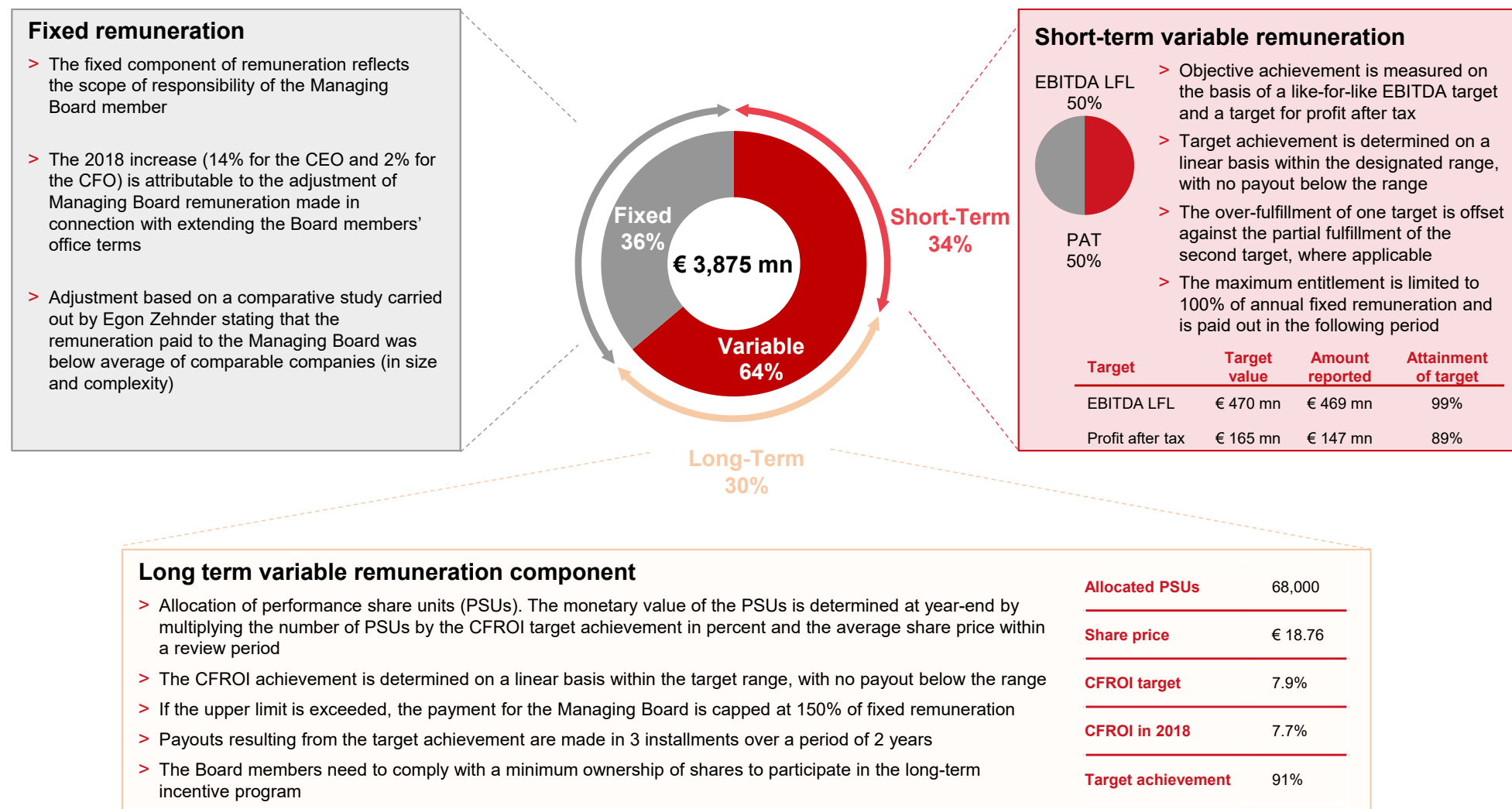


# Overview of the Remuneration System of the Wienerberger Managing Board

Wienerberger's remuneration system aligns management incentives to shareholders by putting two-thirds of remuneration "at-risk"

## Total Managing Board Compensation 2018



## Wienerberger has Substantially Enhanced the Disclosure of Managing Board Remuneration

Wienerberger has enhanced the disclosure of the Managing Board remuneration scheme in the past 2 years

### Disclosure

- > Following ISS concerns over disclosure in 2017, Wienerberger now discloses a full description of the Managing Board remuneration system to enable shareholders to assess the scheme
- > Wienerberger discloses the targets applicable for the current business year and presents detailed information on goal achievement for the past business year

### Managing Board Remuneration 2019

Targets 2019	Relevance	Target Value
<b>Short-term variable remuneration</b>		
EBITDA LFL	50%	600
Profit after tax	50%	255
<b>Long-term variable remuneration</b>		
CFROI	100%	10%

