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Ad hoc announcement pursuant to Art. 53 LR

Holcim appoints Board and CEO for planned North American company

Holcim takes the next steps towards the planned listing of its North American business and has designated its future Board members. The Board will comprise 10 members and will become effective following the execution of the planned spin-off, expected by the end of the first half 2025, subject to shareholder and customary approvals.

Jan Jenisch is appointed as the designated Chairman and CEO of the planned North American company. Currently Chairman of Holcim, Jenisch is leading the planned listing of the North American company and previously served as Holcim's CEO from 2017 to 2024. He will continue to serve as Chairman of Holcim until its Annual General Meeting on 14 May 2025.

The Holcim Board has appointed nine designated independent directors to serve on the North American company's Board of Directors, including Theresa Drew, Nicholas Gangestad, Dwight Gibson, Holli Ladhani, Michael E. McKelvy, Jürg Oleas, Robert S. Rivkin, Katja Roth Pellanda and Cristina A. Wilbur. These future Board members are highly experienced executives with deep expertise across key sectors including construction, manufacturing, industrial operations and financial services. They have led companies as CEOs, presidents, partners, CFOs, chief legal officers and chief people officers, and all bring significant expertise in the North American market.

Jan Jenisch, Chairman of Holcim: "Today is an important milestone as we prepare Holcim's North American business to become an independent public company. The designated members of the Board of Directors collectively bring impressive track records and a best-in-class mix of domain expertise, diverse perspectives, and leadership experience. Together, we will deliver strong governance and support the company's priorities of market leadership and superior value creation for shareholders, customers, employees and all stakeholders."

Biographical Information

The designated Board of Directors for the planned North American company will be comprised of:

Theresa Drew had a 40-year career at Deloitte & Touche LLP where she most recently served as Managing Partner of the Carolinas Practice. She currently serves on the board of directors for Sonoco Products Company and The Cato Corporation.

Nicholas Gangestad most recently served as CFO of Rockwell Automation, Inc. and previously served as CFO of the 3M Company. He serves on the board of directors for Nucor Corporation and Genpact Limited.

Dwight Gibson is an Operating Partner and member of the Investment Committee at Pritzker Private Capital. He previously served as President, CEO and a member of the board of directors of BlueLinx

Holdings Inc., a leading wholesale distributor of building and industrial products in the U.S. He serves on the board of directors of Interface, Inc.

Jan Jenisch has been a member of the Holcim Board of Directors since 2021 and has served as its Chairman since 2023 and as its CEO from 2017 to 2024. Before joining Holcim, Jan Jenisch was CEO of Sika AG from 2012 to 2017.

Holli Ladhani was President, CEO and a member of the board of directors of Select Energy Services, Inc. and previously served as Chairman and CEO of Rockwater Energy Solutions, Inc. She serves on the board of directors of Quanta Services, Inc.

Michael E. McKelvy is President, CEO and a member of the board of directors of McDermott International, Ltd, an engineering and construction solutions provider to the energy industry. He previously served as President and CEO of Gilbane Building Company and held executive roles at CH2M HILL Companies, Ltd.

Jürg Oleas has been a member of the Holcim Board of Directors since 2016 and also from 2014 to 2015 and currently serves on its Audit Committee and Nomination, Compensation & Governance Committee. He was CEO of GEA Group AG and held leadership positions at ABB and the Alstom Group.

Robert S. Rivkin is Senior Vice President and Chief Legal Officer for United Airlines Holdings, Inc. Previously, Rivkin served as deputy mayor of the City of Chicago, as Deputy General Counsel of Delta Air Lines, Inc. and as General Counsel for the U.S. Department of Transportation.

Katja Roth Pellanda is Group General Counsel for Zurich Insurance Company Ltd and serves on the board of directors for Farmers Group, Inc. and Zurich Italy Bank, S.p.A., both privately-held subsidiaries of Zurich Insurance. She previously held legal and corporate governance roles at Novartis AG.

Cristina A. Wilbur is the Chief People Officer and Head of Group Human Resources for F. Hoffmann-La Roche, Ltd., a global healthcare company. She has held several human resources leadership roles at Roche, EG&G, Inc. and PerkinElmer Optoelectronics.

Additional biographical information can be found on the [Holcim website](#).

About Holcim

Holcim is a global leader in innovative and sustainable building solutions with net sales of CHF 27.0 billion in 2023. Our 63,000 employees are driven by our purpose to build progress for people and the planet across our regions to improve living standards for all. We partner with our customers to offer the broadest range of advanced solutions, from sustainable building materials ECOPact and ECOPlanet, to our circular technology ECOCycle®, all the way to Elevate's advanced roofing and insulation systems.

Learn more about Holcim on www.holcim.com, and by following us on [LinkedIn](#).

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