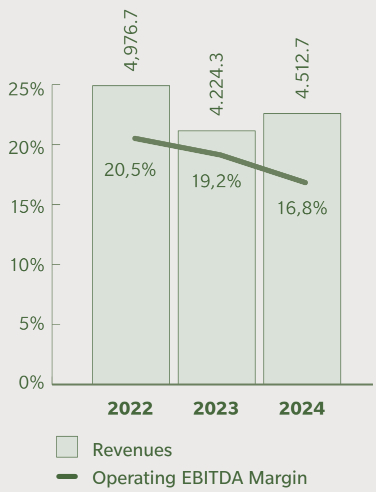
2024 | Annual Report

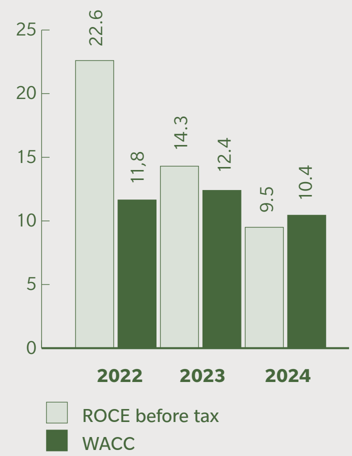
world of **wienerberger**

Key Performance Indicators

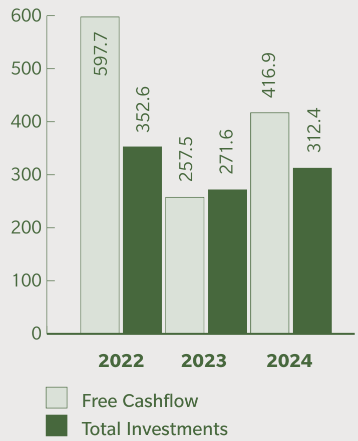
Revenues and Operating EBITDA Margin
in MEUR and %



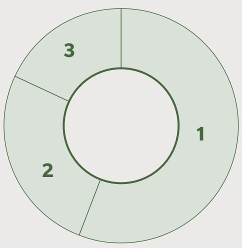
ROCE before tax and WACC
in %



Free Cash Flow and Total Investments
in MEUR

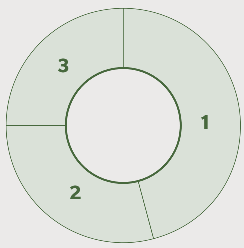


External Revenues by Segment



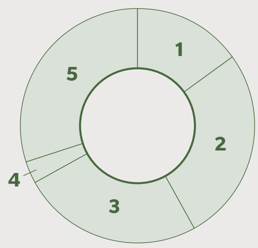
1	Europe West	56%
2	Europe East	26%
3	North America	18%

Operating EBITDA by Segment



1	Europe West	46%
2	Europe East	29%
3	North America	25%

Revenues by Product



1	Wall	15%
2	Facade	27%
3	Roof	25%
4	Surface	3%
5	Pipes	30%

wienerberger

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CORPORATE
GOVERNANCE REPORT

MANAGEMENT REPORT

CONSOLIDATED
FINANCIAL STATEMENTS

Sustainability Program 2023-2026: Progress 2024

2026 Social Targets	Key Performance Indicators	2026 Targets	2024 Progress
Diversity & Inclusion	Development and implementation of an inclusion and diversity action plan in all countries in total from 2023 until 2026	**in all countries**	**in 3 pilot countries**
Health & Safety	Visible leadership hours per year until 2026	**20,000**	**~49,000**
Training & Development	Hours of training per employee per year until 2026	**18**	**23**
	Apprentices trained in total from 2023 until 2026	**500**	**~350**
	Hours of training for installers in total from 2023 until 2026	**30,000**	**~9,600**
Social Commitment	Housing units per year for people in need, built with our products and in the markets in which we operate per year until 2026	**200**	**~290**

2026 Environmental Targets	Key Performance Indicators	2026 Targets	2024 Progress
Decarbonization and Energy Mix	Reduction in scope 1 & 2 CO_2 emissions in total from 2020 until 2026	**25%**	**18.5%**
	Reduction in scope 3 CO_2 emissions in total from 2022 until 2026	**10%**	**20%**
	Use of renewable energy used in own operations in total from 2023 until 2026	**15%**	**11.2%**
Circularity	Sales from highly durable products (>100 years) per year until 2026	**> 80%**	**83%**
	Products sold, which are recyclable and/or reusable per year until 2026	**> 90%**	**93%**
Biodiversity	Improvement of fauna resulting from the biodiversity plans implemented for all production plants in total from 2023 until 2026	**10%**	**5%**
	Biodiversity ambassadors trained in total from 2020 until 2026	**400**	**~320**
	Trees planted, equivalent to one tree per employee per year in total from 2022 until 2026	**100,000**	**~111,500**
Revenue from Products Supporting Net Zero Buildings	Total revenue from building products contributing to Net Zero Buildings in total from 2023 until 2026	**75%**	**73.4%**
Water Management	Water harvested, retained, and saved through our products in infrastructure and agriculture in total from 2023 until 2026	**35 million m^3**	**~10 million m^3**
	Reduction of water consumption in own operations in total from 2023 until 2026	**15%**	**4.6%**
Waste Management	Reduction of waste in own operations in total from 2023 until 2026	**15%**	**0.7%**

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CEO Letter

Dear Shareholders,

2024 marked the third-best year in our company's history, reflecting the strength of our strategy, our resilience, and our strong operational performance. Despite a challenging market environment, particular in the new residential housing segment, we maintained robust margins through disciplined cost management and operational efficiency. This achievement was only possible thanks to the contribution of our more than 20,000 highly skilled colleagues who continuously focus on customer orientation, operational excellence and delivering the highest quality of our products and services.

The construction sector faced significant headwinds in 2024, including a sharp decline in single- and multi-family home construction especially in markets such as Germany and Austria which saw declines of more than 25% compared to the previous year. Rising interest rates and increasing construction costs contributed to weak demand, while political uncertainties linked to elections, changing regulatory frameworks and the proliferation of reporting requirements created further complexity. The high volatility in market demand made long-term planning challenging, further amplifying the pressure on our capacity utilization. Against this backdrop, the anticipated recovery in new residential housing markets did not materialize as originally planned, significantly impacting our volumes, especially in our ceramic wall division in continental Europe.

To address these challenges and to maintain robust margins we swiftly implemented disciplined and proactive cost management and operational efficiency measures. We increased the flexibility of our production cost structure, drove innovation, and expanded our system solution portfolio. We intensified restructuring measures, made extensive capacity adjustments, and delivered significant fixed cost savings. These measures have contributed € 100 million in profits, securing a solid group-level operating EBITDA margin of around 17%, and enabling us to deliver an operating EBITDA of € 760 million, in line with our guidance. In addition, we put a strong focus on working capital by reducing inventory. As a result, we generated free cash flow of close to€ 420 million.

The resilience of our diversified product and system solution portfolio was confirmed by the strong performance of our roofing segment throughout our European operations. With its significant exposure to the renovation market our roofing segment showed a strong performance throughout its European markets. We are currently adding two new plants to our roofing network in the UK and Hungary.

Our piping operations continued to grow and gained market shares in the infrastructure segment for water and energy management. By upgrading our plant network and adding new system solutions, the piping division contributed significantly to the overall performance of the group and represents the biggest unit within the wienerberger group at 30% of 2024 revenues.

Strengthening Our Market Position: Accelerated Integration, Synergies and Strategic Growth

A major milestone in 2024 was the successful completion and integration of Terreal, further strengthening our market position and our solution offering for the entire building envelope. The integration process advanced ahead of schedule, delivering a positive contribution to our overall profitability. Lower market activity allowed us to accelerate our proactive restructuring efforts, optimizing resources, and realizing synergies faster than initially anticipated. Beyond Terreal, additional strategic acquisitions during the year expanded our portfolio, enhanced our supply chain efficiency, and positioned us for sustainable long-term growth.

Another well executed example is the integration of FloPlast and Cork Plastics, which has strengthened the resilience of the UK & Ireland business, reduced its exposure to the declining new build residential sector, and enabled the company to achieve like-for-like sales revenue growth in 2024 despite a market decline of over 10%.

Also, North America serves as a strong best-practice example of the impact of our measures. While 2024 saw the same level of housing starts as in 2020, we successfully grew our EBITDA by 140% since then. This clearly highlights the effectiveness of our cost-cutting initiatives and the synergies realized across our businesses.

Following significant M&A in 2024, our near-term priority is on consolidating these investments and further strengthening our balance sheet. We are focused on prudent financial management and will take a balanced approach to capital expenditures and acquisitions. In 2025, we will continue our operational efficiency efforts and adhere to our disciplined and shareholder value-oriented capital allocation policy.

Ambitious Sustainability Goals: Driving Decarbonization through Targeted Investment

Sustainability has always been an integral part of wienerberger's strategy. Our goal is to ensure that future generations can enjoy a high quality of life. To this end, we are committed to fighting climate change and contributing to achieving the European Green Deal's target of net zero emissions by 2050.

In 2024, we were fully committed to our sustainability strategy, setting, and delivering against ambitious goals in decarbonization, circular economy, and biodiversity to create a livable future for generations to come.

One of our key achievements in relation to our decarbonization strategy and our commitment to sustainable construction solutions was the opening of wienerberger's modernized nearly CO_2-neutral brick plant in Uttendorf, Austria, where we installed the world's largest electric industrial kiln. Thanks to this innovation, we now operate Europe's most sustainable brick production facility within wienerberger, setting new industry standards. In the future, other sites will also benefit from the expertise and technologies developed there.

Strong Financial Discipline in 2024

We maintained strict financial discipline, focusing on working capital management, capacity efficiency, and the divestment of non-operational properties and surplus assets. As a result, we achieved free cash flow generation of close to € 420 million.

Our robust financial position allows us to continue generating sustainable value for our shareholders. We remain committed to a balanced approach to capital allocation, and we propose a total dividend payout at approximately the same level as prior year, corresponding to a dividend per share of € 0.95. This represents a dividend payout ratio of 33% of free cash flow and implies an attractive dividend yield. Share buybacks remain an important part of our capital allocation strategy which, together with an attractive dividend policy, offer an enhanced shareholder return. In the beginning of 2025, we successfully completed our latest share buyback program. To further enhance shareholder value, we will cancel up to 2% of the share capital.

Outlook

Looking ahead, while market conditions are improving slowly, we acknowledge the continued low visibility and high uncertainty in our end markets. Given this challenging environment, we remain committed to strict cost discipline and operational efficiency to expand operating EBITDA margin for the group to 17.5%. Our strategic priorities include optimizing operations, increasing efficiency, and seizing growth opportunities. With a strong financial position and a clear strategic direction, we are confident in continuing to generate substantial long-term value for our shareholders through disciplined capital allocation and sustainable growth.

Under the assumptions that (i) our relevant end markets show a stable development throughout 2025 and (ii) interest rates will be cut further by the respective central banks throughout 2025 in line with current market expectations, wienerberger should achieve an operating EBITDA of approximately € 800 million.

wienerberger is more resilient, innovative, and efficient than ever – already generating 33% of our revenue from innovative products today, with a goal of reaching 35% by 2026. One major step was the launch of Wioniq, bringing together four innovative companies – Inter Act, I-Real, Wideco, and Slatek. In doing so, Wioniq establishes a platform for expansion in the infrastructure sector for water and energy management, which offers significant growth potential.

Innovation and sustainability go hand in hand, which is why sustainability is at the core of our identity, driving both progress and our positive impact on the planet and people. With the Sustainability Program 2023-2026, we have set ambitious targets that expand our environmental and social commitments, strengthening both our internal processes and our contributions to zero-emission buildings and climate resilience – a path we are committed to continuing in the future.

Thank you for your continued trust and support,

Heimo Scheuch
Chairman of the
Managing Bard of
Wienerberger AG
CEO

Letter from the Chairman of the Supervisory Board

Dear Shareholders,

The past financial year confronted us with a number of challenges: the war in Ukraine, persistent geopolitical tensions, general political uncertainty in the US and in Europe, and extreme weather events. Nevertheless, wienerberger performed well and continued to consistently pursue its sustainable growth strategy, while making every effort to be well prepared to benefit from more favorable economic conditions in the years to come.

In economically challenging times, the management reacted swiftly and launched an ambitious optimization program. At the same time, the portfolio was expanded through attractive acquisitions in order to take advantage of rising demand in individual sectors, especially in the fields of renovation and infrastructure. A notable milestone was the successful closing of the acquisition of Terreal, the largest acquisition in wienerberger's history. Its successful integration resulted in the strengthening of wienerberger's position as a leading European pitched-roof expert. Other important steps were taken to stimulate sustainable growth and further expand the company's position as a leading provider of innovative ecological solutions for the entire building envelope as well as for infrastructure in water and energy management. For more details please see the Group Management Report.

The Supervisory Board actively monitored and supported these developments. I would like to take this opportunity to thank the members of the Managing Board, above all the CEO, for the constructive and transparent exchanges that contributed significantly to the efficiency of the Supervisory Board's work.

Internally, our agenda in 2024 included a number of significant changes: While wienerberger was in the hands of the seasoned top management quartet, led by CEO Heimo Scheuch, with Gerhard Hanke as CFO, Harald Schwarzmayr as COO West, and Solveig Menard-Galli as COO East, until the end of the business year, the Supervisory Board continued to advance its succession planning for the Managing Board and took the appropriate steps in January 2025.

In my capacity as Chairman of the Supervisory Board, I am very pleased to report that the Supervisory Board was able to agree with Heimo Scheuch, who has been at the helm of wienerberger as its CEO since 2009, on an extension of his service contract until 2029. Following a structured nomination process supported by a renowned HR consultant, the Supervisory Board appointed Dagmar Steinert, an experienced manager with extensive financial expertise and broad professional experience, as Chief Financial Officer effective as of March 1, 2025. She succeeds Gerhard Hanke, who will take over the role of Chief Operating Officer (COO) Central & East, following Solveig Menard-Galli's resignation from the Management Board at her own request as of December 31, 2024. The Supervisory Board would like to thank Solveig Menard-Galli for her many years of successful work and Gerhard Hanke for his tremendous commitment in managing the company's finances, as well as for his willingness to assume the function of COO Central & East.

Another key project of the Supervisory Board during the past financial year was the comprehensive revision of Wienerberger AG's remuneration policy. The focus was on strengthening the pay-for-performance correlation, an incentive effect that is even more closely linked to the company's strategic targets, particularly in the field of sustainability, and on the effective alignment of the interests of the Managing Board, the Supervisory Board, and the shareholders by providing for parts of the remuneration to be paid out in shares. The new remuneration policy was presented to and approved by the 155th Annual General Meeting on May 7, 2024 and entered into force retroactively as of January 1, 2024.

Overall, the Supervisory Board fulfilled its obligations in accordance with the relevant legal provisions, the Articles of Association, and the Rules of Procedure within the framework of seven plenary meetings. Additionally, the Audit and Risk Committee and the Nomination and Remuneration Committee held five meetings each. The Innovation and Sustainability Committee met four times. During the plenary meetings and the meetings of the Audit and Risk Committee the Managing Board provided comprehensive information, both orally and in writing, on the business performance and the position of the company, including its financial management.

At its plenary meetings, in addition to receiving regular reports on the current operational and financial situation of the company, the Supervisory Board focused on the strategic orientation of the Group, with a special emphasis on strategic acquisition and investment projects as well as on financing strategy, for example the conclusion of a long-term credit line of € 600 million to finance the roof activities newly acquired from Terreal and to refinance a bond due to mature in the near future. Other priorities of the Supervisory Board's work included the continuous evaluation of the Group-wide health & safety strategy, the finalization of the aforementioned remuneration policy, succession planning, and the setting of targets for the variable remuneration for members of the Managing Board.

In the 2024 business year, the Audit and Risk Committee dealt with important matters relating to the accounting process, the internal control system, the risk management system, and the internal audit function. Moreover, the Committee dealt in detail with the requirements of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). The external auditor, Deloitte Audit Wirtschaftsprüfungs GmbH, Vienna, participated in all meetings of the Audit and Risk Committee.

The Nomination and Remuneration Committee took the lead in the elaboration of the new remuneration policy for the Managing

Board and the Supervisory Board, the implementation of succession planning, and the definition of targets for variable Managing Board remuneration.

In 2024, in addition to monitoring the implementation of the Sustainability Program 2023-2026, the Sustainability and Innovation Committee paid particular attention to the evaluation and further development of the Group-wide health & safety strategy and supported the strategic orientation in respect of the CSRD/ESRS requirements. The Committee also dealt with key projects in the fields of decarbonization and circular economy, as well as projects aimed at enhanced energy efficiency, climate protection and climate resilience.

Finally, the Supervisory Board conducted its annual self-evaluation, which resulted in an excellent assessment of its work by all Supervisory Board members. For details regarding the composition and working methods of the Supervisory Board and its committees, please refer to the consolidated 2024 Corporate Governance Report.

The separate and consolidated annual financial statements as at December 31, 2024, were audited by Deloitte Audit Wirtschaftsprüfungs GmbH, Vienna, the external auditor elected at the 155th Annual General Meeting on May 7, 2024. The audit did not identify any misstatements and concluded that the separate financial statements as well as the consolidated financial statements prepared pursuant to sect. 245a of the Austrian Companies Code in accordance with the International Financial Reporting Standards (IFRS) complied with the applicable legal provisions. The auditor issued an unqualified audit opinion on both the separate and the consolidated financial statements and confirmed that the Management Report is consistent with the separate financial statements and that the Group Management Report is consistent with the consolidated financial statements.

On March 27, 2025, having examined and discussed the financial statements with the auditor within the framework of the Audit and Risk Committee and the Supervisory Board, the latter approved the annual financial statements as at December 31, 2024, which were thereby officially adopted pursuant to Section 96 (4) of the Stock Corporation Act. Moreover, following prior examination by the Audit and Risk Committee, the Supervisory Board reviewed and approved the Management Report and the consolidated financial statements, the Group Management Report, the Managing Board's proposal for profit distribution, the consolidated Corporate Governance Report, and the Sustainability Statement. The reviews by the Supervisory Board did not lead to any objections.

The 2024 Sustainability Statement was also audited by Deloitte Audit Wirtschaftsprüfungs GmbH, Vienna. On the basis of the audit procedures, no circumstances came to the auditor's attention that would have given rise to the assumption that the report was not in compliance with the statutory provisions and the ESRS standards in all material respects.

The consolidated 2024 Corporate Governance Report was also evaluated by Deloitte Audit Wirtschaftsprüfungs GmbH, Vienna. In the course of this evaluation, no circumstances came to the auditor's attention that would have given rise to the assumption that the consolidated Corporate Governance Report was not in compliance with the Austrian Corporate Governance Code in any material aspect.

The 2024 financial year closed with a net profit of € 108,846,828.32 of Wienerberger AG. Having reviewed the financial position of the company, the Supervisory Board endorsed the Managing Board's proposal that a dividend of € 0.95 per dividend-bearing share be paid out to the shareholders and that the remaining amount be carried forward to new account.

On behalf of the Supervisory Board I would like to thank the Managing Board and all the company's employees for their extraordinary commitment during the past business year. My thanks are also due to my colleagues on the Supervisory Board for their confidence and constant support. Through joint efforts, we once again succeeded in 2024 in demonstrating resilience during economically turbulent times and consistently advancing wienerberger's value-creating growth strategy.

Looking forward to our shared journey into the future, I am convinced that wienerberger is very well positioned to successfully continue the growth course of previous years and to benefit from a moderately stabilizing market environment in 2025.

Finally, I would like to thank all our shareholders for having accompanied us on this path. In my capacity as Chairman of the Supervisory Board, it is a special pleasure for me to represent your interests.

On behalf of the Supervisory Board

Peter Steiner
Chairman of the Supervisory Board of Wienerberger AG

Equity Story

For more than 200 years, our mission at wienerberger has been clear: improving people's quality of life through our smart building material and infrastructure solutions. With our durable and sustainable products for new build, renovation, and infrastructure, we are perfectly positioned to further improve our ecological performance by contributing to the fight against climate change and to shape the future of construction through innovation. wienerberger has been listed on the Vienna Stock Exchange since 1869 and is a pure free float company with 100% of its shares being publicly traded.

Why invest in wienerberger?

1. Strong commitment to ESG

- Innovative Solutions for Net Zero Buildings: We provide solutions for net zero buildings through our sustainable materials for the building envelope and advancements in water and energy management. Our goal is to achieve 75% of total revenue from products contributing to net zero buildings by 2026.
- Energy-Efficient Products for Climate Action: Our energy-efficient products contribute to combating climate change. Our innovative infrastructure solutions ensure sustainable use of resources such as water. With exceptional quality and a lifespan exceeding 100 years, our products are designed for durability and recyclability, supporting our circular economy goals of achieving over 80% sales from highly durable products and over 90% from recyclable or reusable products by 2026. At the same time, the use of our products helps our customers reduce their own carbon footprint.
- Focused on Key Sustainability Areas: At wienerberger, we also concentrate on preserving biodiversity, reducing our own CO_2 emissions, and enhancing water and waste management ensuring a long-lasting positive impact on the environment.
- Supporting Communities in Need: People are at the heart of our operations. Each year, we actively support initiatives to provide housing solutions for people in need within our local markets, contributing to community well-being and social resilience.
- Commitment to Transparency and Governance: As a company with 100% free float, we maintain open dialogue with our investors and adhere to the highest international governance standards.

2. Added value for our shareholders through stable earnings growth

With a clear strategic focus and a proven track record of delivering strong growth rates, EBITDA margins, and cash flows, we continuously aim to generate added value for our stakeholders. We therefore concentrate on three core areas:

Organic growth through innovation
As a leading provider of smart solutions, wienerberger drives organic growth through innovation and digitalization. By continuously enhancing our portfolio of products and solutions, we deliver greater value to our customers while strengthening the company's overall value creation. In 2024, the share of innovative products reached 33%, reflecting our strong focus on continuous innovation and value-added solutions.

SHARE OF INNOVATIVE PRODUCTS
>35%
until 2026

Higher earnings through Operational Excellence
We implement efficiency-enhancing measures along our entire value chain, from procurement and production to sales and administration. Through our self-help program, we consistently improve performance, building a strong foundation for long term operational excellence. In 2024, these efforts resulted in € 41 million in savings, demonstrating our commitment to continuous efficiency improvements.

IMPROVED EFFICIENCY
€ 100 mn
EBITDA Contribution in 2024-2026

External Growth through M&A

Given our low gearing and our strong cash flow generation, we are well-equipped to grow through acquisitions and are evaluating a highly attractive deal pipeline. This will result in further growth in our core markets in Europe and North America. The most recent acquisitions in our European and North American core markets achieve an average weighted EV/EBITDA multiple of approx. 5x after synergies, measured three years post-merger. This reflects the value created by efficiently integrating the acquired companies into our existing portfolio.

STRONG M&A TRACK RECORD

~ 5 x

EV / EBITDA multiple 3 years post-merger
and including synergies

3. Resilience through diversification

- Market Leadership and Strong Brands: With a robust presence in almost 30 countries, wienerberger holds leading market positions across Europe and North America. Our portfolio of strong brands and experienced local management teams positions us as a trusted partner, fostering close relationships with key decision-makers.
- Extensive Industrial Footprint and Operational Excellence: Operating more than 200 state-of-the-art production facilities, we ensure optimal market coverage and responsiveness to customer needs. Our efficient overhead structures and commitment to operational excellence drive superior contribution to margins, even amidst constrained volumes.
- Diversified and Resilient Business Model: Our strategic focus spans new build, renovation, and infrastructure projects, enabling us to effectively navigate and balance varying business cycles across our diverse markets.

Proven Resilience Amidst Global Challenges: Our business model's resilience has been demonstrated through geopolitical challenges and market fluctuations. By optimizing cost structures and implementing Self-Help initiatives, we have consistently maintained strong profitability and operational stability, ensuring continued value creation for our stakeholders.

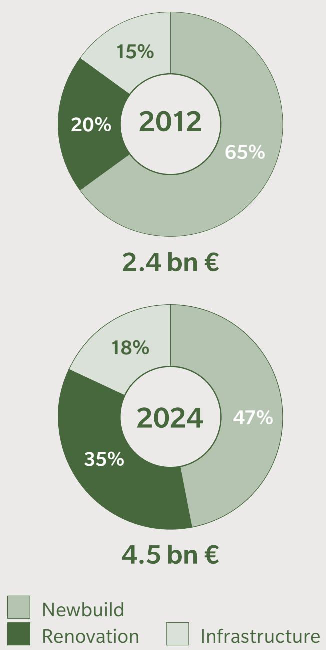
STRONG ORGANIC GROWTH AND VALUE CREATION FOR SHAREHOLDERS IN 2012–2024

STRONG ORGANIC GROWTH

CAGR
+6%
Revenue

CAGR
+10%
EBITDA

STRATEGIC TRANSFORMATION



VALUE CREATION FOR SHAREHOLDERS

+365%
Total Shareholder Return

CAGR
+20%
ROCE

Our Vision
Innovative and sustainable solutions for a better tomorrow

We improve people's quality of life and create a better world for future generations by providing innovative and ecological solutions for new build, renovation, and infrastructure projects. We want to inspire potential employees, customers, business partners, and our entire industry. Our common vision:

We provide for a better tomorrow!

We take on responsibility and live our vision. In all wienerberger business fields and areas, we commit ourselves to sustainable innovation, work on modern solutions, and push digitalization in the construction industry. At the same time, we fulfill our obligations with regard to ecology and society. Our actions and our cooperations are based on four values, which have grown over the years in our organization: trust, respect, passion, and creativity. These values connect us over all sites and in all fields of activities.

Our solutions & services: Innovations of tomorrow

Due to our company vision and our values, as well as the respective strength of innovation, we have already developed climate-resilient solutions for buildings and infrastructure, we use innovative Industry 4.0 applications, and provide state-of-the-art solutions in the field of sustainable construction, from which our customers and employees – as well as our shareholders and future generations – will profit in the long term.

Our Strategy

Our Priorities

All our entrepreneurial activities are subject to clearly defined and ambitious ESG criteria. Our primary goals are to increase our share of value creation in a building and to become a full-range provider of system solutions for energy and water management. To achieve these goals, we focus on key factors: innovation, operational excellence, and M&A and portfolio optimization. In our core markets in Europe and North America, we are continuously pursuing the expansion of activities in our core segments: new build, renovation, and infrastructure.

Our 3 Pillars of Growth

Organic growth

through

Innovation

Since 2010, we have grown organically by an average of 6% per year. We are continuing this trend by advancing our transformation into a full-range system provider, steadily improving our product mix, and supplementing it by digital services.

Process improvements

through

Operational Excellence

We will generate additional earnings growth through the continuation of our efficiency enhancement program focused on manufacturing excellence, commercial excellence, supply chain management, and administration.

External growth

through

M&A and portfolio optimization

An attractive pipeline and the positive track record of recent years provide the basis for further value-accretive transactions. At the same time, we regularly review our corporate portfolio for growth prospects and profitability.

Our Values
Strong values to shape the future

wienerberger's success story is more than 200 years old. Since the beginning, we have committed ourselves to improving people's quality of life by producing first-class, innovative and ecological solutions, and to developing solutions for tomorrow which can be integrated into a recycling and/or reusable system, so that future generations have the same opportunities as we have today.

We want to shape the future together, with **respect**, **trust**, **passion** and **creativity**, and we want to make our contribution – on every continent, in every country, at every site, and across all fields of activity.

Trust
grounds us

Trust is the basis wienerberger is built on. We encourage and support each other, and we believe in each other. This solidarity makes us stronger and motivates us in our daily work. Our trust in our skills and in our future ensures that we can manage even the biggest challenges.

Trust is the
basis of successful
human relations.

Respect:
Show appreciation, take on responsibility – for humans and for the environment.

Respect
unites us

To us at wienerberger, respect means showing appreciation and taking on responsibility – for humans and for the environment. wienerberger respects and appreciates diversity. This enables all employees to authentically participate, and to give their best while feeling accepted and included.

Passion
drives us

Passion is the engine which drives our innovative power, our growth, and our development as an international organization. We strive for exploiting our full potential, we are motivated in all our actions, and we think positively. We are committed and pursue our visions and goals in order to contribute significantly to overall success.

Passion is the engine which drives our innovative power, our growth, and our development as an international organization.

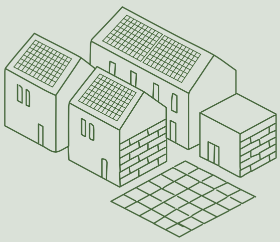
We break with habitual mindsets and create new ones – the status quo is unacceptable.

Creativity
brings us to life

Creativity is a core resource for wienerberger, which determines our work. It opens up new perspectives and pushes us to find innovative solutions, and hence to contribute to a more sustainable way of life. With the courage to change things for the better, we leave well-trodden paths and look for new ways to shape the world of tomorrow.

CORE APPLICATIONS OF OUR PRODUCTS AND SYSTEMS

Solutions for the Building Envelope and Concrete Pavers



Wall-, façade-, roof-systems (including PV solutions) for:
- Single- and two-family homes
- Multi-family homes
- Non-residential construction

Paving and water management for:
- Gardens
- Pavements and parking areas

✓ New build
✓ Renovation
✓ Repair
✓ Modernization

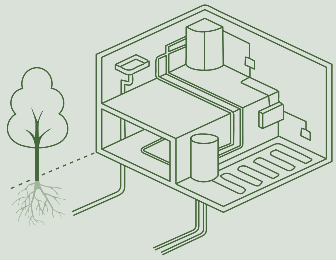
Decision-makers, customer groups

Architects, designers, public-sector clients, private investors, building contractors, processors, distribution partners, dealers

Product users

Users of buildings, public at large

In-house-Solutions



- Electrical cooling and heating installations
- Drinking water and wastewater
- Garden irrigation
- Irrigation systems and storage of water

✓ New build
✓ Renovation
✓ Repair
✓ Modernization

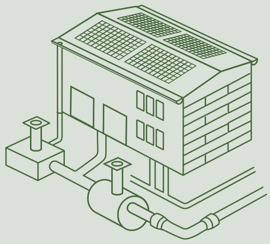
Decision-makers, customer groups

Designers, electricians, plumbers, building contractors, processors, distribution partners, dealers

Product users

End customers, users of buildings

Infrastructure Solutions



- Water management and wastewater disposal
- Energy supply
- Data transfer
- Special products for industry

✓ New build
✓ Renovation
✓ Repair
✓ Modernization

Decision-makers, customer groups

Investors, communities, public-sector clients, designers, building contractors, processors, distribution partners, dealers, private clients

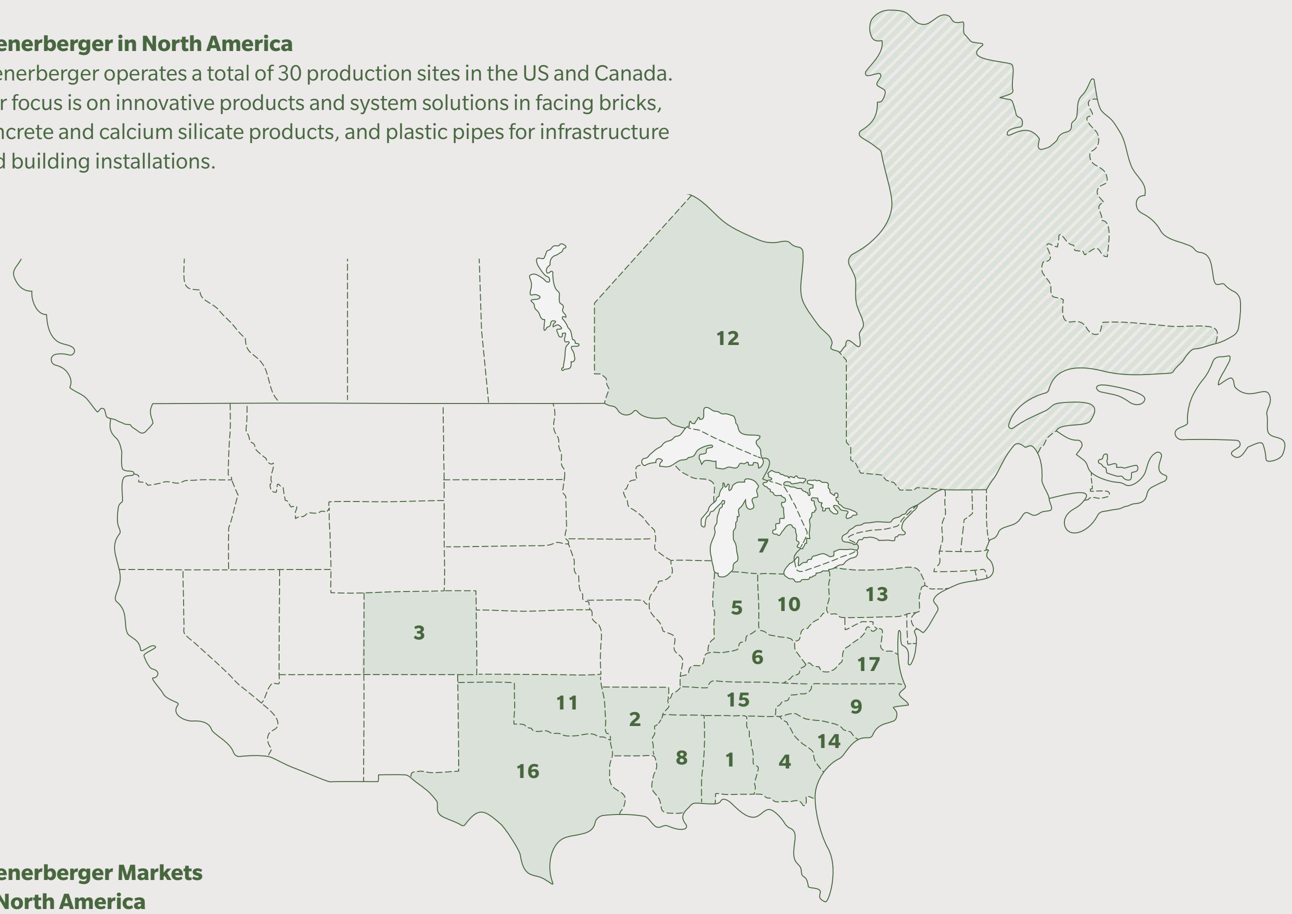
Product users

End customers, users of buildings, public at large, network operators

WIENERBERGER
PRODUCTION SITES

Quality management systems (QMS) have been installed at all our plants, many of them certified according to ISO 9001. Environmentally relevant aspects have been integrated into these quality management systems. About 50% of all production sites have been certified according to ISO 14001 Environmental Management Systems and around 40% according to ISO 50001 Energy Management.

wienerberger in North America
wienerberger operates a total of 30 production sites in the US and Canada. Our focus is on innovative products and system solutions in facing bricks, concrete and calcium silicate products, and plastic pipes for infrastructure and building installations.



wienerberger Markets in North America

- Markets with production sites
- Export markets

Number of production sites

- 24 Facing Bricks
- 2 Roofing Systems
- 1 Calcium Silicate Products
- 2 Concrete Products
- 1 Plastic Pipes

		Facing Bricks	Roofing Systems	Calcium Silicate Products	Concrete Products	Plastic Pipes
1	Alabama	1				
2	Arkansas					1
3	Colorado	1				
4	Georgia	2		1		
5	Indiana	1				
6	Kentucky	1				
7	Michigan	1				
8	Mississippi	1				
9	North Carolina	2				

		Facing Bricks	Roofing Systems	Calcium Silicate Products	Concrete Products	Plastic Pipes
10	Ohio	1	1			
11	Oklahoma	2				
12	Ontario	2	1			
13	Pennsylvania	1				
14	South Carolina	1				
15	Tennessee	1			1	
16	Texas	5			1	
17	Virginia	1				

wienerberger in Europe
We provide innovative system solutions for the entire building envelope based on our broad range of clay blocks, facing bricks, roof tiles, and pavers. Our product mix also includes plastic pipes and ceramic pipes for solutions in water management, energy supply and in-house installations. We are represented in 25 countries with a total of 210 production sites.

wienerberger in India
In the birthplace of mudbrick architecture, we operate one production site for clay block solutions.

wienerberger Markets in Europe

- Markets with production sites
- Export markets

Number of production sites

- 62 Clay Blocks
- 42 Facing Bricks
- 47 Roofing Systems
- 22 Pavers
- 30 Plastic Pipes
- 2 Ceramic Pipes
- 3 Digital Products & Solutions
- 3 Non-ceramic accessories

		Clay Blocks	Facing Bricks	Roofing Systems	Pavers	Plastic Pipes	Ceramic Pipes	Digital Products & Solutions	Non-ceramic accessories
1	Belgium	3	9	2		3	1		
2	Bulgaria	1			1	1			
3	Denmark		6						
4	Germany	12	4	11	1		1		1
5	Estonia		1			1			
6	Finland		1			3			
7	France	6	1	12	1	1			2
8	United Kingdom		9	7		1			
9	Ireland					1			
10	Italy	4	2	1					
11	Croatia	1		1	1	1			
12	Netherlands	1	9	3	5	5		2	
13	Macedonia			1					

		Clay Blocks	Facing Bricks	Roofing Systems	Pavers	Plastic Pipes	Ceramic Pipes	Digital Products & Solutions	Non-ceramic accessories
14	Norway					4			
15	Austria	7		2		1			
16	Poland	7		1	5	2			
17	Romania	4			3				
18	Sweden					1		1	
19	Serbia			1					
20	Slovakia	2			1				
21	Slovenia	1		1					
22	Spain	1							
23	Czech Republic	6		2	2	2			
24	Turkey					2			
25	Hungary	5		2	2	1			
26	India	1							

Status 31/12/2024

Value creation of wienerberger products and system solutions

With its innovative and sustainable solutions for new-build, renovation, and infrastructure projects, wienerberger improves people's quality of life and creates a better world for generations to come. For the main applications of our products and systems we design sustainable solutions for the building envelope and paved surfaces, as well as in-house and infrastructure solutions.

Based on the process of value creation, they can be classified as follows:

- Ceramic products and systems
- Plastic pipes and systems
- Concrete products

Value chain of ceramic products and systems

Use phase – Building solutions
wienerberger's building solutions are designed for energy-efficient and future-proof building construction. Our roof tiles, clay blocks, facing bricks, and ceramic pavers are used for single-family homes and multi-story residential buildings as well as for non-residential buildings, such as office buildings, hospitals, schools, and kindergartens. Building solutions by wienerberger for "Net Zero Buildings" are either highly energy-efficient, capable of producing or converting renewable energy resources for their own operation or characterized by a very low CO_2 footprint during construction.

Use phase – Ceramic pipes
Ceramic pipes (clay pipes) and accessories produced by wienerberger are ideally suited for cost-effective, safe, sustainable wastewater disposal. Sturdy, environment-friendly and requiring little maintenance, they prove their merits not only in municipal and industrial applications, but also in residential buildings as well as commercial and public buildings. Their long service life is one of the main advantages of wienerberger's ceramic pipes, especially for demanding applications.

End of service life
Brick products have a very long service life of at least 100 years and great potential for reuse. At the end of their service life, ceramic products can be recycled internally and externally or reused for other applications. In this context, we are intensively exploring the possibility of recycling and the use of ceramic construction debris, which can either be reused directly in the brick production process or used for the development of new applications. wienerberger sees great potential in the "urban mining" concept, which is aimed at saving resources through the recovery and reuse of secondary raw materials from the so-called anthropogenic stock.

Sourcing
The most important raw materials for wienerberger's ceramic products and systems are clay, as well as additives and aggregates, and alternative binders. Clay is either extracted from our own clay pits or procured from external suppliers and transported by them to the respective wienerberger plants. Other raw materials, as well as packaging material, are also procured externally. Our plants are supplied with energy and water for the production process.

Production
Clay is prepared by crushing and grinding. After interim storage of the prepared clay in the souring house, the material is shaped through extrusion in forming dies or pressed into molds. Once cut to size, the products are placed on pallets and transported to the dryer.

The drying process serves to extract moisture from the clay and prepares the products for firing. Certain ceramic products undergo surface treatment before their firing process, through which the products are hardened. Although mostly thermal energy is used for drying and firing, the use of electricity for this purpose is gaining in importance. After finishing, the ceramic products are packaged and delivered to the customers.

Value chain of plastic pipes and systems

Use phase
Plastic pipes and systems produced by wienerberger are important arteries of reliable, resource-efficient water management and energy supply. In-house solutions for residential and non-residential buildings include electrical installations, heating and cooling systems, hot and cold water supply systems, wastewater and rainwater systems, as well as installations and systems for irrigation and water storage. Infrastructure solutions include gas, water, wastewater, and rainwater systems, as well as solutions for energy supply, data transmission, and products for special industrial applications.

End of service life
Plastic pipes can be recycled internally and externally. Within the framework of the Circular Plastics Alliance, wienerberger supports all efforts to increase the use of recycled plastic materials in Europe to at least 10 million tons per year by 2025.

Sourcing
Raw materials for the production of plastic pipes and systems, such as PE, PP, and PVC, as well as secondary raw materials and packaging material, are procured from our suppliers and transported by them to the respective wienerberger plants.

Our plants are supplied with energy and water for the production process. Water for cooling purposes is also drawn from surface bodies of water (rivers, lakes, and in Scandinavia also the ocean) and subsequently returned to them in accordance with the applicable legal provisions.

Production
Plastic granulates are mixed and heated in an extruder to produce a melt. The heated plastic melt is then pressed through a die for shaping. The resultant pipe strand is cooled in water to harden the plastic material. The continuous pipe strand is then cut to size according to requirements.

Another production method is injection molding. Raw materials for pipe accessories are first heated and then the melt is formed in molds. To a growing extent, 3D printing and computer-aided assembly of parts are being used in pipe production.

Electricity is the main source of energy used in the production of plastic pipes and pipe system components. After being cut to size, the plastic pipes and pipe system components are packaged and delivered to the customers.

Value chain of concrete products

Use phase
wienerberger's range of concrete products comprises concrete roof tiles, concrete pavers and slabs, steps, edgings, kerbstones and palisades, fences, wall stones and slope stabilizer blocks. They are used for private, commercial, and public applications, such as public squares, public gardens, roadways, and parking lots. wienerberger pavers designed for water infiltration, which are laid on permeable ground, allow rainwater to seep away through wide gravel or turf joints or through drainage holes, so that water is stored in the ground and thus increases the groundwater level. Unsealing the soil and creating green spaces facilitates the adaptation to climate change and contributes to sustainable water management.

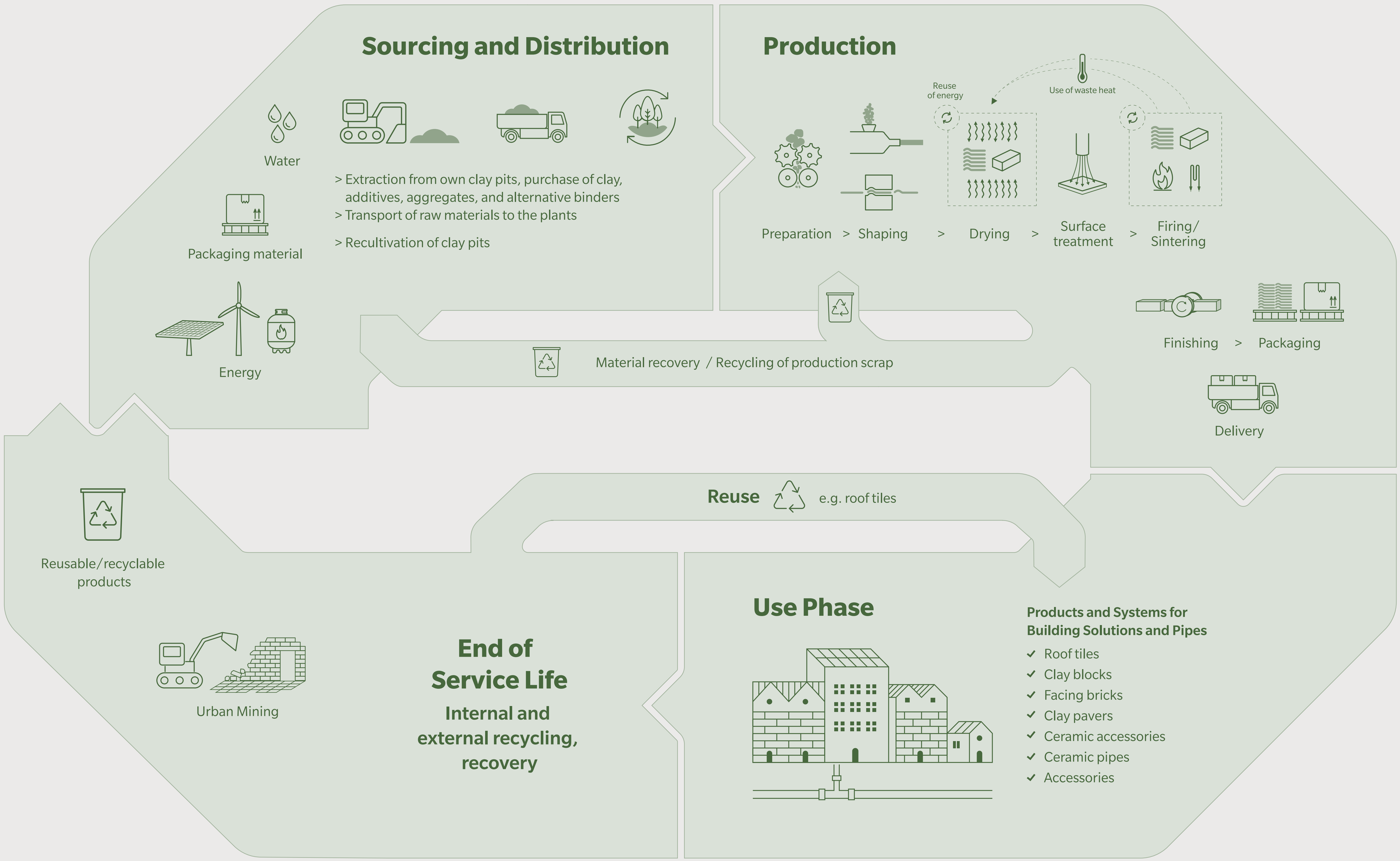
End of service life
Concrete products by wienerberger are suited for reuse as well as internal and external recycling.

Sourcing
The most important raw materials for the production of wienerberger's concrete products are sand and gravel, cement, aggregates, alternative binders and filling agents, as well as water. These are procured from suppliers as primary or secondary raw materials (externally recycled materials) and transported to the respective wienerberger plants. Energy, water, and packaging materials are also procured for the production process. For wienerberger's concrete products, "urban mining", i.e. the recovery and use of secondary raw materials from the so-called anthropogenic stock, is gaining in importance as a source of raw materials.

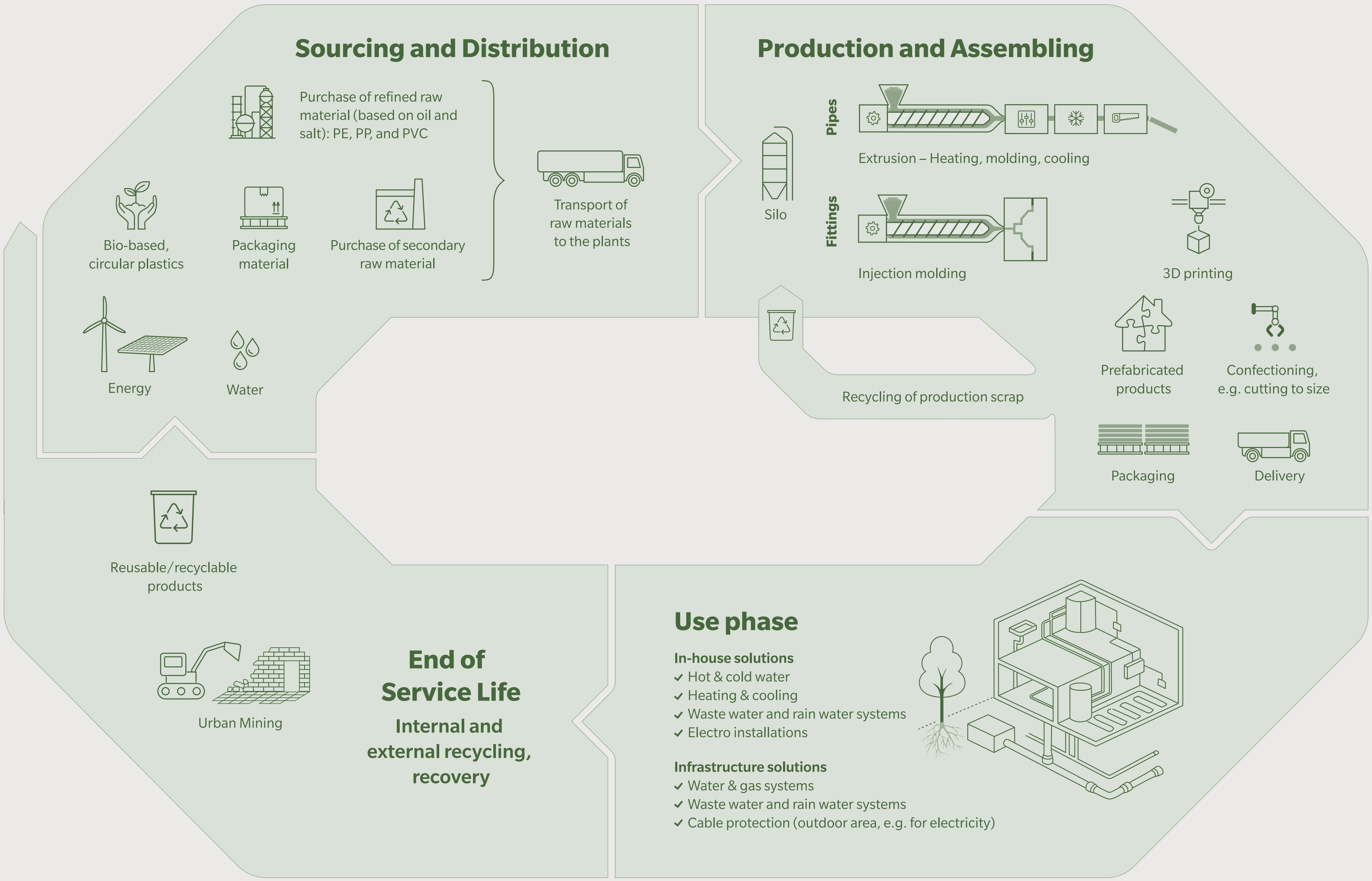
Production
Mixing the raw materials is the first step in the production of concrete products. This is followed by shaping through pressing or casting. For certain products, various surface-finishing processes, such as washing, grinding, blasting, or coating, may be applied before or after the drying process. The cured finished products are then packaged and delivered to our customers.

VALUE CREATION – CERAMIC PRODUCTS AND SYSTEMS

BUILDING SOLUTIONS AND PIPES

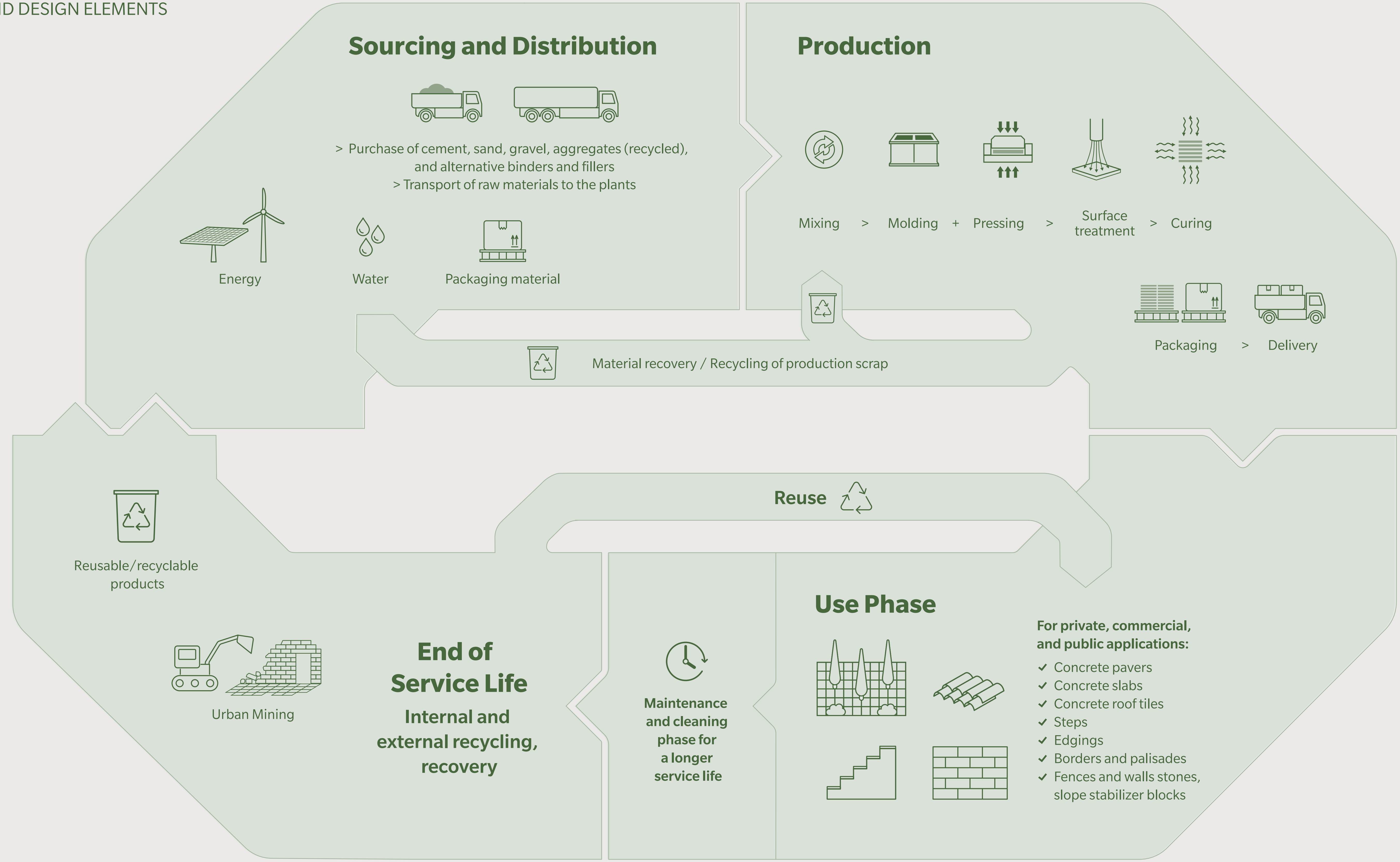


VALUE CREATION – PLASTIC PIPES AND SYSTEMS



VALUE CREATION – CONCRETE PRODUCTS

CONCRETE PAVERS AND SLABS
AND DESIGN ELEMENTS



CORPORATE GOVERNANCE REPORT

Corporate Governance at wienerberger

As a listed company with international operations, wienerberger is committed to the principles of responsible corporate governance aimed at the sustainable creation of added value. Ecological and social sustainability, transparency in reporting, continuous further development of an efficient system of corporate control, corporate management aligned with the interests of our stakeholders, and cooperation in a spirit of mutual trust between the Managing Board and the Supervisory Board, as well as among our employees, provide the basis for the achievement of our corporate targets. This understanding of our role as a company is based on Austrian law, the Austrian Corporate Governance Code, the Articles of Association, the rules of procedure of the Boards of the company, and our internal policies.

