



## Focus Questions 2023

Also this year, the IVA has worked out priority issues together with partners and invites listed companies to answer the relevant questions. The answers provided by companies will be published online at [www.iva.or.at](http://www.iva.or.at).

### 1) Influence of global economy

- a. COVID-19 aids: Did you receive any COVID-19 aids from the Republic of Austria in 2022? Were any amounts repaid?

Wienerberger has operations in 28 countries, with Austria accounting for less than 10 % of revenues. Since we were not affected by Covid-19 in any manner in 2022, there are no newsworthy activities in this respect.

- b. Influence of the war in Ukraine: Does the war in Ukraine have any direct financial impact on your company? If yes, please indicate the amount and the sector affected.

As already stated several times, the impact of the war in Ukraine on the global economy and on Europe in particular significant and will continue to have a corresponding effect on the global economy in the future. Wienerberger was able to prevent the 2022 energy crisis triggered by the war by pursuing a sustainable and proactive energy purchase policy. As a consequence of the war, Wienerberger decided to sell its Russian activities (2 plants) by way of a management buyout.

Wienerberger has never had any production operations in Ukraine due to consistently difficult business conditions.

- c. Did you implement any extraordinary price increase in 2022?

Wienerberger is committed to a long-term and customer-friendly price policy and is implementing the same in all 28 countries as part of its sustainability strategy. Necessary price increases to cover the extraordinarily high inflation were implemented regionally/in single markets in 2022.

- d. What was the share of non-renewable energy sources in terms of costs and energy volumes used (any form, including any indirect use, e.g. by gas-based power generation) in the past financial year? What measures do or did you take to reduce the share of non-renewable energy sources?

Wienerberger uses various energy sources in the production processes at its more than 200 plants, which mainly relate to natural gas and electricity/power. In terms of electricity, Wienerberger has gradually shifted to green energy sources as part of its sustainable energy policy. Already today, the share of green electricity amounts to more than 90%. Consumption of renewable thermal energy sources is not recorded as such sources have only been used to a minor extent in our production processes to date.

During the 2022 energy crisis, Wienerberger focused on the use of natural gas and, in some areas, promoted the use of renewable energy sources (e.g. biogas & electricity). As explicitly emphasized in our sustainability report, the most important goal remains to reduce the use of energy. We are implementing significant technological innovations in this area. Wienerberger invests a high double-digit million euro amount each year in such new technologies to reduce





fossil fuels. The increasing use of renewable energy sources will considerably depend on their availability in the respective regions. At present we do not publish any cost split between renewable and non-renewable energy sources.

## 2) Capex & ESG

- a. Capex spent in 2021 and 2022 for the "collection of ESG relevant data": What is the amount of internal/external costs (consulting, lawyers, auditors, IT service providers)?

Sustainability/ESG has been a significant part of Wienerberger's operative business for many years. No significant consulting services from external service providers are used in this area as the company has already built-up profound knowledge/experience (see reporting). These topics are covered as part of the annual audits performed by the auditors. No special costs have been incurred for consultants. We do not have a separate department for these areas; these are integrated in the financial and operative units of Wienerberger.

- b. Capex spent in 2021 and 2022 for "social media": What is the amount of internal/external costs (employees, media agency, strategy advice, etc.)?

Wienerberger is active in more than 30 markets worldwide and has used digital and social media platforms for many years to actively sell its products. More than 70% of Wienerberger's business volume is mainly handled digitally. Internal resources, namely the communication and marketing departments, ensure a modern and future-oriented social media appearance of the company. The platforms are regularly updated. We do not require any external services by specific consultants.

- c. What is the amount of ESG costs in reporting in 2022 (external consultants, service providers, etc.)? How many employees are exclusively assigned to these tasks?

See answer to question 2b above.

## 3) Supervisory Board

- a. What is the amount of ancillary costs, such as travel expenses, administration, deliberations, closed meetings, training?

All ancillary costs incurred by the Supervisory Board in 2022 amounted to less than EUR 200,000.

- b. Do you have an LID (Lead Independent Director)?

Wienerberger's Supervisory Board complies with the highest international standards and is independent. Its Chairman, Peter Steiner, is independent and has outstanding expertise in the building materials sector. His Deputy, Myriam Meyer, has been a long-standing member of Wienerberger's Supervisory Board, is also independent and has outstanding international experience.

