

29 September 2023

## **Heidelberg Materials announces changes to the Managing Board**

- **Jon Morrish** will take on responsibility for the newly established Group area Europe as of January 2024. **Ernest Jelito**, responsible for Northern & Eastern Europe-Central Asia and the Competence Center Cement of Heidelberg Materials, will retire on 31 December 2023.
- **Roberto Callieri** will be promoted to the Heidelberg Materials Managing Board and take on responsibility for Asia as of January 2024 from **Kevin Gluskie** whose term will end at the end of January 2024.
- **Axel Conrads** will be promoted to the Heidelberg Materials Managing Board, taking over the new role of Chief Technical Officer (CTO) as of February 2024.

The Supervisory Board of Heidelberg Materials AG has taken the following decisions regarding the composition of and succession within the Managing Board:

The Group area Western & Southern Europe and the majority of Northern & Eastern Europe-Central Asia will be combined into the Group area Europe. **Jon Morrish**, currently responsible for Western & Southern Europe, will take on responsibility for this newly established Group area as of January 2024. **Ernest Jelito**, responsible for Northern & Eastern Europe-Central Asia and the Competence Center Cement, will retire on 31 December 2023. **Hakan Gurdal**, in charge of the Group Area Africa-Eastern Mediterranean Basin, will take on additional responsibilities for the countries Kazakhstan and Russia as of January 2024. The area will be renamed to Africa & Mediterranean-Western Asia (AMWA).

**Roberto Callieri**, General Manager Italy, will be promoted to the Heidelberg Materials Managing Board and take on responsibility for Asia within the Group area Asia-Pacific as of January 2024. He will take over from **Kevin Gluskie** whose term will end at the end of January 2024. As part of the change, **René Aldach**, Chief Financial Officer, will assume additional responsibility for Australia as of January 2024.

To embed deep technical expertise within the Managing Board and drive forward the company's technical projects towards a net zero future, **Axel Conrads**, President of the Midwest Region in the U.S., will be promoted to the Heidelberg Materials Managing Board, taking on the new role of Chief Technical Officer as of February 2024. He will be responsible for all three global technical Competence Centers: Cement (CCC), Aggregates & Asphalt (CCA), and Readymix (CCR).

Dr Bernd Scheifele, Chairman of the Supervisory Board of Heidelberg Materials, said: "The changes within the Managing Board are part of our long-term succession planning. By reorganising the responsibilities for our Group areas and putting an even higher focus on the technical aspects of our business, we further strengthen the basis for the continuing successful development of our company. I welcome Roberto Callieri and Axel Conrads on the Managing Board and congratulate René Aldach, Hakan Gurdal, and Jon Morrish on their additional regional responsibilities. My personal thanks go to Kevin Gluskie and Ernest Jelito for their commitment and successful work over many years. They have contributed significantly to the operational excellence and the profitable growth of Heidelberg Materials."

Dr Dominik von Achten, Chairman of the Managing Board of Heidelberg Materials, added: "In the person of Jon Morrish, a competent and very experienced Managing Board member to lead our newly established and now largest Group area Europe has been appointed. We thank René Aldach and Hakan Gurdal for taking on additional country responsibilities. With Roberto Callieri and Axel Conrads, two managers from our own ranks with many years of experience in various roles around the world will be joining as new members of the Managing Board. I welcome them and look forward to working with them closely. I would like to sincerely thank Kevin Gluskie and Ernest Jelito for all the hard work and dedication shown during their longstanding career at Heidelberg Materials and wish them all the best for their future."

**Roberto Callieri**

Roberto Callieri studied electrical engineering at the University of Cagliari and financial management at the Bocconi University in Milan. He joined Italcementi in 1990, where he held several senior management positions in Puerto Rico, USA, Canada, Turkey, Thailand, Egypt, and Italy. Since 2016, he has been responsible as General Manager for Italy. On the Heidelberg Materials Managing Board, he will take on responsibility for Asia within the Group area Asia-Pacific as of January 2024. He is appointed to the Managing Board until December 2026.

**Axel Conrads**

Axel Conrads studied mining engineering at the universities TU Clausthal and RWTH Aachen, Germany. He joined Heidelberg Materials in 1999 and held several senior management positions in Germany, USA, Belgium, and Bulgaria. Since 2020, he has been responsible as President for the region Midwest in Indianapolis, USA. On the Heidelberg Materials Managing Board, he will take on the role of Chief Technical Officer as of February 2024. He is appointed until January 2027 and will be responsible for the global technical Competence Centers Cement, Aggregates & Asphalt, and Readymix.

**About Heidelberg Materials**

Heidelberg Materials is one of the world's largest integrated manufacturers of building materials and solutions with leading market positions in cement, aggregates, and ready-mixed concrete. We are represented in more than 50 countries with around 51,000 employees at almost 3,000 locations. At the centre of our actions lies the responsibility for the environment. As the front runner on the path to carbon neutrality and circular economy in the building materials industry, we are working on sustainable building materials and solutions for the future. We enable new opportunities for our customers through digitalisation.

**Contact**

Director Group Communication & Investor Relations  
Christoph Beumelburg, T +49 6221 48113-249  
[info@heidelbergmaterials.com](mailto:info@heidelbergmaterials.com)