Commitment to the Austrian Corporate Governance Code

Since the entry into force of the Austrian Corporate Governance Code in 2002, wienerberger has committed itself, without reservation, to comply with the rules of the Code, as amended. The Code, which is publicly accessible on the Internet at www.corporate-governance.at, provides a framework for the management and supervision of Austrian stock corporations. The Code serves the goal of ensuring the responsible governance and control of companies and groups of companies, aimed at the sustainable and lasting creation of added value. A high level of transparency is thus to be achieved for all stakeholders.

Its guiding principles include the following:

- Equal treatment of all shareholders
- The highest possible level of transparency
- Independence of the Supervisory Board
- Open communication between the Supervisory Board and the Managing Board
- Avoidance of conflicts of interest between the governing bodies of the company
- Efficient monitoring by the Supervisory Board and the external auditor

This Corporate Governance Report is based on the version of the Austrian Corporate Governance Code dated January 2025. In 2024, as in the previous year, wienerberger fully complied with all mandatory legal requirements (L Rules). Moreover, the C Rules (“Comply or Explain”), including the R Rules (Recommendations), which require no explanation in the case of non-compliance, were complied with in their entirety.

Members of the Managing Board 2024

GOV -1 The role of the administrative, management and supervisory bodies

HEIMO SCHEUCH
CEO Wienerberger AG
Chairman of the Managing Board
Born 1966

Appointed until 160th AGM (2029)
Chairman since 01/08/2009
Member since 21/05/2001

Responsible for the strategic and operational development of wienerberger

Group functions assigned:
- Corporate Strategy & Development
- Organizational Development & Human Resources
- New Business & Ventures
- Corporate Communications & PR
- Public Affairs
- Corporate Secretary
- Responsibility for Regions North America & UK/Ireland

External mandates:
Chairman of the Supervisory Board of Wiener Börse AG
Managing Director of ANC Anteilsverwaltung GmbH

GERHARD HANKE
CFO Wienerberger AG
Born 1971

Appointed until 31/12/2027
Member since 01/03/2021

Responsible for financial matters and performance management of wienerberger

Group functions assigned:
- Accounting, Tax, Group Reporting & Business Support
- Corporate Treasury
- Legal & Compliance
- Internal Audit
- Investor Relations
- IT & Digitalization
- Risk Management
- Procurement
- Corporate Sustainability

External mandates:
Managing Director of ANC Anteilsverwaltung GmbH

HARALD SCHWARZMAYR
COO West Wienerberger AG
Born 1969

Appointed until 30/06/2026
Member since 01/07/2020

Responsible for all wienerberger activities - building solutions and piping solutions - in Western Europe

Group function assigned:
- Strategy & Technology Piping Solutions
- Product Development Piping Solutions
- Commercial Services (Marketing & Sales, Digital Business Models)

External mandates:
None

SOLVEIG MENARD-GALLI
COO East Wienerberger AG
Born 1969

End of mandate: 31/12/2024
Start of mandate: 01/06/2019

Responsible for all wienerberger activities - building solutions and piping solutions - in Eastern Europe

Group functions assigned:
- Strategy & Technology Building Solutions
- Product Development Clay & Concrete
- Operational Services (Health & Safety, Supply Chain Management, Lean Manufacturing, Industry 4.0)

External mandates:
None

DAGMAR STEINERT
Born 1964

Appointed until 29.02.2028
Member from 01.03.2025

Changes on the Managing Board after the balance-sheet date

Effective as of March 1, 2025, the Supervisory Board appointed Dagmar Steinert as Chief Financial Officer (CFO). She succeeds Gerhard Hanke, who takes on the function of Chief Operating Officer (COO) Central & East, following Solveig Menard-Galli's resignation from the Managing Board at her own request as of December 31, 2024.

Dagmar Steinert (60) is an experienced manager with broad-based financial expertise and extensive professional experience. Her previous positions include that of certified public accountant and tax advisor at PricewaterhouseCoopers, chief financial officer of lubricant manufacturer Fuchs and, most recently, CFO of Rheinmetall. In all her past positions she proved to have leadership skills, a profound understanding of markets and investors, and the ability to successfully implement group-wide transformations.

Members of the Supervisory Board

F.l.t.r: Thomas Birtel, Effie K. Datson, David Davies, Katrien Beuls, Peter Steiner, Myriam Meyer, Marc Grynberg

PETER STEINER
Chairman (since 01/01/2021)
Born 1959
Independent

Appointed until 157th AGM (2026)
First elected: 14/06/2018

Mandates in listed companies:
Member of the Board of Directors and Chairman of the Audit Committee of Clariant AG
Chairman of the Supervisory Board of Zeal Network SE (until May 2025)

Other mandates:
None

MYRIAM MEYER
Deputy Chairwoman
Born 1962
Independent

Appointed until 158th AGM (2027)
First appointed: 22/05/2015

Mandates in listed companies:
None

Other mandates:
Member of the Supervisory Board of KUKA AG
Member of the Board of Trustees of Swisscontact

KATRIEN BEULS
Member of the Supervisory Board
Born 1968
Independent

Appointed until 158th AGM (2027)
First appointed: 05/05/2023

Mandates in listed companies:
None

Other mandates:
Global Head of Group M&A, Investments and Partnerships, ISS A/S (Denmark)
Member of the Supervisory Board of ISS Facility Service Holding GmbH (Germany), ISS Austria Holding GmbH (Austria), ISS Tesis A.S. (Turkey), ISS World Services A/S (Denmark)
Member of the Supervisory Board of Promon A/S (Norway)

THOMAS BIRTEL
Member of the Supervisory Board
Born 1954
Independent

Appointed until 157th AGM (2026)
First appointed: 03/05/2022

Mandates in listed companies:
None

Other mandates:
Member of the Supervisory Board of four companies of VHV Versicherung
Chairman of the Board of CONCORDIA Sozialprojekte gemeinnützige Privatstiftung Wien and of CONCORDIA Sozialprojekte Stiftung Deutschland

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EFFIE K. DATSON
Member of the Supervisory Board
Born 1970
Independent

Appointed until 158th AGM (2027)
First appointed: 05/05/2023

Mandates in listed companies:
None

Other mandates:
Managing Director of EK Datson Capital Inc
Non-Executive Director of Chia Network Inc
Director of NewAg Management Ltd
Designated member of NewAg Partners LLP

DAVID DAVIES
Member of the Supervisory Board
Born 1955
Independent

Appointed until 156th AGM (2025)
First appointed: 19/05/2017

Mandates in listed companies:
Member of the Board of Directors and Chairman of the Audit Committee of Petrofac Ltd

Other mandates:
Member of the Supervisory Board and Chairman of the Audit Committee of Gas Transmission System Operator of Ukraine LLC (GTSOU)

MARC GRYNBERG
Member of the Supervisory Board
Born 1965
Independent

Appointed until 157th AGM (2026)
First appointed: 03/05/2022

Mandates in listed companies:
Member of the Supervisory Board, the Accounts, Audit & Risk Committee and the Strategy & Sustainability Committee, and Climate Director of Nexans SA
Member of the Supervisory Board, the Investment Committee and the Audit Committee of Umicore

Other mandates:
None

Members of the Supervisory Board delegated by the Works Council:

GERHARD SEBAN **Member of the Supervisory Board** Born 1967 First delegated: 03/02/2006	Chairman of the Works Council of the Hennersdorf plant (Austria) Chairman of the Central Works Council of Wienerberger Österreich GmbH Chairman of the Group Works Council and the European Works Council of Wienerberger AG
CLAUDIA SCHIROKY **Member of the Supervisory Board** Born 1971 First delegated: 02/07/2002	Chairwoman of the Works Council and the Central Works Council of Wienerberger AG Deputy Chairwoman of the Group Works Council of Wienerberger AG
WOLFGANG WALLNER **Member of the Supervisory Board** Born 1970 First delegated: 06/05/2019	Deputy Chairman of the Group Works Council of Wienerberger AG Head of Department PVC Mischerei & Materialrückgewinnung and member of the works council for blue-collar workers at Pipelife Austria GmbH & Co KG

Disclosures regarding the independence of the members of the Supervisory Board

Pursuant to C Rule 53 of the Austrian Corporate Governance Code, the majority of the elected members of the supervisory board are to be independent of the company and its managing board. A supervisory board member is deemed to be independent if he or she has no relationship, either business or personal, with the company or its management board that constitutes a material conflict of interest and consequently may influence his or her behavior. In companies with a free float of more than 50%, at least two capital representatives have to be independent, as stipulated in C Rule 54.

In defining the criteria of independence, the Supervisory Board of Wienerberger AG follows the Guidelines for Independence laid down in Annex 1 of the Austrian Corporate Governance Code. According to these guidelines, a supervisory board member is deemed to be independent if he or she

- has not served as a member of the Managing Board or in an executive position at Wienerberger AG or a company of the Group during the past five years;
- does not, or did not in the past year, maintain business relations with Wienerberger AG or a company of the Group to an extent of significance for the member of the Supervisory Board concerned (this also applies to business relations with companies in which the Supervisory Board member has a material economic interest);
- has not acted as an external auditor of Wienerberger AG or been a partner or an employee of the accounting firm mandated to perform the audit during the past three years;
- is not a member of the management board of another company in which a member of the Managing Board of Wienerberger AG serves on the supervisory board;
- has not been a member of the Supervisory Board for more than 15 years;
- is not closely related to a member of the Managing Board of Wienerberger AG or to persons holding any of the aforementioned positions.

On the basis of the criteria stated above, all of the present seven members of the Supervisory Board elected by the Annual General Meeting declared themselves to be independent within the meaning of the Austrian Corporate Governance Code. None of the members elected by the Annual General Meeting holds an investment of more than 10% or represents the interests of such a shareholder.

In the 2024 business year, no contracts were concluded with members of the Supervisory Board that would require the Supervisory Board's approval pursuant to L Rule 48 of the Austrian Corporate Governance Code. Any business transactions with companies in which members of the wienerberger Supervisory Board are active are concluded on an arm's length basis. For further information on related-party transactions, please refer to the Notes to the Consolidated Financial Statements under Note 36 (Related-party transactions).

Mode of Operation of the Managing Board and the Supervisory Board

Committed to ensuring sustainable, value-accretive development of the company, the Managing Board and the Supervisory Board of Wienerberger AG observe the company's stated principles as well as the principles of transparency, integrity, and accountability. Their actions are based on the applicable legal provisions, the Articles of Association of the company, as well as the rules of procedure of the Managing Board and the Supervisory Board. The latter govern the responsibilities, the working methods, and the interaction between the Managing Board and the Supervisory Board, as well as the procedure to be applied in the event of conflicts of interest. Additionally, they specify the types of business transactions requiring prior approval by the Supervisory Board.

How the Managing Board works

As a collegiate body, the Managing Board is jointly responsible for the management of the company and its fundamental decisions. Regardless of their shared overall responsibility, each Managing Board member is in charge of a clearly defined field of business. The work of the Managing Board is premised on shared responsibility for strategic and operational issues and a continuous exchange of information on important measures and developments in the individual fields of business. To this end, the Chairman regularly convenes meetings with the members of the Managing Board, for the discussion of current business, ongoing developments, and strategic topics, as well as transactions to be approved by the Supervisory Board. Moreover, the Executive Committee, comprising the senior executives below Managing Board level responsible for individual regions and certain Group functions, is convened at regular intervals. In addition to its advisory function regarding strategic decisions, innovation projects, and growth initiatives, the Executive Committee also supports the Managing Board in the implementation of decisions taken and strategic milestones.

The Managing Board consistently incorporates sustainability aspects and the associated opportunities and risks related to the environment, social matters, and corporate governance into the development and implementation of wienerberger's corporate strategy. Decisions taken by the Managing Board require unanimity. The four-eyes principle applies when contracts are to be signed by the Managing Board. Transparency regarding external mandates held and strict compliance with the rules on directors' dealings serve to ensure that Managing Board members are not involved in conflicts of interest within the meaning of the Austrian Corporate Governance Code.

The Managing Board provides the Supervisory Board with regular, timely, and comprehensive information on all relevant questions of business performance, including risks and risk management. The Chair of the Managing Board acts as the central link to the Supervisory Board. In line with the principles of good corporate governance, the Chair of the Managing Board and Chair of the Supervisory Board engage in continuous and open exchange on strategic topics.

How the Supervisory Board and its committees work

The Supervisory Board decides on issues of fundamental importance and, in close coordination with the Managing Board, on the strategic orientation of the company. In particular, the chairpersons of both Boards engage in continuous exchange on sustainable development and essential aspects of the company's strategic orientation.

In 2024, the Supervisory Board fulfilled its obligations in accordance with the relevant legal provisions, the Articles of Association, and the Rules of Procedure within the framework of seven meetings. In the course of these meetings, the Managing Board provided the Supervisory Board with comprehensive information, both orally and in writing, on business performance, current growth projects, and the economic situation of the company, including its financial management. The Supervisory Board discussed the strategic orientation of the Group, M&A projects, business performance, and risk management with the Managing Board with a particular focus on sustainability aspects and ESG criteria.

In particular, priority areas of Supervisory Board work in the reporting year included the following:

- Review and approval of the 2023 annual financial statements presented by the Managing Board
- Preparation of the 2023 Remuneration Report on Managing Board and Supervisory Board remuneration
- Finalization of the Remuneration Policy for the Managing Board and the Supervisory Board effective as of 2024
- Preparation of the agenda of the 155th Annual General Meeting, including the dividend proposal
- Continuous reporting on the closure of the acquisition of Terreal and essential progress made in the integration of the largest acquisition ever in the history of wienerberger
- Analysis of further strategic projects aimed at generating sustainable and value-accretive growth and expanding wienerberger's portfolio (inter alia in the pipe and roof segments)

- Adoption of resolutions regarding the financing portfolio, in particular a long-term € 600 million credit line to finance the newly acquired roof business of Terreal and to refinance a respective upcoming bond maturing
- "CSRD/ESRS Dry Run & Readiness Program" for the implementation of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS)
- Discussion and examination of the budget for 2025
- Evaluation of the group-wide health & safety strategy and its implementation
- Discussion on cyber security
- Determination of the targets for variable remuneration of the members of the Managing Board with a special focus on ESG criteria, in particular the reduction of CO_2 emissions (Scope 1, 2 and 3)
- Prolongation of CEO Heimo Scheuch's term of office until 2029
- Appointment of Gerhard Hanke as COO Central & East (following the resignation of Solveig Menard-Galli) and extension of his mandate until December 31, 2027, as well as, after intensive screening of suitable candidates, appointment of Dagmar Steinert as CFO as of March 1, 2025
- Performance of the annual self-evaluation of the Supervisory Board and discussion of its results

Committees of the Supervisory Board

In order to exercise its advisory and monitoring functions in an efficient manner, the Supervisory Board set up committees, the tasks of which are described in detail in the following. The committees provide input for a focused and well-founded discussion and support the Supervisory Board in its decision-making processes. The committees are chaired by renowned experts in their respective fields of work. In order to continuously enhance the Supervisory Board's body of knowledge regarding new regulatory requirements (e.g. CSRD/ESRS), current trends and developments (e.g., AI, climate change), the Supervisory Board and its committees regularly invite internal and external experts to their meetings.

Committee	Members
Audit and Risk Committee	David Davies (Chairman)
	Katrien Beuls
	Effie K. Datson
	Marc Grynberg
	Gerhard Seban
Nomination and Remuneration Committee	Peter Steiner (Chairman)
	Myriam Meyer
	Thomas Birtel
	David Davies
	Gerhard Seban
Sustainability and Innovation Committee	Myriam Meyer (Chairwoman)
	Thomas Birtel
	Katrien Beuls
	Marc Grynberg
	Gerhard Seban

Audit and Risk Committee[1]

The responsibilities of the Audit and Risk Committee are laid down in Section 92 (4a) of the Austrian Stock Corporation Act and L Rule 40 of the Austrian Corporate Governance Code. Accordingly, the committee is responsible for monitoring the accounting process, verifying the independence of the external auditor and monitoring the auditor's activity, submitting a proposal for the selection of the external auditor, reviewing the annual financial statements and preparing their adoption, reviewing the profit distribution proposal, auditing the consolidated financial statements and the group management report, reviewing the consolidated corporate governance report, as well as reporting the audit results to the supervisory board and

1) GOV-2 Sustainability Matters Addressed by Administrative, Management, and Supervisory Bodies approving non-audit services. A major part of the committee's work consists in monitoring group-wide accounting processes and the audit of the consolidated annual financial statements. Moreover, the committee verifies the effectiveness of the internal control system, the internal audit function, and the risk management system. It regularly submits the results of its work to the Supervisory Board.

In 2024, the Audit and Risk Committee fulfilled all its tasks, as defined by law and in its rules of procedure, in the course of five meetings. Priority areas of its work included the following:

- Preparation and review of the consolidated and separate annual financial statements of Wienerberger AG
- Verification of the external auditor's independence
- Submission of a proposal for the election of the external auditor
- In-depth deliberations on issues relating to the internal control system and the company's risk management as well as their further development and digitalization
- Ongoing analysis of the internal audit reports received in accordance with the audit plan, and discussion of material results and measures to be taken
- Discussion and approval of non-audit services allowed to be provided by the external auditor and determination of an upper limit on costs
- In-depth discussion and detailed planning for the implementation of the CSRD/ESRS requirements within the framework of the Group-wide CSRD/ESRS Dry Run & Readiness Program (e.g., data management)
- In-depth discussion of the results of the double materiality analysis and the resulting measures
- Examination and approval of the 2025 Internal Audit Charter and the 2025 Internal Audit Plan
- Deliberations on questions of energy procurement
- Report on the implementation of the ERP system update (S/4 HANA)

The external auditor, Deloitte Audit Wirtschaftsprüfungs GmbH, participated in all meetings of the Audit and Risk Committee held in 2024 and was available for questions and discussions.

Nomination and Remuneration Committee

Pursuant to C Rules 42 and 43 of the Austrian Corporate Governance Code, the Supervisory Board has to set up a nomination committee and a remuneration committee which, in accordance with C Rule 43, may be combined into a single committee. In the interest of enhanced efficiency and stronger synergies, the Supervisory Board decided to deal with both topics in a single Nomination and Remuneration Committee. This committee deals with all personnel matters relating to the Supervisory Board and the Managing Board, in particular with questions of succession planning, and submits recommendations to the Supervisory Board regarding candidates for the Managing Board and the Supervisory Board in the event of vacancies on these bodies. Moreover, the committee elaborates proposals for the remuneration policy to be submitted to the Annual General Meeting at least every four years, monitors compliance with the policy, deals with the content of the employment contracts of Managing Board members, and examines issues regarding the structure of Supervisory Board remuneration. Pursuant to C Rule 43, the chairman of the Supervisory Board is a member of the committee.

In 2024, the Nomination and Remuneration Committee met five times and dealt, in particular, with the following priority topics:

- Finalization of the principles governing the remuneration of Managing Board and Supervisory Board members (Remuneration Policy) as of 2024, with input from an external corporate governance consultant specializing in remuneration systems
- Clarification of issues regarding implementation of the new remuneration policies applicable to the Managing Board and the Supervisory Board as of 2024
- Preparation of the remuneration report specifying the remuneration of Managing Board and Supervisory Board members and monitoring of compliance with the requirements of the respective remuneration policy
- Updating the Managing Board contracts with a view to the remuneration policy approved by the 155th Annual General Meeting and effective as of 2024
- Evaluation of the annual fixed salaries of the members of the Managing Board
- Evaluation of the annual remuneration of the members of the Supervisory Board and elaboration of a proposal for a restructured remuneration regime
- Preparation of target agreements for variable Managing Board remuneration with particular emphasis on ESG criteria, in particular the reduction of CO_2 emissions (Scope 1, 2 and 3)
- Evaluation and preparation of the prolongation of Heimo Scheuch's term of office as CEO

- Succession planning and discussion of the future division of responsibility within the Managing Board and recommendation to appoint Gerhard Hanke as COO Central & East
- Elaboration of objective criteria for the search for a new CFO and initiation of a search process supported by renowned international consultants, and pre-selection of suitable internal and external candidates
- Organization of face-to-face meetings between short-listed candidates and members of the Supervisory Board, as well as subsequent recommendation to appoint Dagmar Steinert as CFO
- Continuous updating of the current skills matrix of the Supervisory Board and the requirements profile for future nominations, with a focus on diversity aspects
- Preparation of the annual evaluation of the efficiency, organization, and working methods of the Supervisory Board

Sustainability and Innovation Committee[1]
The Sustainability and Innovation Committee, established in 2019, is in charge of monitoring the implementation and further development of the group-wide innovation and sustainability strategy. Its responsibilities include, in particular, the discussion and identification of relevant topics, regulations, and trends at European and global levels, the monitoring of progress achieved as a result of climate-related measures, and the effective integration of ESG factors into the corporate strategy, as well as the supervision of sustainability reporting.

In 2024, the Sustainability and Innovation Committee met four times and dealt with the following priority topics:

- Monitoring of progress achieved in the implementation of the Sustainability Program 2023-2026 and its effective integration into the corporate strategy
- Continuous evaluation of progress achieved in terms of the ESG targets set for 2024 and measures taken regarding the environment and social matters
- Discussion of the sustainability strategy, implementing measures, and adaptations, where necessary
- Evaluation of the group-wide health & safety strategy and performance
- Discussion of new health & safety initiatives and further development of health & safety management, including group-wide training and policies to improve health & safety at work
- Presentation and discussion of key projects in the fields of decarbonization and circular economy, e.g., the “GreenBricks” project aimed at developing innovative solutions for ecological and resource-saving building construction pursued at Uttendorf, an Austrian brick plant modernized in 2024
- Deliberations on and pursuit of projects promoting energy efficiency, climate action, and climate resilience
- Support in the development and implementation of the Action Plan for Inclusion and Diversity based on the principles of equal opportunities and equal pay, as well as discussion on the implementation of first pilot initiatives in selected countries of the Group
- Elaboration and review of the ESG targets for 2025
- Support in aligning the strategic orientation with the requirements of CSRD/ESRS (e.g., policies)

1) GOV-2 Sustainability Matters Addressed by Administrative, Management, and Supervisory Bodies

Meeting attendance by Supervisory Board members in 2024

Meeting attendance by Supervisory Board members was high in the reporting year. In the case of individual absences, separate meetings between the chairperson and the member(s) unable to attend were arranged for the purpose of coordination or further explanations. As a rule, members unable to attend a meeting asked the chairperson to represent them by proxy.

Attendance 2024	Supervisory Board	Audit and Risk Committee	Nomination and Remuneration Committee	Sustainability and Innovation Committee
Capital representatives				
Peter Steiner	7/7	-	5/5	-
Myriam Meyer	7/7	-	5/5	4/4
Katrien Beuls	7/7	5/5	-	4/4
Thomas Birtel	7/7	-	5/5	3/4
Effie K. Datson	7/7	5/5	-	-
David Davies	7/7	5/5	5/5	-
Marc Grynberg	6/7	5/5	-	3/4
Employee representatives				
Gerhard Seban	7/7	5/5	5/5	2/4
Claudia Schiroky	6/7	-	-	-
Wolfgang Wallner	6/7	-	-	-

Self-evaluation of the Supervisory Board

In the reporting year, the Supervisory Board performed the self-evaluation provided for in C Rule 36 of the Austrian Corporate Governance Code by means of a questionnaire. Alongside national and international corporate governance trends, the questions referred to cooperation between the Managing Board and the Supervisory Board, the working method of the Supervisory Board, and organizational issues. The results of the self-evaluation were discussed during the Supervisory Board meeting on December 12, 2024, in the absence of the Managing Board.

Overall, the evaluation confirmed the efficient and professional cooperation within the Supervisory Board and its committees. This also applies to interactions between the Supervisory Board and the Managing Board, which were described as being constructive, balanced, and mutually appreciative.

Success through Diversity

OVERVIEW SUPERVISORY BOARD
EXPERIENCED, INDEPENDENT, INTERNATIONAL

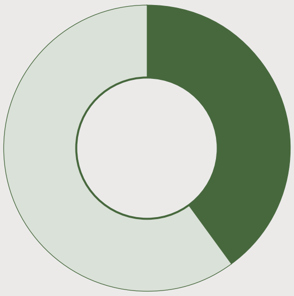
as at 31/12/2024

7
CAPITAL REPRESENTATIVES
Elected by the Annual General Meeting for a definite period of time

10
MEMBERS

3
EMPLOYEE REPRESENTATIVES
Delegated by the Works Council for an indefinite period of time

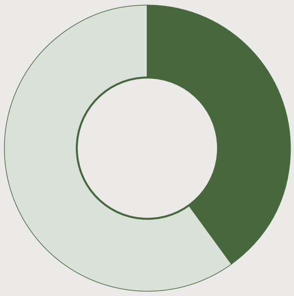
Supervisory Board



GENDER

40% WOMEN

60% MEN



AVERAGE AGE

40% > 60 YEARS

60% < 60 YEARS

Capital Representatives

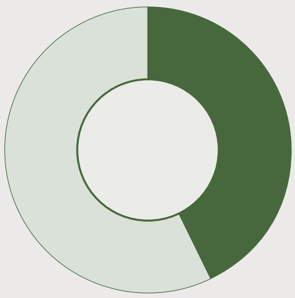
INDEPENDENCE[1)]

100% INDEPENDENT

ORIGIN

100% INTERNATIONAL

Germany, UK, USA, Belgium, Switzerland



TENURE

43% 5-10 YEARS

57% < 5 YEARS

1) In accordance with the provisions of the Austrian Corporate Governance Code, the "independence" criterion exclusively applies to capital representatives on the Supervisory Board.

Principle of Diversity in Managing Board and Supervisory Board Appointments

For wienerberger, diversity and equal opportunities are not mere slogans, but elements firmly rooted in the company's sustainability strategy and its vibrant corporate culture shaped by shared values: trust, respect, passion, and creativity. wienerberger is convinced that demographic and cognitive diversity significantly contribute to sustainable economic success by fostering productivity, creativity, and innovation and facilitating complex decisions. Diversity not only creates a mutually appreciative work environment, but also helps us to better understand the needs of wienerberger's various stakeholders.

This also applies to wienerberger's supreme governing bodies. Professional qualifications required for the management and supervision of a listed company (e.g. the necessary competencies and experience, in relation to aspects of corporate governance and sustainability matters), as well as personal characteristics (e.g., absence of disqualifying factors as defined in Rules 38 and 38a of the ÖCGK), are essential criteria applied in the selection of Managing Board and Supervisory Board members. Moreover, diversity features such as age, gender, and an international background are taken into account with a view to achieving a balanced composition of the two steering bodies of the company. To ensure maximum transparency and fairness of the decision-making process, the search for and selection of candidates is always supported by an external consultant. In the case of in-house candidates short-listed for Managing Board positions about to fall vacant, independent management appraisals by external consultants ensure that the decisions taken are based on objective assessments.

The so-called skills matrix, which documents the range of expertise currently represented on the Supervisory Board and identifies competencies that may have to be strengthened in the course of succession planning, serves as a starting point in the search for suitable candidates for the Supervisory Board. On this basis, the greatest possible diversity of the Supervisory Board in terms of gender, age, and nationality is aimed at. This is to ensure that the candidate search is geared to a specific set of requirements and that the Supervisory Board, in its entirety, combines all the qualifications needed to fulfil its supervisory duties and, in particular, advise the Managing Board on strategic issues.

These principles to be applied in succession planning have also been laid down in the Diversity Policy and the Succession Planning and Recruiting Policy for the Supervisory Board, which can be accessed on the company's website at www.wienerberger.com. Compliance with these policies is monitored by the Nomination and Remuneration Committee.

Composition of the Managing Board and the Supervisory Board

In the reporting year 2024, the Managing Board of Wienerberger AG had four members (share of women: 25%) aged between 53 and 58. Their diverse professional backgrounds in economics, finance, law, and engineering ensure a cross-disciplinary discourse within the Managing Board. Thanks to its well-balanced composition, the Managing Board brings together not only a wide variety of experience in different fields, but also many years of experience in operational business (both within and outside wienerberger), as well as extensive industrial know-how and international management experience. Details on the professional careers of the individual Managing Board members can be viewed on the website at www.wienerberger.com.

Pursuant to the legal provisions in effect, the capital representatives on the Supervisory Board are elected by the Annual General Meeting. Since the 154th Annual General Meeting on May 5, 2023, the Supervisory Board has consisted of seven capital representatives (three of them women) and three members delegated by the Works Council (one of them a woman). Thus, the percentage of women on the Supervisory Board is 40%. The capital representatives on the Supervisory Board are between 54 and 70 years old and represent diverse professional competencies and many years of professional and management experience. In particular, the elections of the new members having joined since 2022 have further strengthened the Supervisory Board's industrial, ESG, and M&A competencies and broadened its know-how regarding the US market through their extensive legal and capital market expertise. Except for the members delegated by the Works Council, the membership of the Supervisory Board is completely international, reflecting not only the geographic coverage of wienerberger's activities, but also the company's broad international investor base.

Diversity-Measures for the Advancement of Women

As a value-driven company committed to sustainability, wienerberger is dedicated to fostering a fair and inclusive workplace for all employees. Equal pay and equal opportunities are important elements of our corporate culture and HR strategy. This focus has been strengthened with the issuance of corporate DEI (Diversity, Equity and Inclusion) and Equal Opportunity Policy and the Equal Pay Policy in 2024.

We place particular emphasis on initiatives that promote equal opportunities and encourage a fair gender balance in executive positions. In 2024, women accounted for 14.8% of senior management positions within the company. To drive progress in this area, the wienerberger Sustainability Program focuses on supporting local country organizations in implementing localized DEI action plans (until 2026) aimed at promoting diversity, including improving gender balance in traditionally under-represented areas.

Additionally, a range of targeted measures have been introduced on a corporate level to support and empower women in leadership, including active nomination of junior female talents for the internal junior talent development program, the establishment of mentoring and coaching programs to foster professional growth, showcasing the achievements of successful women within the company through internal and external communications, providing networking events designed to foster connections and conversations around career development for women, including discussions on challenges and opportunities for women in leadership with female leaders within the main office. Moreover, ensuring balanced candidate pools for senior management roles remains a key priority, with a strong focus on diversity and gender balance.

By highlighting the importance of, and promoting an inclusive and equitable work environment, we aim to enhance career opportunities for women and strengthen diversity at all levels of our organization.

External Evaluation of Compliance with the Corporate Governance Code

In its C Rule 62, the Austrian Corporate Governance Code, which goes beyond the requirements of the law, provides for a regular external evaluation of the company's compliance with the Code. For the 2024 reporting year, this evaluation was performed by the external auditor, Deloitte Audit Wirtschaftsprüfungs GmbH. It did not result in any negative findings regarding the company's public statements on compliance with the Austrian Corporate Governance Code.

The audit report on the external evaluation can be viewed on the company's website at www.wienerberger.com.

Vienna, March 17, 2025

The Managing Board

Heimo Scheuch
Chairman of the Managing Board of Wienerberger AG
CEO

Dagmar Steinert
Member of the Managing Board of Wienerberger AG
CFO

Gerhard Hanke
Member of the Managing Board of Wienerberger AG
COO Central & East

Harald Schwarzmayr
Member of the Managing Board of Wienerberger AG
COO West

Auditor’s Report

Report on the evaluation of Wienerberger AG’s compliance with the Austrian Corporate Governance Code in the financial year 2024

Due to the listing of the shares of Wienerberger AG on the Prime Market of the Vienna Stock Exchange, the Management Board, together with the Supervisory Board, are obligated to apply the rules of the Austrian Corporate Governance Code 2025 (“ÖCGK 2025”) in the current version. According to rule 62 of the ÖCGK, a regular external evaluation of compliance with the ÖCGK is recommended.

Wienerberger AG follows this recommendation, which is why the Management Board of Wienerberger AG commissioned us to assess Wienerberger AG’s compliance with the rules of the ÖCGK 2025 in the 2025 financial year (“evaluation”). The aim of the evaluation is to give the public a picture of Wienerberger AG’s compliance with the principles of Corporate Governance.

Responsibility of the legal representatives

The proper preparation of the Corporate Governance Report 2024 in accordance with the ÖCGK 2025 lies with the legal representative of Wienerberger AG.

Responsibilities of the Practitioner

Our responsibility is to express a conclusion as to whether, based on our procedures performed and the evidence obtained, any matters have come to our attention that cause us to believe that the Corporate Governance Report is not in compliance, in all material respects, with the Austrian corporate law regulations and the regulations of the ÖCGK 2025 on the preparation of a (consolidated) corporate governance report.

We have performed the engagement in accordance with ISAE 3000 („International Standard on Assurance Engagements 3000 – Assurance Engagements other than Audits or Reviews of Historical Financial Information“). Those standards require that we comply with ethical requirements, including independence rules, and plan and perform the engagement, taking into account the principle of materiality, so as to provide our conclusion with limited assurance.

In a limited assurance engagement, the audit procedures performed are less extensive than in a reasonable assurance engagement, and accordingly, less assurance is obtained.

The procedures selected depend on the Practitioner’s professional judgment and included, in particular, the following activities:

- Inquiry with legal representatives and employees of Wienerberger AG
- Inspection of a sample of relevant documents and papers (in particular the articles of association of Wienerberger AG, rules of procedure for the supervisory board and management board, minutes of the supervisory board, etc.), insofar as these or their content must be consistent with the rules of the ÖCGK 2025
- Review of the explanations on the deviations from “C Rules” as part of the corporate governance report of Wienerberger AG for the 2025 financial year and examination of their compliance with the requirements of the ÖCGK 2025

The subject of our engagement is neither an audit nor an auditor’s review of financial statements. Likewise, neither the detection and clarification of criminal facts, such as embezzlement or other acts of fraud and administrative offenses, nor the assessment of the effectiveness and profitability of the management is the subject of our evaluation. Since we are also the auditors for Wienerberger AG in the 2024 financial year, the evaluation does not include compliance with C and R Rules 77 to 83 of the ÖCGK 2025.

Conclusion

No deviations from the C rules in the Corporate Governance Report of Wienerberger AG were identified. Based on the procedures performed, nothing has come to our attention that causes us to believe that the Corporate Governance Report of Wienerberger AG, for the year 2023 has not been prepared, in all material respects, in accordance with the requirements with the ÖCGK 2025.

Restriction on Distribution and Use

This audit serves to support your company in proving an external evaluation of the Corporate Governance Report of Wienerberger AG. Our report on the audit may only be published on the homepage of Wienerberger AG and may only be shared on the condition that our overall responsibility towards you and any other recipient who receives the report with our consent is limited to the amount resulting from the following Terms and Conditions of the Engagement (in particular the General Conditions of Contract for Public Accounting Professions (AAB 2018)). A distribution in extracts of the report (e.g., enclosures to the report) is not permitted.

Terms and Conditions of the Engagement

We prepare this report based on the contract concluded with you, which is based on the General Conditions of Contract for Public Accounting Professions (AAB) attached to this report. We are only liable for verbal information and advice if they are confirmed by us in writing. Beyond the scope of services, we do not have any protection and due diligence obligations of any kind, in particular no warning obligations.

Our liability is limited to claims for damages based on at least grossly negligent behaviour on our part. Liability for slight negligence is excluded. We are not liable for the work of any external auditors or lawyers. All limitations of liability also apply to Deloitte employees engaged by us. Insofar as claims for damages against us do not exist or no longer exist, claims for another legal reason (e.g., warranty, error) are also excluded.

To the extent permitted by law, our liability for gross negligence towards Wienerberger AG and also towards third parties (this also applies if there are several beneficiaries or bases for a claim) is limited to a maximum total liability of five times the fee received (excluding any cash expenses and expenses and excluding sales tax) towards Wienerberger AG and also towards third parties (this also in the case of several beneficiaries or bases of claims), but limited to a maximum of ten times the minimum sum insured for professional liability insurance in accordance with section 11 of the “Wirtschaftstreuhandberufsgesetz” (WTBG). Claims for damages are limited to positive damage. We are only liable for lost profits in the event of intent or gross negligence, to the extent permitted by law. We are not liable for unforeseeable or atypical damage that we could not have expected.

Vienna, March 17, 2025

Deloitte Audit Wirtschaftsprüfungs GmbH

Mag. Marieluise Krimmel
Certified Public Accountant

ppa. Margaretha Germann M.A. (HSG), ACCA
Certified public Accountant

MANAGEMENT REPORT

Economic Environment and Capital Markets

Economic environment in 2024

Compared to 2023, a year marked by slower recovery and persistent inflation, the global economic environment for 2024 was stable yet subdued. According to the International Monetary Fund (IMF), economic growth stayed at 3.2% for 2024, slightly below the 2023 figure of 3.3%. The development depended heavily on the pace of disinflation, the easing of monetary policies, and the resolution of geopolitical tensions.

In Europe and North America, wienerberger's core regions, economic developments remained mixed. In the United States, economic resilience continued, supported by strong labor markets and consumer spending, with the IMF projecting a growth rate of 2.8% for 2024 (2023: 2.9%). In the euro zone, GDP growth rose to 0.8% in 2024 (2023: 0.4%), supported by a recovery in real wages, which boosted consumption. However, growth remained subdued, due to persistent weakness in manufacturing and goods exports. Germany - the region's largest economy – continued to lag behind other euro area countries and contracted by -0.2% in 2024 (2023: -0.3%). In contrast, France performed better, maintaining growth of 1.1%, in line with its 2023 performance. The UK economy recovered to a growth rate of 0.9% in 2024, up from 0.3% in 2023. According to Euroconstruct, Eastern Europe, one of wienerberger's core markets, experienced a moderate rebound, with growth at 2.1% in 2024 (2023: 0.1%), as domestic economies began to stabilize and investment activity gradually picked up.

Monetary policy

Global inflation continued its downward trajectory, falling from 6.7% in 2023 to 5.8% in 2024 according to the IMF, supported by the delayed effects of monetary tightening and stabilizing energy prices. However, the disinflation process remained uneven, with advanced economies experiencing faster progress compared to emerging markets.

The US Federal Reserve (Fed) has begun to shift its stance after its significant tightening cycle in 2022–2023. The Fed initiated its first interest rate cuts in September 2024, bringing the interest rate down to 4.25% - 4.50% by the end of 2024. The European Central Bank (ECB) began to gradually ease the policy rate already in June 2024, bringing it to 3.15% by the end of 2024. The deposit rate came to 3.00% at the end of 2024.

The Bank of England (BoE), which raised its base rate to 5.25% in 2023, has maintained a rather cautious stance, and decreased the rate to 4.75%. In Eastern and Southern Europe, central banks have begun to lower interest rates in response to cooling inflation. In Hungary, the central bank has started reducing rates, with its key rate at 6.5% as of late 2024, from its 2023 year end rate of 10.75%, reflecting easing inflationary pressures in the region. The central bank of the Czech Republic cut its rates from 6.75% to 4.00%, while Romania's central bank decreased its rate slightly from 7.00% to 6.50%. The central bank in Poland on the other hand, kept interest rates stable at 5.75%.

Stock markets

2024 proved to be another strong year for global stock markets, characterized by notable sectoral performances, central bank policy shifts, and evolving geopolitical tensions. Conflicts in the Middle East and other regions added volatility to markets and contributed to heightened uncertainty. Despite these challenges, global stock markets experienced robust recoveries, particularly in the US in the latter half of the year. Optimism was largely driven by improving inflation data, easing fiscal policies and the anticipated "soft landing" for the US economy that supported investor confidence.

The US market stood out with an exceptional performance, as major indices delivered record results, with technology stocks, particularly AI-driven companies, leading the charge. The S&P 500 posted an impressive 23.3% increase, supported by a resilient labor market and moderating inflation. The Nasdaq 100 outperformed with +24.9%, driven by the strong growth of AI-related sectors, while the Dow Jones Industrial Average recorded a solid +12.9%.

Europe's performance was more mixed, and the recovery remained uneven across the region. The EURO STOXX 50, Europe's leading index, closed the year with a modest gain of 8.3%, rebounding after a summer slump. Germany's DAX emerged as a standout performer, rising by 18.8%, as stocks such as Siemens Energy, Rheinmetall, and SAP significantly boosted the index. In contrast, France's CAC 40 faced several headwinds and ended the year down by -2.2%, hampered by sluggish domestic economic activity, political instability, and sector-specific setbacks. The UK's FTSE 100 fared better, closing with a modest gain of 5.7%, while the Austrian ATX index closed the year at +6.6%, benefiting from strong performances in utilities and industrial stocks.

The European housing market

The following analysis is based on the most recent country forecasts published by Euroconstruct, Europe's leading construction market forecasting network. Key indicators of residential construction activity include the number of building permits issued, housing starts, and housing completions.

Despite initial interest rate cuts in the Eurozone and parts of Eastern Europe around mid-2024, mortgage rates remained high for most of the year. The delayed effect of these reductions kept homeownership largely unaffordable in 2024.

Eastern Europe experienced the market downturn earlier than Western Europe, and showed signs of recovery visible in the number of building permits issued for single- and two-family homes, although developments varied across individual countries. In contrast, Western European markets, such as Germany, France, and Belgium, continued to struggle and faced double-digit declines in building permits, reflecting the ongoing pressure from high financing costs and broader economic uncertainties. Our experience indicates that in volatile times, the period between the issuance of building permits and the actual start of construction continues to lengthen. Unlike building permits, housing starts have declined in both Eastern and Western Europe compared to the previous year. However, the situation in Eastern Europe is relatively better, with housing starts showing a smaller decrease than in Western Europe, where the decline remains significantly more pronounced.

Within the residential construction sector, renovation activity has become increasingly important for wienerberger's business performance, particularly in Western Europe. Based on data from Euroconstruct, renovation activity did not see a major increase, although it remained stable or showed slight growth. In contrast, renovation activity in Eastern Europe declined in the single-digit range for the overall market.

The European infrastructure market

In the infrastructure segment, persistent inflationary pressures and elevated costs have continued to impact public investment decisions, resulting in delays and postponements of key projects. According to Euroconstruct data for 2024, Western and Eastern Europe reflect these challenges, alongside region-specific economic developments.

In 2024, capital expenditure for infrastructure remained stable with a slight positive trend. Western Europe showed stable development overall, with notable country-level differences – for example, Finland experienced declines of up to 4%, while Belgium recorded growth of 4%. Eastern Europe showed a weaker performance compared to the previous year, with most countries experiencing declines in capital expenditure for infrastructure, except for Austria which showed growth of roughly 2%.

This trend was also seen in water management, which represents approximately 10% of infrastructure expenditure and includes potable water and wastewater systems – an essential market for our pipe business, alongside stormwater and cable protection solutions. In Western Europe, countries recorded growth of up to 8%, while Eastern European countries performed worse than in the prior year, with some countries experiencing declines of up to almost 9%. Investments in the energy sector displayed growth in almost all countries across Western and Eastern Europe.

Investments in transport infrastructure declined overall in both regions with some exceptions. A similar trend was observed in road construction. In contrast, telecommunications experienced growth in more countries, contributing to an overall positive development in both regions.

The US housing market

In 2024, the housing market in the U.S. was particularly strained in the second half of the year due to elevated interest rates and ongoing political uncertainties surrounding the presidential elections. According to the U.S. Census Bureau, the number of building permits issued declined by 2.6% (2023: -11.7%). Building permits for single-family homes saw an increase of 6.7%, while multi-family home permits continued their decline, dropping by 18.9%. The number of housing starts also showed a slight decline of 3.8%, totaling 1.366 million units, aligning with the National Association of Home Builders' (NAHB) forecast. While the single-family segment increased by 6.8%, the multi-family market continued to face significant challenges, with a drop of 26.8%. Building completions rose by 12.3% to 1.627 million units. Single-family home completions saw a slight increase of 1.8%, while the multi-family sector experienced another strong 35.4% growth after the 22.1% growth last year.

The NAHB/Wells Fargo Housing Market Index, based on monthly surveys among NAHB members, reflects the general assessment of market conditions and estimates of house sales for the next six months. A value below 50 indicates a predominantly negative outlook. In December 2024, the index rose to 46, up from 37 the previous year, reflecting an improved market sentiment in the US. However, this positive development was rather short lived as the index fell again to 42 in February 2025, reflecting a more hesitant sentiment again. At year end, the fixed interest rate on 30-year mortgage loans was 6.72%. Compared to the previous year's value, this corresponds to a decline of 10 basis points, reflecting the decrease of the federal funds rate by the Fed in 2024.

The US infrastructure market

The North American infrastructure market is primarily divided into transportation (roads, railways, airports), electricity & power, and water & sewage. About 44% of federal transportation and infrastructure spending was allocated to highways, 23% to air travel, 22% to transit, and only 10% to water, the latter being the main market for wienerberger's piping business in North America.

Infrastructure markets are highly supported by federal funds. In 2023 the federal government spent $ 44.8 billion on infrastructure and transferred $ 81.5 billion to states, while the Federal Emergency Management Agency (FEMA) allocated $ 210 million for disaster-related repairs.

In 2024, the market continues to expand, driven by the $ 1.2 trillion Infrastructure Investment and Jobs Act (IIJA) in the U.S. and similar initiatives in Canada. Transportation remains the largest sector, with roads and highways receiving the biggest share of public funding. However, water infrastructure remains underfunded, despite urgent modernization needs. The Bipartisan Infrastructure Law provides over $ 50 billion to improve drinking water, wastewater, and stormwater systems – the largest federal investment in water to date.

Aging infrastructure, climate change, and funding gaps remain major challenges, requiring stronger public-private collaboration to ensure long-term resilience.

Economic outlook for 2025

Following a global growth rate of 3.2% in 2024, the IMF projects a stable but subdued expansion of 3.3% in 2025, remaining below the historical average of 3.7%. Growth prospects vary significantly across regions, reflecting ongoing policy adjustments, geopolitical tensions, and trade uncertainties.

In the United States, economic growth is expected to remain robust at 2.7%, supported by strong consumer spending, a resilient labor market, and improving financial conditions. In contrast, the eurozone is projected to see a modest growth, with GDP rising by 1.0% in 2025, weighed down by continued weakness in manufacturing and trade uncertainties. Germany, the region's largest economy, is forecasted to grow by just 0.3%, still lagging behind other euro area nations. France's economy is expected to slow slightly to 0.8%, while the UK is set to expand at a stronger pace of 1.6%. The Eastern European economies are expected to grow at a rate of 3.1% (Euroconstruct).

According to the IMF's assumption, global inflation is expected to decline further to 4.2% in 2025. A significantly lower inflation rate of 2.1% is expected for the eurozone countries and 2.0% for the US. While this suggests a return toward central bank targets, inflationary risks remain, particularly due to geopolitical uncertainties and potential supply disruptions.

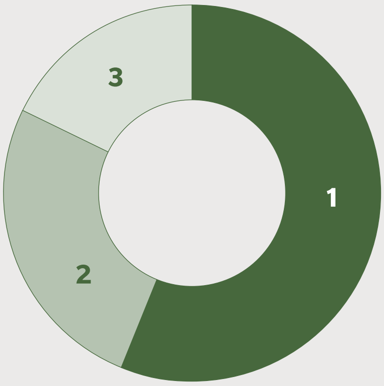
Sources: IMF (World Economic Outlook October 2024 and January 2025), U.S. Census Bureau, Euroconstruct, Freddie Mac Primary Mortgage Market Survey, NAHB, NAHB/Wells Fargo Housing Market Index, US. Department of Transportation

Financial Review

Earnings

The 2024 financial year was strongly influenced by a focus on expansion and sustainability in a challenging macroeconomic environment. Within this environment wienerberger generated Group-wide revenues of € 4,513 million (2023: € 4,224 million). Revenues include scope change amounting to € 544.0 million.

External Revenues by Segment



	1	Europe West	56%
	2	Europe East	26%
	3	North America	18%

Due to the strong focus on price and cost management profitability was maintained at a high level despite the difficult market environment; this is reflected in the operating EBITDA margin of 16.8% (2023: 19.2%).

EBITDA of € 706.6 million (2023: € 783.3 million) is including contributions from the first consolidation of acquired companies in the amount of € 64.3 million.

Operating EBITDA amounted to € 760.0 million (2023: € 810.8 million). Operating EBITDA was adjusted for income from the sale of non-core assets, sale of disposal group and expenses related to structural adjustments. Structural adjustments, amounting to € 77.6 million, primarily include non-recurring expenses for capacity adjustments, mainly related to restructuring. The significant portion of the amount is shown within other operating expenses in the line "Restructuring expenses" in the consolidated income statement.

EBITDA in MEUR	**2024**	**2023**	**Chg. in %**
Europe West	288.3	347.0	–17
Europe East	222.0	216.6	+3
North America	196.3	219.8	–11
wienerberger	**706.6**	**783.3**	**–10**

EBITDA Bridge in MEUR	2024	2023	Chg. in %
EBITDA	**706.6**	**783.3**	**–10**
Result from the sale of non-core assets	–16.4	–10.6	–55
Sale of disposal group	–7.8	0.0	<-100
Structural adjustments	77.6	38.0	>100
Operating EBITDA	**760.0**	**810.8**	**–6**

The challenging market environment was also reflected in the earnings before interest and tax (EBIT) reported for the 2024 business year being € 294.1 million, 38% below the previous year's value of € 477.3 million. EBIT 2024 includes non-recurring special write-offs in connection with restructuring measures taken in the amount of € 50.6 million. Additionally, €10.4 million in special write-offs from ordinary business operations occurred. Scheduled depreciation and amortization on non-current assets amounted to € 351.5 million (2023: € 287.0 million). The increase of the depreciation and amortization is mainly due to the acquisition of Terreal.

Profitability Ratios in %	2024	2023
Gross profit to revenues	35.7	38.2
Administrative expenses to revenues	7.9	7.8
Selling expenses to revenues	19.6	18.5
EBITDA margin	15.7	18.5
Operating EBITDA margin	16.8	19.2

Financial Result and Taxes

The financial result decreased from € -53.0 million in 2023 to € -142.8 million in the reporting year mainly due to higher financing costs, and the recycling of foreign currency effects from the deconsolidation of the Russian activities.

Profit before tax dropped from € 424.3 million in the previous year to € 151.3 million in the reporting period. The Group's income tax expense was reduced to € 67.0 million (2023: € 89.2 million) which corresponds to an effective tax rate of 44.3% (2023: 21.0%). The higher effective tax rate mainly relates to recycling of foreign currency effect from the deconsolidation of Russia and structural adjustment not recognized.

This resulted in a profit after tax amounting to € 84.3 million (2023: € 335.1 million). After the deduction of € 4.6 million in income attributable to non-controlling interests (2023: € 0.8 million) net profit amounted to € 79.8 million (2023: € 334.4 million). Earnings per share came to € 0.72 (2023: € 3.17). Adjusted for one-off effects, earnings per share amounted to € 2.05 (2023: € 3.57). In total adjusted earnings per share included € 146.3 million adjustments like the income from the sale of non-core assets and structural adjustments, expenses from special write-offs in connection with restructuring measures, and finance expenses related to the recycling of foreign currency effects due to deconsolidation of the Russian activities.

Assets and Financial Position

As at 31/12/2024 wienerberger's total assets amounted to € 6,418.4 million corresponding to a 17% increase over the previous year's value (2023: € 5,468.6 million). Non-current assets increased by 25% to € 4,222.7 million (2023: € 3,368.2 million). The increase in net assets and financial positions is primarily due to the acquisition of the Terreal Group. Investments in non-current assets (maintenance & special capex) came to € 312.4 million (2023: 271.6 million).

Working capital (inventories plus net trade receivables less net payables) increased by 7% to € 1.041,7 million (2023: € 975.7 million). The ratio of working capital to revenues was 22.6% (2023: 23.1%). During the reporting period, significant working capital reductions were achieved, but total working capital increased to prior year due to M&A activities.

In the reporting year inventories increased by 12% from € 1,153.8 million to € 1,291.2 million. Inventory levels in the legacy business could be significantly decreased, however total inventory levels increased due to M&A activities; the most significant contribution made by Terreal. Trade receivables increased by 12% to € 344.7 million (2023: € 306.8 million).

The lower level of cash and cash equivalents of € 261.8 million (37% decrease compared to 2023) is due to the increased acquisition activities.

Compared to 31/12/2023 the Group's equity improved by 8% from € 2,657.7 million to € 2,882.8 million. Dividends of € 100.3 million were paid out in the reporting year. Within the total change in Group's equity, €104.0 million (2023: € 16.5 million) are from treasury shares mainly through the buyback and sale of own shares. Other comprehensive income had a positive impact of € 57.5 million on Group equity and includes significant effects from currency translation amounting to € 85.4 million, changes in the valuation of the hedging reserve of € -16.4 million and actuarial losses of € -11.5 million.

Non-current employee-related provisions increased by 63% to € 113.1 million (2023: € 69.5 million) mainly due to the acquisition of Terreal. Other long-term provisions, mainly for warranties and the recultivation of depleted clay pits, increased compared to the previous year due to acquisition activities and came to € 116.3 million (2023: € 103.5 million).

Current provisions increased by 6% to a total of € 81.6 million (2023: € 77.0 million) primarily as a result of provisions set up for restructuring purposes.

Interest-bearing debt (long-term and short-term financial liabilities) rose by € 425.6 million to € 2,126.8 million (2023: € 1,701.2 million). Interest-bearing financial liabilities include liabilities to banks, bond holders, and other third parties in the amount of € 1,814.7 million (2023: € 1,433.3 million), derivatives to hedge foreign-currency risks with negative market values of € 14.1 million (2023: € 2.4 million) and lease liabilities of € 298.1 million (2023: € 265.4 million). For the calculation of net debt, interest-bearing liabilities were offset by cash and cash equivalents and securities of € 373.9 million (2023: € 486.5 million).

Calculation of Net Debt
in MEUR

	2024	2023	Chg. in %
Long-term interest-bearing financial liabilities	1,297.0	1,071.8	+21
Short-term interest-bearing financial liabilities	531.8	363.9	+46
Lease liabilities	298.1	265.4	+12
- Securities and other financial assets	–112.1	–72.4	+55
- Cash and cash equivalents	–261.8	–414.1	+37
Net debt	**1,752.9**	**1,214.7**	**+44**

Of the total amount of € 1,828.8 million in financial liabilities (excluding lease liabilities), 71% (2023: 75%) was of a long-term and 29% (2023: 25%) of a short-term nature.