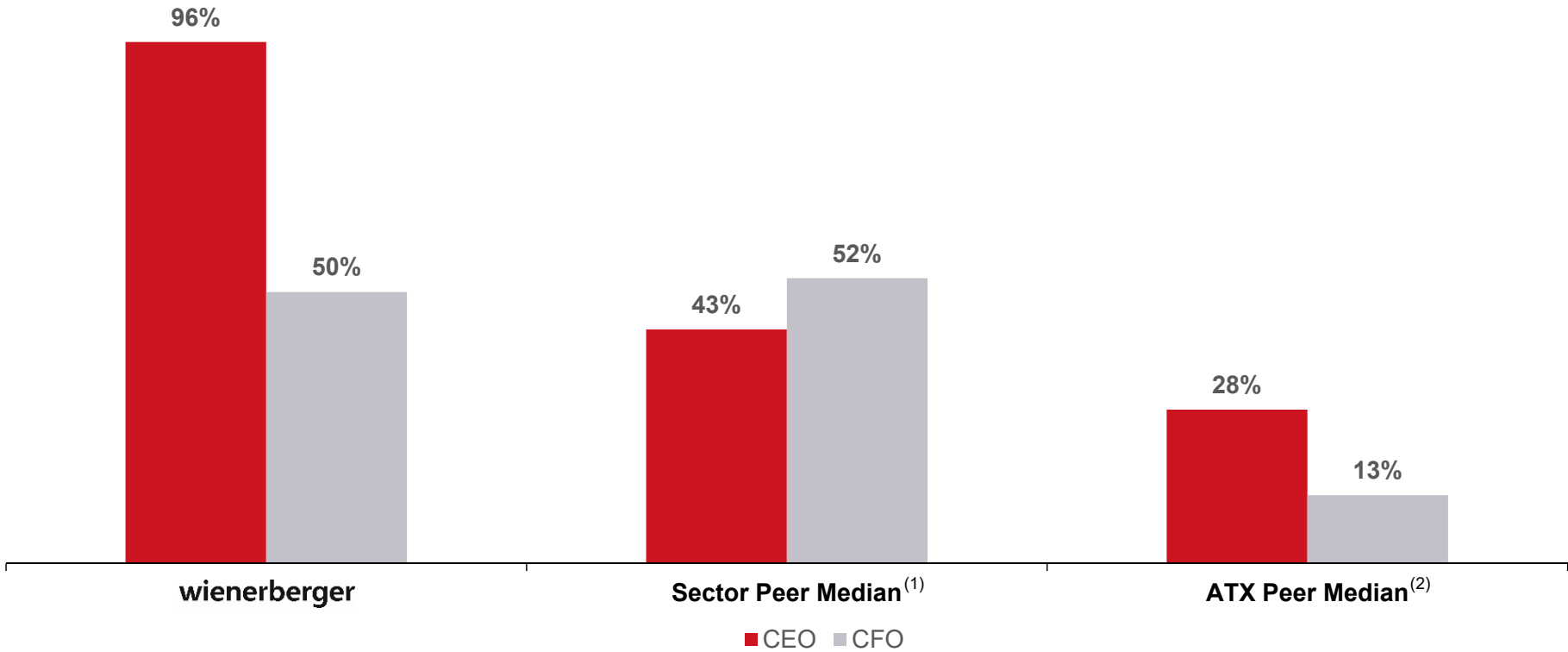
- > For 2019 the further development of the incentive and remuneration system is an area of focus for the work of the Supervisory Board
- > Assuring an adequate incentive system of the Managing Board and top management as well as the optimal alignment of the incentive structure and shareholder interests is the goal for the continuous development of the remuneration system

In light of these enhancements, ISS now regards Wienerberger's remuneration practices as among the best public companies, having a low risk score of 2

# Managing Board Share Ownership

Wienerberger’s management is invested in the company and their incentives are aligned with shareholders. The equity ownership of key Wienerberger leadership is in line with, or well above in many cases, the peer group median

## Share Ownership as % 2016-2018 Average Compensation



Note: As of 2018 year end per company disclosures and FactSet; Excluding CEOs and CFOs holding shares due to IPO, LBO or any other transactions; Number of shares held as of 31 December vs average annual remuneration paid out (as opposed to entitlement in respect of the period) or pro-rated remuneration paid out if the CEO/CFO was appointed during the year

(1) Includes Uponor, CRH, Ibstock (excluding the CFO due to the LBO), Polypipe, Kingspan (excluding the CEO who is the founder), H+H, Forterra (UK), Geberit and Saint-Gobain

(2) Includes OMV, Immofinanz, Erste Group Bank, AT&S, Uniqa Insurance Group and Telekom Austria