

## 4. Group Management

### 4.1/4.2 Members of Group Management/Other activities and interests

#### **Bruno Schefer, CEO**

(1953) Businessman, Swiss national, citizen of Teufen (Canton of Appenzell), resident in Herrliberg. Chief Financial Officer (CFO) of the Züblin Group since 1999, and appointed Chief Executive Officer (CEO) on 9 July 2004.

Bruno Schefer completed his commercial apprenticeship in 1972 and obtained a diploma in business administration from Kaderschule Zurich in 1976. Between 1972 and 1987, Bruno Schefer worked in several European countries for Schweiz Versicherung, a subsidiary of Swiss Re. From 1987 to 1998 he was a partner at SIS, a service company operating in the insurance sector. He was also involved in the restructuring of the former Züblin construction group between 1997 and 1998. Bruno Schefer has been a member of the Supervisory Board of Bayerische Gewerbebau AG, a listed German real estate company based in Munich, since 2008. Bruno Schefer does not exercise any significant functions in addition to his activities for the Züblin Group.

#### **Thomas Wapp, CFO**

(1972) Certified Public Accountant, Swiss national, citizen of Wartau (Canton of St. Gall), resident in Weiningen. He became Head of Reporting and Chief Accounting Officer at Züblin in 2008 before being designated Chief Financial Officer (CFO) on 16 September 2010.

After completion of his studies in business administration at the University in Lausanne, Thomas Wapp was employed as an auditor at Ernst & Young AG, Zurich from 2001 to 2008. In 2005 he successfully qualified as a Certified Public Accountant. Thereafter he was responsible for auditing listed companies in the industrial sector. Thomas Wapp does not exercise any significant functions in addition to his activities for the Züblin Group.

#### **Pierre Essig, CEO France**

(1960) French national, Chief Executive Officer (CEO) of Züblin Immobilière France SA since March 2006.

After graduating from the Ecole Supérieure de Commerce in Lyon, Pierre Essig worked for the accounting firm Frinault Fiduciaire for two years. In 1987 he moved to Société Générale, where he was responsible for various projects in France and Asia (e.g. Japan and Singapore). He was a Director of the M&A department of Société Générale from 1997 and was promoted to Managing Director of the bank in 2001. During this time he was involved in various real estate and financing transactions. In 2003 Pierre Essig was recruited by Deutsche Bank and assumed responsibility for the French real estate corporate finance department. He opened the consulting company Egirem Conseil et Associés in March 2005. Pierre Essig does not exercise any significant functions in addition to his activities for the Züblin Group.

### 4.3 Management contracts

There are no management contracts with companies outside the Group.