

## **Furrer+Frey is now in the hands of the fourth generation**

Information for all employees in Switzerland and abroad, the Board of Directors and other recipients.

Dear Sir/Madam

Dear Colleagues

Dear Partners

Dear Board Members

I joined Furrer+Frey in January 1975 after completing my civil engineering degree, taking my first role at the company as construction manager. Working together with my father proved to be very rewarding and interactive, thus enabling me to further develop my skills and take over the management of the company in 1985 after ten action-packed years. Hansjörg Furrer was 65 back then. As a young man, he had had to take over a company on the verge of collapse. However, he managed to put it back on its feet with his great commitment and visions and without the help of his former partners, the Freys. In time, my father became tired of the work and was happy that he no longer had to devote much effort to it, instead finding time to pursue his personal interests.

So, I wanted to honour my father by continuing to develop Furrer+Frey. I found it particularly important not only to build, but also to actively promote planning using the increasingly more interesting tools that become available.

Jörg Zurlinden supported me greatly in making strategic decisions. Without my long-standing companions, such as Urs Wili, who had the courage to have Zurich Museumstrasse station electrified with an overhead conductor rail, and Bruno Casali, who has always found a solution to every problem, Rudolf Brodbek, who put our export business onto a professional footing and paved the way for our first large export orders, and all of my other colleagues who invariably do the right thing at the right time – without them, we would not be where we are now. I would have said something similar if I were talking about the important overhead line developments for the UK market.

I could also never forget that we have been able to develop ourselves further because of our customers in Switzerland. They are the pillars of this



company. In this regard, I must also give a special mention to Bendicht Abrecht, Aldo Cugis and Heinz Roder, as well as all our fitters.

In other words, I do not deserve all the credit for what Furrer+Frey is today. I am extremely thankful to all our employees for accompanying and supporting me over the past 40+ years.

I was thrilled when Rico invited me to dinner in the autumn of 2006 to tell me that he now wanted to join us too –

which he eventually did, starting his role with us in February 2007. Another 10 years have passed since then and Rico has now become very familiar with our work. It was at the Innotrans 2016 exhibition in Berlin that I became aware that I was past my prime. I was mainly greeted by people in the rail sector who were either retired, or soon to be. I was unable to recognise many of the younger customers and partners any more.



It is therefore time to hand the reins of the company over to the fourth generation. We have already spoken about this on numerous occasions. **And it is finally going to happen on 1 January 2017.**



Rico Furrer will be your contact from the New Year onwards. Specifically, this will apply to the executive management, the heads of divisions and customer management. Rico will assume executive management responsibility and lead meetings and make decisions on bids, sizeable orders, procurement, development and HR issues. However, Rico will also sign off invoices from vendors. He will decide which duties to assign to Clemens Stampfli.

The requirements facing Rico Furrer are completely different to those that I was confronted with as a young man. Rico will want to consolidate somewhat the roller-coaster growth that our company has seen in the last few years before maybe taking it to more new heights. I wish him a lot of success in this. I expect all of you to place the same level of trust in Rico that you were kind enough to place in me.

### **And what will the third generation be doing?**

There are still three projects that I would personally like to pursue:

- The Ceneri Base Tunnel
- A potential solution for the Eurotunnel
- Developing Furrer+Frey Deutschland GmbH

As long as I am still able to keep the office on Dählhölzliweg, I will take great pleasure in continuing to bring the company forward, taking part in executive management meetings and providing Rico with assistance and advice if needed.

While Bruno Casali is still working, I hope to be able to bring Marius Prantl and Michael Rietmann into the on-site development of new elements, components and systems as well. Our "think tank" needs to be handed over to the youngsters among us.


And, as long as I do not completely lose the thread, I will also try to keep the F + F newsletters as alive as they have always been.

Where it makes sense, I will happily represent the company in associations or support the executive management with the acquisitions.

I will allow myself to visit one or two branches.....or equally to not go anywhere at all, as I still have a few days of overtime to use up – after all, I was on hand for you all almost round the clock.

To summarise: unlike my father, I am not going to abandon the boat completely, but I no longer want to have to row or steer it myself.

Bern, in November 2016

  
Beat Furrer

Distribution list:

- all employees in the second 2016 newsletter
- all our branch managers in Switzerland and abroad in their language
- all of our agencies in their language
- partners and companies with which a friendly relationship exists as per a separate list
- Board of Directors

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