As at 31/12/2024 the Group's net debt came to € 1,752.9 million, up by 44% from the previous year (2023: € 1,214.7 million). This corresponds to a gearing ratio of 60.8%. The increase above the previous year's value of 45.7% is mainly due to the Terreal acquisition.

Balance Sheet Ratios		**2024**	**2023**
Capital employed	in MEUR	4,583.4	3,822.5
Net debt	in MEUR	1,752.9	1,214.7
Equity ratio	in %	44.9	48.6
Gearing	in %	60.8	45.7
Asset coverage	in %	69.7	80.5
Working capital to revenues [1]	in %	**22.6**	23.1

1) 2024 calculated on pro-forma (Terreal 12-month basis)

Treasury

With a view to upcoming maturities in 2025 and in order to safeguard the financing of acquisition projects, significant financing steps were taken in 2024: the existing bridge facility of € 350.0 million and the maturing bond in the amount of € 250.0 million were refinanced by concluding a long-term OeKB financing facility in the amount of € 600.0 million.

The syndicated revolving credit line was also fully refinanced and increased from € 600.0 million to € 750.0 million. The new credit line is available until 2029 and has two extension options until 2031.

The other acquisition projects and financial investments as well as the share buyback program of € 34.0 million were financed from operating cash inflows. At the end of the business year, a solid liquidity reserve of € 1,011.8 million was available (comprising cash and cash equivalents of € 261.8 million and committed but undrawn credit lines of € 750.0 million).

The (negative) net interest result increased by € 44.3 million from € -56.1 million to € -100.4 million in the financial year 2024 due to the largely debt-financed Terreal acquisition and higher financing costs following the scheduled repayment of the 2.00% 2018-24 corporate bond.

Compared to the previous year the debt repayment period (ratio of net debt to operating EBITDA[1]) increased moderately from 1.5 to 2.3 years primarily due to the debt-financed Terreal acquisition. This means that the ratio was slightly above the target range of 1.5 to 2.0 as at the reporting date. Since March 2023 wienerberger has had an investment grade rating from Moody's (Baa3) with a stable outlook.

Treasury Ratios [1]	**31/12/2024**	**31/12/2023**
Net debt/Operating EBITDA	2.3	1.5
Operating EBITDA/interest result	7.7	14.5

1) 2024 calculated on pro-forma (Terreal 12-month basis)

As at the balance-sheet date 51% (2023: 64%) of the Group's financial liabilities were fixed-interest-bearing, without financial liabilities according to IFRS 16 Leases taken into account. Given the local character of wienerberger's business foreign-exchange fluctuations are reflected primarily as translation risks and to a lesser extent as transactional risks. Subject to economic restrictions translation risks (above-all from inter-group loans in foreign currencies) are hedged against exchange-rate fluctuations by means of cross-currency swaps. Most of the group's transactional risks are hedged through currency forwards.

Cashflow

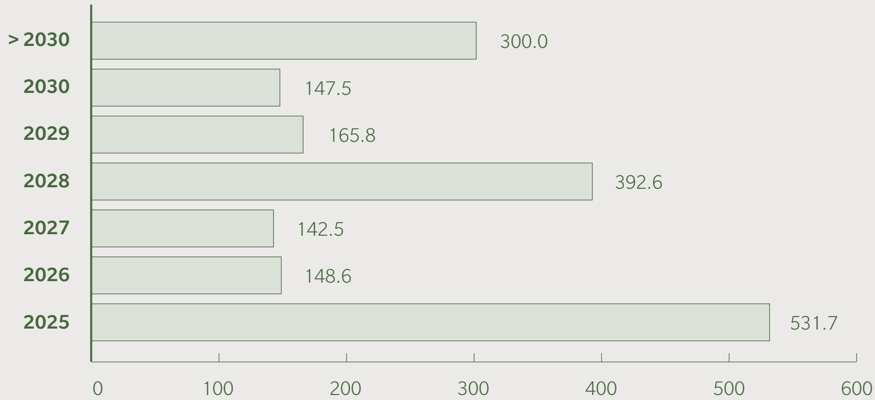
In the reporting year gross cash flow amounted to € 456.2 million, thus falling short of the previous year's result (2023: € 608.5 million) primarily due the development of earnings before tax. In contrast cash flow from operating activities increased to € 589.5 million (2023: € 410.0 million), attributable, above all, to the optimization of working capital.

Cash flow from investing activities amounted to € -913.8 million (2023: € -323.0 million), with Special capex of € 177.0 million (2023: € 145.4 million) which consists of discretionary growth investments and investments in ESG. Investments in the maintenance and optimization of current operations (maintenance capex) amounted to € 135.4 million (2023: €126.2 million). A total of € 636.6 million (2023: € 84.9 million) was spent on the acquisition of the Terreal Group and other corporate acquisitions.

Cash flow from financing activities amounted to € 162.1 million (2023: € 38.8 million) and was mainly attributable to a long-term credit facility of € 600.0 million raised to finance the newly acquired roofing business of the Terreal Group and to fund the redemption of the 2018 corporate bond of € 250.0 million in the second quarter of the reporting year. Free cash flow was above the previous year's level and amounted to € 416.9 million (2023: € 257.5 million).

All in all, cash and cash equivalents decreased by € -162.2 million (2023: € 125.8 million), resulting in a year-end balance of € 261.8 million (31/12/2023: € 423.5 million) after foreign-exchange effects.

Maturity structure of Interest-bearing financial liabilities (excl. leases) in MEUR

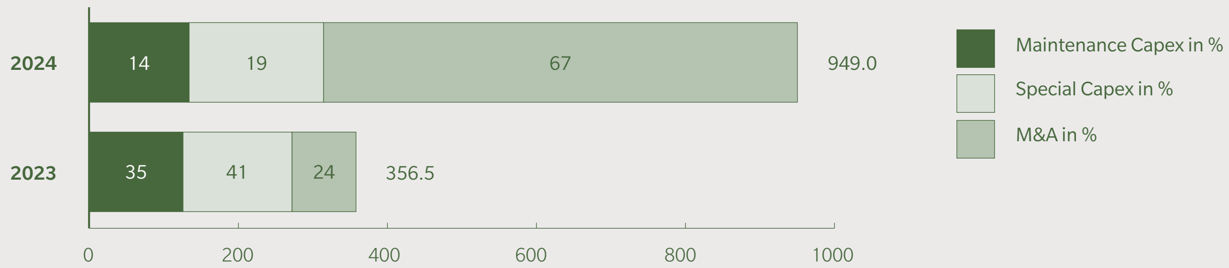


Cash Flow Statement in MEUR	**2024**	**2023**	**Chg. in %**
Gross cash flow	**456.2**	**608.5**	**–25**
Change in working capital and other	133.3	–198.5	>100
Cash flow from operating activities	**589.5**	**410.0**	**+44**
Maintenance capex	–135.4	–126.2	–7
Special capex	–177.0	–145.4	–22
M&A	–636.6	–84.9	<-100
Divestments and other	35.1	33.5	+5
Cash flow from investing activities	**–913.8**	**–323.0**	**<-100**
Special capex and M&A	813.5	230.3	>100
Lease payments	–72.4	–59.7	–21
Free cash flow	**416.9**	**257.5**	**+62**

Investments

In 2024, maintenance investments required to keep the company's operations running accounted for € 135.4 million (2023: € 126.2 million). Discretionary growth investments (e.g. plant enlargements and optimization measures aimed at enhanced production efficiency) and investments in ESG (e.g. environment and sustainability projects, such as decarbonization, biodiversity, or circular economy) came to a total of € 177.0 million (2023: € 145.4 million).

Total Investments and M&A in MEUR



A total of € 634.3 million (2023: € 63.4 million) was spent on corporate acquisitions. With the acquisition of Terreal, a leading provider of roof repair and renovation products, wienerberger expanded its portfolio in the European roofing and solar solutions markets. The acquisitions of I-Real BV and Grain Plastics B.V. in the Netherlands further enhanced our positioning in the piping segment in Region Europe West. We completed the acquisition of Maincor Ltd. which is a British provider of low-temperature underfloor heating systems. This acquisition presents promising growth potential as an alternative to traditional gas-fired heating systems. In the fourth quarter we successfully acquired two companies in the Nordic market for smart water management and infrastructure solutions: Slatek OY in Finland and Tekken AS in Norway. Moreover, with the acquisition of the Czech company, Betonarna Lesonice s.r.o. we have increased our production capacity of concrete pavers and significantly enhanced our presence in Region Europe East. An additional amount of € 2.3 million (2023: € 21.5 million) was invested in other strategic participations, which brought the total amount of M&A capex in the reporting year up to € 636.6 million (2023: € 84.9 million).

Development of Non-current Assets in MEUR	Intangible	Tangible	Financial	Total
31/12/2023	**854.9**	**2,409.6**	**49.9**	**3,314.4**
Capital expenditure	13.9	298.5	2.3	314.7
Change in the scope of consolidation	311.4	526.3	0.0	837.7
Depreciation, amortization, impairments and special write-offs	–52.6	–359.9	–0.1	–412.6
Reversal of impairments	0.0	0.0	1.8	1.8
Disposals	–17.7	–14.7	–2.1	–34.5
Currency translation and other	12.4	118.7	0.0	131.1
31/12/2024	**1,122.3**	**2,978.4**	**52.3**	**4,153.0**

Total Investments in MEUR	2024	2023	Chg. in %
Europe West	154.6	122.4	+26
Europe East	120.1	103.9	+16
North America	37.7	45.2	–17
wienerberger	**312.4**	**271.6**	**+15**

Of the total amount of investments in tangible and intangible assets in the reporting year 49.5% was accounted for by Region Europe West, 38.5% by Region Europe East and 12.1% by North America.

Value Management

wienerberger's value management focuses not only on the long-term and sustainable creation of shareholder value but also on ESG aspects, with a special focus on the well-being of our employees, whose contributions are essential for ensuring the company's long-term success.

The key indicator of wienerberger's value-oriented corporate governance is the return on capital employed (ROCE). This indicator measures the return on the capital currently employed in the company and reflects the value creation by both individual business units and the Group as a whole. It is calculated by relating operating EBIT to the average interest-bearing total capital employed.

The calculation of ROCE was adjusted in 2024. ROCE is calculated before taxes and based on operating EBIT (EBIT adjusted for special effects). In the previous year, the calculation of ROCE was based on NOPAT (net operating profit after taxes). ROCE is determined as EBIT, adjusted for the sale of non-core assets, sale of disposal group, structural adjustments, as well as impairments to assets and special write-offs in connection with restructuring, divided by the average capital employed. The prior-year figures have been adjusted accordingly.

In addition to ROCE, other important performance indicators—such as EBITDA, free cash flow, efficiency-enhancing measures, total shareholder return, and the attainment of certain environmental, social, and governance (ESG) targets—are regularly analyzed as part of the company's value management. These indicators are also taken into account in the calculation of top management bonuses.

wienerberger generated an operating EBIT of € 398.1 million (2023: € 522.1 million). The average capital employed increased from € 3,657.7 million to € 4,203.0 million in the same period. Overall, wienerberger achieved a ROCE of 9.5% (2023: 14.3%).

Calculation of Operating EBIT		2024	2023
EBIT	**in MEUR**	**294.1**	**477.3**
Result from the sale of non-core assets	in MEUR	–16.4	–10.6
Structural adjustments	in MEUR	77.6	38.0
Sale of disposal group	in MEUR	–7.8	0.0
Impairment charges to assets and special write-offs related to restructuring	in MEUR	50.6	17.3
Operating EBIT	**in MEUR**	**398.1**	**522.1**

Calculation of Average Capital Employed		2024	2023
Equity and non-controlling interests	in MEUR	2,882.8	2,657.7
Financial liabilities	in MEUR	2,126.8	1,701.2
Cash and financial assets	in MEUR	–426.3	–536.4
Capital employed at reporting date	**in MEUR**	**4,583.4**	**3,822.5**
Average capital employed	**in MEUR**	**4,203.0**	**3,657.7**

Calculation of ROCE		2024	2023
Operating EBIT	in MEUR	398.1	522.1
Average capital employed	in MEUR	4,203.0	3,657.7
ROCE	**in %**	**9.5**	**14.3**

Operating Segments

Europe West

Europe West		2024	2023	Chg. in %
External Revenues	in MEUR	2,544.3	2,193.1	+16
Operating EBITDA	in MEUR	350.0	377.9	–7
EBITDA	in MEUR	288.3	347.0	–17
Operating EBITDA margin	in %	**13.8**	17.2	–

Region Europe West, which covers our markets in Northern and Western Europe, provides system solutions for the entire building envelope (wall, façade, and roof), as well as for pavements, wastewater and rainwater disposal, sanitation, heating and cooling installations, and energy and water management. External revenues increased by 16% to € 2,544.3 million compared to the previous year (2023: € 2,193.1 million). Operating EBITDA amounted to € 350.0 million (2023: € 377.9 million). The results include ten months of contributions from the Terreal Group, acquired on February 29, 2024.

High interest rates, though gradually declining, and inflation-driven construction costs continued to impact affordability across Central Western European markets, particularly in new residential housing. Meanwhile, renovation and infrastructure segments remained resilient. In France and Belgium the new build activity stayed subdued, and in Germany building permits and project completions saw a sharp decline in 2024 due to higher financing and construction costs, reduced government subsidies, and ongoing economic uncertainty.

In response to the downturn in new residential construction, wienerberger implemented strict cost-cutting measures throughout the year, including production capacity adjustments and temporary plant standstills primarily in France and Germany. These efficiency-driven efforts were complemented by strategic investments, such as the acquisition of a state-of-the-art facing brick plant in Tournai, Belgium, supporting network optimization across Belgium and France.

The Dutch housing market improved sequentially, driven by a pick-up in demand for roofing products and a sustained demand for piping solutions. The acquisition of Grain Plastics B.V. in the Netherlands strengthened wienerberger's position in drainage and cable protection solutions, capitalizing on government-backed infrastructure investments.

In the UK and Ireland, the recovery in residential markets began to take shape in the second half of the year, while the renovation sector remained robust. The integration of Maincor Ltd., a leading British provider of low-temperature underfloor heating systems, advanced successfully, in line with the shift toward sustainable heating solutions.

In the Nordic markets, wienerberger strengthened its footprint in sustainable infrastructure solutions. The acquisitions of Slatek OY in Finland and Tekken AS in Norway reinforced wienerberger's position in smart water management and prefabricated PE product solutions. wienerberger's diverse solutions in water and energy management contributed positively, and in Norway our international project business significantly supported profitable growth within the region.

Europe East[1]

Europe East		2024	2023	Chg. in %
External Revenues	in MEUR	1,169.0	1,192.6	–2
Operating EBITDA	in MEUR	218.6	219.7	–1
EBITDA	in MEUR	222.0	216.6	+3
Operating EBITDA margin	in %	**18.7**	18.4	–

In Region Europe East, wienerberger offers solutions for the building envelope (wall, façade, and roof), wastewater and rainwater management, sanitation, heating and cooling systems, energy, gas, and water supply infrastructure, as well as pavers. During the year under review, external revenues declined by 2% to € 1,169.0 million (2023: € 1,192.6 million), with operating EBITDA reaching € 218.6 million (2023: € 219.7 million). These results include ten months of contributions from the Italian Terreal subsidiary, acquired on February 29, 2024.

While the new-build market in Eastern Europe remained challenging, positive momentum was seen in some markets, driven by government-backed subsidies and low-interest mortgage programs in Poland, the Czech Republic, and Hungary. These initiatives supported an increase in mortgage volumes, improving sentiment in the new-build segment.

Market trends varied across the region. Austria continued to experience weak residential construction activity, while Hungary saw increased demand in renovation and a modest pickup in new build. Infrastructure projects in the Czech Republic progressed despite some delays. Poland delivered stable volume and profitability, while early synergies from the Terreal subsidiary acquisition strengthened profitability in Italy's roofing segment. A major milestone was achieved in Uttendorf, Austria, with the opening of a modernized CO_2-neutral brick plant. This cutting-edge facility represents a significant step forward in the company's decarbonization strategy and commitment to sustainable building solutions.

In South Eastern Europe, new residential housing remained stable, while the renovation and infrastructure sectors drove continued development. The integration of Vargon in Croatia contributed positively to earnings and further solidified wienerberger's market position in the region.

Stringent cost management measures, including capacity adjustments and structural cost reductions, continued throughout the year, ensuring a stable operating EBITDA margin of 18.7%.

1) Including our business in the emerging markets

North America

North America		2024	2023	Chg. in %
External Revenues	in MEUR	799.3	837.7	–5
Operating EBITDA	in MEUR	191.4	213.2	–10
EBITDA	in MEUR	196.3	219.8	–11
Operating EBITDA margin	in %	**24.0**	25.5	–

In Region North America, wienerberger offers ceramic façades and piping solutions for residential and commercial construction, with a focus on sustainable water supply, rainwater sewage, and eco-friendly wastewater management. The façade business provides ceramic, calcium silicate, and concrete materials for both new-build and renovation projects. In 2024, the region generated external revenues of € 799.3 million (2023: € 837.7 million) and operating EBITDA of € 191.4 million (2023: € 213.2 million).

While long-term housing demand remained robust in 2024, the façade business continued to be impacted by high mortgage rates. This led to a further decline during the second half of 2024 in the already subdued new-build sector activities observed in the first half of the year. The pipe business, however, performed well, supported by sustained demand for water management solutions.

wienerberger strengthened its presence in the region through acquisitions, including Ludowici, a specialty roof tile manufacturer, and Summitville Tiles, an Ohio-based producer of brick slips for prefabricated façade systems. These businesses delivered contributions above expectations, benefiting from their specialized market positions.

Financials of the Fourth Quarter of 2024

External revenues in MEUR	**10–12/2024**	**10–12/2023**	**Chg. in %**
Europe West	646.1	487.4	+33
Europe East	280.2	259.0	+8
North America	194.6	191.9	+1
wienerberger	**1,120.9**	**938.3**	**+19**

Operating EBITDA in MEUR	**10–12/2024**	**10–12/2023**	**Chg. in %**
Europe West	77.2	59.2	+30
Europe East	41.1	41.5	–1
North America	39.8	44.9	–12
wienerberger	**158.1**	**145.7**	**+9**

Europe West

In the fourth quarter, Europe West generated external revenues of € 646.1 million (10-12/2023: € 487.4 million), a 33% increase, and operating EBITDA of € 77.2 million (10-12/2023: € 59.2 million). Demand for new residential housing remained weak across many Western European markets, requiring continued cost discipline. However, certain markets, among them the UK and the Netherlands, showed more encouraging developments.

Renovation and infrastructure continued to be the key drivers of stability, and synergies from the Terreal Group acquisition contributed to overall revenue growth. Additionally, the pipe business benefited from strong performance and recent acquisitions, further reinforcing wienerberger's presence in key Western European markets.

Europe East

In the fourth quarter, Europe East generated external revenues of € 280.2 million (10-12/2023: € 259.0 million) and operating EBITDA of € 41.1 million (10-12/2023: € 41.5 million). The region saw first signs of recovery in new residential housing, particularly in Poland and Croatia, where mortgage-backed demand supported a modest volume increase.

Cost management efforts continued, with temporary capacity adjustments helping to offset market volatility. Meanwhile, in the renovation segment, roofing solutions benefited from synergies realized through the Terreal subsidiary acquisition, leading to improved earnings.

North America

In the fourth quarter, Region North America generated external revenues of € 194.6 million (10-12/2023: € 191.9 million) and operating EBITDA of € 39.8 million (10-12/2023: € 44.9 million). The façade business continued to face pressure on volumes due to high mortgage rates, while extreme weather conditions also impacted demand.

Increased demand for infrastructure projects, particularly in sewage and water pipe segments in the United States, led to higher sales volumes in the pipe business. Despite sequentially declining prices, which put some pressure on profitability, the pipe business maintained its strong performance, with continued high margins.

Strategic acquisitions, disciplined pricing strategies, and cost efficiency measures helped stabilize results, positioning wienerberger to benefit from an improving macroeconomic environment in 2025.

Outlook 2025

Looking ahead, while market conditions are improving slowly, we acknowledge the continued low visibility and high uncertainty in our end markets. Given this challenging environment, we remain committed to strict cost discipline and operational efficiency to expand operating EBITDA margin for the group to 17.5%. Our strategic priorities include optimizing operations, increasing efficiency, and seizing growth opportunities. With a strong financial position and a clear strategic direction, we are confident in continuing to generate substantial long-term value for our shareholders through disciplined capital allocation and sustainable growth.

Under the assumptions that (i) our relevant end markets show a stable development throughout 2025 and (ii) interest rates will be cut further by the respective central banks throughout 2025 in line with current market expectations, wienerberger should achieve an operating EBITDA of approximately € 800 million.

wienerberger is more resilient, innovative, and efficient than ever – already generating 33% of our revenue from innovative products today, with a goal of reaching 35% by 2026. One major step was the launch of Wioniq, bringing together four innovative companies – Inter Act, I-Real, Wideco, and Slatek. In doing so, Wioniq establishes a platform for expansion in the infrastructure sector for water and energy management, which offers significant growth potential.

Innovation and sustainability go hand in hand, which is why sustainability is at the core of our identity, driving both progress and our positive impact on the planet and people. With the Sustainability Program 2023-2026, we have set ambitious targets that expand our environmental and social commitments, strengthening both our internal processes and our contributions to zero-emission buildings and climate resilience – a path we are committed to continuing in the future.

Additional Information about the Company

Research and Development

Research and Development (R&D) are of central strategic importance for wienerberger, as they enable us to take the lead in terms of costs and technology and strengthen our position in the long term through product innovations. Our primary focus is on creating benefit for the users of our products and on meeting all requirements in terms of sustainability. Our R&D activities are fundamental to the achievement of our ambitious targets regarding decarbonization, biodiversity, the promotion of circular economy, and the reduction of waste and water consumption in production. Moreover, the development of new materials, products, and innovative, ecological system solutions, the optimization of existing production technologies and the development of new ones, the digitalization of processes, and the continued transition to Industry 4.0 are among our central action areas.

Strategic R&D projects are managed centrally, but generally implemented at the local level. To this end, wienerberger operates several research centers in a number of countries, each of them specializing in a specific product group. Within the framework of demonstration projects, new technologies are first tested for their potential benefit and their added value for customers. Successful ideas are then quickly rolled out across the entire Group via our platforms.

Innovations, system solutions, and efficient use of resources

One of the priorities of our research activities is to continuously optimize the properties of building materials and the use of resources, combined with the development of new solutions, in order to meet the steadily increasing demands on building materials in terms of energy efficiency, their CO_2 footprint, earthquake resistance, and structural properties. Moreover, we focus on enhancing existing and new products by adding smart and/or digital functionalities. Our goal is to develop solutions that enable environment-friendly, fast, and easy installation of our products on the construction site, contribute to climate protection and the energy efficiency of buildings, and create added value for our customers. It goes without saying that all our R&D activities are completely in line with our ambitious ESG targets.

Becoming a CO_2-neutral provider of building materials

In pursuit of the goal of circularity, our new products are designed for reuse or recycling. Moreover, we are making every effort to ensure that all our products advance the target of decarbonization throughout their life cycle and thus reduce the entire Group's CO_2 footprint. With their positive properties as a natural, energy-efficient building material, our bricks contribute to environmental protection and ensure a pleasant and healthy indoor climate in summer as well as in winter.

Our research priorities in ceramic production include the use of alternative energy sources (electrification of processes, possible use of hydrogen or "green" gas), the reduction of energy consumption in the drying and firing processes, and the optimized use of raw material resources through product developments and new formulations.

Additionally, we are continuously investing in the automation of production processes and the introduction of novel production technologies. As a technology and innovation leader, wienerberger is developing building materials and services for the future, including solutions for the entire building envelope. By reducing the weight of our products, enhancing the efficiency of our production processes, and optimizing the physical properties of our products, we have succeeded in improving thermal insulation by almost one third, reducing energy consumption in production, and enabling the construction of substantially thinner walls.

In the course of our ongoing innovation efforts, we are intensively exploring the possibilities of mobile masonry robots and prefabrication. In times of digitalization, high demand for affordable housing, and the growing shortage of skilled labor, the entire construction sector is confronted with major challenges. As the innovation leader of our industry, we see great potential for automation in both prefabrication and the execution of construction projects. We want to offer our customers product solutions that not only accelerate and facilitate construction work, but also reduce costs and, at the same time, offer the advantage of increased safety, efficiency and quality. To this end, we are cooperating with well-established businesses, start-ups, and universities. Among other solutions, the first prototype of an innovative masonry robot for use on construction sites has been designed on this basis. The objective is to develop this solution to market maturity in response to the increasing shortage of skilled labor on construction sites.

In the plastic pipe segment, we have continuously optimized our products and further increased the share of recycled raw materials used in production. With this development, we are actively contributing toward improving the CO_2 balance across the entire product life cycle and ensuring full circularity. This process was accompanied by regular quality control measures and numerous tests of the composition of the pipe material to ensure a consistently high level of product quality. Moreover, we are continuously working on our infrastructure solutions in the field of water management to prevent a shortage of this invaluable resource. In the field of energy, we are making every effort to promote the use of renewable energy sources. The smart rainwater management system developed by Pipelife, our wholly- owned subsidiary, is a noteworthy example: It is made entirely from secondary raw materials and optimizes rainwater management on sealed surfaces. Another example is our Preflex Spider, a prefabricated, tailor-made electrical installation ideally suited to increase the efficiency of construction site work.

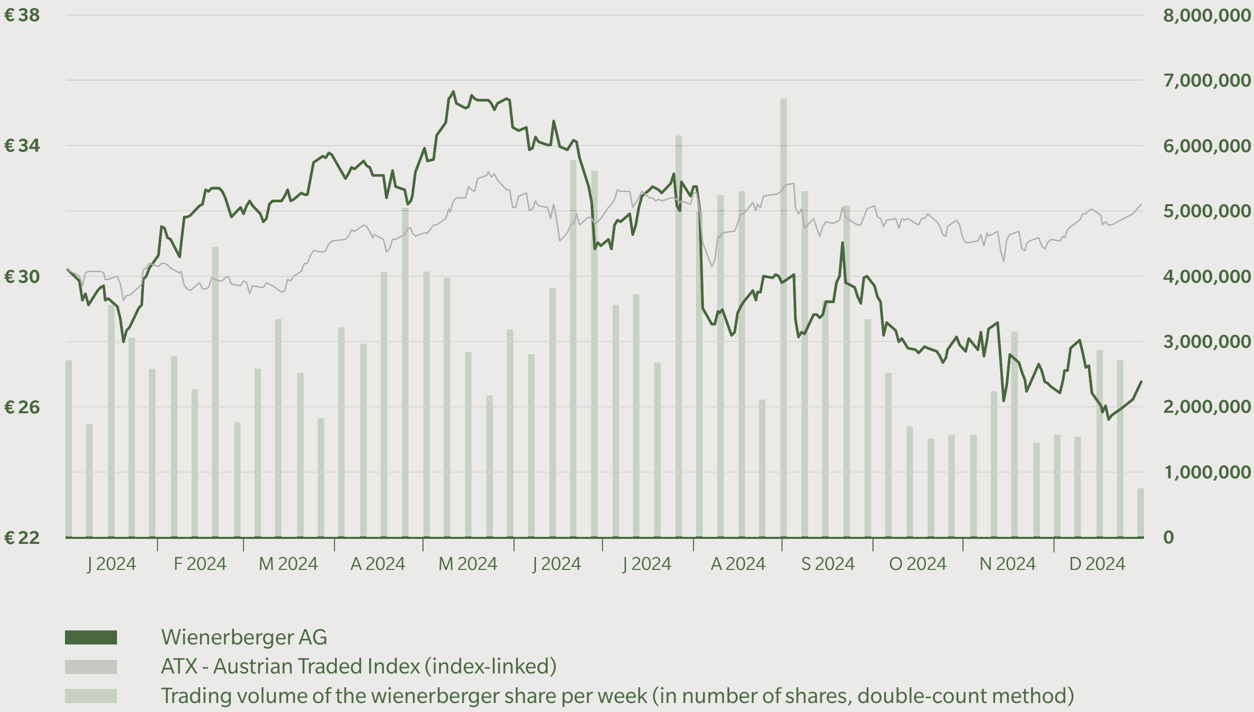
Ceramic pipe production is another area where we are continuously improving our processes. Pipes of the Steinzeug-Keramo brand, produced exclusively from natural, reusable raw materials, are 100% recyclable at the end of their useful life.

Our response to current challenges – be it climate change, the shortage of skilled labor or the scarcity of resources – is innovation. Our vision is to improve people's quality of life with our smart building and infrastructure solutions. One third of wienerberger's revenues are already accounted for by innovative products and services. Our goal for the future is to maintain this share at such high level throughout the Group. Regular information on current topics in the field of research and development is provided on our website.

wienerberger Share and Shareholders

Wienerberger AG is listed in the prime market segment of the Vienna Stock Exchange with no-par-value bearer shares. There are neither preferred shares nor registered shares nor any restrictions on common stock. The “one share – one vote” principle therefore applies in full. In the US, Wienerberger AG trades on the OTC market via an ADR Level 1 Program of the Bank of New York. With a market capitalization of € 2,992 million and a weighting of 5.2% in the ATX at the end of 2024, wienerberger is one of the six largest listed companies in Austria.

Development of the share price

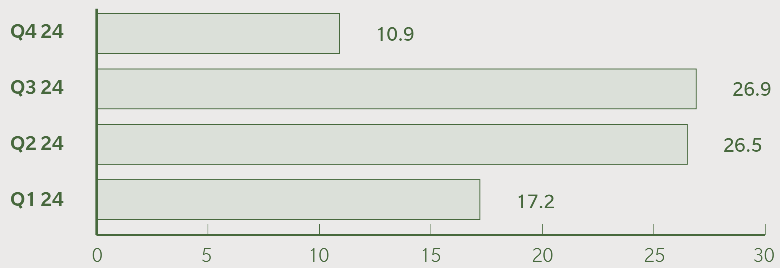


Global stock markets once again faced challenges in the 2024 trading year, leading to increased volatility. Slowly declining inflation rates, geopolitical tensions, and economic uncertainties weighed on investor sentiment.

The wienerberger share opened the 2024 trading year at € 30.22, the closing price of a volatile previous year. Building on the positive trends from the end of the prior year, the share steadily gained momentum and benefited from a favorable market environment. This upward trend culminated in the first annual high of € 33.78 on March 27. In the following months, the share continued its strong performance, achieving its highest price of the year on May 9, at € 35.68. This peak was driven by investor optimism and broader stock market gains. A significant dip in late June brought the wienerberger share down from its elevated levels, although it briefly rebounded to reach another peak of € 33.16 on July 23. This plateau was short-lived, as early August saw another sharp decline, mirroring broader market movements. From this point onward, the wienerberger share struggled to recover. A continuous downward trend set in, culminating in the year’s lowest price of € 25.62 on December 19. At year end, the wienerberger share traded at € 26.78, having lost 11% in value in the 2024 trading year. Overall, 2024 proved to be a year of significant highs and lows for the wienerberger share, reflecting the broader challenges and opportunities of the global stock markets. The ATX, the lead index of the Vienna Stock Exchange, gained 6.6% in the reporting year, a development primarily driven by the performance of bank and energy stocks, which are heavily weighted in the Austrian Traded Index.

Based on the current forecast for the development of business, the Managing Board will propose to the 156th Annual General Meeting on May 16, 2025, that a dividend of € 0.95 per share be paid out. Based on the year-end share price of € 26.78, this represents a dividend yield of 3.6%. The expected dividend payout of approximately € 104 million, together with the share buyback program of approximately € 33 million, results in a total payout ratio of 33% of the free cash flow.

Liquidity in MEUR[1)]



1) ø Stock exchange turnover of the wienerberger share per day (double-count method)

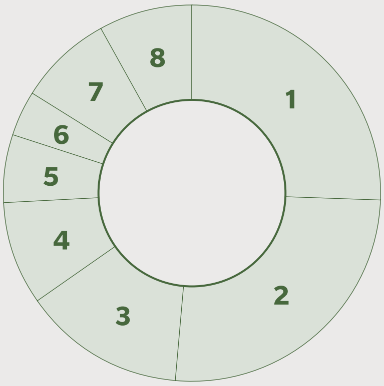
Key Data per Share		2024	2023	Chg. in %
Earnings	in EUR	0,72	3,17	–77
Adjusted earnings [1)]	in EUR	2.05	3.57	–43
Dividend	in EUR	0.95	0.90	+6
Free cash flow [2)]	in EUR	3.78	2.44	+55
Equity [3)]	in EUR	26.14	25.17	+4
Share price high	in EUR	35.68	30.26	+18
Share price low	in EUR	25.62	22.30	+15
Share price at year-end	in EUR	26.78	30.22	–11
P/E ratio high		49.56	9.55	–
P/E ratio low		35.58	7.03	–
P/E ratio at year-end		37.19	9.53	–
Shares outstanding (weighted) [4)]	in 1,000	110,281	105,582	+4
Market capitalization at year-end	in MEUR	2,992.2	3,376.6	–11
Ø Stock exchange turnover/day [5)]	in MEUR	**20.5**	12.3	+67

1) Adjusted for one-off effects including income from sale of non-core assets, sale of disposal group, structural adjustments, impairment charges to assets and special write-offs in connection with restructuring measures and the result from recycling of foreign currency effects due to deconsolidation// 2) Cash flow from operating activities less cash flow from investing activities and outflow from the redemption of liabilities from leases plus special capex and net outflow for acquisitions // 3) Equity including non-controlling interests // 4) Adjusted for treasury shares // 5) Double-count method

Shareholder structure

wienerberger is a pure free-float company and has no core shareholder. 100% of its shares are publicly traded. The group's widely diversified shareholder structure is typical of a publicly traded company with international operations. The most recent survey of the shareholder structure performed in November 2024 showed that 15% of wienerberger shares are held by private investors. The large majority of shares are held by institutional investors, more than half of them based in the US and Great Britain (each accounting for 26%). The remaining shares are held mainly by continental European investors.

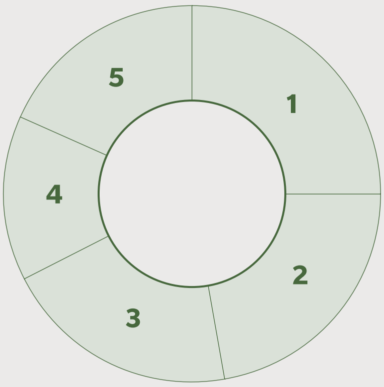
Shareholder Structure by Country (Institutional Investors)



1	Great Britain	26%
2	USA	26%
3	France	14%
4	Germany	9%
5	Austria	6%
6	Scandinavia	4%
7	Rest of Europe	8%
8	Rest of the World	8%

An analysis of the various strategies pursued by institutional investors shows that value-oriented investors dominate, comprising 25%, followed by growth-oriented investors and GARP investors (22% and 20%, respectively).

Shareholder Structure by Investor Type (Institutional Investors)



1	Value	25%
2	Growth	22%
3	GARP	20%
4	Index	14%
5	Other	18%

Pursuant to sections 130 to 134 of the Austrian Stock Exchange Act, which stipulates mandatory reporting of significant holdings, the following notifications were received from shareholders as at the end of 2024: More than 5% of wienerberger shares were held by FMR LLC (Fidelity), based in the USA. Each of the following shareholders owned more than 4% of wienerberger shares: Impax Asset Management Group plc, based in Great Britain, and Marathon Asset Management Limited, also based in Great Britain. The share capital of Wienerberger AG is comprised of 111,732,343 no-par-value as at December 31, 2024, thereof 1,465,834 treasury shares (= approx. 1.3% of the share capital).

Investor Relations

In the course of our intensive investor relations activities, we are making every effort to establish long-term relations and engage in continuous exchanges with investors, analysts, and banks. The crucial goal in investor relations is to ensure the highest possible degree of transparency through ongoing, open, and active communication. To meet these demanding requirements in an era marked by geopolitical crises, wienerberger relies not only on personal contacts, but also on digital communication channels in order to respond to enquiries quickly and to inform the financial market about current developments in our markets through regular conference calls. We also participated in numerous roadshows and investor conferences, both virtually and within the framework of on-site meetings. In the year under review, the Managing Board and the Investor Relations team had over 800 direct interactions with investors and analysts from all over the world, informing them about our key financials, the company's operational and strategic developments, and current ESG (environmental, social, governance) topics.

The fact that wienerberger is covered by a number of renowned Austrian and international investment banks ensures the visibility of the wienerberger stock among the financial community. As of February 2025, the wienerberger share is being covered by 13 analysts.

Disclosures on capital, shares, voting rights, and rights of control

The 155th Annual General Meeting held on May 7, 2024, authorized the Managing Board to buy back own shares of up to 10% of the share capital during a period of 30 months, without further resolution by the Annual General Meeting.

The Managing Board made use of this authorization and carried out a first share buyback programme of up to 1,125,000 treasury shares (= approx. 1.0% of the share capital) in the period from (and including) 11 September 2024 to 15 October 2024. The maximum number of 1,125,000 treasury shares (= 1.0069% of the share capital) with a total value of roughly € 33 million was bought back at a weighted average price of € 29.31 per share. Furthermore, at the end of 2024 a second share buyback program was resolved, which covered the repurchase of further up to 1,125,000 treasury shares (= approx. 1.0% of the share capital) in the period from (and including) 30 December 2024 to 7 February 2025. Also under the second share buyback program a total of 1,125,000 treasury shares (= 1.0069% of the share capital) was repurchased. The total value of the second share buyback program amounted to roughly € 30 million at a weighted average price of € 26.78 per share. Only one trading day of the second share buyback programme fell within the 2024 reporting year. The majority of shares under the second share buyback program were repurchased after the reporting period. In total, in 2024 wienerberger bought back 1,162,014 treasury shares for approx. € 34 million.

The 155th Annual General Meeting held on May 7, 2024, authorized the Managing Board for a period of five years, with the approval of the Supervisory Board and without further resolution by the Annual General Meeting, to cancel own shares (authorization valid for a period of 30 months) or to resolve to sell and/or use them other than on the stock exchange or by public offering for a period of five years. This authorization replaced the authorization to buy back or sell own shares granted by the Annual General Meeting on May 3, 2022.

On 27 February 2024, wienerberger used 6,000,000 treasury shares (= approx. 5.37% of the share capital) at an agreed equivalent value of € 26 per share (= € 156,000,000 total value) as an additional non-cash transaction currency in addition to a cash purchase price component for the acquisition of the Terreal Group. Moreover, a further 31,023 treasury shares (= approx. 0.03% of the share capital) were used on 26 April 2024 at a value of € 28.50 (= € 884,156 total value) for delivery of shares to the members of the Managing Board of the Company under the stock-based remuneration system LTI Program 2021 (the "LTI Program 2021"). In addition, a further 4,489 treasury shares (= approx. 0.004% of the share capital) were used on 13

June 2024 at a transaction price of € 34.76 (= € 156,037.64 total value) to implement an employee share participation program in North America.

The 155th Annual General Meeting held on May 7, 2024, resolved on an authorized capital of € 16,759,851 (= approx. 15% of the Company's share capital on the date of the resolution), which authorizes the Managing Board, subject to Supervisory Board consent, to issue of up to 16,759,851 new no-par-value shares – also in several tranches – against contribution in cash over a period of five years after registration of the amendment to the articles of association in the commercial register. The shareholders' statutory subscription rights may be excluded under certain conditions in accordance with a rights issue if the shares are used to compensate fractional amounts or to service over-allotment options (greenshoe). However, the total number of shares issued subject to the exclusion of subscription rights must not exceed more than 5% of the Company's share capital. The Managing Board has not made use of this authorization under the authorized capital to date.

Change of control clauses are included in the employee contracts of the members of the Managing Board, the terms of the 2020 and 2023 corporate bonds, and several syndicated loans and other loans.

Further disclosures on the composition of wienerberger's capital, the types of shares, rights and restrictions, as well as the powers of the Managing Board to issue, buy back or sell shares are contained in the Notes to the Consolidated Financial Statements under Note 28 (Group Equity).

Risk Management and the Internal Control System

Our international operations not only offer great opportunities, but are also associated with short-, medium-, and long-term risks. wienerberger has therefore established an effective risk management system, which identifies existing risks and counters them in a structured process through prevention, reduction and transfer. Our risk awareness is taken into account in all strategic decisions. Purely operational risks are considered acceptable, whereas taking risks beyond the scope of operational business is not permitted.

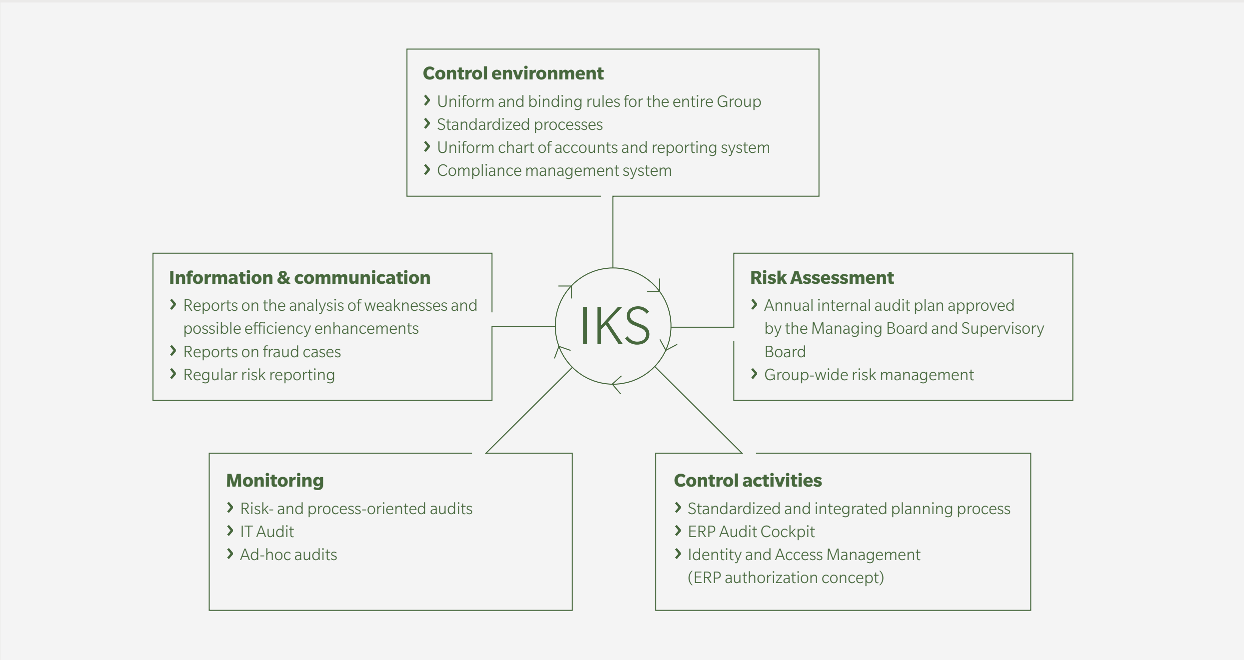
As a leading provider of innovative and sustainable solutions for new-build, renovation, and infrastructure projects, we voluntarily undertake to present a transparent overview not only of climate-related opportunities, but also of the associated risks.

The identification and analysis of climate-related risks is part of wienerberger Group's comprehensive risk management approach. Since 2020, we have therefore supported the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) as regards the identification, analysis, and assessment of physical and transitional risks in connection with the impact of the transition to a low-carbon economy (e.g. reputational risks, regulatory risks, market risks, and technology risks). Furthermore, we disclose information on the climate risks assessment in line with the CRSD requirements. For a detailed disclosure of our climate risk assessment please see Sustainability Statement, E1 Climate Change, sections Physical risks and Climate-related Transition risks and opportunities.

wienerberger's material ESG -related impacts, risks and opportunities are managed as part of the general risk management process and controls system described in the following. wienerberger's material ESG-related impacts, risks and opportunities have been analyzed within the double materiality assessment (see Sustainability Statement, General Information, IRO-1).

The internal control system (ICS) of Wienerberger AG plays a special role in risk management. Based on the standards of the internationally recognized framework for internal control systems (issued by COSO), the ICS provides the management with a comprehensive tool for the analysis and/or prevention of uncertainties and risks arising from the company's essential business activities. Rules and controls applicable throughout the Group and across its operating segments are set by the Managing Board. In accordance with the decentralized structure of wienerberger, responsibility for implementing the ICS lies with the respective local management. Internal Audit assumes a steering, communication, and monitoring function. To provide reasonable assurance, regular audits are performed at local sites. It operates under a charter that is periodically reviewed and approved by the Audit and Risk Committee of the Supervisory Board. In 2024, wienerberger's Internal Audit function underwent an external quality assessment and was certified as compliant with the International Standards for the Professional Practice of Internal Auditing (IPPF).

The ICS comprises a system of measures and processes covering the following areas:



Control environment

- Uniform and binding rules for the entire Group
- Standardized processes
- Uniform chart of accounts and reporting system
- Compliance management system

The control environment forms the basis for standardization and harmonization processes across the Group. As regards accounting, the Managing Board has established a group-wide policy with uniform and binding rules to be followed in the preparation of annual and interim financial statements. Business transactions are recorded by means of standardized processes based on a uniform Group chart of accounts. wienerberger's consolidated annual financial statements as well as its interim financial statements are prepared in accordance with IFRS in a fast-close process. The financial statements of all subsidiaries are audited by the finance and controlling departments, consolidated, and finally approved by the Managing Board of Wienerberger AG for submission to the Supervisory Board.

wienerberger's compliance management system consists of a set of rules designed to support employees in complying with the Group's ethical and legal standards. It applies to all employees working for wienerberger. If national legislation provides for stricter rules, the latter take precedence. As clear rules are indispensable for the prevention of misconduct, wienerberger implemented anti-bribery and anti-corruption policies, a policy regarding compliance with anti-trust law, export controls (lists of sanctions), as well as capital market and data privacy rules. The compliance management system is continuously adapted to changes in legislation. The policies are communicated to all relevant employees on a regular basis. Training sessions are organized and documented. Additional controls have been introduced at Group level to inform and support the local management in matters of compliance. Internal Audit regularly verifies compliance with the rules and policies in effect.

In accordance with its ESG strategy, wienerberger established its own Code of Conduct. The Code of Conduct is designed as a binding guideline setting out clear and uniform rules for employees, business partners, and suppliers. It also refers to the aforementioned internal corporate policies.

Risk assessment

- Annual internal audit plan approved by the Managing Board and the Supervisory Board
- Group-wide risk management

To manage the group-wide risks, we aim to identify risks as early as possible and counteract them through appropriate measures in order to minimize deviations from our goals. The respective risk owners within our experienced international teams are in charge of the

- identification
- analysis
- assessment
- management
- monitoring

of risks. To this end, surveys are conducted twice a year at top and senior management level, involving the members of the Managing Board, the regional managers and the heads of Corporate Functions, in order to update existing risks and identify new ones. Risks are identified and assessed proactively through interviews, workshops, and scenario analyses. Subsequently, the risks identified are analyzed and broken down into strategic and operational risks along the entire value chain and assigned to the risk owners. Risks are assessed on the basis of their probability of occurrence and the potential impact on the free cash flow. Different time horizons are taken into consideration for risk assessment, ranging from short-term (up to one year) to medium-term (one to five years) to long-term (five to 25 years) periods. These horizons were determined by the management and correspond to the annual planning process.

The effects on the free cash flow are classified in four categories – negligible (<€ 5 million), marginal (€ 5-50 million), significant (€ 50-100 million), and critical (>€ 100 million) – which are adapted to the business performance of the respective year and approved by the Managing Board.

Besides strategic risks, the major risks for wienerberger are procurement, production, market and price risks, financial and legal risks, and climate-related risks. The risks identified are compared with the materiality matrix in order to ensure consistency of the internal risk assessment and alignment with the expectations of external stakeholder groups. For a detailed information on all types of risk, please refer to the Consolidated Financial Statements, Risk Report.

The most important instruments for risk monitoring and risk management are the planning and controlling processes, Group policies, regular reporting of financial and non-financial indicators, and the diversification of risks through our portfolio approach.

Most of the risks identified are addressed and monitored within the framework of established internal processes of corporate management. In particular, local companies only take on risks arising from their operational business, which are analyzed by the respective risk owners within the business unit concerned and weighed against the potential gains. In addition, operational risks, financial risks and legal and compliance risks are managed, monitored and mitigated not only by the regional managers, but also centrally by the holding company. Another risk class includes material risks with a low probability of occurrence. These are continually monitored, assessed, and addressed through predefined defensive measures on a timely basis, whenever need arises.

Internal Audit draws up an annual, risk-oriented audit plan, which is approved by the Managing Board and the Audit and Risk Committee of the Supervisory Board. The risk indicators used as a basis for the audit plan include financial indicators, such as revenues, EBITDA, ROCE, internal indicators, such as the number of employees, whistleblower statistics, the findings of earlier internal audit reports, as well as the corruption perception index (CPI). The IT audit plan is based on a risk assessment process for the identification of risks in connection with the loss of confidentiality, integrity, and availability of information within the framework of relevant information systems. In the course of the year, Internal Audit regularly reports to the Managing Board and the Audit and Risk Committee on the audits performed, the results obtained, and the degree of implementation of the findings.

The Group auditor annually evaluates the functionality of the wienerberger risk management system and reports the outcome to the Managing Board and Supervisory Board. The functionality of the risk management system was reviewed and confirmed by the Group auditor in 2024. In addition, the Group auditor includes individual internal controls in sub-areas of the accounting process in the audit to the extent that he considers this necessary for his audit opinion.

Control activities

- Standardized and integrated planning process
- Risk and control matrix
- Identity and Access Management
  (ERP – authorization concept)

The controlling activities include an annual planning process that is based on an integrated bottom-up planning approach. The planning process covers the budgeting of profit and loss, the balance sheet, and the cash flows as well as industry specific KPIs of the following business year, as well as a medium-term plan for a horizon of four years. The monthly comparison of actual results with the forecasts for the respective period is an essential element of the internal control and risk management system. In addition, all subsidiaries prepare updated forecasts of their expected annual results three times a year.

In order to strengthen, formalize, and document the internal control system, a risk and control matrix with more than 500 controls was designed and introduced. These controls are broken down into 12 main processes and cover over 174 sub-processes. Each year, local management evaluates and documents the implementation status for 85 selected key controls using the Internal Control System application (ICS.app).

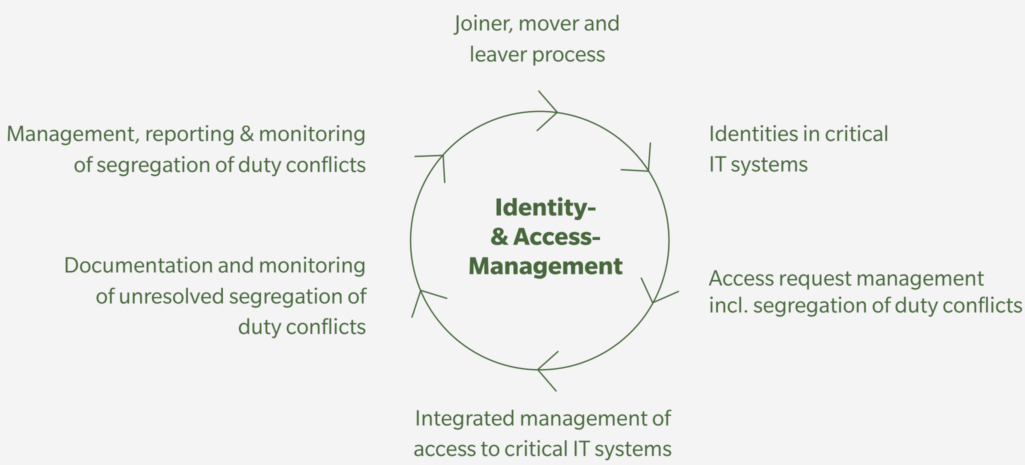
Out of these 85 controls, 42 are SAP-specific key controls applicable to wienerberger companies operating SAP. The ICS.app directly connects to SAP, enabling the automated provision of samples based on real data as recorded in SAP. These samples are generated monthly, quarterly, or semi-annually based on a risk assessment, supporting SAP entities in an enhanced compliance reporting process within ICS.app. Internal Audit regularly reviews this self-assessment and assesses the quality of all key controls.

As a further control instrument, an Identity and Access Management system has been established. It comprises a complete joiner, mover and leaver process, which ensures that all identities and their assigned critical IT access rights within the organization are always up to date. The system has been integrated throughout the Group.

Through the identification of segregation of duty conflicts (SoD) beyond the ERP system, excessive IT access rights as well as segregation of duty breaches across different applications can be restricted already at the stage of access request management.

If segregation of duty (SoD) conflicts are permitted due to operational necessity, they must be approved, independently reviewed, and documented within the ICS.app. The ICS.app addresses these SoD risks through corresponding key controls, which must be executed and documented regularly.

This integrated governance, risk, and compliance approach ranges from the identification and communication of critical single access rights and segregation of duty conflicts to their control and documentation.



Monitoring

- Risk and process oriented audit
- IT audit
- Ad-hoc audit

The organizational and management structures of Wienerberger AG and its companies are clearly defined. Responsibilities for the process of monitoring risk management are determined and clearly segregated. Further information can be found under Sustainability Statement, General Information, GOV-1, GOV-2.

The risk-oriented audit plan is based on regularly updated key financial figures, internal KPIs such as the number of employees, occupational accidents and whistleblower statistics, as well as external information such as the Corruption Perception Index. At predefined intervals - every three to five years, depending on the risk assessment - Internal Audit not only reviews compliance with the ICS in each Group company, but also analyzes operational processes with regard to their risk propensity and potential efficiency improvements. Depending on a revolving risk assessment, such audits are performed every three to five years. Moreover, Internal Audit verifies compliance with legal provisions and internal policies, thus acting as the central monitoring body of the internal control system. The information systems and the IT controls performed are checked against the IT / security requirements of the organization laid down in its information security management system.

In addition to its risk- and process-oriented audits, Internal Audit also performs ad-hoc and special audits if so requested by the management.

Information and Communication

- Reports on the analysis of weaknesses and efficiency enhancements
- Report on fraud cases
- Regular risk reporting

Within the framework of the other information and communication duties of the ICS, Internal Audit and Group Reporting regularly report to the Audit and Risk Committee on material accounting and valuation procedures, the impact of newly adopted IFRS rules on the consolidated financial statements, major changes in the accounting process, and findings from risk management. Moreover, the Audit and Risk Committee is regularly informed of audit findings by the Internal Audit department, relevant implementation activities, and measures to eliminate weaknesses identified in the ICS.

