will be no changes regarding the members of the BOD. The current President Günter F. Kelm is the designated Chairman for the next term of office starting after the annual general meeting 2005. Kurt E. Feller is the designated Vice chairman.

With the Swiss Albert M. Baehny (52) an experienced, market-oriented and determined leader takes over the management of the Geberit Group. During the last two years he has been responsible for about 90% of Geberit sales and the worldwide marketing activities. His performance record is excellent. Before joining Geberit in January 2003 he gathered many years of international management experience in various marketing, sales and general management functions in the chemical industry with Dow Chemicals Europe, Ciba-Geigy, Ciba SC, Vantico and Wacker Chemie.

As designated member of the group executive board Dr. Michael Reinhard (48) joins Geberit on November 1, 2004. He will be responsible for sales on group level and will, step by step, also take over the responsibility for the non-European markets. Dr. Michael Reinhard is German citizen, has studied mechanical engineering at the TH Darmstadt and was awarded a PhD in material science at Deutsches Kunststoffinstitut in 1986. After first industry experiences and two years as a consultant he joined Schott, Mainz, in 1992. There he was assigned increasing general management responsibilities with focus on international marketing and sales. Beside others he managed a division of the Schott Group with 2,400 employees.

After successful twelve years in the group executive board the current Chief Financial Officer Dr. Rudolf Huber has decided to pursue his career outside the Geberit Group. His successor will be the current Group Treasurer Roland Iff (43). Roland Iff is Swiss citizen and graduated in economics from the University of St.Gallen. He started his professional career 1987 as internal auditor with the American Mead Cooperation in Zurich and Dayton (USA). In 1990 he was appointed Chief Financial Officer of the Italian Mead subsidiary in Milan. Roland Iff joined Geberit in 1993 as head of corporate development. After more than ten years of experience in various management functions within the Geberit finance division he disposes of a very successful track record.

Paul Witschi, who has been responsible for Marketing & Sales International, will retire, as planned by him for some time, by the end of December 2004 .

Due to a new ownership structure in his family owned business Dr. Thomas Raible, the current head of the Group Division Sanitary Systems has asked to terminate his engagement with Geberit by the end of 2004 in order to manage his own business.

The management of the two group divisions „Sanitary Systems“ and „Piping Systems“ will be combined in the new division „Products“ which will be managed by the experienced member of the group executive board Randolph Hanslin (62). In these divisions a strong second management level has been built up over the last years.

The three GEB members leaving by the end of the year have in their many years of service for Geberit made great contribution to the development of the Group. In a difficult phase for the company with various changes including its sale, leveraged buyout and IPO, Dr. Rudolf Huber has made outstanding achievements. Paul Witschi was responsible for the internationalization and has among others built up promising activities in Central/Eastern Europe, in North America and Asia. Dr. Thomas Raible has been responsible for R&D for many years, joined the group executive board in 1998 and has successfully integrated and managed the newly formed group division Sanitary Systems.

The board of directors expresses sincere thanks to the leaving members of the group executive board for their valuable contribution and great commitment to the success of Geberit.

The new group management structure will be operational on 1 January 2005. Until the annual general meeting 2005, Günter F. Kelm will remain president of Geberit AG. The planned changes in

the board of directors will come into force at the constituent meeting of the board right after the annual general meeting 2005.

Group Management is convinced, that the new structure in the group executive board and the board of directors with its combination of long lasting internal know-how and fresh external inputs guarantees a further successful development of the Group in a market- and customer-oriented manner, as well as continuity in the proven company policy.

As European market leader, the Geberit Group is a global provider in the area of sanitary technology with sales of CHF 1.9 billion and approx. 5,500 employees worldwide.

For further information please contact:

Günter F. Kelm, President and CEO	Tel. +41 (0)55 221 63 46
Roman Sidler, Corporate Communications	Tel. +41 (0)55 221 66 24
	<a href="mailto:corporate.communications@geberit.com">corporate.communications@geberit.com</a>

[Appendix: Management Structure 2005](#)

# Management Structure 2005



## Overview 2005

