



2019 PRIORITY ISSUES

Answers by Wienerberger AG

Also this year, the IVA has worked out 8 priority issues and invites listed companies to answer the relevant questions. The answers provided by companies will be published online at www.iva.or.at.

1. In 2018, how many **employees** (excluding managing board members) had a total annual remuneration **exceeding EUR 200,000** and how many of them had a total annual remuneration **exceeding EUR 500,000**?

In 2018, 57 employees of the Wienerberger Group had a total remuneration (fixed remuneration, variable remuneration and long-term incentive) exceeding TEUR 200 per year. Thereof, 3 persons had a total remuneration exceeding MEUR 500 per year. The above is exclusive of managing board members.

2. In 2018, how many employees **retired** at what **average age**?
Number of employees as of December 31, 2018, by **women and men** and **by countries**; number of apprentices; number of **works council members** released from their duties in Austria and other countries

In 2018, a total of 17 persons retired in the Austrian companies of the Wienerberger Group at an average age of 61.5 years. The total number of employees worldwide is 16,596 persons, thereof 2,373 (14.3%) women. A detailed breakdown will be provided upon publication of Wienerberger's 2018 Sustainability Report in June 2019. In Austria, a total of 8 apprentices were employed in 2018. There are two works council members who are released from their duties, i.e. one member in Austria and one member in Germany.



3. What is the amount of **ancillary costs**, such as travel expenses, administration, consultation, closed meetings, training for the **supervisory board**?

These costs amounted to approx. TEUR 300 in the 2018 business year.

4. **Cost of Business and Sustainability Reports?**

- Printed edition: in the German and English languages

In 2018, the following number of copies of the 2017 Business Report was printed: 3,200 copies in the German language and 2,800 copies in the English language. After a 2018 survey among recipients concerning their user behavior and preferred channel of communication, the total number of copies of the 2018 Business Report was reduced to 1,000 copies. The following number of copies of the 2017 Sustainability Update was printed: 400 copies in the German language and 200 copies in the English language.

Total printing costs and postal charges for the 2017 Business Report and the 2017 Sustainability Update amounted to approx. TEUR 67.

- Distributed to: private investors, institutional investors, banks, other.

In 2018, the Business Report and the Sustainability Update were sent to the following recipients:

Private investors:	1,244 persons
Institutional investors:	583 persons
Banks:	84 persons
Other:	880 persons

In addition, during the year numerous requests to receive reports were answered and reports were used for internal purposes as well as for fairs and other information events.



5. Investor Relations Activities

- Roadshows in Austria and abroad

In 2018, Wienerberger had a total of approx. 25 roadshow days and attendances at investor conferences.

- Contacts with institutional and private investors

In aggregate, we had more than 650 direct contacts (meetings and conference calls) with institutional investors and private investors (exclusive of the Annual General Meeting which is attended by about 250 persons every year).

- Expenses for research and analyses

Wienerberger is only analyzed and valued by independent brokers and research agencies. At present, Wienerberger does not pay for coverage.

- Cost of publications in the Wiener Zeitung newspaper and other media

These costs amounted to approx. TEUR 38 in the 2018 business year.

6. Consulting expenses, digitalization expenses

- By legal advice, IT consulting/digitalization, advertising, PR, search for personnel, other

The costs at Wienerberger AG for IT consulting und digitalization amounted to approx. MEUR 2.3 in the 2018 business year, whereof TEUR 269 are attributable to legal advice for IT security. The costs for advertising, PR and the search for personnel were insignificant.

- Description of digitalization activities

IT consulting/digitalization



- Consulting services in the context of implementing the General Data Protection Regulation - maturity assessment of country organizations and deduction of measures;
- IT security audits and consulting services to assess threat scenarios and implement defense mechanisms;
- Validation of developed digitalization measures along the value chain (purchase, production, distribution, service, etc.) as to their technical feasibility and investment protection.

Digitalization

- Development of positioning strategies on the basis of customer-centered analysis processes and market research;
- Potential assessment and feasibility studies of new product solutions and business models;
- Support to develop partnership approaches in the construction industry, in particular by taking new regulatory requirements into account;
- Development of innovative knowledge management and training concepts to train and support employees.

7. Contributions/donations/sponsoring, representation

- By culture, sports, philanthropy

In the 2018 business year, group-wide donations amounted to TEUR 471. Donations are not itemized by culture, sports and philanthropy.

8. Insurance expenses (excluding motor vehicles), compensation for losses received (excluding motor vehicles)

during the past three years

In the past three years, the following insurance expenses and compensations for losses were recorded:



Year	Insurance expenses in TEUR	Compensation for losses in TEUR
2016	13,456	2,823
2017	13,105	659
2018	13,922	534

Disclaimer

This is a working translation from the German language version and for convenience purposes only. In the event of conflict with the German language version, the German language version shall prevail.