Twice a year, a structured risk management process takes place. In the course of this process, the risk management team supports the individual business areas through proactive interviews and workshops aimed at identifying and assessing their respective risks. The results and the related recommendations and measures are summarized and transmitted to the Managing Board, the Supervisory Board, and the external auditor of the Group. The most significant risks and mitigating measures are also explained and discussed with the Audit and Risk Committee.

Risk reports are submitted as follows:

- Standardized – structured risk management process in the form of interviews and workshops
- Regular – embedded in the Group's existing reporting channels
- Ad hoc – for instant communication of changing or new risks

Sustainability Program 2023–2026: Shaping our Sustainable Future

2026 Targets

At wienerberger, sustainability is part of who we are. As we continue to innovate and improve our impact on the planet and people, we are proud to move forward with the wienerberger Sustainability Program 2023-2026. This program is a vital step on our journey towards achieving climate neutrality by 2050 and aligning with the sustainability targets of the European Green Deal.

The Sustainability Program 2023-2026 includes the environmental and social topics, leveraging our sustainability targets to organic growth within our internal processes and assisting society with products supporting energy efficiency and climate resilience. It provides the right strategic and operational focus for the sustainable development of our business.

Our 2026 Social Targets

At wienerberger we put people first: We remain humble and embrace differences, lead by example and act as advocates for diversity & inclusion, and offer our employees a safe, attractive working environment with opportunities for development. Our commitment extends far beyond our colleagues at work. Because our solutions are developed by people, for people, we act in the interests of our customers, our partners, our staff, and society as a whole. We demonstrate this commitment with our 2026 social targets: they encompass initiatives to enhance diversity and inclusion, improve employee well-being, and support the communities in which wienerberger operates.

Health and Safety

We are committed to the principle of Zero Harm in all our operations. Building a strong safety culture is a fundamental pillar in achieving this goal. Visible leadership, where management actively participates in shopfloor safety meetings, plays a crucial role in fostering this culture. Our goal is to achieve at least 20,000 hours of visible leadership per year.

Training & Development

We understand the importance of our employees' professional advancement to wienerberger's continued success. Therefore, we commit to all employees receiving 18 hours of training per person a year. To support young talent, we will train 500 apprentices by 2026. In addition we will provide in total 30,000 hours of training for installers, as the lack of skilled labor on building sites is currently a significant bottleneck for the building industry. wienerberger is on track toward achieving those targets after the first year of the Sustainability Program.

2026 Social Targets	Key Performance Indicators	2026 Targets	2024 Progress
Health & Safety	Visible leadership hours per year	20,000	~49,000
Training & Development	Hours of training per employee per year	18	23
	Apprentices trained in total from 2023 until 2026	500	~350
	Hours of training for installers in total from 2023 until 2026	30,000	~9,600

Diversity and Inclusion

Diversity and inclusion initiatives at wienerberger aim to create a workplace culture where individuals from various backgrounds are valued and provided with equal opportunities. To increase our focus on promoting diversity within the workforce and fostering an inclusive and empowering environment, inclusion and diversity action plans will be developed in all countries by 2026 with its first action plans developed in three pilot countries in 2024.

Social Commitment

Expanding our successful partnership with Habitat for Humanity International, we remain committed to supporting the building of 200 housing units per year with our products in our local markets, providing decent living conditions for people in need, in the countries in which we operate in.

2026 Social Targets	Key Performance Indicators	2026 Targets	2024 Progress
Diversity and Inclusion	Development and implementation of an inclusion and diversity action plan in all countries in total from 2023 until 2026	**in all countries**	**in 3 pilot countries**
Social Commitment	Housing units[1)] per year for people in need, built with our products and in the markets in which we operate per year	**200**	**~290**

1) Housing unit for social projects:
Buildings: New construction/renovation of residential and non-residential buildings: one single-family house/one apartment = one housing unit; one multi-family house or non-residential building (e.g., hospitals) per predefined area of 60m² = one housing unit.
Infrastructure (fresh water or wastewater connection): Residential construction/renovation: connection of four housing units to the fresh water supply or wastewater disposal system or connection per predefined surface of 60 m² in non-residential construction = one housing unit.
Piping systems for building services: new construction/renovation of residential and non-residential buildings: one single-family house/one apartment = one housing unit; new construction/renovation in non-residential buildings per predefined surface of 60 m² = one housing unit.

Our 2026 Environmental Targets

The 2026 environmental targets refer to specific objectives and goals set by wienerberger for the year 2026, aimed at reducing our company's environmental impact and promoting sustainability. These targets include reducing greenhouse gas emissions, minimizing resource consumption, and enhancing eco-friendly practices across the organization.

Decarbonization and Energy Mix

Decarbonization involves reducing carbon emissions in production and transport as well as transitioning to cleaner, low-carbon energy sources. We aim to reduce our CO_2 emissions further and split our ambitions into three areas: We want to achieve a 25%-reduction of emissions from primary energy sources and raw materials as well as from electricity consumption and generation by 2026 (scope 1 & 2, intensity-based). In addition, we continue to emphasize on scope 3 emissions, indirect emissions stemming from outside our company, aiming to achieve a 10% reduction by targeted measures in the areas of purchased goods and services, downstream transportation, and distribution as well as energy- and fuel-related activities. Furthermore, we want to increase the use of renewable energy at our production sites to achieve the target of 15% of renewable energy used in own operations.

Circularity

Circularity refers to creating a closed-loop system where products and materials are recycled, reused, or repurposed to minimize waste and reduce the consumption of new resources. Durability is a leading circular principle as it directly addresses the issue of resource consumption and waste generation. wienerberger has highly durable products that will last for over 100 years. Our ongoing commitment to circularity involves designing products and processes that minimize waste and maximize the efficient use of resources. To this end, we strive to ensure that highly durable products account for over 80% of all sales while recyclable and/or reusable products exceed 90%.

2026 Environmental Targets	Key Performance Indicators	2026 Targets	2024 Progress
Decarbonization and Energy Mix	Reduction in scope 1 & 2 CO_2 emissions[1] in total from 2020 until 2026	25%	18.5%
	Reduction in scope 3 CO_2 emissions in total from 2022 until 2026	10%	20%
	Use of renewable energy used in own operations in total from 2023 until 2026	15%	11.2%
Circularity	Sales from highly durable products (>100 years) per year	> 80%	83%
	Products sold, which are recyclable and/or reusable per year	> 90%	93%

1) Based on product-group-specific KPIs; all CO_2 indicators refer to carbon dioxide equivalents (CO_2e).

Biodiversity

Biodiversity encompasses the variety and variability of life on Earth, including ecosystems, species, and genetic diversity. Our biodiversity strategy aligns with the Global Biodiversity Framework and the EU Biodiversity Strategy by setting targets and actions to improve biodiversity and bring it closer to our lives. At wienerberger's production sites, we are implementing Biodiversity Action Plans, which will contribute to achieving a 10% improvement in fauna diversity by 2026. Our training of 400 biodiversity ambassadors supports this KPI, equipping them to assess key indicators of healthy fauna and planting 100,000 trees by 2026.

Revenue from products supporting net zero buildings

The building sector is accounts for approximately 39% of global energy and process-related CO_2 emissions. Energy management and innovative products that support the construction, renovation and operation of net-zero energy buildings are hence a central lever in decarbonization efforts worldwide. wienerberger's innovative systems and technologies for the building sector play an essential role in designing, constructing, and operating net zero buildings. Driving development, growth and availability of these products is essential for the buildings sector and Europe's ambition to become CO_2 neutral by 2050. The target captures those product categories that support energy-efficient buildings, such as: systems for roofs, outer walls including façades, heating, cooling and solar power generation.

2026 Environmental Targets	Key Performance Indicators	2026 Targets	2024 Progress
Biodiversity	Improvement of fauna resulting from the biodiversity plans implemented for all production plants in total from 2023 until 2026	**10%**	**5%**
	Biodiversity ambassadors trained in total from 2020 until 2026	**400**	**~320**
	Trees planted, equivalent to one tree per employee per year in total from 2022 until 2026	**100,000**	**~111,500**
Revenue from Products Supporting Net Zero Buildings	Total revenue from building products contributing to Net Zero Buildings[1] in total from 2023 until 2026	**75%**	**73.4%**

1) These are products that:
- Meet the substantial contribution to climate change mitigation criteria (U-value threshold), part of the technical screening criteria, under the EU Taxonomy Regulation 2020/852 economic activity 3.5. Manufacture of energy efficiency equipment for buildings; or
- Contribute to lower energy consumption within the buildings, even if not yet covered by the Taxonomy Regulation (low-temperature cooling and heating systems); or
- Contribute to energy consumption through renewable energy in the buildings (photovoltaic (PV)); or
- Contribute to a lower embodied energy footprint of the building (products with extremely low CO_2 emissions: products with almost zero emissions in the production phase (at least 80% lower CO_2 emissions in production compared to 2020).

Water management

As climate change necessitates better water management as increasingly precious resource, we set out to harvest, retain, and save 35 million m³ of water by 2026 through our products. Water management encompasses a range of practices and strategies to use water resources efficiently and responsibly. In addition, we commit ourselves to reducing water consumption in our production by 15%.

Waste management

Waste management focuses on handling and disposing of the waste generated by our operations. Our approach to waste management includes reducing production waste, promoting recycling and reuse, and ensuring proper disposal of waste materials to minimize environmental impact. For our Sustainability Program 2023-2026 we commit to a 15% waste reduction at our production sites to complement our efforts towards circularity.

2026 Environmental Targets	Key Performance Indicators	2026 Targets	2024 Progress
Water Management	Water harvested, retained, and saved through our products in infrastructure and agriculture in total from 2023 until 2026	**35 million m³**	**~10 million m³**
	Reduction of water consumption in own operations in total from 2023 until 2026	**15%**	**4.6%**
Waste Management	Reduction of waste in own operations in total from 2023 until 2026	**15%**	**0.7%**

Sustainability Statement General information

BP-1 General Basis for the Preparation of the Sustainability Statement

Wienerberger AG, headquartered in Vienna, Austria, is the parent company of an international group of companies providing innovative, ecological solutions for the entire building envelope in the fields of new buildings and renovations, as well as infrastructure in water and energy management. The business activities of Wienerberger AG are categorized in three segments according to management responsibilities: Europe West, Europe East, and North America. The address of Wienerberger AG is Wienerbergerplatz 1, 1100 Vienna, Austria.

The Sustainability Statement was prepared on a consolidated basis. The scope of consolidation is the same as for the cosolidated financial statements. The list of companies enclosed at the end of the Notes accompanying the Consolidated Financial statements provides an overview of the fully consolidated companies. Joint ventures and associations included as equity and investments are not consolidated for materiality reasons. Where implied by material impacts, the Sustainability Statement covers wienerberger's upstream and downstream value chain.

wienerberger has not used the option to omit any specific piece of information corresponding to intellectual property, know-how, or the results of innovation.

The Sustainability Statement was prepared in accordance with the requirements of § 267a UGB (NaDiVeG), including

- the voluntarily applied European Sustainability Reporting Standards (hereinafter ESRS),
- the procedure for identifying information to be reported according to ESRS (hereinafter "Materiality Assessment Process") and its presentation in the chapter "Management der Auswirkungen, Risiken und Chancen", and
- the reporting requirements according to Art. 8 of the Taxonomy Regulation (EU) 2020/852 (hereinafter EU-Taxonomy Regulation).

Independent auditors have conducted an audit to obtain limited assurance on the Sustainability Statement.

BP-2 – Disclosures in relation to specific circumstances

Where metrics could not be measured using the methodology described alongside quantitative disclosure throughout the topical chapters of this Sustainability Statement, estimations based on our best judgements, and preferring externally available data over internal information, have been applied. These are appropriately described in the explanation to each metric concerned. We conclude that there are no measurement or estimation uncertainties, where a reasonable change in an input factor to our measurement or estimation would materially change the turnout of the metric disclosed.

GOV-1 Role of the administrative, management and supervisory bodies

As a listed company with international operations, wienerberger is committed to the principles of responsible corporate governance aimed at the sustainable creation of added value. We detail information about the composition and diversity of wienerberger's Managing Board and Supervisory Board members in the Corporate Governance Report, section Diversity as an aspect to be considered in Managing Board and Supervisory Board appointments.

The Managing Board is responsible for designing and implementing the adopted policies, Sustainability Program 2026, and the Climate Transition Plan. The Managing Board sets the sustainability targets, advised by KPI owners (KPI: Key Performance Indicators) and group functions. Targets are presented to and acknowledged by the Supervisory Board. We have designated a KPI owner for each wienerberger Sustainability Program 2026 KPI topic. This senior management role oversees the critical actions necessary to achieve our targets. The KPI owners analyze the improvements and intervene to ensure target achievement. The Sustainability Program Management supports this process at the group level.

wienerberger manages material impacts, risks, and opportunities as part of the general risk management process and controls system, which we describe in detail in the Management Report - Risk Management and the Internal Control System section. Material impacts, risks, and opportunities have been analyzed in the double materiality assessment (see section IRO-1) and the climate risk assessment (see chapter E1 Climate Change). The Sustainability and Innovation Committee and the Audit and Risk Committee of the Supervisory Board oversee wienerberger's material impacts, risks, and opportunities. We describe the responsibilities of both Committees in the Corporate Governance Report, section "Committees of the Supervisory Board".

The Sustainability and Innovation Committee is regularly updated on the wienerberger's impacts, risks, and opportunities, the progress of policy creation, the creation and implementation of the Climate Transition Plan, and strategy creation. It supports the Managing Board in reviewing and developing our sustainability strategy. The Audit and Risk Committee is responsible for monitoring the accounting process, verifying the independence of the external auditor and monitoring the auditor's activity, submitting a proposal for the selection of the external auditor, reviewing the annual financial statements and preparing their adoption, reviewing the profit distribution proposal, auditing the consolidated financial statements and the group management report (including the Sustainability Statement), as well as reporting the audit results to the supervisory board and approving non-audit services. We detail the activities and focus areas of the Sustainability and Innovation Committee and the Audit and Risk Committee in the Corporate Governance Report, section "Committees of the Supervisory Board".

The members of the Managing Board and the Supervisory Board bring a wide range of expertise to the company (see also Corporate Governance Report, section "Composition of the Managing Board and the Supervisory Board") as well as personal characteristics that are essential criteria applied in the selection of Managing Board and Supervisory Board members (see also Corporate Governance Report, section "Principle of Diversity in Managing Board and Supervisory Board Appointments"). The Managing Board and the Supervisory Board are regularly updated about sustainability matters. In addition, the relevant sub-committees (see above) have been informed and updated throughout the implementation process of the new CSRD directive and beyond.

G1 - Business conduct

The Managing Board of wienerberger makes strategic decisions and consistently incorporates sustainability aspects and the associated opportunities and risks related to the environment, social matters and corporate governance into the development and implementation of wienerberger's corporate strategy. This includes also business conduct matters.

The premise of the Managing Board is shared responsibility for strategic and operational issues and a continuous exchange of information on important measures and developments in the individual fields of business.

The Supervisory Board decides on issues of fundamental importance and the group's strategic orientation. The Supervisory Board and the Managing Board maintain intensive cooperation. Their chairpersons regularly discuss the group's sustainable development and strategic orientation.

The wienerberger Managing Board, the Supervisory Board and the Works Council expect all employees and business partners to act in line with the laws, rules and internal Policies related to Business Conduct and to comply with all principles defined in the Code of Conduct.

The wienerberger Chief Financial Officer (CFO) is the Chairperson of wienerberger's Whistleblowing Committee. The CFO and the Head of the European Works Council are jointly appointed as the designated arbitrator if required within the Whistleblowing Committee. The Committee sends the final report - considering the case's content and its severity – to other internal bodies, committees, or other relevant functions such as wienerberger's Managing Board.

As stated in the Policy on Anti-bribery and Anti-corruption, specific responsibility concerning training on anti-bribery and anti-corruption lies with the Managing Board and the Supervisory Board.

The members of the Managing Board and the Supervisory Board bring a wide range of expertise to the company. The diverse expertise of administrative, management, and supervisory bodies creates a mutually appreciative work environment and helps better understand the needs of wienerberger's stakeholders. Professional qualifications required for the management and supervision of a listed company (e.g. the necessary expertise and experience, also concerning Business Conduct matters), as well as personal characteristics, are essential criteria applied in selecting the Managing Board and Supervisory

Board members. The Supervisory Board reviews also Business Conduct matters. More information on the qualifications of the Managing Board and Supervisory Board are disclosed in the Corporate Governance Report, section "Principle of Diversity in Managing Board and Supervisory Board Appointments".

GOV-2 Sustainability Matters Addressed by Administrative, Management, and Supervisory Bodies

The activities and focus areas of the Sustainability and Innovation Committee and the Audit and Risk Committee are described in detail in the Corporate Governance Report - "Committees of the Supervisory Board" section. Both committees are regularly updated about the group's impacts, risks and opportunities, policies, actions, metrics, and targets. The Managing Board and the Supervisory Board consider the material impacts, risks, and opportunities of wienerberger continuously when overseeing the strategy as well as significant transactions and decisions, guided by wienerberger's strategic vision set out in the Climate Transition Plan (see E1-1 Transition plan for climate change mitigation) and the Sustainability Program 2026. We provide updates following the company's governance timetable of Managing Board and Supervisory board meetings by the relevant functional departments at the HQ level. In mitigating risks and leveraging opportunities, wienerberger's Management takes a holistic approach, covering areas of product development, M&A, plant network development, choice of energy carriers, and a variety of Scope 3 emission reduction initiatives. This evaluation includes the consideration of trade-offs associated with those impacts, risks, and opportunities.

GOV-3 Integration of Sustainability-Related Performance in Incentive Schemes

The total target remuneration of the members of the Managing Board comprises Fixed remuneration elements (consisting of fixed remuneration, fringe benefits, and pension contributions) and Variable remuneration (consisting of short-term variable remuneration and long-term variable remuneration).

We link short-term variable remuneration to achieving financial performance criteria and the sustainable corporate development of wienerberger, with sustainability targets being between 20% and 50%. The intent of long-term variable remuneration is to motivate potential beneficiaries to orientate their activities toward a sustainable increase in enterprise value and to identify more strongly with the company's long-term plans and targets. As set out in the remuneration policy, two-thirds of the Long Term Incentive (LTI) targets are financial, and one-third refers to ESG.

We derive the ESG targets from wienerberger's Sustainability Program 2026, which focuses on environmental and social targets. Implementing sustainability targets aligns with wienerberger's strategy and supports our sustainable development. Based on the program, the Nomination & Remuneration Committee has derived the following list of criteria:

- Environment
  - Decarbonization
  - Energy mix
  - Circular economy
  - Net-Zero-Products
  - Water management
  - Waste management
- Social
  - Health & Safety
  - Education/Training
  - Inclusion & Diversity
  - Social Commitment

For short-term variable remuneration, a maximum of two criteria from the criteria catalog are considered and operationalized through specific, measurable, and ambitious metrics and targets. For long-term variable remuneration, a maximum of four criteria from the criteria catalog are considered and operationalized through specific, measurable, and ambitious targets. The criteria with their minimum, target, and maximum values are set annually by the Nomination & Remuneration Committee at the end of the previous financial year or at the latest beginning of the new financial year.

We design the variable remuneration of our employees in various management positions of wienerberger in alignment with the incentive scheme for Managing Board members. Depending on the functional profile of each executive, the targets for the short-term remuneration component are determined based on the budget of wienerberger or the respective executive's area of activity and supplemented by individually agreed upon financial or non-financial targets. Local management has, for example, the components EBITDA, optimization of occupational safety, reduction of CO_2 emissions, and individual targets in its variable remuneration.

GOV-4 Due Diligence

The following table shows a mapping of information provided in wienerberger's Sustainability Statement about the due diligence process.

CORE ELEMENTS OF DUE DILIGENCE	
a) Embedding due diligence in governance, strategy and business model	General Information, section -SBM-1 and SBM-3 G1-1 Business conduct policies and corporate culture
b) Engaging with affected stakeholders in all key steps of the due diligence	General Information, section -SBM-1 and SBM-3
c) Identifying and assessing adverse impacts	General Information, section -SBM-2 and SBM-3 E1 - Climate Change, section SBM-3 E2- Pollution, section SBM-3 E3 - Water and marine resources, section SBM-3 E4 - Biodiversity and ecosystems, section SBM-3 E5 - Resource use and circular economy, section SBM-3 S1 - Own workforce, section SBM-3 S2 - Workers in the value chain, section SBM-3 S4 - Consumers and end-users, section SBM-3 G1 - Business conduct, section SBM-3
d) Taking actions to address those adverse impacts	E1-1 Transition plan for climate change mitigation and E1-3 Actions and resources E2-2 Actions E3-3 Actions E4-3 Actions E5-2 Actions S1-3 Remediation and raising concerns and S1-4 Actions S2-3 Remediation and raising concerns and S2-4 Actions S4-3 Remediation and raising concerns and S4-4 Actions G1-1 Business conduct policies and corporate culture
e) Tracking the effectiveness of these efforts and communicating	General Information, section -SBM-2 and SBM-3 E1-1 Transition plan for climate change mitigation and E1-3 Actions and resources E2-2 Actions E3-3 Actions E4-3 Actions E5-2 Actions S1-3 Remediation and raising concerns and S1-4 Actions S2-3 Remediation and raising concerns and S2-4 Actions S4-3 Remediation and raising concerns and S4-4 Actions G1-1 Business conduct policies and corporate culture

GOV-5 Risk Management and Internal Controls Over Sustainability Reporting

We seamlessly embed risk management and internal controls over sustainability reporting into wienerberger's general Risk Management Strategy and Internal Control System. This practice is described in detail in the Management report - "Risk Management and the Internal Control System" section. Risks specific to climate change are discussed and disclosed in chapter E1 - Climate Change in section SBM-3 and in this chapter in section IRO-1 (E1 Climate Change).

The Audit and Risk Committee is responsible for monitoring the accounting process, verifying the independence of the external auditor and monitoring the auditor's activity, submitting a proposal for the selection of the external auditor, reviewing the annual financial statements and preparing their adoption, reviewing the profit distribution proposal, auditing the consolidated financial statements and the group management report (including the Sustainability Statement), as well as reporting the audit results to the supervisory board and approving non-audit services. We detail the activities and focus areas of the Sustainability and Innovation Committee and the Audit and Risk Committee in the Corporate Governance Report- "Committees of the Supervisory Board section".

SBM-1 Strategy, business model and value chain

wienerberger's durable products and smart system solutions are used to construct and renovate buildings and even entire city quarters. The product portfolio now ranges from roof and wall systems to facade solutions, engineering services for buildings, innovative pipe systems for safe and secure energy and water supply, and systems for rainwater management and wastewater disposal.

The following table shows the core applications of our products and systems:

	Solutions for the Building Envelope and Concrete Pavers	In-house solutions	Infrastructure solutions
Product groups	Wall-, façade-, roof-systems (including PV solutions) for: › Single- and two-family homes › Multi-family homes › Non-residential construction	› Electrical cooling and heating installations › Drinking water and waste-water › Garden irrigation › Irrigation systems and retention of water	› Freshwater, stormwater, and wastewater › Transport of energy › Agriculture
Markets served	› New build › Renovation › Repair › Modernization	› New build › Renovation › Repair › Modernization	› New build › Renovation › Repair › Modernization
Decision makers and customer groups	› Architects, designers › Public-sector clients › Private investors › Building contractors, › Processors, distribution partners, dealers	› Designers › Electricians › Plumbers › Building contractors › Processors, distribution partners, dealers	› Investors › Communities, › Public-sector clients, › Designers › Building contractors › Processors, distribution partners, dealers, › Private clients
Product users	› End customers	› End customers	› End customers › Network operators

Value Creation at wienerberger

Products and System Solutions

With its innovative and sustainable solutions for new-build, renovation, and infrastructure projects, wienerberger improves people's quality of life and creates a better world for future generations. For the main applications of our products and systems, we design sustainable solutions for the building envelope and paved surfaces as well as in-house and infrastructure solutions. Based on the process of value creation, they can be classified as follows:

- Ceramic products and systems
- Plastic pipes and systems
- Concrete products and systems

Value Chain of Ceramic Products and Systems

Sourcing

The most important raw materials for wienerberger's ceramic products and systems are clay, additives, aggregates and alternative binders. Clay is either extracted from our clay pits or procured from external suppliers and transported by them to the respective wienerberger plants. Other raw materials, as well as packaging materials, are also procured externally. Our plants are supplied with energy and water for the production process. Through long-term contracts with diverse suppliers, we secure access to raw and other materials, energy, and water.

Production

Clay is prepared by crushing and grinding. After interim storage of the prepared clay in the souring house, we shape the material through extrusion in forming dies or pressed into molds. Once cut to size, the products are placed on pallets and transported to the dryer.

The drying process extracts moisture from the clay and prepares the products for firing. Certain ceramic products undergo surface treatment before firing, which hardens the products. Although we use thermal energy for most drying and firing, using electricity for this purpose is gaining significance. After finishing, the ceramic products are packaged and delivered to the customers.

Use phase – Building Solutions

wienerberger designs building solutions for energy-efficient and future-proof building construction. Our roof tiles, clay blocks, facing bricks, and ceramic pavers are used for single-family homes and multi-story residential and non-residential buildings, such as office buildings, hospitals, schools, and kindergartens. Building solutions by wienerberger for "Net Zero Buildings" are either highly energy-efficient, capable of producing or converting renewable energy resources for their operation, or characterized by a very low CO_2 footprint during construction.

Use phase – Ceramic Pipes

Ceramic pipes (clay pipes) and accessories produced by wienerberger are ideally suited for cost-effective, safe, sustainable wastewater disposal. Sturdy, environment-friendly, and requiring little maintenance, they prove their merits not only in municipal and industrial applications but also in residential buildings as well as commercial and public buildings. Their long service life is one of the main advantages of wienerberger's ceramic pipes, especially for demanding applications.

End of Service Life

Brick products have a very long service life of at least 100 years and great potential for reuse. At the end of their service life, ceramic products can be recycled internally and externally or reused for other applications. In this context, we are intensively exploring the possibility of recycling and reusing ceramic construction debris directly in the brick production process or used to develop new applications. wienerberger sees excellent potential in the "urban mining" concept, which aims to save resources by recovering and reusing secondary raw materials from the so-called anthropogenic stock.

Value Chain of Plastic Pipes and Systems

Sourcing

Raw materials for producing plastic pipes and systems, such as PE, PP, and PVC, as well as secondary raw materials and packaging materials, are procured from our suppliers and transported by them to the respective wienerberger plants. Long-term supplier contracts with diverse suppliers secure access to raw and other materials.

Our plants are supplied with energy and water for the production process. Water for cooling purposes is also drawn from surface bodies of water (rivers, lakes, and, in Scandinavia, the ocean) and returned to them following the applicable legal provisions.

Production

Plastic granulates are mixed and heated in an extruder to produce a melt. We then press the heated plastic melt through a die for shaping. The resultant pipe strand is cooled in water to harden the plastic material. We then cut the continuous pipe strand to size according to product requirements.

Another production method is injection molding. First, we heat raw materials for pipe accessories, which we then form in molds. To a growing extent, we use 3D printing and computer-aided assembly of parts in pipe production.

Electricity is the primary energy source used to produce plastic pipes and pipe system components. After being cut to size, the plastic pipes and pipe system components are packaged and delivered to the customers.

Use Phase

Plastic pipes and systems produced by wienerberger are important arteries of reliable, resource-efficient water management and energy supply. In-house solutions for residential and non-residential buildings include electrical installations, heating and cooling systems, hot and cold water supply systems, wastewater and rainwater systems, and installations and systems for irrigation and water retention. Infrastructure solutions include freshwater, stormwater, wastewater and rainwater systems, as well as solutions for energy supply, data and products for special applications.

End of Service Life

Plastic pipes can be recycled internally or externally. Within the Circular Plastics Alliance framework, wienerberger supports all efforts to increase the use of recycled plastic materials in Europe to at least 10 million tons per year by 2025.

Value Chain of Concrete Products

Sourcing

The most important raw materials for producing wienerberger's concrete products are sand and gravel, cement, aggregates, alternative binders, and filling agents. These are procured from suppliers as primary or secondary raw materials (externally recycled materials) and transported to the respective wienerberger plants. We also procure energy, water, and packaging materials for production. For wienerberger's concrete products, "urban mining", i.e., the recovery and use of secondary raw materials from the so-called anthropogenic stock, is gaining in importance as a source of raw materials. Long-term supplier contracts and diversification of suppliers secure access to raw and other materials, energy, and water.

Production

Mixing the raw materials is the first step in producing concrete products. This step is followed by shaping through pressing or casting. For certain products, various surface-finishing processes, such as washing, grinding, blasting, or coating, may be applied before or after drying. The cured finished products are then packaged and delivered to our customers.

Use Phase

wienerberger's range of concrete products is comprised of concrete roof tiles, concrete pavers and slabs, steps, edgings, kerbstones and palisades, fences, wall stones, and slope stabilizer blocks. They are used for private, commercial, and public applications, such as public squares, public gardens, roadways, and parking lots. wienerberger pavers designed for water infiltration, which are laid on permeable ground, allow rainwater to seep away through wide gravel or turf joints or drainage holes so that water is stored in the ground and thus increases the groundwater level. Unsealing the soil and creating green spaces facilitates the adaptation to climate change and contributes to sustainable water management.

End of Service Life

Concrete products by wienerberger are suited for reuse and internal or external recycling.

Examples of wienerberger products and system solutions designed to address the global challenges of climate change (see chapter E1 - Climate Change, section E1-3), sustainable water management (see chapter E3 - Water and marine resources, sections E3-3 an E3-4), circular economy & resource use (see chapter E5 - Resource use and Circular Economy, sections E5-3 and E5-4), as well as biodiversity (see chapter E4 - Biodiversity and Ecosystems) can be found in the corresponding chapters. wienerberger applies its strategy and goals globally and does not set goals specific to products or services or significant markets and customer groups.

wienerberger's sustainability targets have been an integral part of wienerberger's vision and strategy and embedded in our short- and long-term goal-setting for the past 10 years. As such, the ESRS have confirmed wienerberger's sustainable business model. wienerberger's strategy and business model have, therefore, proven to be highly resilient toward our material risks, and well-positioned to exploit our opportunities. Already in recent years has wienerberger identified material sustainability topics and has embedded corresponding targets in its strategy and remuneration scheme. The Climate Transition Plan (see E1-1 Transition plan for climate change mitigation) and the Sustainability Program 2026 (our Targets are described in the respective section of each topical chapters - E1-4, E3-3, E4-4, E5-3, S1-5) are our guiding strategic documents.

wienerberger operates on a regional structure with Region Europe West, Region Europe East and Region North America. The total number of employees (FTE), a breakdown of revenues and selected financial KPIs can be found in Note 7. Operating segments of the Notes to the Consolidated Financial Statements, the headcount of employees split by regions is below.

Employees by operating segment
at end of period, based on headcount

	Europe West	Europe East	North America	wienerberger
Employees	**10,977**	**6,996**	**2,703**	**20,676**

SBM-2 Interests and views of stakeholders - general

As a responsible corporate citizen, wienerberger makes every effort to understand the needs of its stakeholders fully. wienerberger considers its stakeholders' concerns when elaborating on its corporate strategy. Our stakeholders include our employees, customers, and business partners, such as real estate developers, designers and architects, suppliers, investors, analysts, banks, local residents and authorities, political decision-makers and representatives of the public administration, regulators, organized interest groups, research institutions and universities, media, and civil-society organizations (NGOs). wienerberger's stakeholder groups are extremely diverse and have different needs, interests, and questions. Therefore, different departments or organizational units address the various stakeholder groups within wienerberger, and our communication instruments vary accordingly. In addition to personal meetings, we communicate and provide information through regular newsletters and informational brochures, Internet-based information platforms, and informational events.

We attach particular importance to open, continuous, and target-group-oriented dialogue, which promotes mutual understanding of each other's interests, expectations, and goals. wienerberger, therefore, conducts regular stakeholder dialogues. These dialogues aim to take a deep dive into the key issues and aspects from a stakeholder perspective to identify risks and opportunities for the company at an early stage. Moreover, we want to understand better what moves social groups and what they expect from us. The Chairman of the Managing Board (CEO) of wienerberger communicates with these stakeholder groups through various channels. These include dialogue with our employees and exchanges of opinion with capital market participants, e.g., within the framework of roadshows, investor conferences, communication with financial media, or Capital Markets Day. Within the framework of his podcast, the CEO of wienerberger conducts interviews with representatives of various stakeholder groups on current topics. He also exchanges views with politicians and the Vienna Stock Exchange at high-level events and appears in the media through interviews. Furthermore, the CEO of wienerberger engages in exchange with CEOs of other large companies during panel discussions on various subjects, including ESG topics.

We assess the engagement with our workforce via our Global Employee Survey, multiple workshops on our values, and improvement in the course of Learning & Development measures based on anonymized data from the respective reporting channels. We implement various forums for communication to eliminate any potential barriers to engaging with the workforce.

Based on the confidential feedback received from the employees, we organize workshops to implement this feedback and to work on areas where the employees feel improvement is needed. Actions tailored to each team are agreed upon, and action points are assigned to the Senior Management level and tracked together with the responsible HR business partners via a tracking platform. HR regularly updates the Managing Board on the progress of these action points.

Within the framework of our business relations, we ensure that our suppliers comply with ESG standards. We base full ESG compliance on two conditions: compliance with the wienerberger Supplier Code of Conduct (covering both aspects of business governance and the interests of workers in the value chain, such as human rights and health and safety matters), on the one hand, and the availability of an externally validated sustainability rating of the supplier by EcoVadis, on the other. Alternatively, the procurement team can perform a wienerberger sustainability desktop self-assessment (internal performance rating). These measures serve as a substitution for a general process for direct engagement with value chain workers, which we have not implemented yet.

We have adopted a standardized, group-wide engagement process to ensure we systematically consider the interests and perspectives of end-users and consumers. This approach accounts for the diverse local influences shaped by the business model while leveraging effective, well-established local processes. By 2025, we will implement a structured engagement framework across selected channels.

Further details on wienerberger's understanding of the interests and views of key stakeholders as they relate to our strategy and business model are set out in chapter G1 – Governance of this Sustainability Statement in section G1-1 and under the disclosure in accordance with ESRS 2 IRO-1 on the materiality assessment process.

The following gives an overview of our stakeholders and the communication instruments used by wienerberger to engage with the different stakeholder groups.

Stakeholders		Communication instruments
Primary stakeholders	**Our employees**	› Internal digital communication channels › Brochures and printed materials › Events › Trainings
	Our customers and business partners	› Sales team › Digital platforms › Digital online channels (homepage and social media) › Customer service › Brochures and reports › Environmental product declarations (EPDs)
	Capital market participants	› Annual and quarterly reports › Presentations › Mailings on current developments › Road shows › Investor conferences › Personal conversations › Capital Markets Day
	Suppliers	› Exchange in the course of our on-site supplier audits › Communication of ESG rating results › Supplier Code of Conduct › Digital and personal exchange on sustainability topics in the area of supplier management

Stakeholders		Communication instruments
Community	**Local residents, communities and public authorities**	› Personal exchange of information on site › Information events › Written and digital transmission of information
	Research institutions and universities	› Research cooperation
	Political level	› Membership in European and national representative bodies and platforms › Participation in technical committees
	Media	› Press releases and press conferences › Media enquiries › Interviews

The Managing Board, the Supervisory Board, and its Subcommittees are regularly informed about the views and interests of affected stakeholders concerning wienerberger's sustainability-related matters. The responsibilities of the Managing Board, the Supervisory Board, and its subcommittees, as well as their activities, are described in the Corporate Governance Report in section "Mode of Operation of the Managing Board and the Supervisory Board".

SBM-3 Material Impacts, Risks, and Opportunities and their Interaction with Strategy and Business Model

The material impacts, risks, and opportunities that result from our materiality assessment are set out and contextualized in the chapters on topical ESRS standards within this Sustainability Statement. No concentration of impacts, risks, and opportunities have been identified within our business model, our operations, or our upstream and downstream value chain.

We disclose the details on how wienerberger's material negative and positive impacts affect, or, in case of potential impacts, are likely to affect, people or the environment in the topical chapters on the individual ESRS standards within this Sustainability Statement. For a description of whether and how the impacts originate from or are connected to the undertaking's strategy and business model, see the disclosure in accordance with ESRS 2 IRO-1 on the materiality assessment process. All of wienerberger's material impacts are relevant in the short (<1 year), medium (1-5 years), and long (>5 years) terms, except for the following:

ESRS	Impact	short term (< 1 year)	medium term (1-5 years)	long term (> 5 years)
E2	Contribution to air pollution (e.g. particulate matter) through the transport of raw materials to the respective plants and delivery of the products to clients (through external trucking companies)	x	x	
E2	Minimizing the release of microplastics through dust and waste management as filtration and segregation systems can capture and contain dust and waste generated during production. These systems can prevent the dispersion of microplastic particles into the air and surrounding environment		x	x
E3	Contribution to a reduced wastewater discharge by implementing effective wastewater treatment systems that ensure discharged water meets environmental standards before being released into water bodies or municipal systems			x

ESRS	Impact	short term (< 1 year)	medium term (1-5 years)	long term (> 5 years)
E4	Contribution to the reduction of land use through the provision of PV systems on-roof or in-roof			x
S4	Improve customers' knowledge regarding the details and characteristics of construction and construction materials through consultation		x	x
G1	Creating transparency and grievance mechanisms for stakeholders regarding corporate responsibility		x	x

wienerberger is involved with material impacts through its activities and business relationships, which we describe in the topical chapters within the Sustainability Statement. We describe wienerberger's activities and value chain in detail in the disclosure on ESRS 2-SBM-1.

wienerberger has assessed whether there are current financial effects of our material risks and opportunities on our financial position, financial performance, or cash flows and whether there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements. No such effects have been identified. The details of this analysis are set out in Note 5. Estimates and judgements and Note 22. Non-current assets and impairment test in the Notes to the Consolidated Financial Statements.

In a strategic review process carried out at the end of 2023 and the beginning of 2024, wienerberger Managing Board and Supervisory Board have assessed the need for the implementation of policies based on the double materiality assessment, as described in ESRS 2 IRO-1. This process included the setup of a complete inventory of impacts, risks and opportunities and the assurance of their coverage in the defined list of policies, and the strategic prioritization of their implementation. Said policies provide the framework for the measures taken, or to be taken going forward, and provide the basis for our actions. Where strategic targets have been set in the framework of our Sustainability program 2026, the policies also guide management in steering the organization towards target achievement.

Sustainability targets have been an integral part of wienerberger's vision and strategy, and we have embedded them in our short- and long-term goal-setting for the past 10 years. As such, the ESRS has confirmed wienerberger's sustainable business model. wienerberger's strategy and business model have proven to be highly resilient toward our material risks and are well-positioned to exploit our opportunities. In recent years, wienerberger has identified material sustainability topics and has embedded corresponding targets in its strategy and remuneration scheme.

The Climate Transition Plan (see E1-1 Transition plan for climate change mitigation) and the Sustainability Program 2026 (our Targets are described in the respective section of each topical chapters - E1-4, E3-3, E4-4, E5-3, S1-5) are our guiding strategic documents.

IRO-1 Description of Process to Identify and Assess Material Impacts, Risks, and Opportunities

Double Materiality Analysis

We based the methodologies and assumptions applied by wienerberger in the process to identify and assess impacts, risks, and opportunities (IROs) on the provisions set out in ESRS 1. Therefore, ESRS 1-5, which outlines the necessity of providing material value chain information, was considered when creating the value chain mapping. We identified impacts and rated them using a 5-point Likert scale. We then identified the anticipated financial effects, categorized them according to their risks and opportunities, and rated them on a scale from 1 to 4.

The provisions set out in ESRS 1 served as the foundation for reflecting on wienerberger's business model, related business activities, and business relationships for mapping its value chains. The information documented during the value chain mapping process was crucial for identifying all related actual and potential negative and positive impacts. It also provided insights into the financial effects, including potential opportunities or risks.

wienerberger followed a structured process to identify, assess, prioritize, and monitor potential and actual impacts on people and the environment, using a due diligence approach.

The first step involved creating a tool to map the wienerberger's value chains for each product group, based on the provisions outlined in ESRS 1 and ESRS 2 1-5. This tool differentiated between the value chains of the three primary product groups: clay and ceramic products, concrete products, and plastic pipe products. For each activity within these value chains, the tool required various information, including the product group, its contribution to total revenue, key value chain activities, locations of these activities, and essential resources.

Using this value chain mapping tool, wienerberger's internal experts participated in a workshop to reflect on the business model, business relationships, activities, and value chain information. The team provided detailed information on upstream and downstream activities as well as wienerberger's activities. Mapping the material value chain activities and related information was fundamental for the subsequent steps to effectively identify, assess, prioritize, and monitor our potential and actual impacts on people and the environment.

The next step involved the creation of an impact assessment tool, based on the provisions outlined in ESRS, to identify, assess, and rate both potential and actual impacts using a 5-point Likert scale. The preliminary identification of impacts was conducted in the initial step, based on an understanding of the business model, insights from the value chain mapping workshop, industry knowledge, professional judgment, and prior stakeholder engagement. wienerberger's sustainability experts discussed this preliminary list of impacts in a joint workshop with management .Subsequently, we reviewed the impacts identified in an impact materiality workshop with a large group of pre-selected internal experts from various departments. We selected these experts based on their expertise, responsibilities, and professional judgment.

The group included business unit leaders, environmental experts, supply chain experts, and human resources experts. During this workshop, the actual and potential impacts were reviewed and refined, and, in some cases, new impacts were identified and assessed. For negative impacts, we assessed their scale, scope, and irremediability. For positive impacts, we assessed scale and scope for actual impacts as well as scale, scope, and probability of occurrence over short (<1 year), medium (1-5 years), and long-term (>5 years) time frames. We prioritized impacts using a 5-point Likert scale, with a score of 3 or higher deemed material. We consolidated the results from the impact assessment, and a quality check was conducted to ensure accuracy.

Following the Terreal acquisition in 2024, wienerberger evaluated the new value chains, specific business activities, relationships, and geographies involved. We assessed the impacts of these changes, and further monitoring is planned to track any material changes in the wienerberger's value chain or business activities moving forward.

We carried out the process described above carefully, considering specific activities, business relationships, geographies, and other factors that may present a heightened risk of adverse impacts.

We conducted the assessment process considering the impacts the company is directly involved in through its operations and those arising from its business relationships. During the value chain mapping, we assessed all phases of the value chain for each of the main product groups and documented the related information. We categorized the identified impacts as either stemming from the company's operations, business relationships, or arising from both. While we did not conduct direct consultations with affected communities, we considered all available information and are actively working to develop ways to improve our outreach and incorporate their views and perspectives in the future.

The entire process of identifying our impacts, risks, and opportunities, as well as assessing which ones are material, was supported, advised, and monitored by an external expert, with quality checks conducted throughout. Identifying actual and potential impacts also incorporated insights from previous stakeholder engagement. We held an impact materiality workshop with internal experts, who also played a key role in understanding how affected stakeholders might be impacted.

Each impact was discussed and assessed individually, with the experts evaluating whether the impact was relevant or not. Once we classified an impact as relevant, the experts assessed it based on its scale, scope, likelihood of occurrence, and the irremediability of its negative effects.

Once we finalized a list of impacts, we categorized them according to their impact or financial materiality over three time horizons. We developed hybrid stakeholder round-table workshops. The workshop's goal was to have relevant external stakeholders validate the results of the materiality analysis conducted by wienerberger in collaboration with the external expert. We defined relevant stakeholders as those who influence the company's business conduct or strategic decision-making and those who are affected by the company's operations and relationships. After each discussion, we asked stakeholders to rate the relevance of the topics for the company's business using a 5-point Likert scale.

To identify, assess, prioritize, and monitor risks and opportunities that may have financial effects, we created a financial materiality assessment tool based on the provisions outlined in ESRS 1. The anticipated financial effects were identified, categorized according to their associated risks and opportunities, and then rated on a scale from 1 to 4.

The basis for conducting and assessing the connections between impacts and dependencies with risks and opportunities resulted from the impact materiality workshop and the impact assessment tool.

We assessed each financial effect, whether it reflected an opportunity or risk. Once categorized accordingly, we analyzed the respective financial effect for its impact on revenue, costs, cash flow, assets, and the cost of capital, in line with ESRS 1. Following this categorization, we evaluated the likelihood and impact of the financial effect in the short, medium, and long-term time frames. The likelihood was assessed by the probability of occurrence in five stages: "rare" (every 20-100 years), "may not happen" (every 10-20 years), "may happen" (every 4-10 years), "almost certain" (every 2.5-4 years), "certain" (every 0-2.5 years). The scores for likelihood and impact ranged from 1 to 4 and were based on wienerberger's Risk Management thresholds.

We developed the score range based on Risk Management scores and thresholds to ensure seamless integration into wienerberger's risk management processes. The rationale behind this methodology lies in the need to obtain meaningful results tailored to the company's business model and risk management framework, thereby leveraging synergies. Risk managers provided a detailed description of the internal risk management system and the methodology employed.

We structured the decision-making process for assessing financial materiality through workshops. The process was guided by established internal control procedures, including a thorough review of the impacts and the application of company-specific risk management thresholds. Following the workshop, we consolidated the information and performed a quality check to ensure completeness and accuracy. We presented the final results to management, who decided how to address them, focusing on those that differed from the results of the previous materiality analyses.

We integrated wienerberger's Risk Register, Risk Owner Mapping, and Risk Inventory to identify, assess, and manage impacts and risks.

We integrated identifying, assessing, and managing opportunities into the overall management process. wienerberger's Sustainability Program 2026 and its related targets focus on opportunities and mitigation measures to address sustainability issues. Additionally, wienerberger's product and innovation management emphasizes opportunities by providing solutions-for net-zero carbon buildings and water management.

The input parameters used in the process to identify, assess, and manage material impacts, risks, and opportunities included the impact materiality workshop, wienerberger's Risk Register, wienerberger's Risk Owner Mapping, wienerberger's Risk Inventory, value chain mapping workshop, sustainability report, industry knowledge, professional judgment, and external expert input. For each sub-topic, anticipated risks and opportunities relevant to financial materiality were identified and aligned with those expected effects.

The process to identify, assess, and manage impacts, risks, and opportunities has changed compared to the previous reporting period due to the methodology and procedural requirements set in ESRS 1. Previous Materiality Assessments were conducted according to GRI guidelines.

After finalizing the materiality assessment procedure in ESRS 1, an external expert conducted a gap analysis comparing the current sustainability reports with the disclosure requirements set by ESRS. We developed a detailed implementation roadmap for each material topic based on this analysis. For wienerberger, all ESRS Sub-Topics were identified as material, and approximately 50% of ESRS Sub-sub topics were deemed material.

E1 - Climate Change

Physical Risks

wienerberger conducted a physical climate risk analysis to assess if any climate-related hazards pose a risk to its assets and business activities over the short-, medium- and long-term. We are aware of the importance of such information for our investors and other stakeholders. Therefore, the Managing Board and Supervisory Board continuously monitor climate-related risks and opportunities.

To this end, we used climate projections from the climate models participating in the latest Intergovernmental Panel on Climate Change (IPCC) Assessment Report (AR6). We chose the high emissions scenario SSP5-8.5 for the projections, as in this scenario, the greenhouse gas emissions reach the highest levels, and hence, the physical risks are the most pronounced. The projections of relevant climate parameters, such as temperature, wind speed, or precipitation, were used to identify climate hazards. We analyzed all 28 hazards the ESRS E1 AR-11(d) prescribed. This analysis includes both acute and chronic hazards. For all hazards, thresholds were defined based on scientific evidence to determine the point at which the hazards are severe or frequent enough to cause material damage.

The time horizons considered for the physical climate risk analysis were defined as follows: the short-term horizon covers until 2030, the medium-term horizon covers until 2040, and the long-term horizon extends to 2050. This choice of time horizons reconciles with the need to investigate physical risks over extended periods to capture the effects of climate change, with the practice of using shorter, foreseeable periods for strategic planning and capital allocation plans.

We conducted the resilience analysis using climate projections to evaluate the robustness of wienerberger's strategy under the high emissions scenario. This analysis involved collaboration with external experts. The geographical coverage included all regions where wienerberger operates, encompassing Europe, North America, and other key markets influenced by its global value chain.

Evaluating physical climate hazards until 2030 reveals the current and immediate risks affecting wienerberger, which we must prioritize. The increasing risks due to climate change that might affect the production sites later in their expected lifetime are simultaneously captured by evaluating the climate hazards up to 2050. The expected operational lifespan of wienerberger's sites extends until 2050 in the scenario analysis. Thus, the choice of time horizons adequately covers most of the expected lifetime of wienerberger's assets, given that significant changes in the frequency and magnitude of physical risks occur on time scales longer than a few years.

The assessment of gross physical risks consisted of two key steps. First, we evaluated the exposure of wienerberger's assets and business activities to climate hazards based on their locations. We used geospatial data to analyze site-specific climate projections and proximity to hazard-affected areas.

We compared this data against predefined, science-based thresholds to determine exposure based on magnitude, duration, likelihood, or extent.

The second part assessed the sensitivity of wienerberger's business activities to each hazard. To this end, we examined whether the occurrence of each hazard would negatively and significantly impact the performance of the business activity. A physical gross risk was identified when exposure and sensitivity criteria were met.

We used the IPCC high-emission scenario SSP5-8.5 to identify the climate-related hazards that threaten wienerberger and assess wienerberger's exposure and sensitivity to these hazards. We used projections from the climate models matching the latest IPPC Assessment Report (AR6) for the SSP5-8.5 scenario to determine which hazards will have a material effect on each of wienerberger's production sites.

We used the high greenhouse gas emissions scenario for the 21st century SSP5-8.5 to assess the risks that physical climate hazards pose to wienerberger. This scenario is part of the Shared Socio-economic Pathways (SSP) analyzed in the latest IPCC Assessment Report (AR6), representing the most advanced climate science available. SSPs are the standard scenarios for physical climate science and have been analyzed in numerous scientific publications, ensuring alignment with state-of-the-art methodologies.

The SSPs describe coherent and internally consistent socio-economic futures based on drivers such as population, economic growth, and technological advancements. The narrative of SSP5-8.5 is focused on continued fossil fuel development, where the world relies on competitive markets, innovation, and technological progress to achieve sustainable development. By applying this scenario, wienerberger ensures a robust risk assessment based on scientifically recognized climate projections.

Greenhouse gas emissions in SSP5-8.5 are the highest among all SSPs, leading to a global warming of 4.4°C at the end of the century, according to the best estimate by the IPCC. As a result, physical risks are also the most pronounced in this scenario.

This high risk factor motivates the choice of SSP5-8.5 for wienerberger's physical risk analysis since it provides a "worst-case" scenario for physical hazards, allowing wienerberger to develop adaptation measures that are also effective if the future will resemble one of the less emission-intensive scenarios.

Transition Risks and Opportunities

wienerberger updated its resilience analysis in 2024, integrating climate scenario analysis to forecast projections and prepare for potential future conditions. wienerberger has assessed the resilience of its strategy and business model concerning climate change, including climate scenario analysis. The IEA scenario's main objective is targeting the Paris Agreement's political intent to limit temperature rise to 1.5°C. The scenarios covered the plausible risks and uncertainties based on the scenario definitions. With the 1.5°C scenario for the transition risk and the >4°C scenario for the physical risk analysis, wienerberger covers both extremes of the climate risks, covering a broad range of risks. wienerberger's selection of scenarios was meticulously aligned with the latest advancements in scientific understanding, ensuring their relevance and accuracy in reflecting potential climate-related outcomes.

We screened transition events for their scenario impact and business relevance to wienerberger. Upon the presence of both factors, these events underwent further analysis to determine their short- and long-term implications. The transition risk and opportunity analysis focuses on the short-term (2030) and long-term (2050) time horizons. This approach ensures that the entire analysis period is adequately covered while providing concise disclosures that reflect the most material transition risks and opportunities. The medium-term horizon is not explicitly reported, as its impacts are encompassed within the short- and long-term analyses, ensuring clarity without compromising the comprehensiveness of the assessment. The short-term period up to 2030 aligns with management expectations for planning. Given relevant political objectives, such as the European Union's net-zero strategy for 2050, we defined the long-term period as present to 2050. This approach aligns with established practices and adheres to the Task Force on Climate-related Financial Disclosures (TCFD) guidelines.

Based on the initial assessment conducted in 2022, we assessed the events based on quantitative and qualitative information related to market, policy, and technological development by scenario. In 2024, this assessment was updated, further analyzing the possible direct or indirect effects these events may have on wienerberger's operations in 2030 and 2050.

We analyzed the 1.5°C scenario for sector-specific data alongside comprehensive macroeconomic variables and price metrics. Integrating this detailed information with the projected impacts on wienerberger's business enabled an insightful scenario analysis.

We screened wienerberger's primary emission sources to identify high-risk areas. Furthermore, we employed a sector review focusing on technological advancements and other relevant factors to flag incompatible assets and business activities.

The analysis leveraged the IEA's Net Zero Emissions scenario, drawing from the most recent World Energy Outlook (WEO) of 2023 and its associated data tables. We sourced additional insights from earlier IEA special reports on this scenario. Key overarching factors, such as CO_2 and fossil fuel prices, were directly obtained from the IEA, while sector-specific descriptions and analyses were extracted from the WEO.

The analysis included several critical assumptions, such as the transition to a lower-carbon economy, which is anticipated to influence macroeconomic trends, energy consumption patterns, and the deployment of new technologies. The IEA 1.5°C Scenario provided by the WEO was utilized, which includes critical assumptions about global energy demand, carbon pricing, rapid increase in renewable energy deployment, and the pace of technological innovations necessary to achieve net-zero emissions by 2050. Therefore, we included actions and related milestones to adapt to these transitions in the Transition Plan.

Supportive regulation makes renewables more attractive by cutting costs and reducing dependence on fossil fuels. We present this as an opportunity per CSRD guidelines.

wienerberger incorporated climate scenarios which are reflected and disclosed in the applicable sections of the financial statement's notes. The Global Energy and Climate model integrates innovative and emerging clean technologies by tracking their maturity and expected market introduction. It uses detailed databases to monitor new project announcements and technological developments across various sectors, which inform modeled scenarios for the clean energy process.

E2 - Pollution

Our production sites undergo regulatory screening as part of the air permit application process, which local authorities require in accordance with national laws, where applicable. This screening ensures that all pollution-related impacts remain within the regulatory framework under all production conditions. Therefore, we conducted the analysis by reviewing the latest pollution measurements available. This assessment extends to our upstream and downstream value chain, where compliance with relevant environmental regulations is also expected. Our evaluation is based on regulatory requirements, internal sustainability management systems, and ongoing monitoring to ensure adherence to applicable standards. We detailed the methodologies, assumptions, and tools used in the double materiality analysis and conducted consultations in the Double Materiality Analysis section above.

