



wienerberger

SHORT-TERM AND LONG-TERM REMUNERATION TARGETS 2022

FOR THE MANAGING BOARD
OF WIENERBERGER AG

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SHORT-TERM INCENTIVE FOCUSES ON OPERATIONAL PERFORMANCE AND EFFICIENCY ENHANCEMENT

PARAMETER	SHORT-TERM INCENTIVE (STI)	LINK TO STRATEGY
Plan type	<ul style="list-style-type: none"> › Cash Settlement 	
Performance period	<ul style="list-style-type: none"> › 1 year 	
Cap	<ul style="list-style-type: none"> › 100% of base salary 	
Performance measures	<p>Allocation based on (weighted equally):</p> <ul style="list-style-type: none"> › EBITDA LFL › Free Cash Flow › Efficiency enhancement measures 	<ul style="list-style-type: none"> › EBITDA LFL and Free Cash Flow measure the company’s operating results. Both KPIs are a result of the execution of Wienerberger’s value enhancing strategy. › Efficiency enhancement is linked to a continuous improvement of Wienerberger’s internal processes as well as the positioning in our markets. It is a key enabler in Wienerberger’s Group strategy and a major driver of future EBITDA enhancement from own strength.
Target achievement	<ul style="list-style-type: none"> › Clearly defined minimum, full, and maximum performance targets › Linear pay-out 	
Vesting	<ul style="list-style-type: none"> › Cliff vesting (paid in one instalment) 	

SHORT-TERM VARIABLE REMUNERATION COMPONENT (STI)
WEIGHTENING AND PAY-OUT CURVE 2022

STI Performance Criteria / Target	Weighting		Minimum target performance 0%	Full target achievement 100%	Maximum target performance 150%
EBITDA LFL ¹⁾	1/3	in EUR mn	700.0	760.0	780.0
Free cash flow	1/3	in EUR mn	310.0	385.0	400.0
Efficiency enhancement measures	1/3	in EUR mn	20.0	45.0	50.0

- › **Achievement rate** on a spectrum from 0% to 100% in accordance with target range listed above
- › **Pay-out is capped at 100% of annual fixed remuneration** for all members of the Managing Board. Underperformance of one target can be compensated by outperformance of another target, but not above STI pay-out cap.

1) EBITDA LFL based on consolidation range as of Jan. 1, 2022

LONG-TERM INCENTIVE FOCUSES ON LONG-TERM PROFITABILITY AND SHAREHOLDER VALUE CREATION

PARAMETER	LONG-TERM INCENTIVE (LTI)	LINK TO STRATEGY
Plan type	<ul style="list-style-type: none"> › Share-based remuneration program 	
Performance period	<ul style="list-style-type: none"> › 3 years LTI performance period under current remuneration policy <ul style="list-style-type: none"> › LTI 2021-2023 › LTI 2022-2024 	
Cap	<ul style="list-style-type: none"> › CEO up to 175% › CFO up to 150% › COOs up to 150% 	<ul style="list-style-type: none"> › TSR creates an incentive to increase the Company’s long-term earnings performance on a relative basis. It reflects the Managing Board’s incentive to maximize shareholder value. Furthermore, it reflects shareholder feedback.
Performance measures	<ul style="list-style-type: none"> › 1/3: Relative TSR › 1/3: ROCE › 1/3: ESG Targets 	<ul style="list-style-type: none"> › ROCE is Wienerberger’s key KPI for value management. It reflects the value creation by single Business Units and by the Group as a whole. It is also a main driver for future M&A decisions. Wienerberger has a clear target to surpass a 10% ROCE. › ESG targets are key enablers in Wienerberger’s Group strategy, clearly measurable and transparently reported on an annual basis. Furthermore, it reflects shareholder feedback.
Target achievement	<ul style="list-style-type: none"> › Clearly defined minimum, full, and maximum performance targets 	
Vesting	<ul style="list-style-type: none"> › Cliff vesting (paid in one instalment) after 3 with a 2 years’ lock up period for shares 	
Settlement	<ul style="list-style-type: none"> › Cash (max. 50%) and Shares (min. 50%) 	

LONG-TERM VARIABLE REMUNERATION COMPONENT (LTI)
WEIGHTENING AND PAY-OUT CURVE 2022

LTI Performance Criteria / Target	Weighting		Minimum target performance 0%	Full target achievement 100%	Maximum target performance 150%
Relative total shareholder return (TSR) ¹⁾	1/3	in percentile	25 th	50 th	75 th
Return on capital employed after tax (ROCE) ¹⁾	1/3	in %	11.0	11.5	12.0
Environmental, social and governance (ESG) target: Cumulative reduction of CO ₂ emissions vs. 2020 baseline ¹⁾	1/3	in %	10.0	11.7	12.3

- › **Pay-out capped at**
 - › **175% for CEO of annual fixed remuneration**
 - › **150% for other participants (CFO, COOs) of annual fixed remuneration**
- › Underperformance of one target can be compensated by outperformance of another target, but not above LTI pay-out cap.

1) The targets are identical for both programs (LTI 2021-2023 and LTI 2022-2024).