



*Prague, January 18, 2024*

# Back to the future

The journey of 275 year-business-family



275 Creating  
Homes  
YEARS



Innovation & Design

Functionality

Commercial

Values



# 2022

Turnover: €995 mio

EBIT: €97 mio

6.400 employees

13 production sites

# From Boch and Villeroy...to Villeroy & Boch

1748

1791

1836

1990

2024



1990

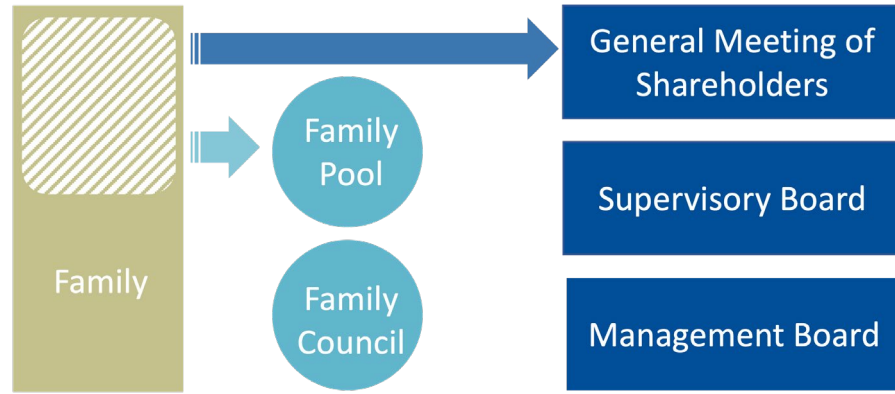




Hercroft & Boch  
1748



WE THE  
MENT



50% of capital via listing of preferred shares

Ordinary shares family controlled

Corporate Governance





Octavie

Anna

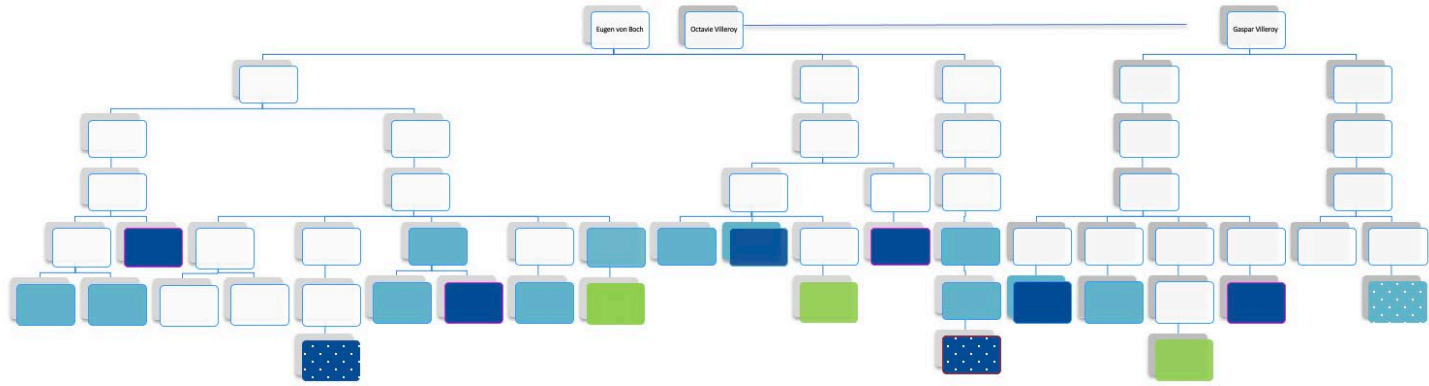
Monika

Helen

Claudia

Isabel





10th

## **ORGANISATION**

Shared and intangible  
framework

Brand  
Legacy  
Values  
Culture  
Reputation



## **GOVERNANCE**

Set of documented  
rules

Ownership Structure  
Family Charter  
Succession  
Philanthropy



## **BEHAVIOR**

Individual and  
perceivable moves

Actions  
Leadership  
Engagement



# At dawn of 300 years

Vision

Succession

Dialogue



Louis de Schorlemer

[Louis@Schorlemer.eu](mailto:Louis@Schorlemer.eu)

Thank you