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Viessmann Appoints Frauke von Polier as Chief People Officer and Member of the Climate Solutions Executive Board

Allendorf (Eder), 01 March 2021 - The Viessmann Group, one of the world's leading providers of integrated climate solutions, has appointed Frauke von Polier as its new Chief People Officer (CPO) and member of Climate Solutions Executive Board with immediate effect. She succeeds Åsa Lautenberg, who is stepping down from the Executive Board by mutual agreement.

Max Viessmann, Co-CEO of Viessmann: "We are strengthening the large Viessmann family with Frauke, an expert with relevant experience in the digitalization and the further development of organisations. With a focus on culture, talent recruiting and employee development, she will continue to breathe life into our corporate mission. After all, it is the responsibility of all of us to create living spaces for generations to come."

As CPO, Frauke von Polier will assume responsibility for the entire 'People & Organisations' department, including leadership, organisational development, people analytics and cultural change. In this way, Viessmann will pay even greater attention to human resources development in the future as part of its profitable growth strategy.

Frauke von Polier, CPO Viessmann Climate Solutions: "Viessmann has fascinated me for years because all of the company's activities are driven by a strong purpose that is embraced by all members of the family on a daily basis. I am delighted to now be a part of this large family and to be able to pursue the common goal of digitalization and organisation and to do the right thing for future generations."

Frauke von Polier most recently worked at the leading software company SAP SE. In her role as 'Chief Operation Officer People', she was responsible for people strategy as well as people tech, people analytics, HR processes and HR communication. Before that, she advised large companies on their digital transformation at the management consultancy McKinsey. As Chief People Officer, she also accompanied the dynamic rise of Zalando from a start-up to a stock-listed MDAX company. Previous positions in her career include Otto, Hugo Boss and Bertelsmann Lycos.

As part of Viessmann's restructuring, which was completed last year with the founding of Viessmann Family Holding, the family-owned company has reorganised its foundation activities. Going forward, Åsa Lautenberg will advise the Advisory Board of the newly established Viessmann Foundations, contributing to the further development of the Viessmann Foundations.

Åsa Lautenberg: "I have had an exciting time and learnt a lot at Viessmann, for which I will always be grateful. I sincerely wish Viessmann the best success and will follow and cheer on

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the team and its progress from the sidelines. I am pleased to be able to continue to support and assist the Advisory Board of the Viessmann Foundation 'for Generations to Come'."

Max Viessmann: "We are extremely grateful to Åsa for her work on the Climate Solutions Board and wish her the very best for the future. We are pleased that we will maintain our collaboration with Åsa through the Advisory Board of the Viessmann Foundations."

About Viessmann

Viessmann is the leading provider of climate solutions for all living spaces. The 'Integrated Viessmann Solutions Offering' enables users to connect products and systems seamlessly via digital platforms and services for climate (heating, cooling, air quality) and refrigeration solutions. All solutions are based on renewable energy and maximum efficiency. All activities of the family company, founded in 1917, are based on its purpose. "We create living spaces for generations to come" – that is the responsibility of the global Viessmann family with 12,300 members.

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