E3 - Water Resources

wienerberger has conducted a double materiality analysis to identify the material and potentially material water-related impacts, risks, and opportunities in its operations, as well as the upstream and downstream value chain. We detailed the methodologies, assumptions, and tools used in the double materiality analysis and conducted consultations in the Double Materiality Analysis section above.

E4 - Biodiversity and Ecosystems

We identified material sites by their proximity to biodiversity-sensitive areas. The extraction of raw materials and their subsequent processing, which leads to emissions of GHG, are activities undertaken in our material sites that negatively affect biodiversity-sensitive areas.

wienerberger screened all its sites and identified sites material to impacts on biodiversity based on their proximity to biodiversity-sensitive areas, which pose potential risks to these locations. Activities such as quarrying, urbanization, pollution, and modifying natural systems have been recognized as activities that might negatively impact the biodiversity-sensitive areas in or near these locations. In particular, following the definitions given by the Natura 2000 framework, the impacts identified as a consequence of our operations include clay and loam extractions, factories and buildings in the landscape, air pollution, and reduction or loss of specific habitat features. These impacts affect 18 biodiversity-sensitive areas governed by the European Natura 2000 network directive. We can mitigate these impacts through internal policies dedicated to climate change, pollution control, waste management, and the preservation of biodiversity and ecosystems.

The methodology used to investigate our material sites in proximity to biodiversity-sensitive areas consisted of publicly available datasets, such as Natura 2000 and RAMSAR wetlands, as well as geospatial data from our locations. We performed the analysis in QGIS through an automated tool that extracts overlaps and proximity, which in this case was defined as 1 km. We assessed whether the potential impacts imposed on these biodiversity-sensitive areas are related to wienerberger activities. For all our production locations and quarries the local permits and legislation provide the necessary measures and mitigations to ensure the lowest possible risk for any harm. To address and reduce the identified potential impacts we implement specific mitigation measures, such as our internal Biodiversity Action Plan.

While no specific affected communities were consulted during the double materiality analysis, we regularly engage the communities in which wienerberger conducts its operation through public consultations to address potential impacts identified during the regular evaluation of quarry permits. After the double materiality analysis, no consultations on shared biological resources were conducted with affected communities. For unavoidable impacts, Environmental Impact Assessments and similar certifications prescribed by local regulation outline the appropriate mitigation measures to ensure compliance with the mitigation hierarchy.

E5 - Resource use and circular economy

wienerberger has conducted a double materiality analysis to identify the material and potential material resource use and circular economy-related impacts, risks, and opportunities in its operations, as well as the upstream and downstream value chain. We detailed the methodologies, assumptions, and tools used in the double materiality analysis and conducted consultations in the Double Materiality Analysis section above.

G1 - Business Conduct

The following relevant criteria were used in the process to identify material impacts, risks, and opportunities in relation to business conduct matters:

- wienerberger evaluated the geographical locations of its operations
- wienerberger assessed its specific activities within the construction materials sector, including sourcing raw materials, production, and distribution processes
- wienerberger considered the characteristics of the construction materials sector, such as reliance on natural resources, environmental and social impacts, and how this impacts business conduct
- wienerberger analyzed the nature of its transactions, including mergers, acquisitions, and partnerships. Accordingly, wienerberger also considered the impacts, risks, and opportunities resulting from the acquisition of Terreal in 202

IRO-2 Disclosure Requirements in ESRS covered by sustainability statements

The table of all the datapoints deriving from other EU legislation can be found in the Appendix of the Sustainability statement.

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	GOV-3 Integration of sustainability-related performance in incentive schemes	80-81
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Strategy	SBM-1 Strategy, business model and value chain	82-85
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		E1-5 Energy consumption and mix	118
		E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions	119-121
E2 Pollution	Pollution of air, Microplastics	SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model	122
		E2-1 Policies related to pollution	122
		E2-2 Actions and resources related to pollution	123
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		E2-4 Pollution of air, water and soil	124-125

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E3 Water and marine resources	Water discharge, Water consumption	SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model	126
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		E3-3 Targets related to water and marine resources	128
		E3-4 Water consumption	129
E4 Biodiversity and Ecosystems	Direct impact drivers of biodiversity loss, Impacts on the extent and condition of eco-systems, Impacts and depend-encies on ecosystem services	SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model	130-132
		E4-1 Transition plan and consideration of biodiversity and ecosystems in strategy and business model	132
		E4-2 Policies related to biodiversity and ecosystems	132-133
		E4-3 Actions and resources related to biodiversity and ecosystems	133-134
		E4-4 Targets related to biodiversity a nd ecosystems	134-136
		E4-5 Impact metrics related to biodiversity and ecosystems change	136
E5 Resource Use and Circular Economy	Resources inflows, including resource use, Resource outflows related to products and services, Waste	SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model	137-139
		E5-1 Policies related to resource use and circular economy	139-140
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Taxonomy

Disclosures according to the EU Taxonomy Regulation

Taxonomy Regulation

The European Green Deal has set itself the goal of achieving climate neutrality in Europe. In order to achieve this, capital flows are to be directed towards sustainable investments. For this reason, the European Commission has created a legal framework to make the sustainability of economic activities more transparent and comparable. wienerberger welcomes this development and sees it as an important step towards placing sustainability at the heart of economic activity.

Regulation (EU) 2020/852 on the establishment of a framework to facilitate sustainable investment – the so-called Taxonomy Regulation – entered into force on July 12, 2020. The regulation introduced a common classification system for sustainable economic activities in the European Union.

Economic activities are taxonomy-eligible if they are covered by the Regulation. They are subsequently assessed to determine whether they are taxonomy-aligned. The assessment aims to validate the following criteria:

- Make a substantial contribution to the achievement of one or more of the six environmental objectives set out in the Taxonomy Regulation,
- do not significantly harm any of the other environmental objectives, and
- are carried out in compliance with the minimum social safeguards.

Taxonomy: Eligibility

Three wienerberger product groups are covered by the Delegated Act (EU) 2021/2139 of June 4, 2021 in CCM 3.5 "Manufacture of energy-efficient building equipment" and contribute to achieving the climate change mitigation objective:

- Key components for external wall systems with a U-value of less than or equal to 0,5 W/m²K (wall and façade product groups)
- Key components for roof systems with a U-value of less than or equal to 0,3 W/m²K (roof product group)

Other activities of wienerberger, such as the production of pipe solutions and pavers, are currently not covered by the Taxonomy Regulation.

In the area of capital expenditure (CAPEX), the following additional activities were identified as taxonomy-eligible investments:

- 3.5: Manufacture of energy-efficient building equipment. This category include the capital investments attributable to the plants manufacturing wall, façade and roof products.
- 6.5: Transport by motorbikes, passenger cars and light commercial vehicles. This category includes the capital expenditure for all cars.
- 7.3: Installation, maintenance and repair of energy efficiency equipment. This category includes the investments carried out to improve the energy efficiency of own used buildings, by installing roof insulation and energy efficient fenestration, as well as by installing and maintaining HVAC systems.
- 7.4: Installation, maintenance and repair of charging stations for electric vehicles in buildings and parking spaces attached to buildings.
- 7.6: Installation, maintenance and repair of renewable energy technologies. This category includes investments carried out to install and maintain photovoltaic installation, heat pumps and energy recovery systems.

Taxonomy: Alignment

In order to evaluate whether an activity makes a significant contribution to the climate change mitigation objective, compliance with the technical screening criteria was assessed for each taxonomy-eligible product group from wienerberger (wall, façade, roof). The U-value of a wall system can be determined on the basis of the thermal conductivity and the strength of the individual layers. For external wall systems, a U-value lower than 0.5 W/m²K is required by law in the countries in which wienerberger manufactures the wall and façade products fulfilling the technical screening criteria. Wall products that are not intended for use in external walls (e.g. sound insulation blocks for apartment partition walls) were classified as not taxonomy-aligned.

With the conduction of an international study, the proportion of roofs with thermal insulation material was determined in the area of roof systems in order to record the proportion of roof systems that meet the requirement of a U-value lower than 0.3 W/m²K, as defined by the technical screening criteria. Roof systems without insulation materials are used in agricultural buildings, for example. These were not classified as taxonomy-aligned due to a lack of sufficient U-value.

The avoidance of significant adverse effects on other environmental objectives is shown in the following table:

Other environmental objectives (2–6)	Do no significant harm
Climate change adaptation	We carried out a climate risk analysis at all production sites. The climate-related risks were assessed according to the high emissions scenario SSP5-8.5 (see ESRS 2 IRO-1). We developed adaptation solutions based on this analysis at the plant level.
Sustainable use and protection of water and marine resources	All production sites where taxonomy-eligible economic activities take place have assessed the impact of production on their immediate environment and have water management plans in place in accordance with local regulatory requirements.
Transition to a circular economy	The relevant activities were analyzed with regard to: • Reuse of secondary raw materials; • Durability, Recyclability; • Waste management; • Substances of concern and their traceability wienerberger products are characterized above all by their high durability and service life (in some cases over 100 years). Furthermore, guidelines on the use of secondary raw materials, guidelines on additives and environmental product declarations ensure that this environmental goal is not significantly harmed.
Pollution prevention and control	Ceramic building materials are made from natural clay sediments containing clay minerals, quartz and other minerals, especially silicates and calcium-magnesium carbonates. The environmental impact of wienerberger's manufacturing processes is regularly reported to the local authorities and monitored by (external) measurements.
Protection and restoration of biodiversity	At production sites where taxonomy-eligible economic activities take place were analyzed and assessed for their impact on their immediate environment. If required by the analysis, biodiversity action plans were drawn up to ensure the protection of biodiversity and ecosystems.

For the additionally identified taxonomy-eligible capital expenditure, the criteria for significant contribution to the climate mitigation objective and the do not significantly harm criteria, if any, were also examined.

The value of capital expenditure reported for 2024 includes, among other investments, the intangible and tangible assets acquired through the acquisition of Terreal and Creaton. These assets directly contribute to wienerberger's climate mitigation target, as the product portfolio of the acquired companies meets the technical screening criteria for the EU Taxonomy economic activity CCM 3.5 – Manufacture of energy-efficient building equipment. As a result, the integration of these assets strengthens wienerberger's commitment to sustainable solutions and enhances its ability to support the transition to a sustainable economy. Consequently, this acquisition has led to an increase in the amount of aligned capital expenditures compared to the previous year.

Compliance with minimum social safeguards essentially relates to the areas of human and labor rights, corruption prevention, fair taxation and fair competition.

We fully adhered to international labor standards, with regular audits and training reinforcing fair working conditions and ethical conduct. No violations of labor rights were identified, and no allegations of human rights violations were made against us.

We upheld a zero-tolerance policy on corruption and bribery, supported by mandatory training programs and a dedicated process that enables employees to anonymously report cases of bribery and corruption, as outlined in Chapter G1 - Business Conduct. No incidents of corruption or bribery were recorded during the reporting period.

We maintained a transparent and responsible tax approach, with our Tax Transparency Statement remaining unchanged since 2020. Tax risks are systematically monitored through quarterly risk reporting and integrated into the Internal Control System, which includes direct tax controls as key measures. The Management Board has implemented organizational structures to ensure tax compliance, with dedicated units possessing the necessary expertise. Internal transfer pricing guidelines govern intercompany transactions, and in implementing Pillar II Global Minimum Taxation, no cases of profit shifting through intangible asset transfers or financing agreements in low-tax jurisdictions were identified.

We are committed to strict compliance with antitrust laws, ensuring free and fair market competition. Our Policy on Compliance with Antitrust Laws provides clear guidelines on permissible interactions with competitors, particularly regarding the exchange of information, pricing and delivery terms, and forms of cooperation. Employees are strictly prohibited from engaging in illegal practices such as price-fixing, bid-rigging, or market allocation. Additionally, all our entities conduct regular training sessions to reinforce compliance with competition laws.

Nuclear energy related activities	**Applicable to wienerberger**
1. The undertaking carries out, funds or has exposure to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle	NO
2. The undertaking carries out, funds or has exposure to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purpose of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	NO
3. The undertaking carries out, funds or has exposure to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	NO

Fossil gas related activities	
4. The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	NO
5. The undertaking carries out, funds or has exposures to construction or refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	NO
6. The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	NO

Turnover-KPI

To determine the Turnover-KPI, the denominator is the external sales revenue reported in accordance with the IFRS consolidated financial statements (refer to the Consolidated Income Statement table). The numerator represents the revenue according to IFRS 15 attributable to taxonomy-aligned economic activities.

In the reporting year, 52.2% (2023: 49.6%) of revenue was taxonomy-aligned.

				Substantial contribution criteria						DNSH criteria (Does Not Significantly Harm)									
Economic activities	**Code**	**Absolute Turnover**	**Proportion of Turnover**	**Climate change mitigation**	**Climate change adaptation**	**Water and marine resources**	**Pollution**	**Circular economy**	**Biodiversity and ecosystems**	**Climate change mitigation**	**Climate change adaptation**	**Water and marine resources**	**Pollution**	**Circular economy**	**Biodiversity and ecosystems**	**Minimum safeguards**	**Proportion 2023**	**Category enabling activity**	**Category transitional activity**
		in € thousand	%	Y;N;N/EL [1]	Y;N;N/EL [1]	Y;N;N/EL [1]	Y;N;N/EL [1]	Y;N;N/EL [1]	Y;N;N/EL [1]	Y/N [1]	Y/N [1]	Y/N [1]	Y/N [1]	Y/N [1]	Y/N [1]	Y/N [1]	%	E	T
A. Taxonomy-eligible activities																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Manufacture of energy-efficient equipment for buildings	CCM 3.5	2,356,057	52.2%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	49.6%	E	
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		**2,356,057**	**52.2%**	**100%**	**0%**	**0%**	**0%**	**0%**	**0%**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**49.6%**		
thereof enabling activities		*2,356,057*	*52.2%*	*100%*	*0%*	*0%*	*0%*	*0%*	*0%*	*Y*	*Y*	*Y*	*Y*	*Y*	*Y*	*Y*	*49.6%*	*E*	
thereof transitional activities		*0*	*0.0%*	*0%*													*0%*		*T*
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Manufacture of energy-efficient equipment for buildings	CCM 3.5	89,498	2.0%	EL	EL	N/EL	N/EL	N/EL	N/EL								1.4%	E	
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		**89,498**	**2.0%**	**100%**	**0%**	**0%**	**0%**	**0%**	**0%**								**1.4%**		
Total (A.1 + A.2)		**2,445,555**	**54.2%**	**100%**	**0%**	**0%**	**0%**	**0%**	**0%**										
B. Taxonomy-non-eligible activities																			
Turnover of Taxonomy-non-eligible activities (B)		**2,067,110**	**45.8%**																
Total (A + B)		**4,512,665**	**100.0%**																

1) Abbreviation "Y/N" = Yes/No; "N/EL" = Taxonomy non-eligible activity for the relevant objective // Electronic data processing may result in rounding differences.

CapEx-KPI

To determine the Capex KPI, all additions to intangible assets and property, plant and equipment (excluding goodwill) including right-of-use assets from leases and additions to assets from company acquisitions are shown in the denominator. In the numerator, investments in accordance with Art.1.1.2.2. (a) leg cit are included if they relate to assets or processes that are essential to carry out a taxonomy-aligned or eligible economic activity under this very activity. In addition, further sustainable investments were identified that lead to a reduction in the company's own greenhouse gas emissions. Care was taken to avoid double counting. Of the taxonomy-aligned amount of TEUR 953,878, the portion of taxonomy-aligned Capex from newly acquired companies (M&A) amounted to TEUR 696,937.

The taxonomy-aligned share of Capex in the reporting period reached 81.1% of the total Capex (2023: 54.0%). The increase versus prior year is largely attributable to the addition of assets from newly acquired companies.

				Substantial contribution criteria						DNSH criteria (Does Not Significantly Harm)									
Economic activities	**Code**	**Absolute CapEx**	**Proportion of CapEx**	**Climate change mitigation**	**Climate change adaptation**	**Water and marine resources**	**Pollution**	**Circular economy**	**Biodiversity and ecosystems**	**Climate change mitigation**	**Climate change adaptation**	**Water and marine resources**	**Pollution**	**Circular economy**	**Biodiversity and ecosystems**	**Minimum safeguards**	**Proportion 2023**	**Category enabling activity**	**Category transitional activity**
		in € thousand	%	Y;N;N/EL 1)	Y;N;N/EL 1)	Y;N;N/EL 1)	Y;N;N/EL 1)	Y;N;N/EL 1)	Y;N;N/EL 1)	Y/N 1)	Y/N 1)	Y/N 1)	Y/N 1)	Y/N 1)	Y/N 1)	Y/N 1)	%	E	T
A. Taxonomy-eligible activities																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Manufacture of energy-efficient equipment for buildings	CCM 3.5	930,790	79.1%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	52.8%	E	
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	3,202	0.3%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.2%		
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	1,528	0.1%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.1%	E	
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM 7.4	377	0.0%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.0%	E	
Installation, maintenance and repair of renewable energy technologies	CCM 7.6	17,980	1.5%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.8%	E	
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		**953,878**	**81.1%**	**100%**	**0%**	**0%**	**0%**	**0%**	**0%**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**54.0%**	**E**	
thereof enabling activities		*953,878*	*81.1%*	*100%*	*0%*	*0%*	*0%*	*0%*	*0%*								*54.0%*	*E*	
thereof transitional activities			*0.0%*	*0%*													*0.0%*		*T*
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Manufacture of energy-efficient equipment for buildings	CCM 3.5	7,892	0.7%	EL	EL	N/EL	N/EL	N/EL	N/EL								1.0%		
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	8,692	0.7%	EL	EL	N/EL	N/EL	N/EL	N/EL								2.8%		
Acquisition and ownership of buildings	CCM 7.7	8,900	0.8%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.0%		
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		**25,484**	**2.2%**	**100%**	**0%**	**0%**	**0%**	**0%**	**0%**								**3.8%**		
Total (A.1 + A.2)		**979,362**	**83.2%**	**100%**	**0%**	**0%**	**0%**	**0%**	**0%**										
B. Taxonomy-non-eligible activities																			
CapEx of Taxonomy-non-eligible activities (B)		**197,113**	**16.8%**																
Total (A + B)		**1,176,475**	**100.0%**																

1) Abbreviation "Y/N" = Yes/No; "N/EL" = Taxonomy non-eligible activity for the relevant objective // Electronic data processing may result in rounding differences.

OpEx-KPI

To determine the Opex KPI, the denominator must contain the operating expenses associated with non-capitalized research and development costs, short-term leases and maintenance and repairs of fixed assets in accordance with the Taxonomy Regulation. The numerator contains those operating expenses that can be allocated directly or indirectly to taxonomy-aligned activities. At wienerberger, this primarily includes maintenance expenses. In the 2024 financial year, 76.6% (2023: 65.3%) of operating expenses are attributable to taxonomy-aligned economic activities.

				Substantial contribution criteria						DNSH criteria (Does Not Significantly Harm)									
Economic activities	**Code**	**Absolute OpEx**	**Proportion of OpEx**	**Climate change mitigation**	**Climate change adaptation**	**Water and marine resources**	**Pollution**	**Circular economy**	**Biodiversity and ecosystems**	**Climate change mitigation**	**Climate change adaptation**	**Water and marine resources**	**Pollution**	**Circular economy**	**Biodiversity and ecosystems**	**Minimum safeguards**	**Proportion 2023**	**Category enabling activity**	**Category transitional activity**
		in € thousand	%	Y;N;N/EL [1]	Y;N;N/EL [1]	Y;N;N/EL [1]	Y;N;N/EL [1]	Y;N;N/EL [1]	Y;N;N/EL [1]	Y/N [1]	Y/N [1]	Y/N [1]	Y/N [1]	Y/N [1]	Y/N [1]	Y/N [1]	%	E	T
A. Taxonomy-eligible activities																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Manufacture of energy-efficient equipment for buildings	CCM 3.5 / CCA 3.5	173,897	76.6%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	65.3%	E	
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		**173,897**	**76.6%**	**100%**	**0%**	**0%**	**0%**	**0%**	**0%**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**65.3%**		
thereof enabling activities		*173,897*	*76.6%*	*100%*	*0%*	*0%*	*0%*	*0%*	*0%*	*Y*	*Y*	*Y*	*Y*	*Y*	*Y*	*Y*	*65.3%*	*E*	
thereof transitional activities		*0*	*0.0%*	*0%*													*0%*		*T*
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Manufacture of energy-efficient equipment for buildings	CCM 3.5	5,688	2.5%	EL	EL	N/EL	N/EL	N/EL	N/EL								1.7%	E	
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		**5,688**	**2.5%**	**100%**	**0%**	**0%**	**0%**	**0%**	**0%**								**1.7%**		
Total (A.1 + A.2)		**179,585**	**79.1%**	**100%**	**0%**	**0%**	**0%**	**0%**	**0%**										
B. Taxonomy-non-eligible activities																			
Turnover of Taxonomy-non-eligible activities (B)		**47,315**	**20.9%**																
Total (A + B)		**226,900**	**100.0%**																

1) Abbreviation "Y/N" = Yes/No; "N/EL" = Taxonomy non-eligible activity for the relevant objective // Electronic data processing may result in rounding differences.

E1 - Climate Change

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

wienerberger has conducted a double materiality analysis to identify the material climate change-related impacts, risks, and opportunities in its operations, upstream and downstream value chain, as outlined in the table below[1]. All disclosed risks are transition risks for wienerberger, and no material physical risks have been identified. A detailed overview of the methodologies, assumptions, and tools used in the double materiality analysis can be found in the General Information - IRO-1 Double Materiality Analysis section.

Climate change mitigation	
Impacts	
(+) Contribution to decarbonization through in-house energy generation from renewable sources, the purchase of green electricity, and the use of heat pumps and heat exchangers in the facilities	Own Operation
(+) Reduction of GHG emissions by using renewable energy in sourcing and distribution, such as for clay and ceramics, and by sourcing clean raw materials, like lower carbon content clay	Upstream value chain
(-) GHG emissions from the use of fossil-fuel-based vehicles, including transportation of raw materials to the plants and product deliveries through external trucking companies, as well as emissions from employee commutes to work	Across the value chain
(+) Reduction of GHG emissions by promoting e-mobility among employees and supporting decarbonization through the use of electric vehicles	Own Operation
(-) GHG emissions in the supply chain, including the purchase of raw and secondary materials and the use of non-renewable energy sources, such as fossil fuels, during the sourcing and distribution of clay, ceramics, and PV system components. These emissions include by products from the energy-intensive production of PV panels and mounting systems and upstream and downstream activities in the supply chain	Across the value chain
(-) GHG emissions in the own operations, e.g. during the drying and firing processes due to the use of conventional gas ovens and technology	Own Operation
Risks	
Governments are implementing regulations and policies to address climate change such as emissions reduction targets. Introduction of additional carbon pricing mechanisms or taxes can increase the cost of production and threaten overall profitability and accelerate investment cycles while delayed and insufficient investments in decarbonization and climate change adaptation technologies can further result in higher costs, potential penalties and loss of market share	Upstream value chain

1) (-) Negative impact; (+) Positive impact

Climate change mitigation

Risks	
Climate change awareness and sustainability considerations can influence consumer preferences and market demand. There may be a shift towards environmentally friendly and energy-efficient building materials, potentially impacting the demand for traditional bricks	Own Operation
Opportunities	
Reducing costs through the use of electric production using renewable energies	Own Operation
Reputation enhancement through compliance with climate targets	Own Operation

Climate change adaptation

Impacts	
(+) Contribution to climate change adaptation by safeguarding products against the consequences of climate change (weather-resistant products for extreme situations)	Downstream value chain
Opportunities	
Developing innovative, sustainable, and climate-friendly brick products - such as low-carbon or recycled-content bricks, bricks designed for adaptation to climate change (e.g. heat-resistant or flood-adaptive materials), and solutions complying with new regulations like the EU Solar Standard - can meet growing market demands, open new revenue streams, cater to environmentally conscious customers, and provide a competitive edge	Downstream value chain
Climate change mitigation and adaptation initiatives may qualify for green financing options, such as green bonds or loans. Accessing these financial instruments can provide wienerberger with capital at favorable terms to support sustainable projects	Upstream value chain

Energy

Impacts	
(+) Energy consumption from own operations can be reduced by raising employee awareness, reusing residual heat from firing processes through heat exchangers, adopting smart technologies like smart meters, and utilizing more efficient machinery to enhance overall energy efficiency	Own Operation

Energy	
Impacts	
(+) Energy efficiency in buildings can be enhanced by providing green energy solutions, such as PV systems, and by raising customer awareness of energy-saving measures, including thermal renovation and sustainable construction practices	Own Operation
Risks	
Transitioning to renewable energy sources and carbon pricing can increase energy price volatility. Brick manufacturing is energy-intensive, and unexpected fluctuations in energy costs can impact the company's operational expenses	Own Operation
Opportunities	
Implementing energy-efficient design and construction techniques, alongside integrating renewable energy technologies such as solar panels or geothermal systems, can significantly reduce operational and energy costs for end customers, attract environmentally conscious clients, enhance sustainability credentials, and improve market competitiveness	Own Operation

wienerberger's material impacts related to climate change mitigation originate in our business model and are related to our strategy, insofar as mitigation measures together with the reduction targets for Scope 1,2 are described in the Transition plan of wienerberger. Only the positive impact from the promotion of e-mobility among employees is not related to our global strategy, but is rooted in local initiatives in line with each country's laws. GHG emission coming from supply chain is originates in our business model. Mitigation measures together with the reduction targets for Scope 3 are described in the Transition plan of wienerberger.

Our material impacts resulting from climate change adaptation are connected to our Strategy and are underpinned by targets on water and waste management in our Sustainability Program 2026.

The material positive impacts connected to Energy are connected to our strategy by the integration of mitigation measures together with the reduction targets for Scope 1,2 as described in the Transition plan of wienerberger. Furthermore, wienerberger's target for Net Zero Buildings is a target in our Sustainability Program 2026 and a relevant KPI for our Sustainability related bond.

At wienerberger, we first conducted an extensive climate risk assessment in 2020. Since then, we have regularly monitored the development of the impacts, risks, and opportunities to which wienerberger is exposed. This monitoring allows the organization to focus on the resilience of our business model and enables the integration of the effects of climate change in the risk management strategy and decision-making.

Physical risks

As part of our commitment to assessing climate-related risks, wienerberger conducted a comprehensive physical climate risk analysis to evaluate potential hazards that could impact its assets and business operations in the short-, medium-, and long-term.

We utilized climate projections from the latest Intergovernmental Panel on Climate Change (IPCC) Assessment Report (AR6) to ensure a robust assessment. We selected the high-emissions scenario SSP5-8.5, as it represents the most severe trajectory of greenhouse gas emissions, thereby highlighting the most pronounced physical risks.

Transition risks and opportunities

Adapting to climate change and transitioning to a 1.5-degree economy present opportunities and risks for wienerberger. We have evaluated scenarios related to technology, policy, market, and reputation risks using IEA's Net Zero Emissions (NZE) scenario. We integrated the results of these assessments into wienerberger's climate strategy, advocacy efforts for future climate-related legislation, technology plan, and market strategies.

By addressing these risks, wienerberger ensures that its long-term positioning, operational strategies, and financial planning align with the company's understanding of transition risks in a 1.5-degree scenario.

The resilience analysis covered the entire value chain, assessing the potential impacts of climate-related risks on wienerberger's operations, supply chain, and overall market environment.

In 2022, we conducted the first climate-related scenario analysis following the TCFD guidelines to assess transition and physical risks and opportunities and the potential impact on the company's business model. We maintain a strong focus on the resilience of the business from the challenges posed by the effects of climate change.

In 2024, we updated the assessment for transition risks based on the International Energy Agency's (IEA) Net Zero Emissions 2050 to be compatible with the Paris Agreement and limiting climate change to 1.5°C. We conducted the physical risks assessment using the high emissions scenario SSP5-8.5 based on the latest Intergovernmental Panel on Climate Change (IPCC) Assessment Report (AR6).

The short-, medium-, and long-term timeframes used in our climate risk assessment are defined as 2030, 2040, and 2050, respectively. The 2030 timeframe aligns with our strategic planning and target setting, while the 2050 timeframe reflects our commitment to achieving net-zero emissions in line with the Paris Agreement.

Results of resilience analysis

Physical risks

While the physical risks from weather events were not deemed material in the double materiality assessment, it remains a key focus area under wienerberger's risk management and is essential to ensure that wienerberger can maintain its resilience.

The climate risks assessment revealed that wienerberger is well-positioned to manage potential disruptions and capitalize on new opportunities. wienerberger has assessed the potential physical climate risks across its operations also in alignment with the EU Taxonomy and "Do No Significant Harm" (DNSH) criteria on Climate Change Adaptations. This evaluation identifies key acute and chronic physical risks such as temperature-related risks (heat stress, wildfire, heat wave, cold wave/frost), water-related (water stress, drought, flood, heavy precipitation), wind-related (storms, tornado, tropical cyclones).

Taking into account that climate change is resulting in an increasing frequency of weather events such as temperature-related wienerberger has introduced a structured Health and Safety Working Temperature Guidance throughout all countries to effectively support and manage extreme or excessive temperatures. wienerberger already has a number of the adaptation actions in place to reduce heat stress at the workplace (e.g. heat-stress training for employees, on-site cooling systems, water dispensers). We will continue to assess and enhance our adaptation solutions to address physical risks, ensuring resilience and adaptability over different time periods.

wienerberger actively supports climate change adaptation by developing innovative solutions that protect against the consequences of climate change. These ecological advancements benefit various sectors by promoting responsible and climate-resilient water management. wienerberger offers solutions for water harvesting, reuse, and conservation. Our systems enhance groundwater retention and enable the repurposing of collected water for multiple applications. Integrating Smart technologies and advanced products, we help reduce water consumption in water-intensive sectors like agriculture. Our stormwater management systems efficiently capture, filter, and store excess water for reuse, while our high-quality irrigation systems support effective drought management.

Our energy-efficient building solutions play a key role in reducing environmental impact. Our clay wall systems' durability and thermal insulation properties help minimize energy consumption throughout their long lifespan. Monolithic brick walls provide exceptional resilience against environmental factors, reinforcing our commitment to sustainable and future-proof construction. Additionally, our low-temperature heating and cooling products further enhance energy efficiency.

We incorporated the identified ecological solutions and related opportunities into our Sustainability Program 2026. Identifying, assessing, and managing climate risks are now integral to our risk management process. As part of our ongoing risk management strategy (see Management Report - Risk Management and the Internal Control System section), we will continuously evaluate the effectiveness of our adaptation solutions to ensure they mitigate climate risks and enhance operational resilience over time.

Climate-related Transition risks and opportunities

Following the path to net-zero emission by 2050, wienerberger has developed mitigation measures to respond to the defined transition risks and benefit from its opportunities. The transition plan outlines the key mitigation actions that address material transition risks, focusing on improving efficiency, increasing electrification, and reducing raw materials by recycling and alternative materials (see E1-1 Transition plan for climate change mitigation).

The existing building stock accounts for approximately 39% of global energy- and process-related CO_2 emissions. The total includes emissions from building operation and maintenance, accounting for about 28%, and energy for building materials and construction work for the remaining 11%. Given the significant influence of the building sector on global greenhouse gas emissions, the legislative activity of the European Commission focuses on regulations driving the move from nearly zero-energy buildings to net-zero emission buildings by 2030.

wienerberger's innovative solutions and technologies for the building sector play an essential role in Net Zero Buildings' design, construction, and operation. Promoting the development and increased availability of such products is crucial for the building sector and for achieving Europe's target of becoming CO_2-neutral by 2050. The objective set out in our Sustainability Program 2026, which is to generate 75% of total revenues with building products contributing to the construction of Net Zero Building, constitutes a powerful strategic pillar. It comprises all product categories supporting energy-efficient buildings, such as systems for roofs, exterior walls including façades, and for heating, cooling, and solar energy generation. wienerberger is also working on developing and providing innovative and ecological solutions through its durable and circular products. As a result, wienerberger offers highly durable products that last over 100 years.

We outline the remaining net transition risks and opportunities in the table "Transition Risks and Opportunities Under IEA's Net Zero Emissions Scenario." This table provides a detailed breakdown of key risks and opportunities aligned with the pathway to achieving net zero emissions by 2050, as defined by the International Energy Agency (IEA).

Transition Risks and Opportunities Under IEA's Net Zero Emissions Scenario:

TRANSITION RISKS AND OPPORTUNITIES
UNDER IEA'S NET ZERO EMISSIONS SCENARIO

Transition event category	Transition event	Geography	Potential impact	2030	2050
Policy	**Climate regulation on ceramic products**	EU	Increase in operating costs due to regulation	R	
	Climate and environmental regulation on energy and own production	EU	Increase in operating costs due to regulation	R	R
	Carbon pricing regulation in the EU	EU	Increase in operating costs due to regulation	R	R
Market(s)	**Change in legislation towards the mandatory use of recycled plastics**	EU/NA	Increased costs due to limited supply	R	R
	Energy price risk - transition to green energy	EU/NA	Increase in operating costs due to input prices	R	
	Climate regulation on the building sector	EU/NA	Increase in demand for products	O	O
	Solar energy system	EU/NA	Increase in demand for products	O	O
Energy Source	**Use of lower-emission sources of energy**	EU/NA	Reduced operational costs		O
Resource efficiency	**Secondary raw materials in production**	EU/NA	Increase in revenue	O	O

R = Risk
O = Opportunity

EU = Europe
NA = North America

The results of the analysis confirmed the significance of the Sustainability Program 2026. wienerberger has demonstrated the ability to adjust its strategy and business model in response to climate change. This strategy includes investing in sustainable technologies, enhancing energy efficiency, and developing new products that meet evolving market demands, such as products that contribute to reducing emissions to net zero (e.g. solar, insulated blocks, and roof).

E1-1 Transition plan for climate change mitigation

wienerberger is committed to contributing its fair share to the global climate change mitigation goals as outlined in the Paris Agreement. The Science Based Targets initiative (SBTi) is the commonly accepted framework for translating the Paris Agreement into a company-level approach. wienerberger has officially committed to the SBTi and will submit its target framework for approval in due time.

The target framework will describe our climate ambition for 2030, as well as the long-term timeline for reaching net-zero emissions across the value chain by 2050. This target will align us with emission pathways suitable for limiting global warming to 1.5°C. The commitment to these ambitious target criteria highlights our commitment to playing a pivotal role in the transition to a low-carbon economy and a sustainable future.

Our greenhouse gas emissions classifications follow the GHG emissions Scopes defined in the Greenhouse Gas Protocol Standard. This classification is one of the most widely used standards for recording and communicating greenhouse gas emissions by companies and the public sector.

- Scope 1 emissions are direct greenhouse gas (GHG) emissions from company operations
- Scope 2 emissions are indirect GHG emissions from purchased energy
- Scope 3 emissions are indirect greenhouse gas emissions that occur in a company's value chain but are not directly created, or controlled by the company

For the timespan 2020–2030, we are committed to a reduction of 42% of Scope 1 and 2 GHG emissions. For the timespan 2022–2030, we are committed to a reduction of 25% of Scope 3. For the long-term, ending in 2050, we are committed to a 90% reduction of Scope 1 and 2 vs. 2020 and Scope 3 vs. 2022.

Our ambitions focus on our operations and the upstream supply chain through product design and supplier engagement efforts.

We are on track to implement the measures for our operations described in this document. The progress of the Sustainability Program 2026 with sub-targets for each scope are monitored frequently and disclosed in the annual reports. Our climate governance structure and systems are also well suited to drive the implementation of measures in the day-to-day business.

Our next steps focus on deepening our understanding of long-term requirements within our operations and across the value chain. Gaining clear insights into costs, reduction potential, and technical challenges is essential for ensuring a successful and cost-efficient transition to net-zero.

The following section describes our decarbonization measures aimed at reducing emissions in our operations. These measures are key to achieving our emission reduction targets and achieving net-zero emissions across the value chain by 2050. To support the implementation of this transition plan, we have allocated close to 600 mn EUR in capital expenditures (CapEx) till 2030. These investments meet our internal investment criteria and are accounted for in our financial planning. During the reporting period, no significant CapEx will be invested in coal, oil, or natural gas-related activities . The planned net operating expenses (OpEx) until 2030 are 10-15 mn EUR.

We expect that a large portion of the investments in the ceramics segment will be eligible to align with enabling activities for the EU Taxonomy's climate change mitigation goals. In 2024, more than 90% of CapEx in eligible economic activities was already aligned and considered sustainable.

We have a comprehensive plan to implement key decarbonization levers to reduce our environmental footprint. By 2030, we will focus on optimizing plant design and organization while improving kiln and dryer efficiency. AI-supported enhancements will drive operational performance, and additionally, we will strengthen our technical team to expand expertise.

A significant shift toward non-fossil energy sources, including green electricity, biogas, and hydrogen, will be central to our fuel transformation strategy. Additionally, we will prioritize product design for efficiency, reuse, and recipe optimization alongside efforts to enhance resource efficiency, promote recycling, and incorporate low-carbonate clays into our processes.

Our product portfolio in new build, renovation, and infrastructure consists of ceramic, plastics and concrete products and solutions. The corresponding carbon footprint across the entire value chain makes up more than 6 million tons of CO_2 equivalents. Around one third of those emissions stem from our own operations in Scope 1 and 2.

Ceramic processes to make clay blocks, clay roof tiles or facing bricks and clay pavers are energy intensive. High temperatures are essential to achieve the desired durability and structural integrity of the bricks for a lifespan of more than 100 years. Process emissions make up roughly a third of total Scope 1 emissions: Combustion of organic components and the calcination of lime or dolomite naturally occur in these processes. Looking at our business segments, clay blocks contribute close to half of Scope 1 and 2 emissions, facing bricks taking up a third and our roof tiles segment being responsible for the remaining +/- 15%.

The production of plastic pipes and concrete products leads to further emissions along the entire value chain. However, these emissions are mostly on supplier side and in the processing of sold products, and don't hold major relevance in Scope 1 and 2.

Our analysis of potential locked-in GHG emissions is based on the remaining lifetimes of our asset base. By 2030, nearly 60% of the emissions will come from fully depreciated assets. Also, there are no more fossil-based greenfield asset developments undertaken by the company, which could jeopardize the situation of potential locked-in emissions.

This indicates that a Paris-aligned reduction can be followed without running the risk of stranded assets or unforeseen write-offs in the existing asset base after 2030.

wienerberger provides solutions for net-zero buildings through sustainable materials used for the building envelope, as well as through sustainable applications in the fields of water and energy management. With more than 70% of our revenue already generated from building products contributing to net-zero buildings, and significant contributions to water harvesting and water retention, we are excellently positioned to support a sustainable economic transition.

Zero-emission buildings have been defined in the Energy Performance of Buildings Directive (EPBD), which also requests national roadmaps for new builds including the gradual reduction of total life-cycle GWP limit values starting 2030. wienerberger construction materials with their reduced CO_2 foot print contribute to these targets.

wienerberger is committed to the European Union's long-term goal of net zero by 2050. Consequently, we initiated and completed our Sustainability Program 2023 and launched its successor, the Sustainability Program 2026. In addition, we support the aim of the Paris Agreement to limit global warming to 1.5°C. Our strategy to achieve this is laid out in this transition plan. The document was created under the oversight of the Managing Board and Supervisory Board.

Based on external assessment, it was concluded that wienerberger is not excluded from European criteria for Paris-aligned Benchmarks.

Our transition plan relies on several key assumptions, including the continued advancement of available technology, and the feasibility of a large-scale energy transition to green electricity, biogas, and hydrogen. We assume regulatory stability, market readiness for low-carbon products, reliable access to alternative raw materials, and the financial viability of required investments. Economic fluctuations could impact investment capacity, while shifts in customer and market behavior may affect the adoption of low-carbon materials and recycling practices. Despite these uncertainties, we remain committed to implementing key levers to reduce our environmental footprint and transition toward a more sustainable value chain.

Entity-specific disclosure

wienerberger breaks down emission reduction into short-term objectives to support the transformation. In the context of climate change, we have split our ambitions into three areas:

- Target of 25% reduction CO_2 emissions scope 1 & 2 (2020 - 2026)
- Target of 10% reduction CO_2 emissions scope 3 (2022 - 2026)
- Target of 15% of renewable energy used in own operations (2023 - 2026)

E1-2 Policies

In 2024, we introduced a new Climate Change mitigation policy, which covers the sustainability matters of:

- Climate change mitigation
- Climate change adaptation
- Renewable energy deployment
- Energy efficiency

The policy outlines several key elements. It reaffirms our commitment to effectively managing critical sustainability matters. The implementation will primarily be carried out through our sustainability program as outlined by the climate transition plan. Additionally, the policy establishes internal governance structures to ensure proper oversight and execution.

The policy covers all fully consolidated entities of wienerberger. Ownership of the policy lies with the Managing Board. Responsibility for implementing measures lies with regional Chief Operating Officers (COOs) of the Executive Committee.

The Science Based Targets initiative is a framework for breaking down the Paris Agreement to the company level and defining our 1.5°-aligned reduction pathways. Stakeholder feedback, as outlined in our double materiality assessment description, has also been considered when setting this policy.

The policy is relevant for employees working on aspects related to climate change. The Managing Board distributes it to the members of the Executive Committee and local Managing Directors, who share it with their teams. It is accessible to all affected stakeholders via our internal digital communication channels.

E1-3 Actions and resources

The actions resulting from the Climate Transition plan ensure that we deliver on the climate change mitigation targets. Implementing this transition plan is part of our business plan and will follow in the next year. In 2024, we focused on analyzing and strategy planning. Therefore, the implementation of the proposed actions will start in 2025. We are partially dependent on the availability and funding of green gases. wienerberger does not depend on access to capital beyond the currently established levels. The below-described actions we plan to implement before 2030, in 2024, no measures were deployed yet. We have estimated that the planned actions will require approx. 600 mn EUR of CapEx and 10-15 mn EUR of OpEx until 2030.

Plant design & organization until 2030

The actions on plant design through 2030 and non-fossil energy plans contain the steps required to reduce our emissions significantly by 2030. Until then, investments have focused on using energy and resources more efficiently. This investment will reduce emissions and significantly contribute to financial performance and (future) competitiveness.

In response to the request for a more efficient plant design, we analyzed our production process for wall and roof solutions and developed an action plan containing further kiln and dryer improvements, optimization of the kiln car fleet, and AI-supported operational performance enhancement. These improvements are possible by strengthening our technical team and enhancing their expertise. These measures, based on experience from projects already deployed, can lead to a reduction of 40% in a plant’s gas consumption.

These technological improvements are initially planned for selected plants to optimize investment returns. We are planning a wider rollout of this plant redesign across the group by 2030. This redesign kit also plays a role in our growth strategy, as we can implement this decarbonization overhaul in our acquisition targets as much as in the group’s current assets.

Fuel Transformation

The steps in this direction are twofold – using green electricity and biogas and hydrogen. To increase our current share of 86% green electricity to 100% across all sites globally by 2030, we plan to complete the transition in North America. Most other regions are already sourcing fully green electricity. We will accomplish this by combining Power Purchase Agreements (PPA) and expanding company-owned renewable generation facilities like solar panels and windmills. We will meet any remaining demand by procuring green electricity certificates, supporting our commitment to renewable energy, and reducing our indirect energy-related emissions (Scope 2) to zero. We are constantly evaluating the availability of affordable biogas and hydrogen on the market in regions where we are active. We anticipate sourcing around 2-3% of energy from hydrogen by 2030, with another 6-9% of gas from other non-fossil sources. The scope of this action is partly its own activities and the upstream value chain.

Product design for efficiency and market expectations

We will improve several product design-related aspects in the context of our decarbonization roadmap, resource efficiency being the most important. Achieving the same product characteristics and quality while increasing the share of secondary materials and reducing overall material used also dramatically benefits a transition to a circular economy.

Proper design to enable reuse and recyclability of our products at the end of their lifespan also plays an important role, as ceramic products are highly durable. Most of our product groups are recyclable, and roof tiles, ceramic pavers, and façade elements are reusable. “Click brick,” for example, is a concept to enable the reuse of bricks. Another key factor is decarbonizing material recipes/mixes wherever possible.

We will gradually implement these changes over the coming years and expect steady improvements through 2030 and beyond. They concern aspects of product design such as resource efficiency, recycling, low carbonate clays, and biogenic additives.

Efficient design and strategic partnerships in Scope 3

The following section describes our planned decarbonization measures to reduce emissions in our value chain. We want to demonstrate responsibility for our entire value chain and maximize the influence that we can have on reducing emissions in the activities of our suppliers and clients alike. These measures are essential to achieve our 2026 Scope 3 target – CO_2 emission reduction by 25% in Scope 3, as well as for the long-term SBTi target framework in 2030.

Within Category 3.1: Purchased goods and services, we focused on Plastics, Cement, Packaging, and Additives.

For plastics, our internal model outlines specific recycling targets per grade by 2030, and we aim to meet these through efficient design and strategic partnerships. For instance, as of 2024, we are collaborating with partners to secure high-quality recycled plastics and low-CO_2 options. For PVC, PP, and PE, major European suppliers are starting new process technologies that significantly reduce upstream emissions. We will monitor our supplier’s progress in scaling up these processes and the availability of improved products by 2030.

In parallel, we are pursuing design efficiency improvements to reduce material use in cement products. Additionally, introducing alternative binders will help lower emissions without compromising product performance. In the meantime, we also anticipate benefiting from leading cement industry players’ publicly stated emission reduction commitments.

Regarding category 3.9: Downstream transportation and distribution, we aim to partner with logistics providers investing in electrified transport and non-fossil fuel options. This shift, combined with optimized route planning, will help us lower emissions while maintaining efficient delivery to our customers.

The emission reduction in category 3.3: Fuel and energy-related emissions, is directly connected to the reductions planned for Scope 1 and 2: the less gas we consume in Scope 1, the less gas will be extracted, refined, and transported in the upstream value chain. Similarly, the more we move towards renewable electricity, the less fuel will be extracted and refined to generate this electricity. We expect the anticipated reduction impact on fuel and energy-related emissions to be below 30% of total Scope 3.3 emissions.

E1-4 Targets

To manage our decarbonization efforts, for the timespan of 2020–2030, we are committed to a reduction of 42% of Scope 1 and 2 CO_2 emissions, the scope of the target being all fully consolidated entities of wienerberger. For the 2022–2030 timeframe, we are committed to a reduction of 25% of Scope 3, consisting of our value chain partners.

To ensure that the baseline value against which progress toward our targets is measured is truly representative, we conducted a comprehensive analysis of our business activities and external influences. We selected 2020 as the base year for Scope 1 and 2 CO_2 emissions and 2022 for Scope 3, as it reflects a representative level of business activity for our target-setting purposes.

Our approach involved thoroughly evaluating key performance indicators from previous years, including sales, production volumes, and emissions data. By comparing these indicators across multiple years, we identified 2020 as the optimal and most stable reference point, ensuring it accurately captures our operational scale and external conditions. This rigorous selection process ensures that our baseline provides a fair and reliable benchmark for measuring progress, minimizing distortions from anomalies or exceptional circumstances.

Over the past years, wienerberger has steadily ramped up its efforts to reduce emissions and successfully decoupled business growth from emission growth. From 2020 to 2024, we achieved a 18.5% reduction in Scope 1 and 2 emissions (intensity-based) across our operations.

We further decreased our direct emissions by reducing other fossil energy consumption in our production to almost zero (from 3.2% of total energy consumption in 2015 to 0.8% in 2023). The main levers contributing to the reduction in direct CO_2 emissions (Scope 1) include the following:

- Reduction of process emissions through the decarbonization of raw material mixes
- Resource-efficient product design
- Reduction of energy consumption based on the implementation of the best available technology and testing of emerging technology

These measures aim to enable an affordable transition to climate-neutral energy sources for thermal processes. Since 2015, the share of green electricity increased from 27% to 86% in 2024.

We achieved this significant reduction through generation of green electricity from company-owned facilities (e.g. solar panels and windmills) within Scope 1, Power Purchase Agreement (PPA) projects and purchase of Guarantees of Origin pursuant to the Renewable Energy Directive of the EU for Scope 2.

The targets are tracked through a quarterly reporting cycle, ensuring consistent monitoring and timely assessment of progress. We disclose the relevant methodologies and significant assumptions used to define targets and decarbonization levers in the section Transition Plan. We set both targets using SBTi's cross-sectoral pathway, as no sector-specific pathway or guidance published by the SBTi applies to wienerberger. They support the aim of the Paris Agreement to limit global warming to 1.5°C.

When setting these climate targets, we considered stakeholder feedback, as outlined in our double materiality assessment description. We also consulted Investor Relations about ongoing investor requests.

In 2024, the absolute reduction in Scope 1 and 2 emissions was primarily driven by lower volumes, particularly in the new-build segment. The lower sales and production volumes directly impacted the reduction of Scope 3 emissions in purchased goods and services, fuel- and energy-related activities, and downstream transport. In addition, increasing recycled content in procured plastics and using less CO_2-intensive cement types contributed to the reduction.

In the coming years, we expect markets to return to more normalized volumes, with CO_2 emissions following the market trends accordingly. wienerberger will continue to focus on the necessary decarbonization measures planned to meet the 2030 targets.

Targets related to Climate Change	2024	Target 2030
42% reduction GHG emissions Scope 1 & 2 (2020–2030)	-40%	-42%
25% reduction GHG emissions Scope 3 (2022–2030)	-20%	-25%

Entity-specific targets

wienerberger Sustainability Program 2026

wienerberger breaks down emission reduction in short-term objectives to support the transformation. In the context of climate change, we have split our ambitions into three areas:

› Target of 25% reduction CO_2 emissions scope 1 & 2 (2020 - 2026)

We want to achieve a 25% reduction of emissions from primary energy sources and raw materials as well as from electricity consumption and generation (scope 1&2, intensity-based) by 2026 with a base year of 2020. This target is relevant and material to wienerberger's business strategy for its current and future operations, and reflect relevant sustainability challenges for the building material sector.

› Target of 10% reduction CO_2 emissions scope 3 (2022 - 2026)

We will emphasize scope 3, which is indirect emissions from outside our company. We aim to achieve a 10% reduction by targeted measures in purchased goods and services, transport, and indirect fuel and energy-related activities by 2026, with a base year in 2022.

› Target of 15% of renewable energy used in own operations (2023 - 2026)

We want to increase the use of renewable energy at our production sites to 15% by 2026.

› Target of 75% of total revenue coming from building products contributing to net zero buildings (2023 - 2026)

We based the methodology for the Scope 1 & 2 reduction targets on intensity-based calculations. We calculate specific CO_2 emissions based on absolute CO_2 emissions (excluding CO_2 from biogenic input material) in kilograms relative to the quantity of products ready for sale (kg CO_2/quantity of products ready for sale in tons, m^2, or TNF).

We report the specific values of scopes 1 and 2 as an index in % relative to the defined reference year, the values of which we set at 100%. The index-linked specific indicator, CO_2 emissions relative to the amount of products ready for sale, reflects the development of the individual product groups over time. We indicate index-linked specific scope 1 and 2 CO_2 emissions in % based on kg CO_2/quantity of product ready for sale (2020 = 100%).

Scope 2 emissions (from electricity) are integrated as part of the wienerberger CO_2-KPI calculation and based on the Greenhouse Gas Protocol Scope 2. The market-based emissions directly correlate to the emissions of our suppliers. The data, therefore, comes from the supplier, which can be found on the supplier invoice or references from the supplier, such as their annual report or website.

The target of 15% of renewable energy used in operations (2023 - 2026) is specific to our production. wienerberger aims to contribute to the net reduction of CO_2 emissions worldwide through a decarbonization roadmap steered on various levels within wienerberger to achieve a 15% share of renewable energy used in operations. Long-term development is strongly correlated with the use of electric ovens. In the short term, maximizing the sourcing of green electricity and using biogas in regions where this is available shall increase the usage of renewable energy in our operations. Therefore, the gradual shift from fossil gas to electric processes also supports an increase in the proportion of renewable energy.

We define renewable energy as energy from renewable non-fossil sources: wind, solar, geothermal energy, ambient energy, tide, wave, and other ocean energy, hydropower, biomass, landfill gas, sewage treatment plant gas, and biogas. This definition feeds into the target calculation: MWH of gas and electricity used from renewable sources divided by MWH of total gas and electricity used in wienerberger.

In regards to the target of 75% of total revenue coming from building products contributing to net zero buildings, the building sector is responsible for approximately 39% of global energy and process-related CO_2 emissions. Energy management and innovative products that support the construction, renovation, and operation of net zero energy buildings are strong levers in decarbonization efforts worldwide. wienerberger's innovative systems and technologies for the building sector have an essential role in designing, constructing, and operating net zero buildings. Driving development, growth, and availability of these products will be essential for the building sector and Europe's ambition to become CO_2 neutral by 2050. The target captures those product categories that support energy-efficient buildings, such as: systems for roofs, outer walls including façades, heating, cooling and solar power generation.

Revenues coming from building products contributing to net zero buildings, meaning revenues from products that:

- Meet the substantial contribution to climate change mitigation criteria (U-value1) threshold), part of the technical screening criteria, under the EU Taxonomy Regulation 2020/852 economic activity 3.5. Manufacture of energy efficiency equipment for buildings
- Contribute to lower energy consumption within the buildings, even if not yet covered by the Taxonomy Regulation
- Contribute to energy consumption through renewable energy in the buildings
- Contribute to a lower embodied energy footprint of the building

Scope for this target is downstream. Calculation for this target is following: revenues of building products fitting the definition of products contributing to net zero buildings divided by the total wienerberger Building Products Revenues.

These voluntary targets reflect management's vision and ambition to support the Sustainability Program 2026. They were formulated internally, with some involvement from external stakeholders. The source for monitoring progress toward the target is the internal reporting system, and carry out data collection quarterly. Relevant methodologies and significant assumptions used to define targets and decarbonization levers are disclosed in the section Transition Plan. We set both targets have using SBTi's cross-sectoral pathway, as no sector-specific pathway or guidance published by the SBTi applies to wienerberger. They support the aim of the Paris Agreement to limit global warming to 1.5°C. Stakeholder feedback, as outlined in our double materiality assessment description, has also been considered when setting these climate targets. We consulted Investor Relations about ongoing investor requests.

In 2024, we enhanced production efficiency and innovation through investments in new technologies and technical optimization projects. We also optimized our plant network, decarbonized raw material recipes, and increased the use of renewable energy by expanding green electricity and biogas consumption.

The decarbonization target set for 2026 as part of our Sustainability Program is a reduction of -25% in intensity of our emissions, relatively to the production volume. The corresponding absolute value of target emissions has been estimated in approximately 1.9 million tons by 2026. The calculation is based on the planned production volumes for 2026, maintaining the same scope of consolidation as of 31.12.2024, and utilizes the best available information regarding future market developments.

