

# TARGETS STI & LTI 2024

Remuneration Managing Board

# TARGETS SHORT-TERM INCENTIVE (STI) & LONG-TERM INCENTIVE (LTI) 2024

- › In order to continue the transparent communication with its shareholders, wienerberger discloses the targets for the STI 2024 and the LTI tranche 2024-2026 for the Managing Board ahead of the 2024 Annual General Meeting.
- › All targets have been set by the Supervisory Board in accordance with the Remuneration Policy for the Managing Board from 2024, based on a recommendation of the Nomination & Remuneration Committee.

*Peter Steiner*

*Chairman of the Supervisory Board of Wienerberger AG*

## SHORT-TERM INCENTIVE (STI) – TARGETS 2024

STI Performance Criteria	Weighting	Minimum target achievement (= 0%)	Full target achievement (= 100%)	Maximum target achievement (= 150%)
Operating EBITDA	50%	700 mEUR	770 mEUR	800 mEUR
Free Cash Flow	10%	300 mEUR	367 mEUR	400 mEUR
Decarbonization & energy mix				
CO2 - Scope 1 & 2 Reduction	6.67%	-18.0%	-18.5%	-19.0%
CO2 - Scope 3 Reduction	6.67%	-2.0%	-3.0%	-4.0%
Renewable Energy used in own operations	6.67%	8.0%	9.0%	10.0%
Water Management				
35mn m <sup>3</sup> water harvested, retained and saved through our products in infrastructure and agriculture	10%	6 mn m <sup>3</sup>	8 mn m <sup>3</sup>	10 mn m <sup>3</sup>
15% reduction of water consumption in own operations	10%	-2.0%	-5.0%	-8.0%

# LONG-TERM INCENTIVE (LTI) – TARGETS FOR THE TRANCHE 2024 – 2026\*

LTI Performance Criteria	Weighting	Minimum target achievement (= 0%)	Full target achievement (= 100%)	Maximum target achievement (= 150%)
Relative TSR	20%	25	50	75
ROCE	40%	14	17	17.5
ESG				
GHG emission Scope 1 & 2 intensity (vs base year 2020)	13.3%	-22	-25	-26
Revenue from building products supporting net zero buildings	13.3%	73	75	76
Reduction of Scope 3 emission (vs base year 2022)	13.3%	-7	-10	-11
* Payout in 2027				

## PEER GROUPS

- › The amount and structure of the Managing Board's remuneration was reviewed in 2023 as part of a comprehensive market comparison.
- › The comparison was carried out with two different peer groups.
- › The first peer group focuses on companies that operate in comparable business areas. It is made up of 22 companies from the STOXX® Europe 600 Construction & Materials Index, which is also used to measure relative TSR performance, as well as other competitors of a comparable size.

Industry peer group					
Ackermans & Van Haaren	CRH	Genuit Group	Ibstock	Saint Gobain	SWECO
Arcadis	Ferrovial	Heidelberg Materials	Kingspan Industrier	Signify	Uponor
Balfour Beatty	Forterra	H+H International	Nibe Industrier	Sika	
Boral	Geberit	Holcim	ROCKWOOL	STO	

- › In addition, the ATX companies were taken into account in order to reflect the national environment.