

Statements to the 2021 Remuneration Report

by Peter Steiner – Chairman of the Supervisory Board of Wienerberger AG

1) Statement CEO Severance Payment

As Mr. Scheuch joined Wienerberger in 1991, he became entitled to a common defined benefit severance payment according to a scheme provided by the Austrian Employees' Act. He already reached the maximum entitlement in terms of duration (>25 years of employment with Wienerberger) in 2016 (while his previous employment contract was in place), but the amount continued to increase annually based on the compensation increase. **The accrual (the discounted entitlement) as of 31.12.2020 amounted to € 2,600,512.**

In the context of my own election to Chairman as of January 1st, 2021, I discussed with the CEO our ambitions for the next 5 years and to underpin the intended close cooperation between Chairman and CEO the company entered with Mr. Scheuch into a renewed 5-year contract. In this context we reviewed the conditions of the current contract and identified particularly the above severance entitlement as unusual in international terms and therefore difficult to explain to international/non-Austrian shareholders. The Supervisory Board wanted to take the opportunity of the extension to exclude such clause for the future but had therefore to pay-out the vested part of the entitlement. This resulted in a cash settlement of 2.5mn EUR, actually below the at that time discounted accrual. This discount reflected the earlier payment and was in favor of Wienerberger as - again - the severance payment would have continued to increase year on year based on the compensation increase following indexation.

To summarize, as a result of the early cash settlement of € 2,500,000, Wienerberger **shareholders benefitted**

- of **€ 100,512** (difference between the discounted entitlement as of 31.12.2020 and the actual cash payment) **and**
- the **accrual's annual inflation which increases** up until the CEO leaves the company; especially in times of high inflation, this presents a material saving for the shareholders of the Wienerberger Group.

Furthermore, the cash settlement **eliminated an unusual severance entitlement** in view of international / non-Austrian shareholders.

2) Statement CFO Severance Payment

Carlo Crosetto took over from the previous CFO (who had been in such position for 12 years) on 1 March 2020. As highlighted in the 2021 Annual Report (page 171), in the interest of all shareholders, the Remuneration Committee deliberated on the arrangements with Carlo Crosetto following the early termination of his mandate as of the end of February 2021.

In Austria - like in Germany - we have a fixed term contract with a duration of typically 3 years and a severance cap of 24 months total compensation (base + variable). Since Carlo Crosetto's contract was terminated after 1 year in service, he was contractually entitled to a severance covering 24 months total compensation at 100% target achievement. As such, the severance payment was according to contract and all other standards, leaving legally no room for negotiation.

On 1 March 2021, Wienerberger announced the promotion of Gerhard Hanke to become the new CFO of Wienerberger from 1 March 2021 as an internal candidate. Gerhard Hanke held a variety of leadership positions – very often combining responsibilities in Finance and Operations – in the Wienerberger Group for more than 20 years, most recently as COO Region East/Central of the Business Unit Wienerberger Building Solutions.

Gerhard Hanke has settled very well in his new role and receives already a lot of appreciation by shareholders. The Supervisory board is grateful to have had such internal candidate with Gerhard's profile and competence.

It is worth also highlighting that 2021 was the most successful year in Wienerberger's history of more than 200 years, demonstrating that Wienerberger has built the right team to execute. More specifically, in 2021, Wienerberger delivered the below record results:

- 18% increase in revenues to € 3,971.3 million (2020: € 3,354.6 million)
- 24% increase in EBITDA to € 694.3 million (2020: € 558.0 million)
- 6% increase in free cash flow to € 420.6 million (2020: € 397.3 million)

Gerhard has already contributed to this success.

Peter Steiner

Chairman of the Supervisory Board of Wienerberger AG