Entity-specific targets for Climate Change	2024	Target 2026
25% reduction CO2 emissions scope 1 & 2 (2020–2026)	-18.5%	-25%
10% reduction CO2 emissions scope 3 (2022–2026)	-20.0%	-10%
15% of renewable energy used in own operations (2023–2026)	-11.2%	-15%
75% of total revenue coming from building products contributing to net zero buildings (2023–2026)	73.4%	75%

E1-5 Energy consumption and mix

wienerberger considers high climate impact sectors to be those listed in NACE Sections A to H and Section L (as defined in Commission Delegated Regulation (EU) 2022/1288).
The specific sectors relevant to our operations are:

- NACE 23.32 Manufacture of bricks, tiles, and construction products, in baked clay (= ceramic solutions)
- NACE 23.61 Manufacture of concrete products for construction purposes (= cement solutions)
- NACE 22.21 Manufacture of plastic plates, sheets, tubes, and profiles (= piping solutions)
- NACE 22.29 Manufacture of other plastic products (= piping solutions)

Energy consumption and mix		2024	2023
Fuel consumption from coal and coal products	MWh	7,722	7,934
Fuel consumption from crude oil and petroleum products	MWh	8,777	10,351
Fuel consumption from natural gas	MWh	6,623,749	7,425,567
Fuel consumption from other fossil sources	MWh	29,194	47,274
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	MWh	218,476	268,169
Total fossil energy consumption	**MWh**	**6,887,919**	**7,759,295**
Share of fossil sources in total energy consumption	**%**	**88%**	**89%**
Consumption from nuclear sources	**MWh**	**73,724**	**86,582**
Share of consumption from nuclear sources in total energy consumption	**pure**	**1%**	**1%**
Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.)	MWh	128,288	137,110
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	MWh	719,609	695,663
Consumption of self-generated non-fuel renewable energy	MWh	28,362	22,008
Total renewable energy consumption	**MWh**	**876,259**	**854,780**
Share of renewable sources in total energy consumption	**%**	**11%**	**10%**
Total energy consumption	**MWh**	**7,837,902**	**8,700,658**

Energy intensity per net revenue	2024
Total energy consumption from activities in high climate impact sectors per net revenue from activities in high climate impact sectors (MWh/1 TEUR)	1.74

E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions

Tabelle 6 GHG emissions (in tCO_2)		Base year[1]	2024	Target 2030	Annual % target / Base year[2]
Scope 1 GHG emissions					
Gross Scope 1 GHG emissions	tCO2e	2,617,545	1,723,188	1,727,295	-3%
% of Scope 1 GHG emissions from regulated emission trading schemes	%		72%		
Scope 2 GHG emissions					
Gross location-based Scope 2 GHG emissions	tCO2e		272,406		
Gross market-based Scope 2 GHG emissions	tCO2e	361,095	66,907	0	-10%
Significant Scope 3 GHG emissions					
Total Gross indirect (Scope 3) GHG emissions	tCO2e	3,178,661	2,531,291	2,383,996	-3%
Category 3.1 Purchased goods and services	tCO2e	2,153,189	1,813,752		
Category 3.3 Fuel and energy-related activities	tCO2e	433,165	300,435		
Category 3.9 Downstream transportation and distribution	tCO2e	592,307	417,104		
Total GHG emissions	**tCO2e**	**6,157,301**	**4,321,386**		
Total GHG emissions (location-based)	tCO2e		4,526,885		
Total GHG emissions (market-based)	tCO2e		4,321,386		

1) Base year for Scope 1+2 is year 2020, for Scope 3 it is year 2022. // 2) Annual % target/base year is the percent average annual emission reduction per year required to meet the target.

The classification of greenhouse gas emissions is based on scopes defined in the Greenhouse Gas Protocol Standard. This standard is the most widely used for recording and communicating greenhouse gas emissions for companies and the public sector.

- Scope 1 emissions are direct greenhouse gas emissions in the company.
- Scope 2 emissions are indirect greenhouse gas emissions from purchased energy.

Direct CO_2 emissions (Scope 1) result from the combustion of fossil fuels, the release of CO_2 from carbonates in the raw material, and the combustion of organic components in the raw materials used in ceramic production (process emissions).

The CO_2 emissions from fuels are calculated using consumption figures – as reported by the local organizations and emission factors defined for each energy carrier by the relevant governing bodies in the countries where the activity occurs.

Usually, raw materials for building ceramics have a wider range of compositional variability than fuels. Determining their corresponding CO_2 emissions is based on (physical) chemical analyses performed in verified laboratories.

The EU ETS guideline applicable for the building ceramics industry requires that the material input be analyzed (“Method A“), choosing either single components or the blend. All laboratory analyses, conversion factors, and material consumptions required for the calculation of process emissions are proven once a year between January and March for each ETS-relevant site by a certified external auditor to confirm the accuracy and correctness of the data.

The calculation of Scope 2 emissions is based on the definitions and methodology defined by the Greenhouse Gas Protocol. For the location-based approach, we use the average emissions intensity of the electricity grid in the region where consumption occurs based on the data published by the respective local authorities.

For the market-based approach, we account for emissions based on the specific energy contracts in place, such as renewable energy certificates (RECs), clean technology European energy certificates (EECSs) and power purchase agreements (PPAs). The total share of contractual instruments used in Scope 2 is 79%, whereas PPAs make up 7%, clean EECSs 13% and the remaining 80% are covered by RECs.

wienerberger has conducted an extensive, quantitative screening of all Scope 3 categories. Categories currently not included in the disclosure are either not applicable (e.g. category 14 - Franchises) or are deemed not material. Criteria for materiality were:

- Amount of emissions
- Level of influence to reduce emissions
- Stakeholder interest
- Level of effort required to produce quality results

The reporting boundaries considered are in line with the GHG Protocol and the GHG Protocol Scope 3 standard:

- Purchased goods and services:
  - Extraction, production, and transportation of goods and services purchased or acquired by the reporting company in the reporting year, not otherwise included in Categories 2 – 8. This includes all upstream emissions of purchased goods and services
- Fuel- and energy-related activities (not included in Scope 1 or 2):
  - Upstream emissions of purchased fuels (extraction, production, and transportation of fuels consumed by the reporting company)
  - Upstream emissions of purchased electricity (extraction, production, and transportation of fuels consumed in the generation of electricity, steam, heating, and cooling consumed by the reporting company)
  - Transmission and distribution (T&D) losses (generation of electricity, steam, heating and cooling that is consumed in a T&D system) – reported by end-user

- Downstream transportation and distribution
  - Transportation and distribution of products sold by the reporting company in the reporting year between the reporting company's operations and the end consumer (if not paid for by the reporting company), including retail and storage (in vehicles and facilities not owned or controlled by the reporting company)

The calculation method for Category 1 - purchased goods and services is volume-based, with the application of the EcoInvent database. This database associates volumes of purchases with their respective upstream emissions. We connected procurement data to EcoInvent datasets to the best of our understanding. We cover a small share of residual purchasing activities in a spend-based manner with the EXIOBASE database.

Category 3 - fuel and energy-related activities is connected to our Scope 1 and 2 calculations, where Scope 1 is calculated with primary data from operations. Scope 2 partially relies on providers of location-based factors to conduct the calculation.

The method for Category 9 - downstream transportation and distribution is volume-based in ton-kilometers. The calculation of activity data in ton-kilometers is volume-based in ton-kilometers. We use a large share of primary data covering our deliveries, their transport modes, weights, and distances. Extrapolation is applied to cover the small residual share where no primary data is available.

There are no significant assumptions underlying the calculation. The categories include indirect Scope 3 GHG emissions from the consolidated accounting group. No associates, joint ventures, unconsolidated subsidiaries, or joint arrangements are material to our GHG emissions.

The percentage of Gross Scope 3 greenhouse gas emissions calculated using primary data obtained from suppliers or other value chain partners is 0%. The biogenic emissions of CO_2 for 2024 amounted to 229,524 tCO_2.

GHG intensity per net revenue	2024
Total GHG emissions (location-based) per net revenue (tCO2e/1 TEUR)	1.00
Total GHG emissions (market-based) per net revenue (tCO2e/1 TEUR)	0.96

E2 – Pollution

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

wienerberger has conducted a double materiality analysis to identify the material or potentially material pollution-related impacts, risks, and opportunities in its operations, as well as the upstream and downstream value chain outlined in the table below[1]. No material risks and opportunities were identified. A detailed overview of the methodologies, assumptions, and tools used in the double materiality analysis can be found in the General Information - IRO-1 Double Materiality Analysis section.

Impacts	
Pollution of air	
(-) Downstream and upstream contribution to air pollution through the transportation of raw materials to the respective plants and delivery of the products to consumers through external trucking companies in the form of particulate matter	Across the value chain
(-) Contribution to air pollution from emission-intensive manufacturing activities and processes, e.g. firing and sintering in the form of particulate matter, nitrogen oxides, and sulfur dioxides	Own Operation
Microplastics	
(-) Contribution to the release of microplastics through the use of additives or binders that contain microplastics	Own Operation
(+) Minimizing the release of microplastics through dust and waste management, as filtration and segregation systems can capture and contain dust and waste generated during production. These measures can prevent the dispersion of microplastic particles into the air and surrounding environment	Own Operation

The production process of ceramic products entails firing product at high temperatures for our ceramic and concrete products and the use of microplastics in our plastic pipes production. It further requires the transportation of raw materials to our production sites and of finished products to our consumers and end-users. The impacts identified in relation to pollution, therefore, originate from wienerberger's business model, as our production process, as well as our upstream- and downstream transportation process, creates pollution of air other than GHG as well as microplastics.

E2-1 Policies

wienerberger has established the Policy Related to Pollution on Production Sites, which outlines our commitment to manage our impacts on pollution of air and microplastics:

- Avoid air pollution as much as possible
- Minimize the release of microplastics in our production and downstream transport process.

This policy addresses the material impacts related to our contribution to air pollution and our contribution to the release of microplastics. The policy aims to mitigate the negative impacts of air pollution in our production. Meanwhile, the use of substances of concern and phasing out substances of very high concern are not material for wienerberger.

Plant managers and the countries' operational management teams are accountable for introducing measures to reduce air pollution on ceramic product production sites. Regarding the release of microplastics, they are responsible for establishing procedures to minimize the release of microplastics in the piping solutions production sites. In addition to the above, the country's operational teams ensure compliance with local and national laws, national pollution regulations, and standards -

1) (-) Negative impact; (+) Positive impact

specifically, the Best Available Techniques reference documents (BAT/BREF) - implementing Operation Clean Sweep® (OCS) and the pollution policy.

Operation Clean Sweep® is a voluntary free program aiming to improve awareness, promote best practices, and provide guidance and tools to support companies from the plastics value chain in implementing the necessary pellet loss prevention measures.

The COOs of the Executive Committee ensure the implementation of the policy related to pollution within the Group. Allocating resources and monitoring results are under the responsibility of the regional COOs of the Executive Committee and the local management.

The Managing Board has distributed this policy to the regional COOs of the Executive Committee. Additionally, it is accessible to all affected stakeholders via our internal digital communication channels, and we review it regularly to comply with the most recent regulations and developments. The Managing Board approves any amendments we make during the review process.

In case of incidents and emergencies, wienerberger follows the necessary proceedings defined by local regulations. Compliance with local regulations is the responsibility of the local operations team.

wienerberger also complies with several other regulations and initiatives, e.g. Annex II of Regulation (EC) No 166/2006, applicable Best Available Techniques Reference Documents (BREF/BAT), Operation Clean Sweep® (OCS).

E2-2 Actions

Air pollution

All production sites have a valid environmental permit granted by the responsible local authorities. We closely monitor all production sites to ensure they always operate in compliance with the environmental permits. The engineering teams, locally and centrally, ensure the implementation of exhaust monitoring.

All plants with air permits must operate with adequate air cleaning devices according to local laws and regulations. The need for air-cleaning devices depends mainly on the type and composition of the raw materials used, and we design them according to the applicable standards (BREF/BAT).

At wienerberger, we are fully aware of the importance of screening the emissions into the air and monitoring them regularly. These tasks are a crucial part of our continuous operation. The analysis of the results is carried out on an ongoing basis. We report any deviations and related corrective actions immediately to local authorities.

We use state-of-the-art flue gas treatments, fluorine filters, and lime scrubbers to reduce emissions below the thresholds required by local regulatory bodies. To ensure we do not exceed thresholds, we closely cooperate with environmental monitoring experts, who measure air pollutants from our production sites. Another key aspect in reducing emissions is selecting raw materials and secondary raw materials to minimize air emissions.

wienerberger continuously implements these measures at the plant level, focusing on full compliance with legal air pollution standards. Our engineering teams conduct an annual review of all relevant permits and most recently completed a comprehensive assessment of permit requirements and pollutant measurements before the reporting cycle. We will continue closely monitoring emissions and gathering further insights in preparation for the upcoming reporting deadlines.

Microplastics

In the continuous effort to reduce pollution caused by microplastics, we strictly follow the methodology described in the frame of the OCS certification. The main objective is to prevent microplastic pollution in the environment by preventing spillages of pellets. At wienerberger, we are committed to applying the OCS method in all our plants operating in the piping solutions business and receiving the OCS certification in the next reporting year(s).

All our piping production plants have undergone thorough inspections and implemented a wide range of actions to ensure no plastic particles enter the environment before, during, or after production. These actions include the risk identification and assessment process, employee training, increased pellet management and containment monitoring, and implementation of preventive measures. Such measures include using specialized covers on the pellet containers and ad-hoc filters applied over the utility holes located at the production sites. We report the developments of microplastic management practices internally quarterly.

Further group-wide initiatives include installing zero-loss containment systems in stormwater drains, ensuring pellets cannot reach wastewater networks and bodies of water. We provide specialized training to the staff responsible for containment system maintenance.

The highest level of care is applied when handling pellets during truck unloading and storing materials to prevent spills. All sites are equipped with industrial vacuum systems and sweepers to collect all pellet residues securely in case of a leakage.

We continuously implement these measures at the plant level, and wienerberger channels its efforts to comply with legal standards regarding the release of microplastics. The above-mentioned actions will be further strengthened in the upcoming year while working towards the OCS certification.

E2-3 Targets

Air pollution

No entity-specific targets related to air pollution have been adopted. wienerberger adheres strictly to local regulations and thresholds for air pollution. The local authorities assess the impact of emissions and pollution before commissioning a site and define the permitted emissions and pollution levels allotted by an air permit. As we operate in multiple countries worldwide, these may vary according to specific local requirements. The number of pollutants also varies from site to site due to the differences in the raw materials used in our production (mainly clay) or specific site conditions (e.g. firing a kiln).

wienerberger performs a regular review of emissions to track the effectiveness of current policies and actions, which is presented to the management. In case of a threshold breach, the local management team, in cooperation with local authorities, is responsible for investigating the situation and developing measures to avoid repetition.

wienerberger measures pollution in accordance with the specifications of the respective plant operating permit and extrapolates the measurement results with the annual production hours.

Microplastics

No entity-specific targets related to microplastic pollution have been adopted. wienerberger is committed to ensuring that all production facilities for piping solutions adhere to the highest pellet handling and loss prevention standards. All our piping facilities operate in compliance with the zero pellet loss principle.

E2-4 Pollution of air – general

Air pollution

A substantial portion of emissions to air originates in the combustion process in kilns for ceramic products. The primary emissions are carbon dioxide and sulfur dioxide. The rest of the pollutants come directly from the clay used. Therefore, we aim to select the raw materials with minimal values of the pollutants. More details on pollutants emitted are in Table Pollution of air – pollutants below.

Local authorities prescribe a measurement procedure for pollutants by air permit when there is a possibility of exceeding the specific threshold value according to Annex II of Regulation (EC) No 166/2006.

To adapt to changes in the emitted volumes over time, we stand ready to adjust our production processes to remain in compliance with the received air permit. wienerberger strives to always comply with the local air pollution requirements and adjust our production process accordingly. Local laws and regulations define the frequency of measurements.

We monitor per EU BREF Standards. We performed calibration tests of the Automated Measuring System (AMS), and independent labs assured verification of periodic measurement. Activities are subject to the Industrial Emission Directive (IED) and relevant BREFs, which apply to all ceramic and concrete production sites.

The emission values for volatile organic compounds have been thoroughly assessed and confirmed in accordance with the relevant national legislation. Each plant's emissions are well below the national emission limit values and, therefore, are assured to comply with current national regulatory requirements. Moreover, we closely follow the developments at both the EU and national levels regarding further developments on emission limit values (ceramic BREF) to ensure ongoing compliance.

At wienerberger, we are committed to ensuring compliance with future provisions regarding emission limit values. To achieve this, the implementation of further Research and Development (R&D) projects with the long-term objective of enhancing energy efficiency and minimizing climate and environmental pollution continues to be of great relevance.

This approach accords with regulatory requirements and aligns with wienerberger's sustainability and innovation strategy. wienerberger collects the necessary data for air pollution via the internal Continuous Improvement Portal, where the relevant data is uploaded based on the most recent measurement available.

Pollution of air – pollutants (in tons/year)		2024
Non-methane volatile organic compounds (NMVOC)	Air	27
Chlorine and inorganic compounds (HCl)	Air	27
Fluorine and inorganic compounds (HF)	Air	154
Sulphur oxides (SOx/SO2)	Air	1,908
Carbon monoxide (CO)	Air	3,849

Microplastics

Microplastics can be generated either intentionally or unintentionally. In the operations for plastic piping production, no microplastics are intentionally generated. The unintentional generation of microplastics is an inevitable consequence of specific manufacturing processes, including mechanical processes such as cutting, drilling, or slotting operations.

wienerberger estimates the amount of microplastics unintentionally generated by applying a pre-defined ratio to the amount of plastic piping produced in a year. We calculate the ratio by measuring all plastic particles generated unintentionally at the production sites over a one-month period.

The volume of plastic granulates purchased in the year as raw material determines the amount of microplastics generated in producing plastic piping solutions.

Microplastics (in tons)	2024
Microplastics generated - Unintentionally	542
Microplastics generated - Intentionally	0
Microplastics used	283,645

E3 - Water Resources

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

wienerberger has conducted a double materiality analysis to identify the material and potentially material water-related impacts, risks, and opportunities in its operations, as well as the upstream and downstream value chain outlined in the table below[1]. No material risks were identified. A detailed overview of the methodologies, assumptions, and tools used in the double materiality analysis can be found in the General Information - IRO-1 Double Materiality Analysis section. All impacts and opportunities defined in the double materiality analysis are related to our own operation.

Water consumption

Impacts
(-) Contribution to water consumption, due to water consumption in clay and concrete mixing
Opportunities
Water scarcity can increase the demand for irrigation systems and rainwater collection systems that may serve as a business opportunity and lead to an increase in revenues

Water discharge

Impacts
(+) Contribution to a reduced wastewater discharge by implementing effective wastewater treatment systems that ensure discharged water meets environmental standards before being released into water bodies or municipal systems

The material impacts identified in relation to water originate from wienerberger's business model, as water is used during our production process, either as an input factor or as a process factor.

E3-1 Policies

wienerberger is dedicated to optimizing water use across its operations. Our Policy on water consumption in our operations addresses the entire water cycle within our production plants, covering sourcing, treatment, usage, recycling, and water discharge. The material impact addressed by the policy is water consumption.

Our main objective is the reduction of water consumption in high water-stress areas, and we aim to:

- Minimize water consumption while enhancing or maintaining the quality and efficiency of production processes
- Treat wastewater for potential re-use within the plant or safe discharge into the environment, thereby reducing reliance on freshwater resources
- Ensure that water usage complies with environmental regulations

The policy applies to all production sites, including those in areas of high water stress (approximately 10% of our total sites).

The policy is relevant for the countries' management teams and plant managers, who ensure compliance with local and national water-related regulations and implementing water management measures in line with wienerberger's standards.

1) (-) Negative impact; (+) Positive impact

The COOs of the Executive Committee ensure that the Policy on water consumption is implemented within wienerberger. Setting regional and country targets, allocating resources and monitoring results are the responsibility of the regional COOs of the Executive Committee and the regional and country management. The Group's Managing Board is responsible for setting targets and monitoring the progress.

The Managing Board distributes the policy to the regional COOs responsible for its implementation throughout the group. Additionally, wienerberger reviews the policy regularly to adhere to the most recent regulations and developments, and it is made accessible to all affected stakeholders via our internal digital communication channels. The Managing Board must approve any amendments made during the review process.

wienerberger complies with several other regulations and initiatives, e.g. Annex II of Regulation (EU) 2023/2772, Aqueduct Water Risk Tool, and World Resources Institute.

In our policy framework, all our production sites report on water sourcing, recycling, and storage. The amount of water consumption is defined by the product category and production processes of each plant. Moreover, the policy ensures that water usage adheres to environmental regulations and prevents water pollution. This means that all production sites must have a valid water permit, ensuring compliance with local and national water-related regulations.

wienerberger's water management activities include conducting wastewater treatment and aiming for the potential re-use of the water in the production plant itself or the safe discharge into the environment.

Furthermore, we are committed to reducing material water consumption, especially at our production sites in areas of high water stress.

Our ongoing efforts in product and service design to address water-related issues will continue in the coming year, with the planned implementation of a new Policy on Water-Product Development.

E3-2 Actions

wienerberger is actively working to reduce water usage in its production operations. To this end, we focus on responsible water management, which includes the close monitoring and control of the circulation of water in the production facilities and the monitoring of the amounts of water stored and recycled. In 2025, wienerberger will implement centralized water monitoring for all production sites, some of which are located in areas with high water stress. We are working on more detailed plant-level plans that aim to improve the measuring in the plants while targeting the highest contributors to water withdrawal.

Additionally, wienerberger aims to draw water from sources on its property – such as ponds, basins or streams – thus minimizing the amounts drawn from the public network and, consequently, reducing the energy input for the treatment and transportation of water. This water from sources other than public networks is primarily used for cooling in plastic pipe production plants and subsequently returned to the environment in conformity with local legal regulations. This approach was implemented in all plants till now and will also be applied in the future as an ongoing measure.

The analysis of the results at the plant level is carried out quarterly. It is a regular process involving local and central teams with the oversight of the CTOs.

E3-3 Targets

As part of our Sustainability Program 2026 we adopted the following water-related targets:

- 35 million m³ of water harvested, retained, and saved through our products in infrastructure and agriculture
- 15% reduction of water consumption in own operations

The target of 35 million m³ of water harvested, retained, and saved through our infrastructure and agriculture products by 2026 aligns with our objective of combating water scarcity by collecting, preserving, and conserving water. This plan includes re-using water for various appliances or lowering the water consumption in agriculture. We base this target on the qualitative characteristics of our piping products once they are put into use by our customers (applicable also in areas at water risk); therefore, the scope of this target is the downstream value chain. The base year for the target is 2023 with basis value of 9,2 mil m³. The layer in the mitigation hierarchy to which this target can be allocated is reduction. The methodology used to define this target was a top-down analysis of our products and our sales. We calculated the savings based on the sales and installations of piping products meeting specific qualitative characteristics. We used estimates of water saved per unit of product installed and model-based calculations. The savings stem from drip and sprinkler irrigation, as well as rainwater infiltration, with cumulative benefits measured over 3 years for irrigation and 20 years for infiltration systems. Key factors include pipe sales, system conversions, water needs reduction, and infiltrated water from eco-friendly solutions, all contributing to measurable water conservation outcomes.

The target of a 15% reduction of specific water consumption in our operations aligns with the objective of the Policy on water consumption in operations to address our impacts of water consumption. The scope encompasses our production sites, some of which are located in areas with high water stress. The base year for the target is 2023. The layer in the mitigation hierarchy to which the target can be allocated is reduction. The methodology used to define this target was a top-down analysis of water consumption in our production sites. The target is defined using a metric calculating water consumption by subtracting discharged water and return flows from the total water withdrawals. We report the specific values of water consumption as an index in % relative to the defined reference year, the values of which are set at 100 %. The index-linked specific indicator, water consumption relative to amount of products ready for sale, reflects the development of the individual product groups over time. Index-linked specific water consumptions are indicated in % based on m3 of water/quantity of product ready for sale (2023 = 100 %). The basis value of 2023 is 2.8 mil m³.

These voluntary targets reflect management's vision and ambition to support the Sustainability Program 2026. They were formulated internally, with no involvement from external stakeholders. The internal reporting system is the source for monitoring progress toward the target, and the data collection is carried out quarterly.

Targets related to Water Resources	2024	Target 2026
Water harvested, retained and saved through our products in infrastructure and agriculture (in mn m³)	10	35
Reduction of specific water consumption in own operations (in %)	-4.6%	-15%

E3-4 Water consumption

Water withdrawal is the sum of all water drawn into the boundaries of the undertaking's operations from all sources for any use over the course of the reporting period. At wienerberger, we consider the following water sources for withdrawal:

- Public water supply (tapped water)
- Own groundwater (own pumps)
- Own surface water (own ponds)
- Other sources, such as rainwater or wastewater from third parties

Water discharge (return flows) is the sum of effluents and other water leaving the boundaries of the wienerberger's plants and released to surface water, groundwater, or third parties over the course of the reporting period.

Water consumption is the amount of water drawn into the boundaries of the undertaking (or facility) and not discharged back to the water environment or a third party over the course of the reporting period. Water consumption is therefore calculated by water withdrawals minus water discharge (return flows). The primary calculation method is based on the metered consumption. If there are no meters available, reliable estimates or billing data may be used to ensure the highest possible accuracy.

Areas of high water stress are regions where the percentage of total water withdrawn is high (40-80%) or extremely high (greater than 80%), as indicated in the Aqueduct Water Risk Atlas tool of the World Resources Institute (WRI). The review of the location of our operations is done once a year by Wienerberger HQ, and we integrate the list of production sites in areas of high water stress into our reporting tools.

wienerberger defines water recycled and re-used as water and wastewater (treated or untreated) that has been used more than once before being discharged from the undertaking's or shared facilities' boundary so that our water demand is reduced. The water may be used in the same process (recycled) or in a different process within the same facility (our own or shared with other undertakings) or in another of the undertaking's facilities (re-used).

wienerberger recycles and re-uses water in the same production site at different process stages (e.g. soft mud production, the engobing process in roof tile production, and clay preparation). Therefore, we do not distinguish between recycling or re-using water, and we sum both processes together.

Water storage comprises the volume of water in cisterns, water ponds, or tanks on our property for use on the production site. It does not include water ponds used for rainwater or floodwater storage without a permit to use the water on the production site.

Water consumption (in m³)	2024
Water consumption	2,456,621
Water consumption in areas at material water risk	1,351,466
Water consumption in areas of high-water stress	529,828
Water recycled and reused	8,330,786
Water stored	95,968
Changes in water storage	--
Water intensity ratio in m³/ € mn[1)]	544
Water withdrawals	3,681,545
Water discharges	1,224,924

1) Total water consumption per net revenue

E4 - Biodiversity and Ecosystems

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

wienerberger has conducted a double materiality analysis to identify the material and potentially material biodiversity and ecosystems-related impacts, risk and opportunities in its operations, as well as the upstream and downstream value chain outlined in the table below[1]. No material risks, dependencies and opportunities were identified. A detailed overview of the methodologies, assumptions, and tools used in the double materiality analysis can be found in the General Information - IRO-1 Double Materiality Analysis section.

Impacts		
Direct impact drivers of biodiversity loss		
Climate change	(-) Contribution to biodiversity loss through GHG emissions (consequences of climate change)	Own Operation
Land-use change	(+) Contribution to the reduction of land use through the provision of PV systems on-roof or in-roof	Downstream Valuce Chain
Direct exploitation	(-) Contribution to the use and exploitation of natural resources (e.g. clay extraction)	Own Operation
	(+) Contribution to habitats by exploitation of natural resources (end of life to nature)	Own Operation
Impacts on the extent and condition of ecosystems (e.g. land degradation, desertification, soil sealing)		
	(+) Promotion of the tree population through support of different actions and initiatives	Own Operation
	(+) Usage of brownfield sites for the construction of new factories/buildings	Own Operation
Impacts and dependencies on ecosystem services		
	(-) Contribution to the loss of ecosystem services (e.g. raw materials, water) through pressure on natural resources by company activities and wienerberger's supply chains (e.g. extraction of raw materials, change of ecosystems)	Own Operation

As a result of our double materiality analysis, we identified impacts related to the following sustainability matters: drivers of biodiversity loss, impacts on the extent and condition of ecosystems, and impacts and dependencies on ecosystem services. These impacts are closely related to our strategy and business model, as they are associated with the extraction and subsequent processing of clay as a raw material, representing the foundation of our ceramic product production.

We set clear targets to address the current and anticipated impacts on our business model, strategy, and decision-making. For example, we have established structured actions to reduce

1) (-) Negative impact; (+) Positive impact

CO_2 emissions, minimize the negative effects of clay extraction through mitigation measures (as guided by Environmental Impact Assessments and related certifications), restore clay pits post-excavation, and promote biodiversity via site-specific Biodiversity Action Plans.

We identified material sites by their proximity to biodiversity-sensitive areas. The extraction of raw materials and their subsequent processing, which leads to emissions of GHG, are activities undertaken in our material sites that negatively affect biodiversity-sensitive areas.

wienerberger screened all its sites and identified sites material to impacts on biodiversity based on their proximity to biodiversity-sensitive areas, which pose potential risks to these locations. Activities such as quarrying, urbanization, pollution, and modifying natural systems have been recognized as activities that might negatively impact the biodiversity-sensitive areas in or near these locations. In particular, following the definitions given by the Natura 2000 framework, the impacts identified as a consequence of our operations include clay and loam extractions, factories and buildings in the landscape, air pollution, and reduction or loss of specific habitat features. These impacts affect 18 biodiversity-sensitive areas, governed by the European Natura 2000 network directive, in the proximity of which 25 sites are located. We can mitigate these impacts through internal policies dedicated to climate change, pollution control, waste management, and the preservation of biodiversity and ecosystems.

The methodology used to investigate our material sites in proximity to biodiversity-sensitive areas consisted of publicly available datasets, such as Natura 2000 and RAMSAR wetlands, as well as geospatial data from our locations. We performed the analysis in QGIS through an automated tool that extracts overlaps and proximity, which in this case was defined as 1km.

We assessed whether the potential impacts imposed on these biodiversity-sensitive areas are related to wienerberger activities. For all our production locations and quarries the local permits and legislation provide the necessary measures and mitigations to ensure the lowest possible risk for any harm. To address and reduce the identified potential impacts we implement specific mitigation measures, such as our internal Biodiversity Action Plan.

The table below shows the result of the analysis of our plants and quarries in or near the biodiversity- sensitive areas and the identified types of the impacts.

Country	Name of biodiversity- sensitive area	Number of plants/ quarries	Type of impact
Austria	Demmerkogel-Südhänge, Wellinggraben mit Sulm-, Saggau- und Laßnitzabschnitten und Pößnitzbach	1	Agricultural structures, buildings in the landscape
Belgium	Het Blak, Kievitsheide, Ekstergoor en nabijgelegen Kamsalamanderhabitats Historische fortengordels van Antwerpen als vleermuizenhabitat Bossen van de Vlaamse Ardennen en andere Zuidvlaamse bossen Overgang Kempen-Haspengouw Grensmaas De Maatjes, Wuustwezelheide en Groot Schietveld	10	Anthropogenic reduction of habitat connectivity Reduction or loss of specific habitat features
Germany	Nördlicher Kraichgau	2	Loam and clay pits
Hungary	Pilis s Visegrdi-hegysg	1	Agricultural structures, buildings in the landscape
Ireland	Cork Harbour SPA	1	Industrial or commercial areas
Nether-lands	Rijntakken Grensmaas Maasduinen Brunssummerheide	9	Anthropogenic reduction of habitat connectivity Water abstractions from groundwater
Poland	Dolina Środkowego Świdra	1	Reduction in migration / migration barriers

E4-1 Transition plan

In 2025, wienerberger will develop and put into practice a fully detailed transition plan on biodiversity and ecosystems and integrate it into the decision-making process at all levels.

E4-2 Policies

wienerberger has adopted two policies to manage material impacts related to biodiversity and ecosystems:

- Biodiversity and Ecosystems on quarries
- Biodiversity and Ecosystems on production sites

The policies describe the procedures in place to prevent, minimize, and mitigate our material negative impacts and contribute to improvements to biodiversity and ecosystems.

The overall responsibility for implementing these policies lies with the regional COOs of the Executive Committee. These policies comply with all local and national laws, standards, and regulations related to biodiversity and ecosystems. They are distributed to the countries' operational management teams and available via our internal digital communication channels.

The policies outline procedures designed to avoid, minimize, and mitigate our material negative impacts while contributing to biodiversity and ecosystem improvements. However, they do not address the traceability of products, components, or raw materials. When applicable, the policies address the impact of sourcing from ecosystems through compliance with Environmental Impact Assessments or similar procedures.

We did not identify any social consequences related to biodiversity and ecosystem-related impacts. However, the policies address the involvement of local employees and external stakeholders in incorporating local knowledge and how wienerberger educates on the importance of biodiversity and ecosystems. Our policies cover all sites regardless of whether or not they are in or near a biodiversity-sensitive area.

Deforestation, Sustainable land or agriculture practices, and Oceans and Seas practices are not considered material topics. Therefore, no policies have been adopted on these matters.

Biodiversity and Ecosystems on Quarries Policy

The impacts covered in this policy are Direct exploitation and Impacts and dependencies on ecosystem services in quarries. In this policy, wienerberger commits to protecting the impact on nature during the life of the clay pit and especially after the end of mining through renaturation measures. In order to mitigate the impact on biodiversity and ecosystems, the remediation measures at the site level of the clay pit are reviewed annually by means of specific expert reports.

In scope of the policy are all quarries owned and leased by wienerberger. It applies to all stages of the quarries' management – before, during, and after excavation.

The policy addresses sustainable sourcing of raw materials by incorporating Environmental Assessments and/or other operational permits that outline measures to mitigate impacts on biodiversity and ecosystems.

Biodiversity and Ecosystems on Production sites Policy

The impacts managed by this policy are Impacts on ecosystem services and Impacts on the extent and condition of ecosystems. In this concept, wienerberger commits to protecting the impact on nature at its production sites through renaturation measures. These changes are monitored via a yearly assessment of the biodiversity actions implemented and via the internal monitoring of fauna carried out by our biodiversity ambassadors.

The scope of the policy is production sites that fall within at least one of the following criteria for sites to have a Biodiversity Action Plan:

- Locations larger than 1 hectare (ha)
- At least 30 FTEs
- wienerberger ownership

The policy addresses the regular monitoring of specific fauna groups to ensure that wienerberger takes effective actions to support biodiversity.

Neither policy specifically addresses currently the potential positive impact of usage of brownfield sites for the construction of new factories or buildings.

E4-3 Actions

As a result of our internal policies on quarries and production sites, wienerberger developed an internal Biodiversity Actions Catalogue for all production sites in partnership with external ecological experts that outlines key measures we will take on-site to support biodiversity and ecosystems. It describes the general steps of the Biodiversity Action Plans tailored to each site, the key strategy for supporting Biodiversity in business surroundings (e.g., using native species, flowering, and fruit-bearing plants, and diverse plant species), and, for each measure, specifies the design and management initiatives, the list of species to be planted, and their indicative costs. The action plans are in line with our Sustainability Program 2026.

wienerberger organizes the key actions described in the internal catalogue into eight categories: groves, trees, plants in borders and hedges, herb-rich grassland and flower meadow, green façade, green roof, water storage, and fauna facilities. Together, this aims at a general fauna and flora improvement. These categories enable us to address the key aspects of supporting biodiversity in business surroundings. Additionally, external and internal stakeholders with local knowledge are involved in implementing these nature-based solutions.

These actions enable the mitigation of the impacts and dependencies on ecosystem services and the impacts on the extent and condition of ecosystems. They are taken throughout the reporting year and planned according to the site's resources. In order to implement each site's action plan, we are continuously training biodiversity ambassadors in our local operations. Examples of actions taken in 2024 are the implementation of insect hotel hedges, orchards, bird nests, flower beds, and changes in the mowing management of grassland areas. We plan similar actions and others related to our internal catalogue for 2025.

The effectiveness of these actions is monitored through a yearly assessment of the biodiversity actions implemented and via the internal fauna monitoring forms.

For our quarries, the key actions and mitigation requirements are quarry and time-specific, and their goal is to mitigate potential negative impacts and contribute to improving biodiversity and ecosystems. We track the effectiveness of the actions via a yearly report on compliance with mitigation requirements. These actions are continuous and happen on each site independently. Biodiversity offsets were not part of the resources involved in our Biodiversity Action Plans or the quarries' mitigation requirements.

The measures taken by wienerberger under the Biodiversity and Ecosystems on Quarries Policy are, in summary:

- Compliance with all local, national laws, standards and regulations related to biodiversity and ecosystems
- Ensuring that mitigation requirements from the Environmental Assessment, operational permits and/or mining project are being conducted;
- Annual reporting on fulfillment of the mitigation requirements outlined in the Environmental Assessment, operational permit and/or mining project
- Incorporating local knowledge by involving local employees and external (ecological) stakeholders.

The measures taken by wienerberger under the Biodiversity and Ecosystems on Production sites Policy are, in summary:

- Compliance with all local and national laws, standards and regulations.
- Ensuring that new decisions on operational changes are in line with the existing (operational) permits
- Minimizing the impacts and contributing positively to ecosystems demonstrated by a measurable increase of fauna through:
  - Conducting a biodiversity baseline monitoring by external ecological partners
  - Implementing measures to enhance and restore habitats (through site-specific Biodiversity Action Plans) on the production site which connects to the surrounding natural ecosystems
  - Measuring and analysing the development of fauna on the production site
  - Incorporating local knowledge by involving local employees, biodiversity ambassadors and other external (ecological or social) stakeholders
  - Education of employees, clients and stakeholders about the importance of biodiversity and the company's efforts to protect it.

The biodiversity action plans were implemented during this reporting year, and the results of the measures taken will be visible by the end of the Sustainability program 2026.

In its Sustainability Program 2026 wienerberger has defined 3 targets supporting the ambitions set out in our tailored Biodiversity action plans (see E4-4 Targets).

E4-4 Targets

As part of our Sustainability Program 2026 we adopted these biodiversity and ecosystems-related targets:

- 10% improvement of fauna, resulting from the implemented biodiversity plans, for all production plants (2023 - 2026)
- 400 biodiversity ambassadors trained (2020 - 2026)
- 100,000 trees planted, equaling one tree per employee each year (2022 - 2026)

The target "10% improvement of fauna" is aligned with the objective to address our impact on biodiversity. It is supported by the measures listed in our tailored Biodiversity Action Plans. The scope of this target is areas within our production sites. We established the baseline for measuring improvement using the initial monitoring conducted at each production site. This baseline varies by the year the respective monitoring was initially performed. This target can be allocated to the "compensation" layer of the mitigation hierarchy since an improvement in biodiversity compensates for our operations' impacts.

In order to implement each site's action plan, we are continuously training biodiversity ambassadors in our local operations.

The target “400 trained biodiversity ambassadors” aims to involve our workforce and is aligned with the goals and measures of the policy on production sites. Its objective is to educate and up-skill employees and stakeholders on the importance of biodiversity in our daily operations. For this target, the base year used to measure the progress is 2020, therefore the respective baseline value is 0. This target fits in the overall architecture of mitigation measures, as we aim to mitigate and minimize potential negative impacts by up-skilling colleagues across our operations on biodiversity-related topics and providing tools and knowledge to observe and monitor its development.

The target of “100.000 trees planted” is aligned with the objectives in both policies to address our impacts on the extent and condition of ecosystems by planting native trees that support local biodiversity and creating more habitats for biodiversity to thrive. The scope of this target is diverse as the trees are planted in different countries in which we operate and in various types of biomes. This practice includes trees voluntarily planted in our production sites and in designated areas by natural and local organizations worldwide. We measure progress starting 2022 as the baseline year, therefore the respective baseline value is 0. Depending on the project, restoration/rehabilitation or compensation is the layer in the mitigation hierarchy to which this target can be allocated.

The targets are monitored and reviewed yearly via the internal non-financial reporting platforms, and the progress aligns with the original plans. When setting these targets, no ecological thresholds or biodiversity offsets were considered.

All targets apply until 2026 and fully align with EU and global goals, such as the EU Biodiversity Strategy and the Global Biodiversity Framework. These have been used in order to define and set our targets and actions. EU Biodiversity strategy has goals such as:

- *Reverse decline of pollinator populations:* The EU Pollinator Initiative prioritizes tackling the causes of pollinator decline, raising awareness, engaging society, and promoting collaboration. This goal directly aligns with our fauna-related (bees and butterflies are the most famous pollinators) and biodiversity ambassador targets.
- *Three billion new trees are planted in the EU, in full respect of ecological principles.* This goal aligns with all our tree targets, especially because we aim to plant native and diverse species
- *Greening urban and peri-urban areas.* Our Biodiversity Action Plans mentioned before also include and work towards this objective.
- *Improving knowledge, education and skills.* Lastly, this target is closely and directly related to our goal of training ambassadors within the employee population.

The Global Biodiversity Framework has goals such as:

- Restore, maintain and enhance nature’s contributions to people through nature-based solutions and/or ecosystem-based approaches for the benefit of all people and nature. This goal fully aligns with the focus of our Biodiversity Action Plans.
- Significantly increase the area and quality and connectivity of green and blue spaces in urban and densely populated areas sustainably, by main streaming the conservation and sustainable use of biodiversity, and ensure biodiversity-inclusive urban planning. This goal is also related to our Biodiversity Action Plans.

In summary, our actions and targets are defined in alignment with European and international goals, considering the broader context of sustainable development. The targets relate to our impacts on ecosystem services (improving fauna provides more ecosystem services, like pollination), extent and condition of ecosystems (planting native and a variety of trees expands the extent and improves the condition of certain ecosystem types), and directly exploits natural resources (trees are crucial for soil health, restoration, and erosion control) in our production.

Targets related to Biodiversity and Ecosystems	2024	Target 2026
Improvement of fauna	5%	10%
Total of biodiversity ambassadors trained	316	400
Total of trees planted	111,510	100,000

E4-5 Impact metrics

The process to identify and select the most relevant impact metrics has been conducted by our biodiversity engineers in cooperation with the other relevant departments centrally and locally. These were, however, not validated by any external body other than the assurance provider. The metrics related to our impacts are proximity to biodiversity-sensitive areas and land conversion over time. Although we did not identify the impacts of land use change from our direct operations as material in our double materiality assessment, it remains important for wienerberger to measure and disclose how our activities influence land use change because of its significant relevance to biodiversity and ecosystems.

As a result of the analysis of our plants and quarries in or near the biodiversity-sensitive areas (150 sites, described in SBM-3 section of this chapter), 25 sites – equaling 475 hectares - have been identified as negatively impacting biodiversity-sensitive areas in or near their locations.

Regarding land use change, in 2024, 118 hectares across our locations globally were recultivated, restored to their natural state, or transformed into areas with enhanced ecological and biodiversity value. Conversely, 85 hectares were developed into new quarries or production sites to support and strengthen our business operations, ensuring sustainable growth and continuity. In the reporting year, we calculated conversion as the total area in m^2 that was converted from one land cover type to another by wienerberger action. This information is collected internally each year and based on our activities.

E5 - Resource Use and Circular Economy

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

wienerberger has conducted a double materiality analysis to identify the material and potentially material resource use and circular economy-related impacts, risks, and opportunities in its operations, as well as the upstream and downstream value chain outlined in the table below[1]. A detailed overview of the methodologies, assumptions, and tools used in the double materiality analysis can be found in the General Information - IRO-1 Double Materiality Analysis section.

Resources inflows, including resource use	
Impacts	
(-) Contribution to resource consumption through wienerberger's processes and products	Own Operation
Risks	
Fluctuations in the cost of raw materials, such as aggregates, cement, or metals, can affect production costs and profit margins	Own Operation
Opportunities	
New regulations may require retrofitting existing buildings or infrastructure with more sustainable materials or energy-efficient technologies, which may provide opportunities to increase revenues	Own Operation
Invest in research and development to develop and offer sustainable alternatives to high-carbon or non-compliant products, ensuring readiness for market demands driven by regulatory changes	Own Operation

Resource outflows related to products and services	
Impacts	
(+) Contribution to the safe treatment of hazardous substances and (non-) hazardous waste	Own Operation
(+) Contribution to/enabling a circular economy through products designed to be durable/long-lasting, reusable, recyclable, repairable, disassemblable	Own Operation
Risks	
Regulatory shifts may lead to the phasing out or restriction of certain construction materials that do not meet environmental standards, leading to reduced demand or the need to develop alternative products	Own Operation

1) (-) Negative impact; (+) Positive impact

Resource outflows related to products and services

Opportunities	
Profit increase due to change in demand from customers for durable/long-lasting, reusable, recyclable, repairable, disassembles products	Own Operation
Increase in sales through products contributing to the circular economy through more usage of secondary raw materials	Own Operation

Waste

Impacts	
(-) Contribution to reduction of waste generation through measures in plants and production processes to recycle, reuse or reduce waste (e.g. waste separation, reusable packaging)	Own Operation
(-) Contribution to waste generation due to waste materials arising in the manufacturing processes and due to porous and brittle products that leave fragments when processed by the customer	Own Operation / Downstream value chain
(+) Reduction of waste generation through the usage of secondary raw materials	Own Operation
(+) Contribution to the reduction of waste generation through urban mining (wienerberger is recovering and reusing "waste materials" such as bricks and roofing materials)	Upstream value chain
Opportunities	
Embracing emerging technologies, such as 3D printing, modular construction, or digitalization, can improve efficiency, reduce waste and enhance product quality, leading to cost savings and improved competitiveness	Downstream value chain

wienerberger's impacts related to resource inflows including resource use originate from our business model, as our production process requires the use of both virgin and secondary raw materials. Our material impacts identified with regard to resource outflows related to products and services originates from our business model through the use of our products by our consumers and end-users and is connected to our Sustainability Program 2026 through the aim to positively impact Circularity. The material impacts to waste originate from our business model through the use of resources in our production processes, and relates to our Sustainability Strategy 2026 through the goal of reducing waste in our own production and sourcing materials sustainably through urban mining.

For the main applications of our products and systems, we design sustainable solutions for the building envelope and paved surfaces, as well as in-house and infrastructure solutions. Based on the process of value creation, they can be classified as follows:
- Ceramic products and systems
- Plastic pipes and systems

The most important raw materials for wienerberger's ceramic products and systems are clay, additives, aggregates, and alternative binders. Clay is either extracted from our clay pits, or procured from external suppliers and transported to wienerberger plants. Other raw materials, as well as packaging materials, are also procured externally. Upstream providers supply energy and water for the production process.

Raw materials for producing plastic pipes and systems, such as polyethylene (PE), polypropylene (PP) and polyvinyl chloride (PVC), as well as secondary raw materials and packaging materials, are procured by our suppliers and transported to wienerberger plants.

A material risk connected to the sourcing of raw materials lies with regulatory shifts that may lead to the phasing out or restriction of certain construction materials that do not meet specific environmental standards, leading to reduced demand or the need to develop alternative products.

Material opportunities related to the circular economy are connected to the increase in sales of products, which contribute to the circular economy through higher usage of secondary raw materials and the reduction of waste generation through the utilization of secondary raw materials.

Material impacts and risks of transition to a circular economy contribute to or enable a circular economy through products designed to be more durable, long-lasting, reusable, recyclable, repairable, or disassemblable.

E5-1 Policies

wienerberger is committed to supporting a circular economy by enhancing our business with products we design for durability, re-use, and recycling. In the product design, we strive for resource efficiency and incorporate recycled materials whenever possible. In our production process, we strive to minimize waste and reduce the use of hazardous substances.

We summarize all of the steps in our Policy on resource use and circular economy - waste, where we address the impact of contributing to waste generation and opportunities.

This policy outlines wienerberger's commitment to establishing an effective waste management program to optimize resource use and enhance efficiency. Waste management involves handling waste at our production sites, including prevention, preparation for re-use, recycling, and effective treatment of residual waste. It specifically aims to reduce waste in all our production sites by:

- Minimizing the solid and liquid waste generated at our sites while maintaining or enhancing the quality and efficiency of our production processes
- Preparing waste for potential reuse or recycling
- Waste treatment is conducted through authorized companies in compliance with environmental regulations to prevent pollution

The policy applies to all production sites and is addressed to country operational management teams and plant managers, who are responsible for implementing waste management measures in line with group standards.

The COOs of the Executive Committee ensure the implementation of the policy related to waste within the group. Setting regional and country targets, allocating resources and monitoring results are the responsibility of the regional COOs of the Executive Committee and the regional and country management. The group's Managing Board is responsible for setting targets and monitoring the progress.

wienerberger is adopting the definitions outlined in Annex II of Regulation (EU) 2023/2772 (EU Sustainability Reporting Standards) based on their relevance to wienerberger as determined by our most recent double materiality assessment per ESRS 1. This evaluation also includes definitions from other official European legislative documents.

The policy aligns with local regulations issued by the countries in which we operate. It is, therefore, ensured that local thresholds are complied with.

The Managing Board has distributed the policy to the regional COOs of the Executive Committee. Additionally, it is accessible to all affected stakeholders via our internal digital communication channels, and we review it regularly to comply with the most recent regulations, and developments. All amendments made during the review process are approved by our Managing Board.

The policy is waste-focused, therefore the transitioning away from use of virgin resources, including relative increases in use of secondary (recycled) resources and the sustainable sourcing and use of renewable resources is not covered.

In line with our strategic prioritization, we plan to finalize policies addressing impacts, risks & opportunities upstream and downstream of our value chain in the reporting year 2025.

E5-2 Actions

Optimizing wienerberger's closed resource cycle requires measures aimed at reducing production waste and a reduction of the scrap rate. We feed production waste (e.g. burnt brick waste, non-coated plastic waste) back into the production process wherever possible. We dispose of production waste that cannot be re-used or recycled internally through certified waste management companies using state-of-the-art methods or landfilled if other disposal methods are ruled out.

At all our plants, the optimization measures taken within the framework of our quality management system take environmentally relevant aspects into account. Approximately 50% of wienerberger's production sites have been certified according to ISO 14001 or are in the certification process.

Ongoing optimization programs at wienerberger, such as the Plant Improvement Program (PIP+) in brick production and the Production Excellence Program (PEP) in the concrete paver segment, aim to achieve sustainable resource and cost savings through improved production processes. The optimization program has a revolving time horizon of 12 months. Within the framework of PIP+, for example, the scrap rate in brick production is checked regularly, and where necessary, we take appropriate measures to reduce it. The actions under these optimization programs have a rolling short-term time horizon and support the Sustainability Program ending in 2026.

We use the Lean methodology and the Design for Lean Six Sigma management approach in the plastic pipe segment to achieve quality improvements and drive process optimization. Both methods aim to reduce raw material input and the scrap rate while increasing productivity at the same time. As a signatory to Operation Clean Sweep®, we ensure that no losses of plastic granulate occur during the production process.

Waste management involves handling waste at our production sites, including prevention, preparation for re-use, recycling, and effective treatment of residual waste. It specifically aims to reduce waste in all our production sites by:

- Minimizing the solid and liquid waste generated at our sites while maintaining or enhancing the quality and efficiency of our production processes
- Preparing waste for potential reuse or recycling
- Waste treatment is conducted through authorized companies in compliance with environmental regulations to prevent pollution effectively

A waste monitoring system tracks and analyses the primary waste streams generated within its operations, categorized according to the EU Waste Framework Directive (EWC codes). For operations outside the EU, we codify waste according to local codes at the group level and translate them into EWC codes.

The country-level operational management team and plant managers are key in implementing and managing this system. Their primary responsibilities include:

- Requesting and regularly updating data from our local waste disposal partners regarding the waste streams at your production site. This data must be accurate and up to date to ensure we meet our waste reduction targets
- Tracking and categorizing waste within their production site according to the EWC codes. This process will involve closely monitoring how much waste is generated, where it's coming from, and where it's going
- Promoting proper waste segregation at the source to increase recycling rates and reduce landfill use. Ensuring that colleagues understand how to separate waste properly is essential

E5-3 Targets

As part of our Sustainability Program 2026 we adopted these biodiversity and ecosystems-related targets:

- >80% of sales from highly durable products (>100 years)
- >90% of products sold are recyclable and/or reusable (2023 - 2026)
- 15% reduction of waste in own operations (2023 - 2026)

The framework of the wienerberger Sustainability Program 2026 includes the circularity target that more than 80% of sales come from highly durable products. This target aligns with our objective to improve the efficient use of natural resources and reduce waste generation and water consumption. Durable products are defined as products known for a very long service life of at least 100 years. The base year for the target is 2023. The layer in the mitigation hierarchy to which this target can be allocated is avoidance. The methodology used to define this target was a top-down analysis of our products and our sales as well as our product's specific characteristic in accordance with the product hierarchy. All of wienerberger's product groups have a standardized mapping regarding the classification of durable products. We calculate the KPI as a ratio based on net revenue.

The target of 90% of products sold are recyclable and/or reusable expresses our focus on developing innovative reusable products like roof tiles and click-bricks to ensure our sustainable growth. It aligns with our objective to use natural resources (including raw materials, energy, and water) more efficiently, reduce greenhouse gas emissions and waste, and increase the circular material use rate.

For wienerberger, its products' reusability and/ or recyclability is an essential aspect of the Group's innovation effort, as it significantly prolongs a product's useful life. wienerberger aims to achieve its circularity targets through ongoing research projects, such as using recycled concrete. Recyclable means turning an item into raw materials that can be used again, usually for a new product. This process saves resources like primary raw materials. Reusable refers to using an object as it is without significant treatment. This process reduces GHG emissions and pollution/waste and conserves resources. The base year for the target is 2023. The layer in the mitigation hierarchy to which this target can be allocated is avoidance. The methodology used to define this target was a top-down analysis of our products and our sales. All of wienerberger's product groups have a standardized mapping regarding the classification of recyclable/reusable (or both) products. We calculate the KPI as a ratio based on net revenue.

Optimization measures taken within wienerberger on both the ceramics and piping solutions operations aim to reduce production waste and minimize the scrap rate. Ongoing optimization programs such as the Plant Improvement Program and the Lean Six Sigma approach focus on reducing raw material input while improving production processes and productivity. Under its Sustainability Program 2026, wienerberger aims to reduce the specific value of waste generated in its operations by 15% (intensity-based). This target aligns with our objective to promote the circular economy by reducing waste generation in its operations. The definition and scope of waste we use is all types of solid or liquid waste leaving the operations, excluding wastewater and materials we recycle within the plant. Waste management vendors provide the values for the calculations of waste. If no data are available, the weight of the waste has to be estimated based on information on the density and volume of the waste collected, mass balances, or similar information. The waste management company must provide details in the form of an invoice or supply note detailing the amount of the waste and the kind of waste recovery (recycling, waste disposal operation, incineration). The base year for the target is 2023 with corresponding baseline value of 93.5 mil. tons. The layer in the mitigation hierarchy to which this target can be allocated is reduction. The methodology used to define this target was a top-down analysis of waste generation in our operations.

