



FOCUS QUESTIONS 2022

As in previous years, listed companies are invited to answer twelve focus questions elaborated by IVA and its partners. The answers to these questions will be published at www.iva.or.at.

Answers by Wienerberger AG

1) Investments:

- a) Investments in the collection of ESG-related data in 2020 and 2021: What were the internal/external costs incurred: (consulting, lawyers, auditors, IT service providers)?

As outlined in the Integrated Annual Report, ESG is an essential and integral part of the Wienerberger business model. All facts and figures are therefore collected, recorded, and analyzed within the framework of the existing management and reporting structures. The specific costs incurred in connection with consulting services amount to approx. EUR 195,000, including EUR 88,00 for reporting.

- b) Investments in social media in 2020 and 2021: What were the internal/external costs incurred (employees, media agency, strategic consulting, etc.)?

As a company with revenues of EUR 4 billion and a growing volume of digital business, Wienerberger engages in intensive social media activities in more than 28 countries. Such activities primarily relate to sales, marketing, and human resources and are implemented by the respective departments. Wienerberger AG provides strategic support and coordinates these activities. In 2020 and 2021, the costs incurred by Wienerberger AG were as follows:

	2020	2021
Internal costs / employee (all-In, Christmas and holiday allowance, bonus)	approx. EUR 85,000	approx. EUR 78,000
External costs/ media agency	approx. EUR 15,000	approx. EUR 16,000
Social media channels	approx. EUR 6,000	approx. EUR 11,000

- c) Investments in the further development of the ICS system in 2020 and 2021: Which measures were taken? What were the internal/external costs incurred (consulting services, lawyers, auditors)?

In 2019, Wienerberger introduced a comprehensive risk & control matrix within the framework of its internal control system. After its step-by-step expansion in 2020 and 2021, the matrix now covers 163 controls, including 32 key controls. No external consultancy costs were incurred. Internal costs were not accounted for separately.

In 2020, a fully integrated governance, risk and compliance (GRC) system was established as a further control instrument. At its core, there is an identity and access



management system for which Wienerberger won the 2020 European Identity & Cloud Award from KuppingerCole in the “Best Identity and Access Management Project in the Mid-Market Segment” category. The decisive criteria for the award were the sustainable and agile implementation in 26 countries within one year as well as the integrated approach applied. Annual external license fees are paid for the fully integrated governance, risk and compliance (GRC) system, which comprises an identity and access management system at its core; internal costs are counted toward the costs of the Audit team.

2) ESG Reporting:

- a) What were the costs of ESG reporting in 2021 (external consultants, service providers, etc.)?

See answer 1a

- b) How many employees are exclusively assigned to these tasks?

As can be seen from the organizational chart and the objectives of our sustainability management (see Integrated Annual Report), all employees of the Wienerberger Group are involved in ESG management. The sustainability officers of the individual subsidiaries / country organizations elaborate the local targets together with the management and support the implementation of the individual measures. Their ESG reporting is incorporated into Wienerberger’s existing reporting structures. At holding company level, five employees, on an annual average, are primarily in charge of these tasks.

- c) Are the UN-PRI (Principles of Responsible Investment of the United Nations) complied with?

Wienerberger committed itself to complying with the 10 principles of the UN Global Compact and reports in respect of the 17 UN SDGs. A specific analysis relative to the UN-PRI is not part of our non-financial reporting.

3) Supervisory Board:

What are the incidental costs, such as travel expenses, secretariat, consulting services, off-site meetings, training?

		2021
Travel expenses	EUR	31,000
Legal and consulting costs	EUR	103,000
Catering / Advertising	EUR	9,000
Digital Supervisory Board platform	EUR	28,000
Total incidental costs	EUR	171,000



4) Investor Relations activities:

a) Number of roadshows in Austria and abroad?

In 2021, Wienerberger participated in 13 virtual roadshows and conferences, ten of which were organized by foreign institutions and three by Austrian ones. Owing to Covid-19, they were all held via virtual channels. This number includes neither our five conference calls nor our Capital Markets Day, which also provided an opportunity to enter into direct contact with our shareholders.

b) Number of contacts with institutional and private investors?

