
Viessmann Generations Group Accelerates AI Transformation and Announces CPO Succession

April 22, 2026 – The Viessmann Generations Group (VGG) has announced a strategic evolution of its leadership structure, reinforcing its commitment to Artificial Intelligence as a cornerstone of future growth and organizational excellence. This transition marks a proactive step in VGG's transformation to becoming a human-led and AI-powered organization.

Strategic Focus on AI and Future-Readiness

To drive this, Frauke von Polier, previously Chief People Officer (CPO) and Member of the Executive Board, has shifted her focus to a dedicated mandate: advancing AI-driven transformation and future-ready leadership structures across VGG, its portfolio companies and beyond the family company's ecosystem.

In her role as a Member of the Board of Directors at VGG, as well as through her board mandates at Schülke & Mayr, Gritec, and Isoplus, she ensures that AI transformation is firmly embedded in strategic decision-making and actively driven from the top.

Seamless Succession in People & Organization

Desiree Castell succeeds Frauke von Polier as Chief People Officer and Member of the Executive Board. Having served as Group VP People, Culture & Organizations since 2021, Castell has been a key architect of the Group's people strategy. She brings deep organizational and ecosystem expertise to her new role, ensuring a seamless transition and continued momentum for VGG's global people and ecosystem advancement.

Placing People at the Heart of AI Enabled Success

Max Viessmann, CEO of Viessmann Generations Group: "This evolution reflects both continuity and a sharpened focus on the future. Artificial Intelligence is becoming a critical transformation field across our portfolio. At the same time, we remain deeply committed to our belief that people are at the heart of our success. With Frauke and Desiree in their new roles, we are ideally positioned to lead the way."

This transition represents VGG's commitment to pioneering the next frontier of organizational excellence. By scaling intelligence – both human and artificial – across its entire ecosystem, VGG is dedicated to empowering its people and partners to lead the way. This step reinforces the Group's trajectory of constant transformation while remaining anchored in its purpose: co-creating living spheres for generations to come.



Advancing AI-enabled organizational excellence: **Frauke von Polier** shifts her focus to driving AI transformation and leadership across the VGG ecosystem and beyond.



Driving global people and culture advancement: **Desiree Castell** succeeds as Chief People Officer and Member of the Executive Board.

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About Viessmann Generations Group

Founded in 1917, Viessmann has been a leading industrial company in climate technologies for more than a century. In 2024, the family company combined its climate solutions business area with Carrier Global to build a new transatlantic partnership with unprecedented industrial scale and global reach. Ever since, Viessmann Generations Group represents the evolution into a global ecosystem with a shared purpose: co-creating living spheres for generations to come. Through strategic investments, partnerships and philanthropic engagement, Viessmann Generations Group supports entrepreneurs and initiatives addressing some of the world's most pressing challenges: Avoiding, reducing and storing greenhouse gases; improving air and water quality; securing food availability; promoting health & well-being; fostering education & sciences; and defending democratic values. More information at viessmann.group.

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