



CANDIDATES for election to the SUPERVISORY BOARD

153rd Annual General Meeting

DISCLAIMER

- › The information contained in this document has not been independently verified and no representation or warranty expressed or implied is made as to, and no reliance should be placed on the fairness, accuracy, completeness or correctness of this information or opinions contained herein.
- › Certain statements contained in this document may be statements of future expectations and other forward-looking statements that are based on management's current view and assumptions and involve known and unknown risks and uncertainties that could cause actual results, performance or events to differ materially from those expressed or implied in such statements.
- › None of Wienerberger AG or any of its affiliates, advisors or representatives shall have any liability whatsoever (in negligence or otherwise) for any loss howsoever arising from any use of this document or its content or otherwise arising in connection with this document.
- › This document does not constitute an offer or invitation to purchase or subscribe for any securities and neither it nor any part of it shall form the basis of or be relied upon in connection with any contract or commitment whatsoever.

ELECTIONS TO THE SUPERVISORY BOARD – EXECUTIVE SUMMARY

Succession Planning

- › Process **started in 2021**
- › Selection process **accompanied by external consultants**
- › **Numerous meetings** with candidates
- › Final set of **candidates presented to nomination committee**
- › **Two selected candidates** met with all Supervisory Board members
- › **These two candidates will be proposed for election** to the Supervisory Board at the 153rd Annual General Meeting

Two candidates met all requirements – skills set of the Supervisory Board further enhanced

- › **Independent**
- › **No overboarding**
- › **Extensive experience**
 - › as CEOs of public listed companies
 - › Industry
 - › Transformation
 - › **Digital change** track record

ELECTIONS TO THE SUPERVISORY BOARD – CANDIDATE PROFILE



Thomas Birtel

Germany | * 1954

Nationality: German

- > CEO of STRABAG SE, Austria
- > Chairman of the Supervisory Board of STRABAG AG, Germany

Independent

according to understanding of the Austrian Corporate Governance Code

Summary

- > Since 2006, Dr. Thomas Birtel has been a Member of the Managing Board of STRABAG SE, and since 2013 he has been CEO of STRABAG SE. Before that he was a Member of the Managing Boards of other companies of the STRABAG group.
- > As Member of the Management Board and CEO, Dr. Thomas Birtel has driven both the internationalization and the strategic orientation of STRABAG SE into a financially strong European technology group for innovative construction services.

Current mandates

Membership of supervisory boards and comparable supervisory bodies of listed companies

- > None

Professional career

1983-1989	<p>Klöckner & Co., Germany</p> <p>Last position held: Division Manager, Accounting/Business Administration, Non-German Markets, Klöckner Industriebau GmbH</p>
1989-1996	<p>Frigoscandia, Sweden</p> <p>Last position held: Chairman of the Management Board of Frigoscandia Holding GmbH, Duisburg; Member of the Group Management of Frigoscandia AB, Helsingborg (Sweden), for Central Europe region</p>
Since Feb. 1996	<p>STRABAG AG, Germany</p>
1996 –2002	Member of the Management Board of STRABAG Hoch- & Ingenieurbau AG
2002 –2013	Member of the Management Board of STRABAG AG, Germany
Since 2014	Chairman of the Supervisory Board of STRABAG AG, Germany
Since 2006	<p>STRABAG SE, Austria</p>
2006 –2013	Member of the Management Board
Since 2013	CEO

Education

- > Studied economics and legal science at Ruhr-University Bochum
Diploma examination, certified as Diplom-Ökonom
- > Research fellow/doctoral studies scholarship from the Konrad Adenauer Foundation (studied tax law at Eberhard Karls University, Tübingen)
Doctorate in Economics (Dr. rer. oec.)

ELECTIONS TO THE SUPERVISORY BOARD – CANDIDATE PROFILE



Marc Grynberg

Belgium | * 1965

Nationality: Belgium

Independent

according to understanding of the Austrian Corporate Governance Code

Summary

- > From 2008 until 2021, Marc GRYNBERG was CEO of the global Belgium material technology and recycling group Umicore, after having held complex executive positions with Umicore from 1996.
- > In his capacity of CEO, Marc GRYNBERG pursued a consistent growth strategy with a focus on sustainable value creation and developed Umicore into one of the internationally leading players in the fields of clean mobility and recycling and thus a pioneer in terms of sustainability.

Current mandates

Membership of supervisory boards and comparable supervisory bodies of listed companies

- > Nexans SA, France – Supervisory Board Director
- > Umicore NV/SA, Belgium Supervisory Board Director (as of 2023)

Professional career

1988-1989	Misui Bank, Belgium Last position held: Foreign exchange trader
1989-1996	DuPont de Nemours, Belgium/Italy Various Management position in Brussels and Geneva
1996-2021	Umicore NV/SA, Belgium
1996-2000	Group Controller
2000-2006	CFO
2006-2008	EVP, Automotive Catalysts
2008-2021	CEO

Education

- > Commercial Engineer (Wirtschaftsingenieur) from the Solvay Brussels School of Economics and Management (Université Libre de Bruxelles)

INTERNATIONAL, DIVERS & EXPERIENCED

SKILLS MATRIX FOR SUPERVISORY BOARD

	Proposed for re-election ¹⁾						Proposed for election to Supervisory Board ¹⁾		
	Peter Steiner (C)	Myriam Meyer (VC)	Peter Johnson	Regina Prehofer	David Davies	Kati ter Horst	Oswald Schmid	Thomas Birtel	Marc Grynberg
Building materials & construction	●		●			●	●	●	
CEO Experience	●	●	●	●		●	●	●	●
CFO Experience	●			●	●				●
M&A	●	●	●	●	●		●	●	●
Capital Markets/IR	●		●	●	●		●	●	●
Senior HR	●	●				●		●	●
Sales & Marketing	●		●	●		●	●		
Manufacturing		●	●		●	●	●		●
Innovation		●				●	●	●	●
Supply Chain & Logistics		●	●			●	●		●
Digital	●	●	●				●		●
Austrian markets				●	●		●	●	
European markets	●	●	●	●	●	●	●	●	●
North America markets	●	●	●		●		●		●

C: Chairman, VC: Vice Chairwoman

1) at the 153rd Annual General Meeting of Wienerberger AG on May 3, 2022

INTERNATIONAL, DIVERS & EXPERIENCED

SKILLS MATRIX FOR SUPERVISORY BOARD

- › The Supervisory Board has put in place a **structured succession planning process** aligned with Wienerberger's long-term strategic needs
- › **Potential candidates** shall contribute to the Supervisory Board's diversity and, given Wienerberger's increasingly global operations, have sufficient **international experience**
- › **New Supervisory Board members** should bring **expertise** in one or more of the following areas:
 - › International management
 - › Sector
 - › Digitalisation
 - › Finance
 - › Sustainability & ESG

