

# **TARGET ATTAINMENT STI & LTI 2022 MANAGING BOARD**

**TARGET ATTAINMENT FOR STI IN 2022**

STI Performance Criteria		Weighting	Min. target attainment (0%)	Full target attainment (= 100%)	Max. target attainment (150%)	Target attainment in MEUR / % <sup>1)</sup>	
EBITDA LFL	in MEUR	1/3	700	760	780	999.6	>150%
Free cash flow	in MEUR	1/3	310	385	400	597.7	>150%
EBITDA from efficiency-enhancing measures	in MEUR	1/3	20	45	50	48.3	133%

1) If all targets are attained at more than 100%, the cap of 100% of the fixed annual salary applies.

**TARGET ATTAINMENT FOR LTI IN 2022**

LTI Performance Criteria		Weighting	Min. target attainment (0%)	Full target attainment (= 100%)	Max. target attainment (150%)	Target attainment in % <sup>2)</sup>	
Relative TSR	in percentile	1/3	25	50	≥ 75	50	100%
ROCE	in %	1/3	11.0	11.5	12.0	18.1	>150%
ESG target: Reduction of CO <sub>2</sub> emissions <sup>1)</sup>	in %	1/3	10.0	11.7	12.3	13.2	>150%

1) Cumulative reduction target using 2020 baseline

2) Payout capped at 175% of annual fixed remuneration for CEO and 150% of annual fixed remuneration for other Managing Board members.

# **STI & LTI TARGETS 2023 MANAGING BOARD**

## PERSONAL STATEMENT FROM THE CHAIRMAN

### 2023 MARKET ENVIRONMENT

- › **2023** will be another year marked by a high degree of **economic and political instability**
- › The ongoing military conflict in Ukraine, high inflation rates and rising financing costs will continue to affect consumer & business confidence
- › All of this will lead to a **decline in demand** in Wienerberger's end markets

### STI & LTI TARGETS 2023 FOR THE MANAGING BOARD

- › The **Supervisory Board** and its **Remuneration Committee** took these **market developments into account when setting the 2023 remuneration targets** for the Managing Board
- › Given the challenging market environment, the remuneration **targets set for 2023** are very **ambitious** and will lead to continued **strong value creation for shareholder**

**COMPOSITION OF STI IN 2023**

STI Performance Criteria	Weighting		Minimum target performance (= 0%)	Full target achievement (=100%)	Maximum target performance (= 150%)
Operating EBITDA	1/3	in MEUR	750	800	850
Free Cash Flow	1/3	in MEUR	250	288	330
EBITDA from efficiency-enhancing measures	1/3	in MEUR	30	45	50

- › **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.

**COMPOSITION OF LTI IN 2023**

LTI Performance Criteria	Weighting		Minimum target performance (= 0%)	Full target achievement (=100%)	Maximum target performance (= 150%)
Relative TSR	1/3	in percentile	25	50	75
ROCE	1/3	in %	11	11.5	12
ESG target: Reduction of CO <sub>2</sub> emissions <sup>1)</sup>	1/3	in %	14.5	15.0	15.5

1) Cumulative reduction target using 2020 baseline

- › The targets will be fixed for all three years of the duration of an LTI program.
- › Pay-out capped at
  - › 175% of annual fixed remuneration for CEO
  - › 150% of annual fixed remuneration for other Managing Board members
- › Underperformance of one target can be compensated by outperformance of another target.