In 2021, Wienerberger AG had over 600 direct contacts with institutional and private investors as well as analysts within the framework of digital meetings, phone calls, and conference calls. The figure does not include the virtual annual general meeting, which was followed by roughly 125 participants.

c) Expenses for research and analyses?

Wienerberger is analyzed and rated exclusively by independent brokers and research firms, which means that the Group does not make any payments for coverage. Currently (March 2022), Wienerberger is being covered by 14 analysts.

d) Circulation of the Annual Report and the Sustainability Report in print?

The total circulation of the 2020 Annual Report was 680, including 500 copies in German and 180 in English. This Annual Report won several prizes at the international ARC and LACP Awards. LACP even recognized the Annual Report as the “Most Creative Report” in the EMEA Region. The Sustainability Report, which won the ASRA Award, was published in 300 copies in English and 400 in German.

For 2021, the Annual Report and the Sustainability Report were combined for the first time and both published on March 28, 2022. In view of the declining number of subscribers, the continuous conversion to digital channels, and ongoing efforts to save paper, Wienerberger decided to no longer produce a printed version. As in previous years, the report will be available online for download in pdf format, together with a concise annual review.

e) Costs of publication in the Wiener Zeitung?

In 2021, the costs amounted to EUR 41,062.



5) **Taxes paid in 2021:**

How much did Wienerberger pay in taxes in Austria and the three markets with the highest revenues (broken down by country, revenues, amount)?

Country	Revenues in MEUR	Taxes paid in TEUR
UK	460	11,095
US	459	27
BE	352	15,804
AT	276	36

6) **Supply chain:**

The example of the German Supply Chain Act can be taken as an indication of the European Commission's plans regarding the "social" factor of ESG. What kind of operational and financial impact on your business model do you expect from such (legal) requirements?

Wienerberger takes Corporate Social Responsibility very seriously and has already made substantial efforts in this field. Major investments have also been made in "supply chain ESG". In 2020, Wienerberger introduced the "Group Responsible Sourcing Policy", which was developed in cooperation with EcoVadis. This policy provides for more stringent criteria to be applied in the selection of suppliers and covers the entire procurement process - from the obligation of suppliers to sign the Wienerberger Code of Conduct at the beginning of a new business relation to targeted on-site audits performed by formally trained employees in the course of the business relation. Further measures include training sessions for the global procurement team and the group-wide introduction of a supplier relationship management tool. These measures have enabled us to deliver an excellent sustainability performance, as confirmed by the EcoVadis sustainability rating agency, which ranks us among the top 1.5% of our industry.

Given that we have already made good progress in implementing the operational and reporting requirements, as outlined in the German act, we do not expect any major costs or negative impacts on our business model. The core requirements of this act have already been incorporated into the Wienerberger procurement philosophy.

7) **Development of young people:**

How many trainees are working in your company? (2020 and 2021)? How many of the trainees get paid for their work and what is the average amount? Describe the age structure and the level of education of the trainees.

Currently, 33 trainees (2020: 30) are working in Austria (all companies). All of them get paid for their work, the average gross amount being EUR 1,720. On average, our trainees are 21 years old.

We intend to further increase the number of trainees and students on vacation internships at all Wienerberger companies.



8) **Young Shareholders Austria – Questions regarding the labor market and training:**

Given that currently demand for skilled labor can hardly be met with employees resident in Austria, there is an enormous increase in the number of agency workers seconded from countries outside the European Union.

- a) Which specific measures are you taking to ensure that future demand for skilled labor in your company can be met on a sustainable basis?

Numerous central, regional and, above all, local measures are being taken to address this challenge.

These include a further increase (in quantitative and qualitative terms) in apprenticeship training and the selection, employment and training of interns and students on vacation internships, the objective being to retain them as regular employees.

Moreover, we are pursuing a policy of active succession planning for management and other key positions, alongside intensified efforts of internal personnel development. To this end, essential processes are being professionalized and digitalized (learning platforms, recruiting and onboarding processes, succession management, etc.). At the same time, we are working on knowledge management and knowledge transfer processes and tools in order to ensure that essential know-how is available via digital channels and thus more easily accessible.

Against the background of the changing labor market situation, the HR function is pursuing a policy of specialization and professionalization, working on topics such as talent acquisition and development and designing appropriate recruiting and development processes.

- b) How many apprentices are working in the company?