These voluntary targets reflect management's vision and ambition to support the Sustainability Program 2026. They were formulated internally, with no involvement from external stakeholders. The data source for monitoring progress toward these targets is our internal reporting system over a quarterly cycle. The targets are focused on the output side of the production process, the input side is not covered by our Sustainability Program 2026.

The following table shows the current status of our trajectory to our achievements compared to the target 2026.

Targets related to Resource Use and Circular Economy	2024	Target 2026
More than 80% of sales from highly durable products (annually)	83%	>80%
More than 90% of products sold are recyclable and / or reusable (annually)	93%	>90%
Specific reduction of waste in own operations by 15%	-0.7%	-15%

E5-4 Resource inflows

The most important raw materials for wienerberger's ceramic products and systems are clay, additives, aggregates, and alternative binders. Clay is either extracted from our clay pits, or procured from external suppliers and transported to wienerberger plants. Other raw materials, as well as packaging materials, are also procured externally. Biological materials include sawdust, paper sludge, sunflower husks, wooden pallets, and other organic matter. We use biofuels for non-energy reasons, such as a pore-forming agent during ceramic production. Upstream suppliers provide our plants with energy and water for the production process.

Raw materials for producing plastic pipes and systems, such as PE, PP, and PVC, as well as secondary raw materials and packaging materials, are procured by our suppliers and transported to wienerberger plants.

We classify technical materials as non-material relative to the total weight of our products. The technical materials used include our machinery, vehicle fleet, and buildings.

Efficient resource management is a high priority for us, including the recovery and re-use of waste products and the use of secondary raw materials, alongside the reusability of products. wienerberger contributes toward reducing waste by using secondary raw materials, and saving primary resources, which ensures their availability for future generations. We can easily recycle residual material from our plants in the ceramic production process due to its high degree of purity. Secondary raw materials from external sources are also used as a substitute for primary raw materials, and urban mining can become increasingly important in this context. We carefully sort and process construction debris to obtain secondary raw materials of adequate quality.

wienerberger has introduced several pipe system solutions based on secondary materials to produce piping solutions. We pay special attention to the quality of the secondary raw materials used in this case. Identifying, classifying, and monitoring suppliers of secondary plastic materials are significant aspects of sourcing to meet our standards. Based on European product standards, external secondary raw materials are only permitted for pressure-less pipes (e.g. for sewer wastewater and sewer rainwater) but not for pipes used under pressure, such as those for drinking water. Wienerberger is working on pipe systems that substitute carbon-based raw materials with mineral additives. Moreover, we are also using raw materials from circular and renewable sources, such as used cooking oil or biomass raw materials. This substitution helps reduce fossil-based raw materials and save CO_2 emissions (Scope 3).

wienerberger uses an increasing amount of packaging materials made from secondary instead of primary raw materials. We are constantly piloting the use of climate-friendly, recyclable materials for packaging, not least in response to our customers' expectations. Besides reducing the amount of packaging material overall, wienerberger has begun to use plastic film containing a certain amount of recycled plastics.

The total weight of products and biological materials (including packaging) used during the reporting period amounts to 17,387 thousand tons. This number includes 1,589 tons (9.14%) of secondary re-used or recycled materials. wienerberger uses an input-based approach, measuring the wet weight of the raw materials used to report the weight of the materials used during the production process. In the rare cases where – due to specificities in the production process – this information is not readily available, the input weight is estimated by measuring the output (dry) weight and applying an experience-based conversion factor to calculate the input weight.

E5-5 Resource outflows

wienerberger considers durable products to be products known for a very long service life of at least 100 years. We provide durable products and system solutions, such as clay blocks, wall, and floor beams, chimneys, facing bricks and cladding panels, sewage pipes, water pressure, and cable protection pipes, which enables its stakeholders, including architects, investors, designers, developers, and local authorities to erect buildings and implement infrastructure projects in line with the principle of the circular economy and with a satisfactory eco-balance. The following overview shows the average durability of wienerberger's products compared to the industry average (as derived from market studies):

Product group	wienerberger durability	Industry average
Wall	>100 years	100 years
Roof	>100 years	70 years
Façade	>100 years	50-70 years
Plastic pipes	>100 years	100 years

For wienerberger, its products' reusability and/or recyclability is an essential aspect of the Group's innovation effort, as it significantly prolongs a product's useful life. wienerberger has the potential to achieve its circularity targets through research projects, such as using recycled concrete. wienerberger has therefore set ambitious entity-specific targets to achieve a high rate of sales coming from durable and recyclable/reusable products (see chapter E5-3 Targets). The methodologies and assumptions are described in the E5-3 Targets section above.

As building products, wienerberger's products are part of an integral structure and can usually be replaced or repaired without materially impairing the overall building structure. We describe the repairability of products for the main product groups being pipes, roof tiles, façade bricks, and wall blocks:

Criteria	Wall Blocks	Roof Tiles	Façade Products	Plastic Pipes
Ease of Repair	Visual and structural repairs (after technical assessment)	Modular/interlocking systems	Standardized dimensions, tools	Modular, compatible with norms
Replacement Parts	Available and compatible	Matching tiles/colors readily available	Matching panels, bricks, colors	Available and compatible
Repair Guidelines	Replacement and installation guides	Instructions for safe replacement	Surface repair and cleaning guides	Clear documentation and training
Circular Economy	Recycling initiatives	Recycling and Emerging trading marketplaces for re-use	Recycling and refurbishment programs	Recycling initiatives
Service Options	Technicians' training & partnerships	Technicians' training & partnerships	Technicians' training & partnerships	Technicians' training & partnerships

Resource outflows (in tons)	2024
a) Total waste generated	**88,369**
b) Hazardous waste diverted from disposal	**12,337**
Hazardous waste diverted from disposal due to preparation for reuse	50
Hazardous waste diverted from disposal due to recycling	413
Hazardous waste diverted from disposal due to other recovery operations	11,874
b) Non-hazardous waste diverted from disposal	**57,162**
Non-hazardous waste diverted from disposal due to preparation for reuse	1,036
Non-hazardous waste diverted from disposal due to recycling	55,866
Non-hazardous waste diverted from disposal due to other recovery operations	260
c) Hazardous waste directed to disposal	**2,418**
Hazardous waste directed to disposal by incineration	375
Hazardous waste directed to disposal by landfilling	1,606
Hazardous waste directed to disposal by other disposal operations	437
c) Non-hazardous waste directed to disposal	**16,452**
Non-hazardous waste directed to disposal by incineration	4,828
Non-hazardous waste directed to disposal by landfilling	10,945
Non-hazardous waste directed to disposal by other disposal operations	679
d) Non-recycled waste	**32,090**
d) Percentage of non-recycled waste	36%

The table above shows the total amount of waste from wienerberger's production. wienerberger does not generate any nuclear waste. The total of hazardous waste generated is 14,755 tons.

The waste stream relevant to wienerberger's activities is materials. Materials in the total amount of waste include metals, plastics, wood, paper, cardboard, and absorbents. Total waste comprises waste diverted from disposal, such as waste prepared for recycling, re-use, or other recovery activities, and waste directed to disposal, such as the hand-over to an authorized waste company for landfilling or incineration.

Preparing waste for recycling, re-use, and other recovery activities is usually covered by wienerberger sorting the waste for treatment. The actual treatment by the authorized waste company is irrelevant to the categorization made by wienerberger.

Hazardous waste is waste with one or more hazardous properties listed in Annex III of the EU's Waste Framework Directive, Directive 2008/98/EC on waste.

Waste management companies provide the values used in our calculations. If no data are available, we estimate the weight of the waste based on information on the density and volume of the waste collected, mass balances, or similar information. The waste management company must provide details in the form of an invoice or supply note detailing the amount of the waste and the kind of waste recovery (recycling, waste disposal operation, incineration).

S1 - Own Workforce

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

wienerberger has conducted a double materiality analysis to identify the material impacts, risks, and opportunities related to the workforce in our operations, as outlined in the table below[1]. A detailed overview of the methodologies, assumptions, and tools used in the double materiality analysis can be found in the General Information - IRO-1 Double Materiality Analysis section. All impacts, risks and opportunities defined in the double materiality analysis are related to our own operations.

Working conditions

Impacts	
Secure employment and livelihood	(+) Stable income and livelihood security for employees through stable jobs/employment and attractive employment contracts (e.g. conditions that exceed the collective bargaining agreement) and through the employment of workers without a permanent employment contract
	(+) Securing income and increasing the satisfaction and motivation of employees through appropriate remuneration (both in compliance with collective bargaining agreements and despite an absence of such) to ensure an adequate standard of living
	(+) Create opportunities to increase the involvement of employees in employee-relevant matters (e.g. offering the opportunity to create a worker's council or similar associations or to participate in floor meetings to raise concerns)
Working time	(+/-) Influence on health and wellbeing of employees through working hours (e.g. shift work, sufficient recovery time)
Work-life balance	(+) Relief for employees through part-time and flexible working time models that contribute to the compatibility of "work and family" and "work and free time" through the possibility of working from home or remotely (where possible)
Health and safety	(-) Contributions to long-term health effects, occurrence of injuries or temporary and permanent damage to health or even death due to occupational accidents and occupational diseases, including a contribution to the burden on the social security system due to the use of health insurance benefits because of the physical health of employees
	(+) Provision of social welfare through employment (health care provided through employment)
	(+) Influence on employees' health through offers/promotion of preventive measures (e.g. wienerberger Safety Standards, occupational health services, safety training)

1) (-) Negative impact; (+) Positive impact

Working conditions

Risks	
Adequate wages and working time	Unattractive working conditions (i.e. poor wages, excessive working hours, shift work) can lead to fluctuations or potentially make it more difficult to recruit new (highly qualified) employees, leading to shortage of skilled employees and subsequently to reduced capacity

Equal treatment and opportunities for all

Impacts	
Gender equality and equal pay for work of equal value	(+) Contribution to equal opportunities and justice for all, especially gender equality, promotion of destigmatization of people with queer identity (e.g. awareness building), and fostering equal opportunity and well-being
	(-) Contribution to the (financial) inequality and discrimination of women through a gender pay gap and reinforcing society's perception of gender roles and the male leadership role by having a low proportion of women among the managers throughout the company
Training and skills development	(+) Promoting employee's knowledge and strengthening their employability concerning complex labor market requirements (e.g. digitalization, technical expertise) and knowledge development of employees through interdisciplinary teams, (online) training, and (apprenticeship) programs
	(-) Non-inclusive training slots (e.g. organizing training sessions after working hours and thereby hindering access to offered training)
Employment and inclusion of persons with disabilities	(+) Promoting knowledge and inclusion through diversity among employees, financial security for people with disabilities leading to improved quality of life
Measures against violence and harassment in the workplace	(+) Contribution to the prevention of discriminatory behavior by raising awareness, creating an environment where employees feel comfortable to communicating incidents and concerns
	(+) Contribution to the prevention of violence against women and raising awareness in society by supporting various initiatives (e.g. Orange the World campaign)
Opportunities	
Training and skills development	Investments in staff training/new technologies and capacity building to ensure compliance with new regulations, stay updated on sustainable manufacturing practices, and foster a culture of continuous improvement and thereby maintain/obtain skilled labour

wienerberger's impacts on working conditions originate in our business model as our workforce is a crucial factor in our production process and business conduct. Factories use contract workers to meet short-term production needs. Our production process requires shift work and inherently carries the risk of accidents and injury. Wienerberger's impacts related to Equal treatment and opportunities for all originate in the Group's vision ("For the people, for the planet, for convenience) and are as such related to our Strategy, as we have several policies in place that are designed to safeguard and uphold equal treatment and opportunities. They are further related to our business model, as securing a skilled workforce is crucial to upholding our desired level of production.

Our employees are the foundation of our success and a driving force behind our mission to enhance the quality of life for people sustainably. As a company, we are dedi cated to fostering an open, inclusive culture that empowers all employees to contribute actively to this vision.

Our core values—trust, respect, passion, and creativity—guide our daily interactions and decision-making. These principles ensure a productive and collaborative work environment where every team member can contribute meaningfully to our goals.

The primary impacts of wienerberger's business model on our workforce stem from the nature of our production facilities. Production operates on alternating shift models and often involves challenging working conditions, including physically demanding tasks. These factors can affect employee health and increase the likelihood of work-related injuries and accidents. Additionally, achieving gender diversity in demanding work environments presents a significant challenge.

wienerberger's workforce subject to material impacts includes employees, self-employed people (such as contractors and freelancers), and people provided by third-party staffing firms. wienerberger splits these employees by their functions into production, sales/commercial, marketing, logistics, and administration.

Negative impacts arising from challenging work conditions, shift work, and prolonged screen time are systemic issues within wienerberger's operations. wienerberger's production process bears an inherent risk of injury, which we strive to limit to a minimum by implementing strict Health & Safety guidelines and continuous monitoring, training, and building awareness. While the company actively addresses these challenges, they cannot be eliminated. Despite our commitment to a Zero Accident approach, occasional injuries still occur.

wienerberger actively supports collective bargaining agreements and negotiations to promote fair treatment and enhance employees' financial security. Additionally, we offer opportunities for part-time and flexible working time models and remote or home-based work (for administrative and white-collar staff) where applicable, contributing to higher employee satisfaction and improved work-life balance for individuals and their families.

The company also prioritizes employee wellbeing through occupational health services and safety training, which enhance overall health and safety levels across the workforce. wienerberger offers numerous training opportunities and apprenticeship programs to foster professional growth and expand employees' skill sets.

Furthermore, diversity programs and awareness-raising initiatives strengthen employee satisfaction and motivation by promoting inclusivity and fostering a culture of diversity within the company.

Efforts to reduce negative environmental impacts and achieve greener, climate-neutral operations can significantly affect the workforce. These initiatives may require changes to production machinery and processes or possible restructuring in cases where such adjustments are not feasible.

We will increase our specialized workforce and expertise at the local and central levels to implement the planned redesigns and energy efficiency improvements connected to our Transition plan. We will establish a network of local process engineers with expertise in energy-efficient ceramic production. At the central level, we will expand our R&D activities to cover advanced technology topics and further research.

Furthermore, we will strengthen our central technology teams to facilitate the rollout and commissioning of decarbonization technologies across the group. This additional expertise will be instrumental in ensuring the success of our transition towards more energy-efficient and sustainable production.

We regularly assess our work environment, processes, and related activities to identify and understand how certain employees, based on their characteristics, work contexts, or specific tasks, may be at greater risk of harm. These assessments include, among other measures, safety risk evaluations and health screenings to ensure the well-being and safety of our workforce.

We recognize the diverse needs within our workforce and are committed to addressing them through targeted measures that promote well-being, safety, and equal opportunities. Employees in operational roles may face risks related to shift working hours, occupational hazards, and potential health impacts. To mitigate these risks, we enforce strict safety standards, provide access to occupational health services, and conduct regular safety training.

For office employees, flexible work arrangements, such as remote or home-office options where feasible, help enhance well-being and work-life balance. However, increased digitalization and prolonged screen time can pose health risks, which we actively monitor to implement appropriate support measures.

We are dedicated to fostering an inclusive work environment that values diversity and ensures fair opportunities for all employees. Our initiatives focus on equal opportunity, inclusion, and well-being, ensuring that employees from different backgrounds feel supported and empowered. Through these efforts, we aim to create a safe, inclusive, and resilient workplace for our entire workforce.

S1-1 Policies

wienerberger has implemented these policies related to our workforce and human rights commitment statement:
- Diversity, Equity & Inclusion and Equal Opportunity Policy
- Equal Pay Policy
- Policy on Whistleblowing Procedure
- Code of Conduct
- Health & Safety Policy

Human Rights

wienerberger sets out our commitment to respecting human rights in the group Social Charter, which is based on the UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work, and OECD Guidelines for Multinational Enterprises.

wienerberger respects the human rights of all individuals and groups affected by our operations. This understanding includes, but is not limited to, employees, contractors, suppliers, employees working for our suppliers (including contracted and agency workers and sub-suppliers), agencies, partners, communities, children and future generations, and those affected by the use and disposal of our products. wienerberger details our commitment to respecting human rights in our Social Charter drafted in collaboration with the European Worker's Council, including preventing trafficking in human beings, forced labor or compulsory labor, and child labor.

As an employer, a meaningful way to respect human rights is to secure decent working conditions in our organization. wienerberger's commitment to respect human rights is guided by internationally recognized human rights and labor standards, including those contained in the UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work, and OECD Guidelines for Multinational Enterprises and the compliance with them is monitored locally by wienerberger subsidiaries.

A whistle-blowing hotline is available for employees and stakeholders to report any non-compliance. The remediation process in case of an incident is described later in section S1-3, Remediation, and Raising Concerns.

Social Charter

The Social Charter describes wienerberger's commitment to the UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work and OECD Guidelines for Multinational Enterprises. It lists the Human Rights related commitments of wienerberger.

Own Workforce

wienerberger is engaging with our workforce in multiple ways. Leaders serve as the first contact point for the workforce to address any issues the employees might want to raise. Worker's Councils and Trade Unions are active representatives for workers within wienerberger to help protect and support the workforce.

Regularly, we carry out an engagement survey to address possible local issues. A whistleblowing hotline is in place in every country where wienerberger operates to enable the possibility of safely and anonymously reporting human rights and employee rights infringements.

wienerberger is committed to fostering a workplace that treats every individual with respect and fairness, regardless of gender, race, religion, age, sexual orientation, disability, or any other characteristic protected by applicable laws. This principle extends to all aspects of employment, including, but not limited to, hiring, promotions, training, and compensation.

The wienerberger Code of Conduct, Social Charter, the Diversity, Equity & Inclusion (DEI), and Equal Opportunity Policy aim to help eliminate discrimination and harassment. The code also promotes equal opportunities and advances diversity and inclusion. Supported by articles of DEI & the Equal Opportunity Policy, the Code of Conduct and Social Charter specifically cover the grounds for discrimination, such as discrimination based on racial and ethnic origin, sex, sexual orientation, gender identity, disability, age, religion, political opinion, national extraction or social origin, or other forms of discrimination covered by EU regulation and national law. They describe how to prevent and mitigate discrimination (e.g. through zero-tolerance for bullying, promotion of the whistleblowing and grievance mechanisms, and promotion of a see-something-say-something-attitude), whereas the Policy on Whistleblowing Procedure specifies the procedure to be used and how to act when discrimination happens. The whistleblowing procedure is in place to address complaints, handle appeals, and provide recourse when employees identify discrimination. As of 31 December 2024, wienerberger does not have a specific global hiring policy for people with disabilities or marginalized groups.

Both DEI and Equal Opportunity Policy and Equal Pay Policy apply to all individuals within wienerberger. We describe the commitments arising from the policies below.

The head of the Work Council participates in policy-setting discussions and represents the employees' perspective while engaging in the policy-making process.

We communicate all policies to the individuals for whom they are relevant in multiple ways:

- Visual and physical communication (incl. posters, flyers)
- Documentation and training (online, hybrid, or classroom), with the option to be reviewed at a later point in time as recording
- Targeted written communication via e-mail
- Available on our internal communication channels

Our policies apply to all individuals at the wienerberger group and our fully consolidated legal entities. The Managing Board, as the most senior level of the organization, is accountable for implementing the policies. The wienerberger Managing Board distributes policies at least once a year to Managing Directors and Regional COOs. Those responsible for implementing the policies include but are not limited to Corporate HR, the Managing Board, Regional COOs, Country Managing Directors, and the local HR responsible persons. Any amendments and updates have to be approved by our Managing Board.

wienerberger Equal Pay Policy

We have adopted the Equal Pay policy to address the impacts related to gender equality and equal pay for work of equal value, which contributes negatively to the gender pay gap and reinforces society's perception of gender roles (and the male leadership role). wienerberger is committed to establishing a framework that promotes and ensures equal compensation for equal work and eliminates gender and other forms of bias in compensation practices for all individuals within our company.

We base our Equal Pay Policy on the provisions of the EU Directive 2023/970 on Pay Transparency.

wienerberger DEI and Equal Opportunity Policy

wienerberger adopted this policy to address the impact of the sub-topic gender equality and equal pay for work of equal value. Key commitments are fair compensation and eliminating the gender pay gap, diversity and representation, inclusion and equality.

We based the DEI and Equal Opportunity Policy on Article 21 of the Charter of Fundamental Rights of the European Union on Non-discrimination and the Universal Declaration of Human Rights.

Policy on Whistleblowing Procedure

The Policy on Whistleblowing Procedure is in place to enable the reporting of possible human rights and employee rights infringements in a confidential, technically secure manner and, if desired, anonymously. The policy covers all of wienerberger and our fully consolidated entities. This policy was adopted to address the impact of measures against violence and harassment in the workplace.

An external service and platform provider specialized in operating whistle-blowing services, SeeHearSpeakUp allows the management of reports or questions regarding these categories:

- Public Procurement
- Financial Services, Products and Markets, and the Prevention of Money Laundering, Terrorist Financing, and the Economic Interests of the EU
- Product Safety and Compliance
- Transport Safety
- Protection of the Environment
- Radiation Protection and Nuclear Safety
- Food and Feed Safety, Animal Health and Welfare
- Public Health
- Consumer Protection
- Protection of Privacy and Personal Data, and Security of Network and Information Systems
- Areas relating to the internal market of the EU, including Breaches of State Aid Rules, Competition Laws, and Corporate Tax
- Bullying
- Harassment and Discrimination
- Health & Safety
- Labour Standards
- Any other suspected adverse impacts on human rights not covered by the above
- Any violations against the regulations of the wienerberger Code of Conduct

We wrote our whistle-blowing procedure in accordance with the EU Directive 2019/1937 (Whistleblowing) and the Austrian Whistleblower Protection Act (HinweisgeberInnenschutzgesetz (HSchG)).

wienerberger Code of Conduct

The wienerberger Code of Conduct represents a binding guideline and sets out how its addressees should behave and act.

The defined principles ensure that we share a common understanding, demonstrate sound judgment, and maintain high standards of ethics and integrity in our dealings with all our stakeholders. As such, the Code of Conduct deals with employee and employer behavior, business behavior, and responsible citizenship. Regarding employee and employer behavior, the Code of Conduct promotes a safety culture, fairness, diversity, and inclusion, and it is the employees' responsibility to behave in such a way as to protect our assets, information, and reputation. We expect the same behavior from our business partners, suppliers, contractors, and customers. The addressed impacts are Measures against violence and harassment in the workplace, and gender equality and equal pay for work of equal value.

More on the Code of Conduct can be found in the G1-1 Business conduct policies and corporate culture section. The Code of Conduct is publicly available on our website.

wienerberger Health & Safety Policy

This policy addresses the Health and Safety impacts. We take responsibility for providing safe and healthy working conditions for all employees. Our vision is to be the producer and supplier of building materials and infrastructure solutions with the best safety record in our industry sector. Our goal is clear: no harm, zero accidents.

The Zero Harm Principle is at the heart of our Health & Safety commitment. It reflects our dedication to fostering a safe and healthy working environment as a fundamental human right. The Principle reinforces the belief that safety is not just a requirement but a core value that drives engagement, efficiency, and long-term sustainability, and we should integrate these ideals into every aspect of the business.

If incidents or accidents occur, wienerberger applies a cooperative approach to learn from what happened. We investigate the causes with employees and develop measures to avoid repetition.

To translate our Health and Safety responsibilities into actions, our H&S policy, various H&S systems, methods, and tools are integral to our organization. We strive to learn from our employees' experiences. We make changes and improvements continuously as we adopt new H&S standards. We recognize positive safety behavior and reward good ideas.

Key contents of the policy are the commitment to providing a safe and healthy working environment and taking responsibility for deploying and maintaining an effective Health & Safety management system.

wienerberger is not only doing our utmost to guarantee the physical safety of our employees but also caring about their mental health. We are, therefore, steadily enlarging the range of learning formats and services offered and intensifying our awareness-building campaigns. In this context, clear rules of conduct for the digital workplace are indispensable. An attitude of respect shown by executives towards employees also substantially impacts their wellbeing. Clearly defined leadership principles and rules of conduct, based on our values and embedded in our training and onboarding programs, contribute to creating a safe and healthy working environment.

wienerberger measures Health & Safety compliance via periodic audits, site inspections, safety concerns, and visible leadership. Site management shall take corrective and appropriate action to rectify any non-compliance identified.

The policy complies with all applicable local laws and regulations in countries where wienerberger is present.

Communication about Health and Safety is key. We keep our employees informed about relevant matters. We demonstrate our commitment through our continuous improvement initiatives, and collaborative and engaging processes involving our employees, third parties, and customers. Their feedback helps shape our decisions regarding Health and Safety priorities.

Risks will be identified and managed to limit them to the lowest practicable levels. We investigate all accidents, incidents, and safety concerns to identify the root cause, with appropriate remedial measures taken as required. We provide sufficient training and information to all individuals to enable our operations to be undertaken in the safest possible manner.

S1-2 Engagement

The engagement occurs in two ways, directly with our workforce and through their representatives, as described below:

Direct engagement:

- We conduct a Global Employee Survey every 2-3 years where we ask all employees to anonymously provide feedback to gain insights into the Engagement & Enablement of our workforce
- Team workshops at the headquarters level as a follow-up of the Employee Survey to mutually work on potential areas of improvement and to provide an additional forum for feedback
- Annual Performance & Development Process to provide a forum for mutual feedback sessions and to discuss potential impacts
- A significant number of Learning & Development opportunities are provided to our workforce to strengthen the awareness of our values and standards

- The Policy on Whistleblowing Procedure - Every employee has the opportunity to directly report concerns on defined areas or violations against the regulations of the Code of Conduct to escalate any potential concerns

Via representatives (Workers' Councils if established):
- Employees have the opportunity to contact the Workers' Council to address any concerns
- At the headquarters level, the Worker's Council and representatives of Human Resources meet regularly (at least bi-weekly and ad-hoc as required) to discuss workforce-related topics
- We established a European Worker's Council that meets regularly (half-yearly) and invites representatives from the Managing Board and Human Resources to discuss topics on the country and regional level that impact the workforce.

If the feedback provided is connected to any of the impacts, risks, and opportunities set out in Chapter S1- SBM-3 , this data is considered a resource in steering our measures towards improving and achieving our targets.

As the most senior level in the organization, the Managing Board and the Head of the European Worker's Council are accountable for operational responsibility for ensuring that engagement happens.

wienerberger's Social Charter, as a Global Framework Agreement signed between wienerberger and the European Worker's Council, represents our commitment to respect human rights.

We assess the engagement with our workforce via our Global Employee Survey, multiple workshops on our values, and improvement in the course of Learning & Development measures based on anonymized data from the respective reporting channels. We implement a wide variety of forums for communication to eliminate any potential barriers to engaging with the workforce.

Based on the confidential feedback received from the employees, we organize workshops to implement this feedback and to work on areas where the employees feel improvement is needed. Actions tailored to each team are agreed upon, and action points are assigned to the Senior Management level and tracked together with the responsible HR business partners via a tracking platform. HR regularly updates the Managing Board on the progress of these action points.

To reduce the inhibitions of minorities or vulnerable groups in addressing potential problems, the company has set up channels through which feedback can be given anonymously or where potential violations of our values, laws, or the provisions of our Code of Conduct can be reported. In addition, we provide various training and communication measures to draw attention to our values continuously and clarify that reporting violations or justified suspicions must never lead to any sanctions against the reporting individual.

As a core principle, wienerberger commits to complying with specific standards (e.g. human rights) in our Social Charter. These standards apply to all other policies and regulations across the group and represent the minimum requirement.

They are further detailed in additional policies and our Code of Conduct and are binding for all employees subject to the respective policies or directives.

S1-3 Remediation and raising concerns

As a formalized grievance mechanism, wienerberger has a whistleblowing hotline (SeeHearSpeakUp), operated by a third party, in place, the governance of which is set out in our Policy on Whistleblowing Procedure and our Code of Conduct. Every employee is actively encouraged to directly report concerns on defined areas of violations (see section S1-2 Policies) against the regulations of the Code of Conduct to escalate any potential concerns. The whistleblowing hotline is equally accessible to external stakeholders and promoted on our company website.

If a violation or breach of the wienerberger Code of Conduct is identified, we encourage our employees to raise the issue at any time. In many cases, non-serious concerns can be addressed and resolved directly with the supervisor, local HR representatives, or the local Worker's Council (where established).

For serious violations or if the procedure outlined above appears inappropriate, employees can contact the wienerberger Whistleblowing Committee (WBC) directly or submit an anonymous report via the external whistle-blowing service.

The WBC meets regularly (every 5-6 weeks) and consists of senior representatives from legal, audit, and HR departments at headquarters as well as the Head of the European Worker's Council. This structure ensures that a workforce representative is involved in addressing any concerns raised by our employees.

The wienerberger CFO and the Head of the European Worker's Council are designated as the arbitrator for any final decision in cases where the WBC cannot reach an agreement.

Counteractions to remedy a negative impact can range from apologies, financial or nonfinancial compensation, prevention of harm through injunctions or guarantees of non-repetition, punitive sanctions (criminal or administrative, such as fines), restitutions, restoration, and rehabilitation. The WBC carefully tailors appropriate countermeasures to each case. The effectiveness is assessed through follow-up meetings after the incident is closed.

The Chairman of the WBC regularly provides the Managing Board and the Supervisory Board with updates on the work of the WBC on an anonymized basis.

Whistleblowers' reports can be made by telephone, e-mail, or via a web report in the whistleblower's native language, reducing potential obstacles. This process is open to both internal and external whistle-blowers. We inform employees via various communication channels about the possibility of raising concerns via the Whistle-blowing process (e.g. Intranet, Code of Conduct, Homepage, Posters).

We track reports submitted through the external whistleblowing provider on the platform. Additionally, we created a separate dashboard to provide information on the type and severity of concerns, the reporting channel used, and the number of concerns. Together with statistical data on the status of each case, this information is presented to the WBC each quarter. It allows the WBC to determine the impact and effectiveness of the Policy on Whistleblowing Procedure mechanism.

An additional separate reporting channel has been established through Internal Audit to ensure that any other serious human rights impacts or incidents and possible fines or penalties in this regard that may not have been reported through the whistle-blowing system are addressed. Further, wienerberger actively monitors whether there have been any allegations against the group's companies on adverse impacts on human rights through the publicly available database of the OECD.

The information on the Code of Conduct and Policy on Whistleblowing Procedure is available on the intranet and on our homepage and is continuously updated. In addition, during factory tours by the regional HR management and audit reviews by the internal audit team, we regularly check whether the whistleblowing process and the information about it have also been rolled out locally and whether employees are guaranteed easy access to the corresponding information.

The Social Charter, the Code of Conduct, and the Policy on Whistleblowing Procedure state that anyone who reports a suspicion or violation in good faith need not fear restrictions on their career, income, other professional development opportunities, or other repressive measures.

S1-4 Actions

In 2024, we continued to focus on the worker-related aspects of our Sustainability Program 2026, which we launched in 2023. The Managing Board reinforced this direction by supporting the program, reflecting their ambition to achieve strategically important targets.

As a result, the Sustainability Program 2026 became an established framework that guided our steps in identifying the most appropriate actions to implement. Given the large scope of the entire group, the roll-out of these actions is planned in a step-by-step approach, with a strong focus on local needs and priorities.

Employees with diverse backgrounds benefit from initiatives aimed at fostering equal opportunity. These efforts include promoting innovation through diversity, supporting the inclusion of people with disabilities, and enhancing financial security to empower independence and self-determination. Recognition, appreciation, and the promotion of diversity and inclusion are integral to our corporate culture, supported through various initiatives.

In 2024, our diversity, equity, and inclusion action plans (that serve as a measure to implement our DEI and Equal Opportunity Policy) were set up in three pilot countries where HR has organized interactive workshops with participants from different roles, experiences, hierarchy levels and genders, as well as Worker's Council representatives, where possible. Tailored actions identified in these workshops (e.g. increase of female employees in production, measures to target an aging workforce, improvement of diversity regarding cultural backgrounds and languages) are then developed and implemented within the local organizations as appropriate. wienerberger's diversity team within HR continuously tracks progress toward these individual action points and targets. We aim to establish local action plans in all countries by 2026 (see section S1-5 Targets).

Regarding hiring and our Equal Pay Policy, in 2024 we updated our official Recruiting Process Description to further strengthen the recruitment process and its footing on qualifications, skills and experience. We store all recruitment records in our learning management and human resources systems to provide a transparent view of employee opportunities and their progression. Unless expressly confidential, all positions are listed for all employees to view on our internal careers site. The effectiveness is tracked by the number of complaints raised against the existing recruitment procedure.

To address gender pay gap, wienerberger has initiated a specific action, which is currently in early phases of development. wienerberger is planning to monitor its gender pay gap for all remuneration elements and is in the process of rolling out training and communications to create awareness and transparency on the issue. We are setting up a non-biased job evaluation system. Measures include the transparent sharing of pay-related information with affected stakeholders (employees, applicants). The gender pay gap is being tracked and monitored, with the results evaluated twice a year. This action is connected to successful implementation of our Equal Pay Policy.

The above-mentioned actions are responding to the identified materials impacts "Gender equality and equal pay for work of equal value" and "Employment and inclusion of persons with disabilities". The effectiveness tracking and assessment of the actions lays with the local entities.

The training on non-discriminatory practices is offered to all wienerberger's employees and can be found on the MyHR learning platform. This ongoing practice was established already in the past and remains in place also in the future. We have multiple avenues for our employees to develop their skills, such as our content library on MyHR and our global development programs, among many other offerings at the local level. Various communication and training measures ensure that this information is accessible to all employees, raising awareness of the importance of these issues. We also established a reporting system allowing potential violations of our standards and regulations to be reported anonymously. This action responds to the identified impact of "Training and skills development" and the opportunities arising from it.

All these actions also support the Sustainability Program 2026 and are to be implemented by 2026.

Regarding our material risk of unattractive working conditions (due to poor wages, excessive working hours or shift work), wienerberger has been relying on adopting the best practice suggestions by the local entities. As the risks are connected to location and production process specific challenges, finding the best option remains with the local HR and management team. This ongoing practice was established already in the past and remains in place also in the future. The group best practice suggestions include local initiatives such as:

- Modification and adjustments of shift plans to suit better the local employees
- Monitoring market pay data and adjust the salary levels to our local benchmarks to stay competitive
- All sort of protection measures (against heat, dust and noise) that ensure optimal working conditions

As the needs are different for each country, finding an optimal solution which would fit all remains an elusive goal. Nonetheless we will keep exploring the options to address this risk in the future. The tracking of effectiveness and assessment of the measures are carried out by local entities through monitoring employee turnover, exit interviews, and a biannual employee survey.

Health and safety remain a top priority, with strict policies and preventive measures in place to create a secure and supportive workplace for all employees. By integrating comprehensive business policies, ongoing monitoring, and corrective measures when necessary, we continuously strive to uphold the highest standards of fairness, health and safety, and employee well-being. Our commitment extends beyond compliance, fostering a culture of responsibility that supports both our workforce and broader ethical business practices.

S1-5 Targets

As part of our Sustainability Program 2026 we adopted the following targets related to our social commitment:

- 20.000 visible leadership hours (VLM) per year (2023 – 2026)
- 18 hours of training per employee per year (2023 - 2026)
- 500 apprentices cumulatively trained (2023 - 2026)
- Development and implementation of inclusion and diversity action plan in all countries (2023 - 2026). Every action plan will include an equal pay and equal opportunity policy

The wienerberger Sustainability Program 2026 framework includes the target of 20,000 visible leadership hours, which is connected to the Health & Safety policy as VML is a safety measure. Visible Management Leadership (VML) aims to create organized opportunities for Management to interact with employees and discuss health and safety in a location as close as possible to where employees work. Employees "see" our managers discussing safety and "feel" our importance to the company. As managers, we lead by using one of our most important resources, "our time". We define VML as a planned interaction between a member of the local management team and workers at the location where they perform their jobs. The manager observes the task the worker is performing and enters into a dialogue with the worker. The VML takes approximately 15 minutes to 30 minutes per interaction, and managers check for PPE's appropriateness and general health and safety risks around the task the worker is performing and the area where they are performing their tasks. The dialogue is about creating awareness of possible risks and how to mitigate these risks. The VML hours are recorded and added for all workers and managers in the organization. The scope of this target is the workforce of wienerberger. This target is addressing the impact of Contributions to long-term health effects, occurrence of injuries or temporary and permanent damage to health or even death due to occupational accident s and occupational diseases.

The target of 18 hours of training per employee per year focuses on our commitment to ensure the continuous development of a skilled and adaptable workforce, fostering innovation, competitiveness, and economic growth. It aligns with our objectives as it:

- Helps enhance the company productivity by equipping employees with the necessary knowledge and skills
- Ensures to continuously develop wienerberger's human capital to stand up to increasing competition and technical and technological change
- Contributes to the overall resilience and prosperity of the region
- Helps reduce unemployment and enhance employability
- Aligns company objectives with broader social and economic goals and promotes social inclusion

This target is connected to the Code of Conduct, as this policy covers both employer and employee behavior and standards. The target responds to the identified impact of "Training and skills development" and the opportunities it creates. We define training as all personnel development measures where knowledge is imparted in any form, and the company's employees receive (further) education and training from internal or external trainers. Training refers to all measures designed to support the learning and development of new and existing skills and improve performance within specific tasks and/or roles. Training can take place in an instructor-led format, such as face-to-face events or seminars, coaching, and attending specialist lectures, or online, for example, in the form of webinars.

Training can also be any form of e-learning that uses digital media without a trainer being physically present. E-learning can be slides, PDFs, or videos that employees consume regardless of location or time.

For a training initiative to be recognized as supported by wienerberger and included in this report, wienerberger must provide financial resources and/or allocate work time for employee participation.

Training hours per employee are the total number of training hours spent on training in the sense of the above definition by all wienerberger employees divided by the total number of wienerberger employees (average number of completed training hours per headcount). One training hour equals 60 minutes. The scope of this target is the workforce of wienerberger. This target is addressing the impact of Promoting employee's knowledge and strengthening their employability concerning complex labor market requirements (e.g. digitalization, technical expertise) and knowledge development of employees through interdisciplinary teams, (online) training, and (apprenticeship) programs.

The target of 500 apprentices cumulatively trained helps to ensure that wienerberger assumes responsibility for the training and further education of young professionals on the labor market and thus gives them complete competence and capability in an occupation or trade. This target is connected to the Code of Conduct, as this policy covers employer and employee behavior and standards. The target responds to the identified impact of "Training and skills development" and the opportunities it creates. Furthermore, offering this form of employment helps the evolution of apprenticeships in wienerberger's labor markets. It thus contributes to enabling a well-defined system where apprenticeships have a clear role within the overall national education and training systems throughout Europe.

The main characteristics of the apprenticeship schemes are typically defined in national regulatory frameworks, and no EU-wide or global definition exists. How countries formally define or generally understand the terms "apprenticeship" or "apprentice", how sharing of responsibility between the education and training side and the labor market side is organized, the duration of apprenticeship training, the scope of time spent within the company, and the relationship between the learner and the company differ from country to country. Also, apprenticeships' strategic function and purpose are heterogeneous, with implications for how they are defined and placed in national education and training systems. Some countries in which wienerberger operates do not even have a legal apprenticeship scheme.

wienerberger defines an apprentice as a person undergoing vocational training while working (typically for pay) for wienerberger, which helps the apprentice learn their trade or occupation. An apprenticeship is an in-company training accompanied by studying/learning at a provider of education and training to learn a trade or profession within a predefined period. Apprenticeships often start immediately after completing compulsory schooling, typically at the secondary education level. Thus, this form of employment frequently concerns young professionals. There is a contractual link between the learner and the company via a direct employment and/or educational contract between the parties or via a third-party apprenticeship agency.

We report the target as the number of people in the headcount who started (new hires/new starters) as apprentices, trainees, interns, or working students in the reporting period in wienerberger. The scope of this target is the workforce of wienerberger. This target is addressing the impact of Promoting employee's knowledge and strengthening their employability concerning complex labor market requirements (e.g. digitalization, technical expertise) and knowledge development of employees through interdisciplinary teams, (online) training, and (apprenticeship) programs. We measure progress starting 2023 as the baseline year, therefore the respective baseline value is 0.

Due to local legislation, specific regulations on diversity, equity, and inclusion (DEI) at the EU level might vary from country to country. Reporting on DEI initiatives is vital for transparency and accountability. The European Commission promotes diversity and inclusion as key drivers of economic growth and social progress. EU directives and guidelines encourage companies to adopt and report on diversity policies, ensuring equal opportunities and fair treatment for all employees. This plan is connected to our Policy on Diversity, Equity and Inclusion.

Considering different local legislations and needs, wienerberger commits to implementing action plans on DEI in all countries to form a culture that lives DEI in all aspects of daily business by valuing and utilizing the unique perspectives of all our employees.

wienerberger defines diversity as the level of representation of any dimension that reflects people's different identities and backgrounds. This distinction can include their ethnicity, sexual orientation, gender, gender identity, age, social background, religion, beliefs, or other identifying characteristics.

Equity implies that people have fair access, opportunity, resources, and power to thrive, and our goal is to move beyond historical and systemic barriers to achieve greater fairness of treatment and outcomes.

Inclusion is defined as the extent to which we value people's distinctive identities, experiences, and perspectives and provide them with equal opportunities for participation.

For DEI to succeed, wienerberger must have a holistic approach that focuses on all three components equally. wienerberger acknowledges that every country and region has different legal frameworks and distinct cultural heritage and beliefs. Understanding the local stakeholders (employees, customers, suppliers, NGOs) is a key element for shaping and implementing DEI under the wienerberger umbrella.

We report this target as the total number of country DEI Action Plans agreed and approved by the respective country organization and an eventual Group Responsible DEI Officer who drives the implementation of these action plans locally. This target is addressing the impact of Contribution to equal opportunities and justice for all, especially gender equality, promotion of destigmatization of people with queer identity (e.g. awareness building), and fostering equal opportunity and well-being.

The targets reflect management's vision and ambition rather than being solely based on definitive scientific evidence. We designed the targets using the internal directive of management (no external stakeholders were involved). The above-mentioned targets apply until 2026 and are set in the framework of the Sustainability Program 2026. The data source for monitoring progress toward the target is our internal reporting system recorded quarterly, half-yearly, and annually. The scope of this target is the workforce of wienerberger.

Targets related to Own Workforce	**2024**	**Target**
20.000 visible leadership hours per year	48,959	20,000
18h of training per employee per year	23	18
Total of apprentices cumulatively trained (for period 2023–2026)	352	500
Development and implementation of inclusion and diversity action plan in all countries (for period 2023–2026)	3	32

S1-6 Characteristics of employees

Employees by gender at end of period, based on headcount	**2024**
Male	17,106
Female	3,569
Other	1
Not reported	0
wienerberger	**20,676**

This indicator shows the number of employees in a direct employment relationship with wienerberger at the reporting date. The most representative number in the financial statements (reported in FTE) to the information reported in the table above can be found in Note 7. Operating Segments in the Notes accompanying the Consolidated Financial Statements.

The total number of employees includes those with limited and unlimited contracts working full-time, part-time, or under a non-guaranteed hours regime. The figures also include employees on long-term leave.

In principle, wienerberger prefers to work with employees under permanent employment contracts and wants to keep the percentage of agency workers reported as non-workers as low as possible.

Long-term leave typically includes maternity leave, parental leave, garden leave, educational leave, or similar situations, whether paid or unpaid.

Countries with significant employment at end of period, based on headcount	**Total**
USA	2,326
France	2,246
Germany	2,198
Rest of the world	16,232
wienerberger	**20,676**

Employees by gender and type of employment contract at end of period, based on headcount	**Male**	**Female**	**Other**	**Not disclosed**	**Total**
Permanent employees	16,541	3,433	1	0	19,975
Temporary employees	481	119	0	0	600
Non-guaranteed hours employees	84	17	0	0	101
wienerberger	**17,106**	**3,569**	**1**	**0**	**20,676**

Employees by gender and operating segment at end of period, based on headcount	**Europe West**	**Europe East**	**North America**	**wienerberger**
Permanent employees	10,537	6,736	2,702	19,975
Temporary employees	380	219	1	600
Non-guaranteed hours employees	60	41	0	101
wienerberger	**10,977**	**6,996**	**2,703**	**20,676**

Leavers at end of period, based on headcount	**2024**
Leavers	3,961
- thereof due to restructuring	481
Turnover rate	19.16%

Leavers include the total cumulative number of employment terminations (leavings) of all employees with permanent employment contracts and a temporary contract who leave voluntarily or due to dismissal, retirement, or death in service.

Employee turnover is the aggregate number of employees who leave voluntarily or due to dismissal, retirement, or death in service divided by the total number of all employees.

S1-8 Collective bargaining coverage and social dialogue

A collective bargaining agreement is a contractual agreement between representatives of employers and representatives of employees (Labor Unions), which regulates the rights and responsibilities of employers and employees (above all terms and conditions of employment such as wages, hours of work, working conditions, grievance-procedures). More than one collective bargaining agreement exists within the European Economic Area (EEA). The disclosure is based on the headcount as of the reporting date.

Worker's representatives refer to individuals or entities that act on behalf of workers or employees within an organization. These representatives are crucial in facilitating communication and negotiation between workers and management. Their primary objective is to represent the interests and concerns of the workers, ensuring that their rights are protected and that they have a voice in workplace decisions. Worker's representatives include both trade union representatives and elected representatives.

wienerberger has an agreement with our employees for representation by a European Worker's Council in addition to local workers' representation.

The table below shows the disclosures for countries with significant employment.

	Collective Bargaining Coverage		**Social dialogue**
Coverage Rate	**Employees – EEA**	**Employees – Non-EEA**	**Workplace representation (EEA only)**
0–19%		North America	
20–39%		Europe West	
40–59%			
60–79%	Germany	Europe East	
80–100%	France		Germany, France

S1-9 Diversity metrics

Age structure of employees	2024	in %
< 30 years	3,139	15%
30 – 50 years	9,963	48%
> 50 years	7,574	37%
Total	**20,676**	**100%**

Number of employees top management level	2024	in %
Female	24	15%
Male	138	85%
Other	0	0%
Total	**162**	**100%**

We define top management as wienerberger Senior Managers, i.e. positions falling into job levels 1-3 on the Mercer IPE methodology and additionally all Managing Director positions.

S1-10 Adequate Wages

In the EEA, we set the minimum wage as per the Directive (EU) 2022/2041 of the European Parliament and of the Council on adequate minimum wages in the European Union. In the period until Directive (EU) 2022/2041 enters into application, where there is no applicable minimum wage determined by legislation or collective bargaining in an EEA country, the company shall use an adequate wage benchmark that is either not lower than the minimum wage in a neighboring country with a similar socio-economic status or not lower than a commonly-referenced international norm such as 60% of the country's median wage and 50% of the gross average wage.

Outside the EEA, adequate wage refers to the wage level established in any existing international, national, or sub-national legislation, official norms, or collective agreements based on assessing a wage level needed for a decent standard of living. If none of these instruments exist, the adequate wage can be identified as any national or sub-national minimum wage established by legislation or collective bargaining.

All of wienerberger's employees earn an adequate wage.

S1-13 Training and Skills Development Metrics

The metric "percentage of employees that participated in regular performance and career development reviews" shows the proportion of employees (headcount as of the reporting date) that participated in regular performance and career development reviews and successfully completed the review compared to the total headcount of employees that based on manager's decision should have participated in regular performance and career development reviews within the legal entity as of the reporting date, no matter if the review was fully completed or not.

The average number of training hours per employee relates to our targets (see section S1-5) and is described under "18 hours of training per employee and year".

	Female	Male	Other	Total
Total amount of performance reviews	2,227	7,035	0	9,262
Percentage of employees that participated in regular performance and career development reviews	11%	34%	0%	45%
Average number of training hours per employee and gender	24.5	22.7	0.0	23.0

S1-14 Health and safety metrics

Health and safety data points	2024 Employees	2024 Non-employees
Percentage of own workers who are covered by health and safety management system based on legal requirements and (or) recognised standards or guidelines	96%	
Number of fatalities in own workforce as result of work-related injuries and work-related ill health	2	
Number of fatalities in own workforce as result of work-related injuries	2	
Number of fatalities in own workforce as result of work-related ill health	0	
Number of fatalities as result of work-related injuries and work-related ill health of other workers working on undertaking's sites		1
Number of fatalities as result of work-related injuries of other workers working on our sites		1
Number of fatalities as result of work-related ill health of other workers working on our sites		0
Number of recordable work-related accidents for own workforce	336	
Rate of recordable work-related accidents for own workforce	9.36%	
Number of cases of recordable work-related ill health of own workforce	1	
Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health	5751,5	

The Health and Safety Management system is a structured approach used by the company to systematically manage workplace occupational health and safety risks. It involves policies, procedures, processes, and practices designed to identify, assess, control, and monitor hazards and risks to ensure employees, visitors, and other stakeholders' wellbeing and safety. The Health & Safety Portal is a digital platform used to support health and safety processes at the company.

Fatality (fatal accident) (FAT) is an unintended occurrence during a period of paid work that results in death following physical injury or following work-related exposure to harmful situations or substance(s).

The number of recordable work-related accidents is the total number of recordable work-related accidents and illnesses defined as a summary of all fatalities, lost-time injuries, restricted work accidents, and medical treatment accidents. We calculate the rate as the sum of all persons involved in recordable accidents per 1,000,000 exposure hours.
The number of days lost due to work-related injuries and fatalities is the total number of calendar days (including weekends and national holidays) when employees are absent due to work-related injuries and fatalities. These are all calendar days between the day the Injury occurs and the day the injured employee resumes work-related activities. In case of a fatality, we record 365 calendar days as lost time.

The health and safety management system wienerberger uses is the H&S reporting and management tool, the wienerberger H&S Portal. As a matter of principle, this Safety Management System covers all workforce members.

Despite our efforts to ensure safe and healthy working conditions, in 2024, wienerberger experienced 3 tragic accidents with fatal consequences.

In the aftermath of each accident, our priority was to support the needs of the families and team members of the individuals involved. We thoroughly investigated the details of the accidents and their causes. We developed remedial actions for the whole wienerberger organization with the sole purpose of preventing any form of reoccurrence.

The three tragic accidents underscore the importance of prioritizing our care for the health and safety of all who work with us. It confirms the need to do all we can to prevent such tragedies in the future.

As we reflect on the tragic events of 2024, our thoughts go out to all affected by the accidents. Our commitment to the well-being of our workforce and their loved ones is unwavering.

S1-16 Remuneration metrics

The unadjusted gender pay gap is the difference in average pay levels between female and male employees, expressed as a percentage of the average pay level of male employees.

The calculation covers all employees, including apprentices, blue- and white-collar workers, and managers. A major driver of the gender pay gap is our workforce composition, which is largely made up of non-office workers—traditionally male-dominated roles. Furthermore, the significant variations in wage structures across the countries in which we operate make cross-regional comparisons more complex.

To improve transparency in salary differences, we are taking proactive measures to establish a strong foundation for compliance with the EU Pay Transparency Directive.

Male-female pay gap	2024
wienerberger	-3.04%

Ratio between Highest paid individual and Median	2024
wienerberger	83

S1-17 Incidents, complaints and severe human rights impacts

The local management of the group companies conducted the required checks in accordance with our internal guidelines. As part of this process, we consulted National Points of Contact to verify the existence of any allegations related to adverse human rights impacts. Furthermore, local management confirmed that no severe human rights impacts related to our workforce were identified during the reporting period. We also confirmed that no fines were imposed on wienerberger as a consequence of severe human rights impacts or related complaints. Based on these confirmations, we report no complaints against the company regarding incidents of adverse human rights impacts. Furthermore, no incidents of discrimination (including harassment) were reported.

S2 - Workers in the Value Chain

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

wienerberger has conducted a double materiality analysis to identify the actual and potential material impacts, risks, and opportunities concerning Workers in the Value Chain, both upstream and downstream, outlined in the table below[1]. No material risks or opportunities were identified. A detailed overview of the methodologies, assumptions, and tools used in the double materiality analysis can be found in the General Information - IRO-1 Double Materiality Analysis section.
All impacts defined in the double materiality analysis are related to our upstream value chain.

Working conditions

Impacts	
Secure employment	(-) Contribution to improper working conditions due to lack of safeguards by suppliers from abroad
	(+) Contributing to a secured livelihood of workers in the value chain through constant demand from wienerberger for the required resources
	(-) Contribution to job insecurity of workers in the value chain due to dependency on wienerberger as a customer
Adequate wages (and housing)	(+) Contribution to income security for workers in the value chain through entering into fair contractual conditions and thereby enabling adequate remuneration to ensure a decent standard of living
Health and safety	(-) Contribution to injuries or temporary and permanent damage to health or even death of workers in the value chain due to occupational accidents and occupational diseases
	(-) Contribution to long-term health effects among workers in the value chain due to working conditions that are harmful to health and contribute to air pollution
	(-) Urban mining operations can expose workers to various occupational health and safety hazards

Equal treatment and opportunities for all

Impacts	
Training and skills development	(+) Promoting knowledge of the workforce in the value chain and strengthening their employability in the labour market

The identified material impacts related to workers in our value chain originate in our business model as the upkeep of a stable and secure value chain is a crucial factor in our production process. They originate in the Group's vision ("For the people,

1) (-) Negative impact; (+) Positive impact

for the planet, for convenience") and are as such related to our Strategy, as we have several policies in place that are designed to safeguard and uphold working standards and human rights in our value chain.

Classification of value chain workers subject to material impacts categorized by 6 (supplier) types:

- External workers in wienerberger's clay pits:
External workers in wienerberger's clay pits are involved in extracting raw materials, including mining operations, maintaining clay pit infrastructure, the recultivation processes, and transporting raw materials to production plants.

- External workers in upstream sourcing and distribution
These workers source and transport purchased materials, such as clay and additives, to wienerberger production plants.

- External workers conducting outsourced, non-core tasks
External workers performing specialized, non-core tasks include repair and maintenance mechanics, machine builders and installers, inspectors, plumbers, roofers, builders, and electricians.

- External workers in outbound/downstream distribution
This category includes workers who deliver finished products to consumers and end-users, such as transporters and delivery service providers

- External workers in recycling and recovery
External workers in recycling and recovery are responsible for industrial waste collection, repairing returnable pallets, urban mining for reusable materials, and recultivating clay pits.