## 4) Investor Relations activities

- a. Number of roadshows in Austria and abroad?

Wienerberger is the only public company on the Vienna Stock Exchange and maintains a large number of contacts / communication channels of a national and international nature. (Digital) roadshows and investor conferences as well as investor meetings on various continents guarantee that our shareholders are perfectly informed. We attach highest importance to provide transparent information to all shareholders. During a financial year, our Managing Board and our Investor Relations department have more than 1,000 contacts with stakeholders.





- b. Number of contacts with institutional and private investors?

See answer to question 4a above.

- c. Expenses for research and analyses?

It is Wienerberger's policy that any coverage must always be independent. In this way, we ensure transparent information to our shareholders. Wienerberger is therefore exclusively analyzed and evaluated by 14 independent brokers and research houses at present, which means that Wienerberger does not pay for any coverage.

- d. Costs of hard copies of the annual report and the sustainability report?

As set out before, Wienerberger has decided to issue only digital versions of its annual and sustainability report so that no printing costs accrue.

## 5) Tax payments 2022

- a. What is the amount of tax payments in Austria and in the three biggest foreign markets in terms of revenue (by country, revenue, tax payment)?

Wienerberger has operations in more than 28 countries and pays a multitude of local taxes in various countries in the course of ordinary business. A three-digit million amount of direct and indirect taxes are paid in the various countries. Wienerberger does not have any tax saving structures in offshore regions and pays taxes on the ground in accordance with local/national legislation. The tax rate for the financial year 2022 was 17%. Tax payments for the tax group of Austria amounted to approx. EUR 3 million in 2022.

## 6) Promotion of young people

- a. How many interns worked in your company (in 2021 and 2022)?

Due to different structures in the various countries, we implement and support local training programs according to national requirements. In Austria, this was ensured by the local companies and about 40 people received training. We are planning to further increase the number of interns and working students within all Wienerberger companies.

- b. How many interns receive compensation and what is the average amount of the same?

All interns receive reasonable compensation.

- c. Describe the age and training structure of interns.

As an international company, we may not publish such information.

## 7) Young Shareholders Austria - questions concerning the labor market and training

At present, the demand for skilled workers can hardly be met by employees residing in Austria, which is why we are seeing an enormous increase in temporary workers from other EU countries.

- a. What specific measures are you taking to sustainably meet the demand for skilled workers in your company in the future?

We are taking a vast number of measures to respond to this challenge. Key elements are the further expansion (in terms of quantity and quality) and promotion of apprentice training as





well as the careful and accelerated selection, employment and training of interns and working students and their transfer to regular employment.

In addition, we are pursuing active succession planning for management and other key positions and putting increased emphasis on internal personnel development. For this purpose, significant processes were and are being professionalized and digitalized (learning platforms, recruiting and onboarding processes, succession management etc.). Moreover, we are working on knowledge management as well as knowledge transfer processes and tools to make significant know-how digitally available and thus more readily accessible.

In the light of a changed labor market, it is intended to develop and guarantee adjusted recruiting and development processes by further specializing and professionalizing the HR function, e.g. by talent acquisition & development.

b. How many apprentices do you have?

We had between 20 and 30 apprentices in Austria in 2022. We plan to increase the number of apprentices over the next years.

c. How many temporary workers work in your company?

In 2022, Wienerberger had approx. 19,000 employees. In 2022, Wienerberger had approx. 1,300 temporary workers at all plant locations and in all countries; these are mainly used for non-continuous processes and/or to cover production peaks.

d. What was the amount of expenses spent for internal and external training in aggregate and per employee?

In Austria, the average amount of training cost was approx. EUR 600 per employee in 2022.



In cooperation with the anti-corruption agency Transparency International Austria, two specific topics were selected.

## 1) Whistleblowing

In the past, cases of corruption in international companies have repeatedly been made public by whistleblowers. Frequently, the public was led to believe that whistleblowers wanted to harm a company by making an incident public.

a. In how far has this situation changed by creating a reporting system for whistleblowers? Do you communicate that whistleblowing primarily serves to protect a company and what strategy do you pursue when it comes to training employees?