In 2021, the Wienerberger Group employed 99 apprentices (2020: 84). A further expansion of our apprenticeship initiatives and, consequently, a further increase in the number apprentices is being planned or in the process of implementation in many of our companies.

In Austria, we currently employ 8 apprentices. The training capacity is to be increased to 30 apprentices over the coming three years.

- c) How many agency workers are currently working for the company?

As at 31/12/2021, the Wienerberger Group employed 1,168 agency workers, 39 of them in Austrian companies.



- d) How much did the company spend on internal and external initial and further training per employee?

In 2021, training costs per employee amounted to an average of EUR 292 across the entire Wienerberger Group, which corresponds to a 25% increase from the previous year. The Austrian companies reported average training costs of EUR 347 per employee (increase vs. 2020: 31%).



In cooperation with Transparency International Austria, two specific topics were selected:

9) **Whistleblowing:**

The Austrian legislator is still behind schedule in transposing the Whistleblowing Directive into national law.

- a) Has a whistleblower system been implemented in your company? If so, can reports be submitted anonymously?

In October 2021, Wienerberger introduced a whistleblower system based on the requirements of the EU Directive. The system is run by an external, independent whistleblowing service, which allows employees, customers, suppliers, and partners to express their concerns confidentially and anonymously.

- b) What is your experience with whistleblowing cases? Do you keep statistics regarding the number of irrelevant reports?

In general, our experience with the new whistleblowing system is positive. All incoming reports are recorded in our statistics, but only few cases have been reported since the introduction of the system. The reports concerned a broad variety of topics, most of them not within the scope of the EU Directive, such as warranty cases. Nevertheless, all reports, including those that do not count as whistleblowing cases within the meaning of the EU Directive, are recorded and subsequently dealt with at professional and/or local level.

10) **Transparency:**

Can employees, investors or citizens interested in the company obtain information about the company that goes beyond the statutory disclosure requirements (e.g. information on salaries, ESG indicators, supply chains, compliance cases, etc.)?

Wienerberger takes great interest in all its employees, shareholders, and stakeholders. We are therefore making every effort to be as transparent as possible. Our Investor Relations team is available for questions at any time. However, in the interest of equal treatment of all stakeholder groups, we are determined to ensure the same degree of transparency for all. Moreover, we reserve the right not to disclose information that is subject to secrecy or might cause damage to the company for other reasons.



Börsen-Kurier

ÖSTERREICHS WOCHENZEITUNG FÜR FINANZ UND WIRTSCHAFT
SEIT 1922

In cooperation with the readers of Börsen-Kurier, two topics explicitly mentioned by readers have been included in the list of focus questions:

11) Shareholder-friendliness:

The Federal Government recently intensified its focus on the Austrian capital market, with a special emphasis on **financial education and the re-introduction of the stock retention period**. What do you intend to do in 2022 in order to become even more transparent and shareholder-friendly?

First of all, Wienerberger welcomes the re-introduction of the stock retention period. Despite the current low-interest environment, savings books and building society saving contracts still account for a significant share of money invested in Austria. In this context, we consider it important to draw increased attention to shares as a long-term investment option. By making investments in shares tax-free and reducing the incentive for short-term speculation, investing in shares could again be made more attractive.

Transparent communication with the capital market has always been crucial for us. We ensure continuous digital communication with institutional and private investors. Using modern, digital communication channels, such as Own360 and Anlage99, we have enhanced our communication with private investors in recent years. We intend to further improve and promote this modern dialogue between investors and stock corporations. Moreover, the Group's own employee participation program also serves to make investment in shares attractive for our employees.

12) Blackout:

What kind of preparations have you made for a potential blackout, especially in terms of business continuity management, equipment security (including IT), safeguarding internal and external communication, and awareness-building among employees?

Applications and business data important for Wienerberger are distributed over several European computer center sites. Global IT operation therefore is not dependent on individual sites. Moreover, IT has elaborated business continuity manuals for emergencies. Lists of contact points are being updated at regular intervals and also available offline in printed form. Simulations based on specific assumptions are conducted with employees on the basis of business continuity playbooks. Moreover, the plants are equipped with emergency generators so that important components (e.g. cooling of the kiln ceiling) remain operational even during a longer blackout.