

Executive Board of the Endress+Hauser Group

Implementing and casting the corporate strategies into the right decisions in everyday business: this is the duty of the Executive Board, the Endress+Hauser Group's senior management body.

All the members of the Executive Board are appointed by the Supervisory Board. They are accountable to the Annual General Meeting – in other words: to the family shareholders. Each board member has clearly defined responsibilities (see caption). Overall responsibility lies with the Chief Executive Officer (CEO) of the Endress+Hauser Group.

The members of the board will be judged and measured on whether they reach the corporate targets and whether they have advanced the development of the whole enterprise. They draft the strategy and implement it in consultation with the Supervisory Board. To do so, they must be specialists in their respective field and at the same time generalists. Their task is to identify tendencies and developments and from there to derive risks and opportunities for our Group.

The fact that subsidiaries such as sales centers or production centers work independently is part of Endress+Hauser's corporate culture. It is the task of the board members to follow and accompany the activities of the individual companies in their own field, to harmonize these activities and to bring them into line with the targets and objectives of the whole enterprise – through specifications, agreements, meetings and discussions.

Important instruments of leadership in this context are the budgets of the individual companies. The financial budgets are a crucial factor when it comes to new jobs or investments in buildings, plants and equipment. Net sales and income targets are also laid down here. If the strategy provides for a certain area to be strengthened or a new technology to be intensified, the appropriate resources must be made available via the budget.



The Executive Board of the Endress+Hauser Group as of 1 June 2016 (from left): Roland Kienzler (Human Resources), Chief Financial Officer Dr Luc Schultheiss, Nikolaus Krüger (Sales), Dr Heiner Zehntner (Legal), Dr Andreas Mayr (Marketing, Communication and Innovation), Dr Manfred Jagiella (Analytical Business), CEO Matthias Altendorf and Pieter de Koning (IT).