

Diversity Policy

of the Supervisory Board of
Wienerberger AG
(12/2021)

1. Purpose

This Diversity Policy sets out the approach to diversity taken by the Supervisory Board (the "Board") of Wienerberger AG ("Wienerberger" or the "Company") as regards its capital shareholder representatives. It further provides a guideline for the Board's future decisions in the context of succession planning, i.e. for the selection of candidates to the Company's Supervisory Board.

2. Policy Statement

Wienerberger is committed to highest standards of corporate governance. We are convinced that a multitude of different ideas and views considered in decision-making is beneficial to the quality of decisions made and that such multitude is best achieved by corporate bodies with a high degree of diversity represented by its members. Thus, a balanced composition of the Supervisory Board shall be ensured, taking into account both **general professional and personal diversity criteria**. In doing so, Wienerberger recognizes and embraces the benefits of diversity as a fundamental element in supporting its strategic objectives and the Company's sustainable development.

The Company's Nomination Committee, supported by professional external advisers, regularly reviews and assesses the composition of Wienerberger's Supervisory Board, identifying functional skills and diversity criteria represented on the Board at any given time, as well as criteria that could be strengthened for the benefit of the Board's work.

The outcome of such reviews is reflected (1) in a general requirements profile, (2) a skills matrix, illustrating specific functional knowledge/experience in designated areas of expertise (the "Skills Matrix") and (3) criteria of gender, age and cultural background.

(1) The following criteria have been defined as **general professional pre-conditions** applicable to all (potential) candidates to the Board:

- > Leading international management experience
- > General finance expertise
- > Strategic thinking
- > Cultural fit
- > Experience with listed companies
- > Supervisory board experience
- > Focus on ESG

(2) The Board's Skills Matrix currently includes the following **areas of expertise/experience**:

- > Building Materials & Construction
- > CEO Experience
- > CFO Experience
- > M&A
- > Capital Markets / IR
- > Senior HR
- > Sales & Marketing
- > Manufacturing
- > Innovation
- > Supply Chain & Logistics
- > Digital
- > Austrian Market
- > European Markets
- > North American Markets

(3) In order to reflect the Company's vast geographical footprint with a variety of countries and cultures, Wienerberger has defined **personal diversity criteria** that go beyond legal requirements and include, but are not limited to, gender, age and cultural background.

All these aspects of diversity are key in the instructions to external search consultants to ensure that all Board appointments are made based on merit, in the context of skills, experience, independence and knowledge which the Board as a whole requires to be effective. Thereby it shall be ensured that the Board is at all times composed of individuals with complementary profiles and skillsets to increase the diversity of perspectives and opinions represented on the Board.

3. Monitoring and Reporting

The Nomination Committee shall monitor the implementation of this Policy and report annually, in the Wienerberger Corporate Governance Report, on the Board's composition in terms of diversity. The Nomination Committee shall further review this Policy to ensure its effectiveness and shall recommend any revisions that may be required to the Board for consideration and approval.

Peter Steiner

Chairman of the Supervisory Board
of Wienerberger AG