Wienerberger has in place a very efficient whistleblower system that complies with highest international standards.

It goes without saying that any suggestion of misconduct has always been taken very seriously and thoroughly reviewed. By creating an anonymous reporting system introduced by Wienerberger as early as in the autumn of 2021, the whistleblowing process was restructured and formalized on group level. The opportunity to file an anonymous complaint about potential





misconduct with a third, independent body significantly reduces the reluctance to report misconduct.

It is of considerable importance to us to communicate that we encourage all employees and business partners to report any potential misconduct or violation of our code of conduct and that we do not tolerate any discrimination or retaliation measures against any individual expressing concern, asking questions or reporting presumed misconduct.

For this purpose, we use multiple communication channels, such as our website, our intranet, our code of conduct, emails as well as various training materials, such as posters or flyers. Our communication strategy is to ensure that all potential whistleblowers are aware that we highly appreciate all reliable suggestions of any potential violation of our code of conduct and that they contribute to protecting our company.

- b. If a reporting system is in place, have you been able to successfully uncover any incidents of misconduct in the past? What do you think was the amount of prevented monetary losses for your company?

Wienerberger did not record any noteworthy incidents and/or violations before the new reporting system was introduced.

Since the introduction of the group-wide reporting system we have not established any serious violation (such as corruption or fraud) within the meaning of the pertinent EU Directive and/or national legislation. We can therefore not estimate the amount of prevented monetary losses.

Please note that our whistleblowing process and any potential report are not limited to the scope of application of the EU Directive and the Austrian Whistleblower Protection Act, but all (also minor) violations of our code of conduct (such as certain misconduct, violations of our set of values, safety and security concerns, issues of diversity and equal opportunities, etc.) can be reported.

## 2) Transparency & compliance

Prevention of corruption is multi-faceted. A key factor is the way how a company deals with this matter and how corporate culture is structured in this respect.

- a. What is your budget for compliance training, with a **focus on anti-corruption and criminal law**? How often per year is such training provided? Do you distinguish between internal training of employees and external training of compliance officers by third parties?

The past 10 years have shown that Wienerberger does not have to report any negative incidents in this area, mainly due to a clear system of values within the company and relevant training.

Wienerberger takes compliance and, in particular, corruption very seriously. For this reason, we have issued a separate group policy which is applicable to all countries and clearly expresses that corruption, bribery and the like have no place within Wienerberger and will not be tolerated under any circumstances. In many cases it is national law that provides what is considered unproblematic hospitality and what might be considered corruption. It goes without saying that we take such national particularities into account.





## Börsen-Kurier

ÖSTERREICH'S WOCHENZEITUNG FÜR FINANZ UND WIRTSCHAFT  
SEIT 1922

In cooperation with the readers of the weekly Börsen-Kurier newspaper, two topics were selected and explicitly included in the priority issues as questions asked by readers of Börsen-Kurier.

### 1) Supply chains

- a. Were you affected by any delay/failure of supply chains in 2022?

Due to our risk-minimizing procurement strategies and the outstanding work performed by our purchase organization, we were able to guarantee production at all of our locations at all times. In 2022, supply chains were tense in many areas and the disruptions on the market resulted in an increased cost inflation, especially in respect of raw materials, maintenance materials and machinery.

- b. If yes, do these problems still prevail? To what extent? What are the effects on production and/or performance? What measures did you take/envisage to reduce dependencies and/or to strengthen your resilience?

It seems that in 2023, as partly during 2022, most shortages have been mitigated. Nevertheless, there is still an increased volatility of prices of various raw materials and in the field of logistics. However, maintenance of Wienerberger's production is secure.

### 2) Inflation

- a. In which of the following areas does inflation have a tangible impact on operative results; which area shows the strongest effects?

- Personnel expenses
- Raw materials/primary materials
- Energy
- Miscellaneous, i.e.:

The significant increase in inflation of about 20 % due to the 2022 energy crises also led to a significant cost increase with Wienerberger. We assume that inflation will remain on a high level in 2023, mainly driven by an increase in wages and salaries.

- b. What measures did you take/envisage to mitigate such effects?

Our established, proactive purchase strategy puts us in an ideal position to cope with the expected challenging environment.

All terms are gender-neutral.