- Workers in marketing and after-sales activities
This group includes workers from marketing and publicity agencies, event management and catering services, product claim repairs, and charity events

The material impact related to secure employment and adequate wages is not localized to specific geographies and is managed by our procurement policies. The wienerberger Supplier Code of Conduct (SCOC) applies to all our suppliers worldwide.

The material impact related to health and safety results from the operational nature of our productions and is managed by our Health and Safety policy (more details on Health and Safety in chapter S1 Own Workforce).

Within the assessment of material impacts, risks, and opportunities, wienerberger has developed an understanding that no supply chain workers with particular characteristics, those living in particular contexts, or those undertaking particular activities are at greater risk of harm than others.

Negative impacts from challenging work conditions are systemic issues within wienerberger's operations. wienerberger's production process bears an inherent risk of injury, which we strive to limit to a minimum by implementing strict Health & Safety guidelines and continuous monitoring, training, and awareness creation. While the company actively addresses these challenges, they cannot be eliminated. Despite our commitment to a Zero Accident approach, occasional injuries still occur.

wienerberger actively contributes to workers' income security and livelihood stability across its value chain through fair contractual agreements and sustained demand for essential resources. By fostering long-term partnerships with suppliers and maintaining fair contractual conditions, as laid out in the Procurement Responsible Sourcing Policy, we enable stable income streams and economic security for those involved in our supply chain. Our consistent demand for raw materials and other resources supports a secured livelihood for workers by providing continuous employment opportunities. We support workforce development through upskilling initiatives that enhance employability and career growth. Through these commitments, we contribute to job creation and skill development.

S2-1 Policies

In 2020, the wienerberger procurement team introduced Responsible Sourcing as a new and integral pillar within its Procurement Strategy, reinforcing the foundation of the company's supplier management. This addition aimed to embed and ensure the procurement function's ownership and contribution to the Group's Sustainability and Environmental-Social-Governance (ESG) compliance strategy and objectives. To formalize this approach, wienerberger adopted the wienerberger Procurement Responsible Sourcing Policy (WBP RSP20+).

Ensuring compliance with the highest integrity and business ethics standards is of special importance for wienerberger.

wienerberger reaffirms its global commitment to fair working conditions and respect for human rights. Within its sphere of influence, it guarantees governance (G) of the protection of fundamental human rights (S) and the protection of the environment (E).

wienerberger ensures alignment and compliance with its ESG standards through a commitment to the following:

- The Ten Principles of the UN Global Compact, to which wienerberger committed in 2003
- The 17 Sustainable Development Goals, to which wienerberger committed in 2019
- The Paris Climate Agreement, which wienerberger has joined in support of its climate ambitions
- The relevant conventions and recommendations of the International Labour Organization (ILO), signed by wienerberger and the Chairman of the European Forum ILO in 2001
- All applicable local, regional, national, and EU governmental ESG-related laws, directives, and regulations

wienerberger expects all its suppliers, value chain partners, workers, and products/services to adhere to similar ESG standards.

The wienerberger Supplier Code of Conduct sets out the minimum requirements that we expect our suppliers to meet in terms of responsible action regarding the environment, social aspects, and governance, including respect for human rights and compliance with other requirements of the ten principles of the UN Global Compact and UN Guiding Principles on Business and Human Rights.

We expect our suppliers to comply with all applicable local laws and regulations related to labor and employment. Furthermore, we expect suppliers to treat all employees fairly, ethically, respectfully, and with dignity. The Supplier Code of Conduct directly addresses trafficking in human beings, forced labor or compulsory labor, and child labor.

We developed the SCOC in line with the UN Global Contact and UN Guiding Principles on Business and Human Rights, with the support of EcoVadis. It was fully mandated and signed by the Managing Board of wienerberger in 2020.

In assessing suppliers, they must sign the SCOC, or the suppliers' own Code of Conduct, approved by a Procurement ESG Steering Committee member. Any supplier refusing to sign or submit their own Code of Conduct will automatically be seen as a "red flag" and referred to the Procurement ESG Steering Committee.

wienerberger has not received any reports on the cases of non-respect of the UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work, or OECD Guidelines for Multinational Enterprises that involve value chain workers in 2024.

Procurement Responsible Sourcing Policy (WBP RSP20+)

wienerberger procurement is dedicated to the responsible sourcing of goods and services, integrating environmental, social, and governance (ESG) considerations into sourcing decisions alongside financial factors. The objective of the WBP RSP20+ framework is to embed Responsible Sourcing principles within the wienerberger group and its supplier network. We expect our suppliers to uphold the same commitment to ESG as wienerberger. At a minimum, suppliers must adopt and implement the company's policies, codes of conduct, international standards (e.g. UN Global Compact and UN Guiding Principles on Business and Human Rights), and relevant local/EU laws and directives. The Policy addresses our material impacts relating to Adequate wages, Contributing to a secured livelihood of workers in the value chain through constant demand from wienerberger for the required resources and Contribution to job insecurity of workers in the value chain due to dependency on wienerberger as a customer.

Furthermore, wienerberger procurement must demonstrate the assessment, documentation, compliance, and continuous improvement of ESG practices. This commitment to Responsible Sourcing must be evident throughout the entire value chain.

The elements of wienerberger Responsible Sourcing are as follows:

- Environmental (E) "Green Procurement" focuses on ensuring that the value chains of products and services procured by the company are as sustainable as possible. Efforts aim to minimize environmental impact, promote sustainable business practices, and actively support the circular economy.
- Social (S) performance evaluates a supplier's ability to act as a responsible corporate citizen. Key considerations include workforce engagement and training, product health and safety, community involvement, data and IT security, and upholding human rights across all business operations.
- Governance (G) ensures compliance with our policies, international and local laws, and EU regulations and directives. It also involves assessing supplier policies, standards, transparency in information disclosure, auditing processes, and adherence to ethical business practices.

The policy applies to all wienerberger entities except those based in the USA, Canada, and India, as well as Kompromen and Strojer in Denmark and Wideco in Sweden and the newly acquired Terreal and Creaton entities. Although the impact of the WBP RSP20+ only applies to wienerberger's direct (tier1) suppliers, its workers, and its value chain, wienerberger encourages the supplier to invite its own suppliers (tier2) to comply with the same WBP RSP20+ terms.

The Managing Board, as the most senior level in the organisation, is accountable for implementing the policies.

The primary stakeholders of the policy include the wienerberger procurement community and our supply chain partners. The procurement teams developed the policy as an integral component of the wienerberger Procurement Strategy 2020+, a foundational framework for our supplier management. During development, the procurement team engaged with the supply chain through presentations to onboard stakeholders and gather their feedback. These collaborations ensured that the policy aligned with wienerberger objectives and supplier expectations.

The policy is distributed to the countries' management teams and available via our internal digital communication channels.

S2-2 Engagement

Within the framework of our business relations, we ensure that our suppliers comply with ESG standards. We base full ESG compliance on two conditions: compliance with the wienerberger Supplier Code of Conduct (covering both aspects of business governance and the interests of workers in the value chain such as human rights and health and safety matters), on the one hand, and the availability of an externally validated sustainability rating of the supplier by EcoVadis, on the other. Alternatively, the procurement team can perform a wienerberger sustainability desktop self-assessment (internal performance rating). These measures serve as a substitution for a general process for direct engagement with value chain workers, which we have not implemented yet.

Our Responsible Sourcing Policy 2020+ provides that selected suppliers undergo an external assessment (e.g. by EcoVadis), which is an indirect process to engage with the value chain workers. This practice reduces the need for on-site audits of suppliers to a minimum. Nevertheless, wienerberger's objective is to have at least one employee in each country organization certified to perform supplier audits.

The audits cover essential ESG criteria, such as the health and safety of employees, respect for human rights, the prevention of corruption and bribery, and environmental protection. Based on the audit results, wienerberger makes recommendations and sets deadlines for the suppliers regarding appropriate corrective measures for implementing improvements.

S2-3 Remediation and raising concerns

Similarly, as for our workers, the Whistleblowing hotline SeeHearSpeakUp is available to the supply chain workers. They are encouraged to use it in the case of a concern or suspicion of breach of wienerberger's SCOC. More on the Whistleblowing hotline and the general remediation process can be found in chapters S1 Own Workers - S1-3 Remediation and raising concerns, and G1-1 Business conduct policies and corporate culture, section Policy on Whistleblowing Procedure.

The Whistleblowing hotline operates globally in multiple languages and is available worldwide. wienerberger promotes its availability and accessibility in the workplaces of its value chain workers. The awareness of and trust in the hotline is tracked in feedback loops within the audit procedure with the suppliers.

Within the Supplier Relationship Management (SRM) tool for procurement, wienerberger monitors and evaluates supplier performance, identifying opportunities for improvement in ESG practices, including labor conditions within the value chain. Suppliers' external and internal measures are assessed and rated against the standards set in the Responsible Sourcing Policy 2020+ to ensure alignment with our sustainability commitments.

The Policy on Whistleblowing Procedure clearly states that anyone who reports a suspicion or violation in good faith must not fear restrictions on their career, income, other professional development opportunities, or other repressive measures.

S2-4 Actions

No entity-specific actions related to value chain workers have been adopted in 2024.

We ensure that our suppliers adhere to the highest ESG standards, based on two key pillars: compliance with the wienerberger Supplier Code of Conduct and an externally validated EcoVadis sustainability rating.

EcoVadis provides a comprehensive and independent evaluation of suppliers, assessing critical ESG factors such as environmental impact, labor and human rights, ethics, and sustainable procurement. This ensures that our supply chain aligns with international sustainability benchmarks while offering a fast, actionable risk management approach to proactively address potential ESG concerns. The EcoVadis rating system enhances transparency and accountability, providing structured insights that facilitate continuous supplier improvements.

Alternatively, suppliers undergo a wienerberger sustainability desktop self-assessment, conducted internally by our procurement team. Based on ESG compliance and audit results, each supplier receives a key supplier score, which determines the need for corrective actions. Our goal is a holistic, data-driven approach to supplier sustainability and compliance.

Given our robust evaluation and monitoring mechanisms, no additional actions or targets are required for supply chain workers. The stringent labor and human rights criteria embedded in the EcoVadis rating and our Supplier Code of Conduct already ensure high standards of worker protection and fair labor practices, effectively mitigating social sustainability risks.

S2-5 Targets

No entity-specific targets related to value chain workers have been adopted in 2024.

S4 - Consumers and End-users

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

wienerberger has conducted a double materiality analysis to identify the actual and potentially material impacts, risks, and opportunities related to consumers and end-users from its operations and the upstream and downstream value chain, as outlined in the table below[1]. No material risks or opportunities were identified. A detailed overview of the methodologies, assumptions, and tools used in the double materiality analysis can be found in the General Information - IRO-1 Double Materiality Analysis section.

Impacts		
Information-related impacts for Consumers and/or End-Users		
Access to (Quality) Information	(+) Improve customers' knowledge regarding the details and characteristics of construction and construction materials through consultation	Downstream Value Chain
	(+/-) Contribution to informed decisions by clients through transparent, neutral and fair consultation regarding products	Downstream Value Chain
Personal Safety of Consumers and/or End-Users		
Health and Safety	(+/-) Protecting the health of customers through appropriate and forward-looking product design and quality, mitigating the effect of climate change	Across the value chain
	(+) Contribution to the health and safety of residents of buildings constructed with wienerberger's products through adapting products to minimize climate change and environmental hazards	Across the value chain
Security of a person	(+) Protection of customers through risk-conscious products	Across the value chain
Social Inclusion of Consumers and/or End-Users		
Responsible Marketing Practices	(+/-) Informed decisions by customers through transparent and fair marketing practices (e.g. advertising, pricing)	Downstream Value Chain

The identified material impacts related to our consumers and end-users originate in the Group's vision ("For the people, for the planet, for convenience") and are inherently embedded in the Group's business model as a producer of primary building solutions.

All types of consumers and end-users have been subject of the assessment of material impacts.

wienerberger primarily focuses on consumers and end-users in the business-to-business environment, which consist of business partners and customers in direct relationships, as well as consumers and end-users down the value chain, reached indirectly. Defining consumer and end-user is part of the comprehensive stakeholder analysis, and we will publish the results in 2025.

1) (-) Negative impact; (+) Positive impact

The consumers and end-users considered as impacted are those who are:

- In contact with harmful products
- Depend on accurate and accessible product- or service-related information
- Particularly vulnerable to health or privacy impacts or impacts from marketing and sales strategies
- Consumers and end-users of services that potentially negatively impact their rights to privacy, personal data protection, freedom of expression, and non-discrimination

Material negative impacts can be related to individual incidents or specific business relationships, e.g. consumers and/ or end-users of services that potentially negatively impact their rights to privacy, personal data protection, freedom of expression, and non-discrimination.

Consumers and end-users who can be positively affected are:

- In contact with harmful products - we comply with the relevant legal requirements at European, national, and regional levels regarding the avoidance and substitution of hazardous substances, especially in raw materials. We monitor all legal requirements and continuously adjust to comply, and if necessary, take the appropriate corrective or remedial measures without delay
- Depend on accurate and accessible product- or service-related information
- Particularly vulnerable to health or privacy impacts or impacts from marketing and sales strategies

wienerberger is continuously optimizing its products, services, and system solutions to simplify their use by customers throughout the value chain.

Ease of installation is an essential factor for users of wienerberger products. For example, in the field of building solutions, we support architects and design engineers with analog and digital design tools and personal advice. We train installers continuously on products, systems, and applications in designated training centers and offerings. We optimize clay and concrete pavers for easier installation. In the pipe segment, years of work have gone into solutions that facilitate installing and using plastic piping systems.

The qualified and well-trained employee representatives and the service centers support customers in applying products, services, and system solutions to the best of their abilities. Customer orientation is one of the key strategic priorities for wienerberger. Therefore, the company affirms its commitment to transparency and stakeholder engagement.

S4-1 Policies

For the moment, we have not implemented any policies regarding Consumers and End-users. To establish a clear distinction based on the definitions and both direct and indirect market reach, including the various channels that influence the path throughout the market, the wienerberger has decided to conduct a comprehensive stakeholder analysis in 2024. This research provides deeper insights into the double materiality analysis of the reach of our products and services across different market segments. It establishes a foundation for a general process and the policies related to consumers and end-users.

wienerberger will implement the following policies in 2025:

- Policy on Health & Safety (for Consumers & End-Users)
- Policy on Access to Quality Information
- Policy on Personal Security
- Policy on Responsible Marketing Practices

S4-2 Engagement

No general process to engage with consumers and end-users has been adopted, given the diverse influences through the business model at the local level and the effective and adequate processes in place locally. A general process on selected channels of engagement will be put in place within 2025.

S4-3 Remediation and raising concerns

Due to the diverse influences at the local level, a general approach should act as a baseline standard without disrupting or interfering with local processes that effectively address or mitigate significant negative impacts on consumers and end-users. The responsibility for identification resides with the local entity.

wienerberger offers consumers and end-users dedicated channels to reach out directly. To remedy negative impacts, we have made available processes monitored at the local level: contact forms on websites, direct contact through phone or email, and Customer Support. We prepare trained representatives to listen, assess, and respond promptly to claims or issues.

Once a customer raises a concern, wienerberger initiates a thorough investigation to understand the root cause and determine the appropriate remediation actions. The commitment includes timely follow-ups with the affected parties to ensure satisfaction and to implement necessary changes to remedy and prevent future occurrences. The local entity defines the specific claims process to achieve the customer satisfaction target, enabling tracking and monitoring of all claims from consumers and end-users.

Additionally, wienerberger ensures the availability of communication channels through its business relationships via the Whistleblowing Service. Access to this service is communicated via our website and the wienerberger Code of Conduct, available in all national languages of the countries wienerberger operates in. The assessment of awareness and trust is done via local entities and customer support, as well as online communication.

As our primary vehicle for communication and direct customer engagement is our website, we reach many consumers and end-users through this channel and its guidance towards the Whistleblowing hotline. Further details on the wienerberger Whistleblowing hotline and Code of Conduct, including the protection from retaliation, are described in the chapter G1-1 Business conduct policies and corporate culture. Particular processes through which wienerberger supports the availability of channels, especially by its business relationships, are provided in the section G1-2 Management of relationships with suppliers.

S4-4 Actions

No specific actions have been adopted regarding consumers and end-users in 2024. We will base the establishment of policies and actions on the stakeholder analysis conducted in 2024, and selected actions will be defined and adopted in 2025.

S4-5 Targets

No specific targets have been adopted regarding consumers and end-users in 2024. We will base the establishment of policies and actions on the stakeholder analysis conducted in 2024, and selected targets will be defined and adopted in 2025.

G1 - Business Conduct

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

wienerberger has conducted a double materiality analysis to identify the material or potentially material impacts, risks, and opportunities related to business conduct in its operations, upstream, and downstream value chains, outlined in the table below[1]. No material risks were identified. A detailed overview of the methodologies, assumptions, and tools used in the double materiality analysis can be found in the General Information - IRO-1 Double Materiality Analysis section.

Impacts	
Corporate Culture	
(+) Contribute to a fair and sustainable economic system or society through a corporate culture and processes that ensure compliance with laws, the Code of Conduct, and building regulations	Own Operation
(+) Creating transparency and grievance mechanisms for stakeholders regarding corporate responsibility	Across the value chain
Protection of whistleblowers	
(+) Avoid retaliation against persons who have reported breaches or incidents through the whistleblowing system by putting in place safeguards and effective whistleblowing systems (compliance with the Policy on Whistleblowing Procedure)	Own Operation
Management of relationships with suppliers including payment practices	
(+) Contribution to social and environmental sustainability by applying sustainability criteria for selection and supporting suppliers to improve their sustainability performance	Upstream value chain
(+) Influence on economic performance/development of suppliers/business partners through contractual conditions that promote/social and environmental sustainability	Upstream value chain
(+) Contribution to a fair and functioning economic system through fair treatment of business partners, incl. timely payments	Upstream value chain
Corruption and bribery/Incidents Prevention and detection, including training	
(+) Reduction/avoidance of incidents of corruption through staff trainings	Own Operation

The material impacts identified in the context of our business conduct originate in our strategy and business model. As a listed entity, wienerberger is subject to rules and regulations on corporate governance and strives to be a good corporate citizen.

1) (-) Negative impact; (+) Positive impact

G1-1 Business conduct policies and corporate culture

wienerberger has developed its corporate culture over the course of more than 200 years. Shaping the future of building construction and striving for a future worth living in is our mission, which has been the guiding principle throughout the history of wienerberger and continues to drive it forward. A peer Group comprised of the Managing Board, Members of the Executive Committee, and the Works Council of Wienerberger AG evaluates, challenges, and develops the vision, mission, and corporate values. This collaboration ensures that wienerberger's corporate culture reflects its core strengths, developments, challenges, and opportunities. wienerberger's corporate culture encompasses a shared vision, related mission, and corporate values.

We at wienerberger are driven by the principle: "We care for a better tomorrow!" Our commitment is the driving force behind our innovative and sustainable building materials and infrastructure solutions. Four core values guide this effort: Trust, Respect, Passion, and Creativity.

Our strategic action plan promotes wienerberger's corporate culture, vision, and values. This action plan aims to reach each employee in all countries in which we operate. Defined measures take place along three pillars:

- Platforms for dialogue: Embedding our vision and values in all platforms for dialogues, e.g. conferences, events, workshops
- Communication activities: promoting our vision and values within our internal and external communication channels, e.g. via our intranet, social media, press releases
- HR processes and structure: anchoring values and leadership principles in various HR structures, e.g. via e-learning and training programs like the Plant Manager Program

The promotion activities in the countries on wienerberger's corporate culture, vision, and values as well as the progress per country are supported, tracked, and coordinated centrally by the headquarter. Employees are invited via surveys to provide feedback on the promotion activities.

The wienerberger Code of Conduct highlights the significance and the binding nature of wienerberger's corporate culture, its vision and values besides the rules and obligations concerning business conduct.

Moreover, wienerberger has policies to manage its material impacts related to business conduct matters and how it fosters its corporate culture. The implemented policies are:

- Policy on Anti-Bribery and Anti-Corruption
- Policy for Training on Business Conduct
- Policy on Whistleblowing Procedure

The policy to prevent late payments, especially to SMEs, has not yet been implemented and is planned to be developed in the next year.

The functions most at risk concerning corruption and bribery are the Function-at-risk Positions. These are:

- Managing Directors, Financial Directors, or equivalent
- Heads and all staff of the following departments:
  - Procurement
  - Sales, Customer Service, Key Account Managers
  - Administration
  - Stock Yard, Shipping
  - IT

wienerberger Code of Conduct

wienerberger emphasizes identifying, reporting, and investigating concerns about unlawful behavior. As stated in our Code of Conduct, wienerberger does not tolerate any unlawful behavior or behavior contradicting the Code of Conduct or internal rules. In case of violations, the necessary steps are taken, or sanctions imposed.

wienerberger has implemented a whistleblower system operated by an external independent service and platform provider that specializes in operating whistleblowing services. This whistleblowing service is accessible to internal and external stakeholders to report concerns about behavior that is unlawful or contradicts wienerberger's Code of Conduct. Internal audits during on-site visits verify whether whistleblowing procedures have been implemented and whether information on the whistleblowing service is available to all employees. Internal Audit also regularly verifies compliance with the rules and policies, including the Code of Conduct. The Policy on Whistleblowing Procedure discloses more information on how to identify and investigate these. It is essential for wienerberger to recognize misconduct as early as possible and to act appropriately and promptly.

Moreover, our Code of Conduct highlights the significance and the binding nature of wienerberger's corporate culture, vision, and values, reinforcing the rules and obligations concerning business conduct.

Related impacts addressed in the Code of Conduct are wienerberger's corporate culture and business conduct matters such as corruption and bribery, rules to avoid, prevent and detect incidents, protection of whistleblowers, and management of relationships with suppliers.

The Code of Conduct applies to all employees and business partners of the company. The Supplier Code of Conduct specifies rules for workers in the value chain. More information related to workers in the value chain is available in chapter S2 Workers in the value chain.

Our Code of Conduct focuses on our corporate values, the principle behavior of employees, employer business behavior, and responsible citizenship. Furthermore, it provides detailed information on wienerberger's whistleblowing service SeeHearSpeakUp, its purpose, its way to use it, and protection of whistleblowers.

The Code of Conduct applies to all employees of the wienerberger Group, all its fully consolidated legal entities, and our sub-contractors.

The principles in the Code of Conduct ensure that we share a common understanding, demonstrate good judgment, and maintain high standards of ethics and integrity in our dealings with all our stakeholders. We expect the same behavior from our business partners, suppliers, contractors, and customers.

The wienerberger Managing Board, the Supervisory Board, and the Works Council are fully committed to the content and guidelines of the Code of Conduct. The Managing Board is accountable for the implementation of the Code of Conduct. With the Code of Conduct, wienerberger promotes integrity, ethical business practices, and adherence to all applicable national and international legal standards across all work areas.

The Code of Conduct is available on our website and published on our internal communication channel in all national languages spoken in the countries where wienerberger operates.

Policy on Anti-Bribery and Anti-Corruption

High standards of integrity and ethics in all our activities and under all applicable laws and regulations on Anti-Bribery and corruption or any other prohibited business practices are essential for wienerberger and all of our key stakeholders.

wienerberger has developed a Policy on Anti-Bribery and Anti-Corruption to identify, report and investigate concerns about unlawful behavior. The policy includes detailed rules against corruption and bribery, consequences in terms of incidents, their prevention and rules for trainings. The related impacts addressed in this policy are reduction and avoidance of incidents of corruption through staff trainings and Corporate Culture impacts.

This Policy provides guidance and orientation for employees on how to deal with granting and accepting benefits such as gifts or invitations to meals, events, and trips, as well as conflicts of interest leading to bribery and corruption.

The policy applies to the wienerberger Group with its fully consolidated entities and its workers in the value chain. Additionally, the Supplier Code of Conduct addresses Anti-Corruption and business ethics information for wienerberger's suppliers.

The employees of wienerberger shall receive regular training on Anti-Bribery and corruption. wienerberger requires members of administrative, management, and supervisory bodies and the Function-at-risk Positions to attend specific trainings on Anti-Bribery and corruption. These positions include the managing directors, financial directors or equivalents, and heads and the staff of the following departments: procurement, sales, customer service, key account managers, administration, stockyard, shipping, and IT.

The Managing Board of wienerberger has approved and is accountable for implementing the Policy on Anti-Bribery and Anti-Corruption.

The policy is driven by and consistent with Anti-Corruption laws in the countries where wienerberger operates and by the United Nations Convention Against Corruption.

This policy has been distributed to all employees of wienerberger, shared on wienerberger's internal communication channel, and wienerberger's website.

For more information on the procedures of wienerberger to independently and objectively investigate business conduct incidents, including incidents of corruption and bribery, promptly, please see section G1-3 Prevention and detection of corruption or bribery.

Policy on Trainings on Business Conduct

This Policy outlines wienerberger's commitment to providing training on business conduct for all employees. The aim is to promote ethical conduct, legal compliance, and integrity in business activities. The policy's objective is a standard quality of training, depth of content, training frequency, kind of training formats, and documentation of training participation for all employees of wienerberger.

Related impacts addressed in this policy are trainings on business conduct matters including corporate culture and protection of whistleblowers.

This policy covers all employees in all fully consolidated subsidiaries of wienerberger. The mandatory business conduct training for all new employees of fully consolidated subsidiaries of wienerberger must be completed within the first three months of employment and thereafter at least once every two calendar years.

The Managing Board of wienerberger has approved the Policy, is fully committed to its content and execution, and is accountable for implementing the policy.

With the training on Business Conduct, wienerberger promotes integrity, ethical business practices, and adherence to all applicable national and international legal standards across all work areas.

The principles in this policy ensure that we share a common understanding, demonstrate sound judgment, and maintain high standards of ethics and integrity in our dealings with our key stakeholders. The recent version of this policy is available on our internal communication channel.

According to the policy, a comprehensive training program on business conduct, aligned with the Code of Conduct, is scheduled for rollout in 2025.

Policy on Whistleblowing Procedure

The trust of our customers and business partners is based on our integrity and the assumption of our compliance with legal requirements and regulations. The employees, business partners, and customers of wienerberger play an essential role in preventing misconduct. Therefore, this Policy on whistleblowing addresses all whistleblowers, defined as any individual who discloses information about wrongdoing or misconduct, such as fraud, corruption, or any similar actions, through any means, including but not limited to the whistleblowing platform. A related impact addressed in this policy is the protection of whistleblowers.

We developed this policy to define the responsibilities, procedures, and rules for treating any misconduct report. The Policy states clear rules concerning confidentiality and anonymity, equal treatment of every whistleblowing-related information received, the Bona Fide Rule - No Reprisal Rule, and the investigation principles that administrators must adhere to. Moreover, wienerberger has a Whistleblowing Committee, which is responsible for operating the Whistleblowing Platform, handling and processing all information, and receiving all notices.

wienerberger has implemented a whistleblower system managed by an independent external provider specializing in whistleblowing platforms and services. We contracted this partner to ensure that information on potential misconduct can be submitted confidentially, in a technically secure manner, and - if desired - anonymously. Anonymous reports and inquiries submitted through the SeeHearSpeakUp platform are fully protected, ensuring the whistleblower's anonymity is safeguarded.

All whistleblowing-related information received is treated equally, irrespective of the position or status of the whistleblower or persons alleged of misconduct. This equality is a key aspect of the whistleblowing service available to the Group and external stakeholders. The wienerberger Whistleblowing Committee thoroughly examines all reports in accordance with applicable legal requirements and (if permitted by law) treated confidentially. There is no particular training foreseen for the members of the Whistleblowing committee, as they each possess specific expertise on this subject due to their roles at wienerberger.

Corporate HR rolled out the information regarding the whistleblowing services in cooperation with Corporate Communication and the regional HR managers. The whistleblowing services were introduced across wienerberger via different communication channels such as posters, postcards, informational flyers, and digitally in local languages. HR Leadership frequently discusses the whistleblowing service and its distribution to employees. Internal Audit verifies during on-site visits whether whistleblowing is being carried out locally and whether information on the whistleblowing service is available to all employees.

Within the whistleblowing service, reports can be submitted via the following three channels:

- Online reporting system
- Toll-free whistleblowing phone number of the country concerned in the local language
- Email in the local language

The whistleblowing service is communicated on our internal communication channel within the Code of Conduct in the national languages of all countries where wienerberger operates and via the wienerberger webpage.

wienerberger commits to investigating business conduct incidents promptly, independently, and objectively. The whistleblowing process undertakes the following steps:
- Reporting of whistleblower cases via the whistleblowing service or by other means
- Pre-screening
- Assignment to investigator
- Planning, preparation, and conducting of investigation
- Reporting investigation and conclusion

The policy applies to wienerberger and its fully consolidated legal entities and is made available by:
- Members of the Executive Committee for obligatory distribution to all responsible persons within the organization.
- Managing Directors of entities
- Publication on our internal communication channels
- Publication on the wienerberger website

The Managing Board of wienerberger has approved the Policy on Whistleblowing, is fully committed to its content and execution, and is accountable for the implementation of the policy.

wienerberger is subject to legal requirements under national law transposing Directive (EU) 2019/1937 with regard to the protection of whistleblowers.

G1-2 Management of relationships with suppliers

wienerberger will finalize the Policy on payment practices in 2025 to align with strategic prioritization.

wienerberger ensures that its suppliers comply with ESG standards. The following sections present examples of wienerberger's supplier management framework to contribute to ESG compliance and to take risks related to the supply chain and impacts on sustainability matters into account:

Procurement Policy for Responsible Sourcing

This policy is an integral part of the Procurement Strategy and continues to serve as an essential basis for wienerberger's supplier management. This policy ensures responsible sourcing is embedded within the procurement team at wienerberger and its supplier base. The policy defines roles and responsibilities, the implementation of the strategy for responsible sourcing, and the procedure for risk management.

Supplier Code of Conduct

This code sets out the minimum requirements that wienerberger expects its suppliers to meet in terms of responsible action regarding the environment, social aspects, and governance, including respect for human rights and compliance with other requirements of the ten principles of the UN Global Compact.

Supplier Relationship Management tool

An internal data platform containing information on the financial terms and conditions, the ESG performance, and risks of wienerberger's suppliers (tier 1). wienerberger has linked the tool to its ERP system and the EcoVadis platform, the international partner for sustainability ratings (ESG ratings).

Suppliers rated by EcoVadis

EcoVadis, an international partner for sustainability ratings (ESG ratings), rates suppliers' sustainability performance and potential supplier risks in selected areas of procurements. Suppliers are rated in terms of their performance and compliance with local, national, and international standards regarding environmental protection, labor rights, human rights, ethics, and sustainable sourcing.

Screening of suppliers against international sanction lists and verification of their financial resilience

Every new tier 1 supplier of wienerberger has to undergo a stringent acceptance procedure before being registered in wienerberger's ERP system.

The Procurement Policy for Responsible Sourcing defines the purpose of the instruments used in wienerberger's supplier management. It describes how these instruments must be used to consider social and environmental criteria for selecting supply-side contractual partners.

G1-3 Prevention and detection of corruption or bribery

wienerberger's compliance management system consists of rules designed to support employees in complying with the Group's ethical and legal standards of wienerberger, including Anti-Corruption and bribery. It applies to all employees working for wienerberger. If national legislation asks for stricter rules, the latter takes precedence. As clear rules are indispensable for preventing misconduct, wienerberger implemented the Policy on Anti-Bribery and Anti-Corruption, a whistleblowing service, a Whistleblowing Committee, and the Policy on Whistleblowing Procedure. We continuously adapt the compliance management system to changes in legislation. We communicate the policies to all relevant employees regularly. Training sessions are organized and documented. Internal Audit regularly verifies compliance with the rules and policies in effect.

The Policy on Whistleblowing Procedure defines the roles and responsibilities as follows:

- Whistleblowing Committee
- the Case Manager
- the Investigator

These roles are separated from the chain of management involved in the matter. Human Resources organizes the prevention of corruption and bribery via training. Furthermore, obligatory rules in case of a conflict of interests regarding the members of the Whistleblowing Committee and all other parties involved (i.e., Case Manager, Investigator, et al.) are set and declared in the Policy on Whistleblowing Procedure.

The Policy on Whistleblowing Procedure declares that the investigation's result and the report shall then be submitted to the Whistleblowing Committee for alignment and approval. After the Whistleblowing Committee approves the final report, the committee sends the report - in consideration of the case's content and its severity – to other internal bodies/committees/ relevant functions (i.e., wienerberger Managing Board).

The Policy on Anti-Bribery and Anti-Corruption is made available by distribution via e-mail to all employees of wienerberger, by publication on our online communication channel, and on our website.

All employees of wienerberger shall receive regular training on Anti-Corruption and bribery. Particular responsibility and obligation to attend specific training on Anti-Corruption and -bribery rests with members of the wienerberger's administrative, management, and supervisory bodies and Function-at-risk Positions at wienerberger. The training shall be offered at least once per calendar year. The core contents of the training are:

- What is a business gift, what is exempted
- Bribery and corruption in connection with public officials, Facilitation payments
- Business partners, admissible and inadmissible business gifts
- Employees responsible for purchasing decisions & family members
- Notify disproportionately valuable gifts
- Conflicts of interests
- Responsibility for compliance; individual responsibility of local management
- Training and reporting, training requirements, defining Function-at-risk Positions, reporting of violations

In response to the specific requirements of ESRS, wienerberger has implemented an updated policy on Anti-Bribery and corruption and has developed a definition for "Function-at-risk". Based on this, a new, tailored and wider scoped training has been developed and rolled out in 2024, replacing previous ones. The percentage of identified Functions-at-risk trained in this new enlarged scope amounts to 37%.

In 2024, one training on Anti-Corruption and Anti-Bribery was given to members of administrative, management and supervisory bodies. The training was given to the members of the Managing Board and Supervisory Board.

G1-4 Incidents of corruption or bribery

There were no confirmed incidents of corruption or bribery, no convictions, and zero fines for violation of Anti-Corruption and Anti-Bribery laws at wienerberger in 2024.

At wienerberger, there were also no convictions for violation of Anti-Corruption and Anti-Bribery laws in 2024. Therefore, the fines for violating Anti-Corruption and Anti-Bribery laws in 2024 were also zero. As a result of there being no breaches in 2024, no remedies were required.

In 2024, no wienerberger employees were dismissed or disciplined for corruption or bribery-related incidents. Also, no contracts with business partners were terminated or not renewed due to violations related to corruption or bribery in 2024.

G1-6 Payment practices

wienerberger's standard payment terms within a specified number of days remain the same for all categories of suppliers.

In 2024 the percentage of wienerberger's payments aligned with standard payment terms was 66%. wienerberger had 4 outstanding legal proceedings for late payments in 2024.

The reasons for the 4 outstanding legal proceedings for late payments by wienerberger were open claims by wienerberger against the suppliers or a disputed contractual or legal basis for the payment claim.

Consistent organizational and technical processing standards for handling payment transactions are set across wienerberger. In principle, the goal is to maximize automation through electronic payment methods. The fundamental task of creditor management within wienerberger is to optimize payment periods without impairing supplier relations and utilizing agreed discounts.

In 2024, the average number of days to pay an invoice from the date when the contractual or statutory term of payment started was 43 days.

Sustainability-linked Progress Report

In 2023 wienerberger developed a sustainability-linked finance framework that allows wienerberger to raise capital through sustainability-linked bonds and loans. The framework defines Key Performance Indicators (KPIs) and Sustainability Performance Targets (SPTs).

wienerberger publishes annually a sustainability-linked progress report to ensure that investors and other stakeholders have updated and adequate information about wienerberger's performance of selected KPIs against its SPTs.

KPI 1: Scope 1 and 2 greenhouse gas emissions intensity

Definition: Reduction of our scope 1 and 2 emission intensity as kg CO_2/quantity of products ready for sale.

Calculation method: In accordance with the Greenhouse Gas Protocol, we report the specific values as an index in % relative to the defined baseline year, the values of which are set at 100%. The Index-linked specific CO_2 emissions are indicated in % based on kg CO_2/quantity of products ready for sale (2020 = 100%). The comparative periods are adjusted retrospectively in the event of changes to the scope of consolidation.

KPI 1	Target 2026	Baseline 2020	2021	2022	2023	2024
Index of specific direct (scope 1) and indirect (scope 2) CO_2 emissions in %, based on kg CO_2/quantity of products ready for sale (baseline year = 2020)	75.0%	100.0%	92.2%	87.0%	84.4%	81.5%

KPI 2: Revenue from products supporting Net Zero Buildings

Definition: Revenues coming from building products contributing to Net Zero Buildings, meaning revenues from products that:

› Meet the substantial contribution to climate change mitigation criteria (U-value threshold), part of the technical screening criteria, under the EU Taxonomy Regulation 2020/852 economic activity 3.5. Manufacture of energy efficiency equipment for buildings; or
› Contribute to a lower energy consumption within the buildings, even if not yet covered by the Taxonomy Regulation[1]; or
› Contribute to energy consumption through renewable energy in the buildings[2]; or
› Contribute to a lower embodied energy footprint of the building[3].

Calculation method: Sales of building products fitting the definition of products contributing to net zero buildings divided by the total wienerberger Building Products Revenues.

KPI 2	Target 2026	Baseline 2020	2021	2022	2023	2024
Percentage of revenue from products supporting net zero buildings (baseline year = 2020)	75%	69%	68%	70%	70%	73%

As of 31 December 2024 wienerberger has one sustainability-linked bond outstanding:

	ISIN	Coupon	Volume	Term	Due date	Rating
Sustainability-linked Bond 2023	AT0000A37249	4.875%	€ 350 mn	5 years	October 2028	Baa3

This report is subject to verification by the group auditor (see audit report).

1) Low temperature cooling and heating systems
2) Photovoltaic (PV)
3) Products with extremely low CO_2 emission: Products with almost zero-emission in the production phase (at least 80% lower CO_2 emission in production compared to 2020)

Appendix

Table of all datapoints in the sustainability statement that derive from other EU legislation:

Disclosure Requirement and related datapoint	Reference in the Sustainability statement	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference
ESRS 2 GOV-1 Board's gender diversity paragraph 21 (d)	Corporate Governance Report, section „diversity“, pp. 37-39	Indicator number 13 of Table #1 of Annex 1		Commission Delegated Regulation (EU) 2020/181627, Annex II	
ESRS 2 GOV-1 Percentage of board members who are independent paragraph 21 (e)	Corporate Governance Report, section „Members of the Supervisory Board“, pp. 28-30			Delegated Regulation (EU) 2020/1816, Annex II	
ESRS 2 GOV-4 Statement on due diligence paragraph 30	p. 81	Indicator number 10 Table #3 of Annex 1			
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities paragraph 40 (d) i	not applicable	Indicators number 4 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/245328Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk	Delegated Regulation (EU) 2020/1816, Annex II	
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 (d) ii	not applicable	Indicator number 9 Table #2 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II	
ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii	not applicable	Indicator number 14 Table #1 of Annex 1		Delegated Regulation (EU) 2020/181829, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II	

Disclosure Requirement and related datapoint	Reference in the Sustainability statement	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv	not applicable			Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II	
ESRS E1-1 Transition plan to reach climate neutrality by 2050 paragraph 14	pp. 111-113				Regulation (EU) 2021/1119, Article 2(1)
ESRS E1-1 Undertakings excluded from Paris-aligned Benchmarks paragraph 16 (g)	not applicable		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book- Climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article12.1 (d) to (g), and Article 12.2	
ESRS E1-4 GHG emission reduction targets paragraph 34	pp. 115-117	Indicator number 4 Table #2 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 6	
ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38	p. 118	Indicator number 5 Table #1 and Indicator n. 5 Table #2 of Annex 1			
ESRS E1-5 Energy consumption and mix paragraph 37	p. 118	Indicator number 5 Table #1 of Annex 1			

Disclosure Requirement and related datapoint	Reference in the Sustainability statement	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	p. 118	Indicator number 6 Table #1 of Annex 1			
ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44	p. 119	Indicators number 1 and 2 Table #1 of Annex 1	Article 449a; Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1)	
ESRS E1-6 Gross GHG emissions intensity paragraphs 53 to 55	p. 119	Indicators number 3 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 8(1)	
ESRS E1-7 GHG removals and carbon credits paragraph 56	not applicable				Regulation (EU) 2021/1119, Article 2(1)
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks paragraph 66	not applicable			Delegated Regulation (EU) 2020/1818, Annex II Delegated Regulation (EU) 2020/1816, Annex II	

Disclosure Requirement and related datapoint	Reference in the Sustainability statement	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a) ESRS E1-9 Location of significant assets at material physical risk paragraph 66 (c).	not applicable		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraphs 46 and 47; Template 5: Banking book - Climate change physical risk: Exposures subject to physical risk.		
ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67 (c).	not applicable		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraph 34;Template 2:Banking book -Climate change transition risk: Loans collateralised by immovable property - Energy efficiency of the collateral		
ESRS E1-9 Degree of exposure of the portfolio to climate- related opportunities paragraph 69	not applicable			Delegated Regulation (EU) 2020/1818, Annex II	
ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	p. 125	Indicator number 8 Table #1 of Annex 1 Indicator number 2 Table #2 of Annex 1 Indicator number 1 Table #2 of Annex 1 Indicator number 3 Table #2 of Annex 1			
ESRS E3-1 Water and marine resources paragraph 9	pp. 126-127	Indicator number 7 Table #2 of Annex 1			

Disclosure Requirement and related datapoint	Reference in the Sustainability statement	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference
ESRS E3-1 Dedicated policy paragraph 13	pp. 126-127	Indicator number 8 Table 2 of Annex 1			
ESRS E3-1 Sustainable oceans and seas paragraph 14	not material	Indicator number 12 Table #2 of Annex 1			
ESRS E3-4 Total water recycled and reused paragraph 28 (c)	p. 129	Indicator number 6.2 Table #2 of Annex 1			
ESRS E3-4 Total water consumption in m3 per net revenue on own operations paragraph 29	p. 129	Indicator number 6.1 Table #2 of Annex 1			
ESRS 2- SBM 3 - E4 paragraph 16 (a) i	not applicable	Indicator number 7 Table #1 of Annex 1			
ESRS 2- SBM 3 - E4 paragraph 16 (b)	not applicable	Indicator number 10 Table #2 of Annex 1			
ESRS 2- SBM 3 - E4 paragraph 16 (c)	not applicable	Indicator number 14 Table #2 of Annex 1			
ESRS E4-2 Sustainable land / agricul-ture practices or policies paragraph 24 (b)	not material	Indicator number 11 Table #2 of Annex 1			
ESRS E4-2 Sustainable oceans / seas practices or policies para-graph 24 (c)	not material	Indicator number 12 Table #2 of Annex 1			
ESRS E4-2 Policies to address deforest-ation paragraph 24 (d)	not material	Indicator number 15 Table #2 of Annex 1			
ESRS E5-5 Non-recycled waste para-graph 37 (d)	p. 144	Indicator number 13 Table #2 of Annex 1			
ESRS E5-5 Hazardous waste and radio-active waste paragraph 39	p. 144	Indicator number 9 Table #1 of Annex 1			

Disclosure Requirement and related datapoint	Reference in the Sustainability statement	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference
ESRS 2- SBM3 - S1 Risk of incidents of forced labour paragraph 14 (f)	p. 148	Indicator number 13 Table #3 of Annex I			
ESRS 2- SBM3 - S1 Risk of incidents of child labour paragraph 14 (g)	p. 148	Indicator number 12 Table #3 of Annex I			
ESRS S1-1 Human rights policy commitments paragraph 20	p. 148	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I			
ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 21	p. 149			Delegated Regulation (EU) 2020/1816, Annex II	
ESRS S1-1 processes and measures for preventing trafficking in human beings paragraph 22	p. 148	Indicator number 11 Table #3 of Annex I			
ESRS S1-1 workplace accident prevention policy or management system paragraph 23	pp. 150-151	Indicator number 1 Table #3 of Annex I			
ESRS S1-3 grievance/complaints handling mechanisms paragraph 32 (c)	pp. 152-153	Indicator number 5 Table #3 of Annex I			
ESRS S1-14 Number of fatalities and number and rate of work-related accidents paragraph 88 (b) and (c)	p. 161	Indicator number 2 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II	
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e)	p. 161	Indicator number 3 Table #3 of Annex I			
ESRS S1-16 Unadjusted gender pay gap paragraph 97 (a)	p. 162	Indicator number 12 Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II	

Disclosure Requirement and related datapoint	Reference in the Sustainability statement	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference
ESRS S1-16 Excessive CEO pay ratio paragraph 97 (b)	p. 162	Indicator number 8 Table #3 of Annex I			
ESRS S1-17 Incidents of discrimination paragraph 103 (a)	p. 162	Indicator number 7 Table #3 of Annex I			
ESRS S1-17 Non- respect of UNGPs on Business and Human Rights and OECD paragraph 104 (a)	p. 162	Indicator number 10 Table #1 and Indicator n. 14 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)	
ESRS 2- SBM3 – S2 Significant risk of child labour or forced labour in the value chain paragraph 11 (b)	p. 165	Indicators number 12 and n. 13 Table #3 of Annex I			
ESRS S2-1 Human rights policy commitments paragraph 17	p. 165	Indicator number 9 Table #3 and Indicator n. 11 Table #1 of Annex 1			
ESRS S2-1 Policies related to value chain workers paragraph 18	pp. 164-166	Indicator number 11 and n. 4 Table #3 of Annex 1			
ESRS S2-1 Non- respect of UNGPs on Business and Human Rights principles and OECD guidelines paragraph 19	p. 165	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)	
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 19	p. 165			Delegated Regulation (EU) 2020/1816, Annex II	

Disclosure Requirement and related datapoint	Reference in the Sustainability statement	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36	p. 167	Indicator number 14 Table #3 of Annex 1			
ESRS S3-1 Human rights policy commitments paragraph 16	not material	Indicator number 9 Table #3 of Annex 1 and Indicator number 11 Table #1 of Annex 1			
ESRS S3-1 Non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines paragraph 17	not material	Indicator number 10 Table #1 Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)	
ESRS S3-4 Human rights issues and incidents paragraph 36	not material	Indicator number 14 Table #3 of Annex 1			
ESRS S4-1 Policies related to consumers and end-users paragraph 16	p. 169	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex 1			
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17	p. 169	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)	
ESRS S4-4 Human rights issues and incidents paragraph 35	p. 170	Indicator number 14 Table #3 of Annex 1			

Disclosure Requirement and related datapoint	Reference in the Sustainability statement	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference
ESRS G1-1 United Nations Convention against Corruption paragraph 10 (b)	pp. 173-174	Indicator number 15 Table #3 of Annex 1			
ESRS G1-1 Protection of whistleblowers paragraph 10 (d)	pp. 174-175	Indicator number 6 Table #3 of Annex 1			
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a)	p. 177	Indicator number 17 Table #3 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II)	
ESRS G1-4 Standards of anti-corruption and anti-bribery paragraph 24 (b)	p. 177	Indicator number 16 Table #3 of Annex 1			

Vienna, March 17, 2025

The Managing Board of Wienerberger AG

Heimo Scheuch
Chairman of the Managing Board of Wienerberger AG
CEO

Dagmar Steinert
Member of the Managing Board of Wienerberger AG
CFO

Gerhard Hanke
Member of the Managing Board of Wienerberger AG
COO Central & East

Harald Schwarzmayr
Member of the Managing Board of Wienerberger AG
COO West

CONSOLIDATED FINANCIAL STATEMENTS

Consolidated Income Statement

Notes	in TEUR	2024	2023
(8)	Revenues	4,512,665	4,224,340
(9–11, 13–15)	Cost of goods sold	–2,902,233	–2,611,733
	Gross Profit	**1,610,432**	**1,612,607**
(9–11, 13–15)	Selling expenses	–885,473	–783,222
(9–11, 13–15)	Administrative expenses	–357,276	–330,594
(10, 14, 15)	Other operating income	137,379	88,961
(10, 13, 15)	Other operating expenses		
(10)	Impairment charges to assets and special write-offs	–50,629	–17,342
	Other	–160,329	–93,101
	Operating profit/loss (EBIT)	**294,104**	**477,309**
(2)	Income from investments in associates and joint ventures	–1,654	–337
(16)	Interest and similar income	18,543	20,172
(16)	Interest and similar expenses	–118,938	–76,304
(16)	Other financial result	–40,762	3,483
	Financial result	**–142,811**	**–52,986**
	Profit/loss before tax	**151,293**	**424,323**
(17)	Income taxes	–66,985	–89,208
	Profit/loss after tax	**84,308**	**335,115**
	Thereof attributable to non-controlling interests	4,552	755
	Thereof attributable to equity holders of the parent company	**79,756**	**334,360**
(18)	**Earnings per share (in EUR)**	**0.72**	**3.17**
(18)	**Diluted earnings per share (in EUR)**	**0.72**	**3.17**

Consolidated Statement of Comprehensive Income

Notes	in TEUR	2024	2023
	Profit/loss after tax	**84,308**	**335,115**
	Foreign exchange adjustments	85,379	–16,590
	Foreign exchange adjustments to investments in associates and joint ventures	–21	–45
	Changes in hedging reserves	–16,390	–9,058
	Items to be reclassified to profit or loss	**68,968**	**–25,693**
(30)	Actuarial gains/losses	–11,327	1,781
	Actuarial gains/losses from investments of associates and joint ventures	–133	177
	Items not to be reclassified to profit or loss	**–11,460**	**1,958**
	Other comprehensive income	**57,508**	**–23,735**
	Total comprehensive income after tax	**141,816**	**311,380**
	Thereof comprehensive income attributable to non-controlling interests	4,499	696
	Thereof comprehensive income attributable to equity holders of the parent company	**137,317**	**310,684**

Consolidated Balance Sheet

Notes	in TEUR	2024	2023
	Assets		
(22)	Intangible assets and goodwill	1,122,284	854,891
(22)	Property, plant and equipment	2,922,826	2,365,369
(22)	Investment property	55,533	44,233
(23)	Investments in associates and joint ventures	16,195	15,773
(23, 25, 26)	Other financial investments and non-current receivables	49,941	43,013
(31)	Deferred tax assets	55,889	44,919
	Non-current assets	**4,222,668**	**3,368,198**
(24)	Inventories	1,291,173	1,153,763
(25)	Trade receivables	344,744	306,780
(26)	Receivables from current taxes	52,935	29,097
(26)	Other current receivables	132,955	98,631
(25, 35)	Securities and other financial assets	112,198	72,406
(19–21)	Cash and cash equivalents	261,759	414,106
	Current assets	**2,195,764**	**2,074,783**
(27)	**Non-current assets held for sale**	**0**	**25,605**
	Total assets	**6,418,432**	**5,468,586**
	Equity and liabilities		
	Issued capital	111,732	111,732
	Share premium	1,043,829	987,031
	Retained earnings	1,904,696	1,921,571
	Other reserves	–161,091	–218,652
	Treasury shares	–42,242	–146,247
	Controlling interests	**2,856,924**	**2,655,435**
	Non-controlling interests	25,923	2,266
(28)	**Equity**	**2,882,847**	**2,657,701**
(31)	Deferred taxes	199,657	100,537
(30)	Employee-related provisions	113,057	69,468
(29)	Other non-current provisions	116,252	103,509
(32, 35)	Long-term financial liabilities	1,521,740	1,274,574
(32)	Other non-current liabilities	25,802	23,313
	Non-current provisions and liabilities	**1,976,508**	**1,571,401**
(29)	Current provisions	81,601	76,989
(32)	Payables for current taxes	24,072	30,593
(32, 35)	Short-term financial liabilities	605,100	426,644
(32)	Trade payables	417,536	330,074
(32)	Other current liabilities	430,768	363,671
	Current provisions and liabilities	**1,559,077**	**1,227,971**
	Liabilities directly associated with assets held for sale	**0**	**11,513**
	Total equity and liabilities	**6,418,432**	**5,468,586**

Consolidated Statement of Cash Flows

Notes	in TEUR	2024	2023
	Profit/loss before tax	151,293	424,323
(10)	Depreciation and amortization	351,543	286,791
(10)	Impairment charges to assets, special write-offs and other valuation effects	70,428	33,850
(29, 30)	Increase/decrease in non-current provisions	–31,589	–5,245
(2)	Income from investments in associates and joint ventures	1,654	337
	Gains/losses from the disposal of fixed and financial assets	–37,574	–13,194
(16)	Interest result	100,395	56,132
	Interest paid	–102,997	–63,442
	Interest received	13,012	15,159
	Income taxes paid	–98,294	–115,370
	Other non-cash income and expenses	38,366	–10,887
	Gross cash flow	**456,237**	**608,454**
	Increase/decrease in inventories	50,135	–119,895
	Increase/decrease in trade receivables	81,533	69,895
	Increase/decrease in trade payables	15,714	–115,237
	Increase/decrease in other net current assets	–14,075	–33,264
(19)	**Cash flow from operating activities**	**589,544**	**409,953**
	Proceeds from the sale of assets (including financial assets)	30,906	35,162
	Payments made for property, plant and equipment and intangible assets	–312,374	–271,590
	Payments made for investments in financial assets	–2,307	–21,478
	Dividend payments from associates and joint ventures	1,619	2,194
	Increase/decrease in securities and other financial assets	–9,666	–3,828
	Net payments made for the acquisition of companies	–634,261	–63,415
	Net proceeds from the sale of companies	12,273	0
(20)	**Cash flow from investing activities**	**–913,810**	**–322,955**
(21)	Cash inflows from the increase in short-term financial liabilities	464,480	534,441
(21)	Cash outflows from the repayment of short-term financial liabilities	–745,415	–661,315
(21)	Cash inflows from the increase in long-term financial liabilities	652,477	346,229
(21)	Cash outflows from the repayment of lease liabilities	–72,375	–59,731
(28)	Dividends paid by Wienerberger AG	–100,282	–94,848
(28)	Dividends paid to non-controlling interests	–2,830	0
(28)	Purchase of treasury shares	–33,967	–26,018
(21)	**Cash flow from financing activities**	**162,088**	**38,758**
	Change in cash and cash equivalents	**–162,178**	**125,756**
	Effects of exchange rate fluctuations on cash held	444	–8,720
	Cash and cash equivalents at the beginning of the period	423,493	306,457
	Cash and cash equivalents at the end of the period [1)]	**261,759**	**423,493**

1) 2023: Cash and cash equivalents of TEUR 9,387 were recognized in the consolidated balance sheet as non-current assets held for sale

Consolidated Statement of Changes in Equity

Notes	in TEUR	Issued capital	Share premium	Retained earnings	Other reserves: Actuarial gains/ losses	Other reserves: Hedging reserve	Other reserves: Currency translation	Treasury shares	Controlling interests	Non-controlling interests	Total
	Balance on 31/12/2022	**111,732**	**983,995**	**1,677,900**	**–54,255**	**107,649**	**–248,371**	**–129,799**	**2,448,851**	**1,571**	**2,450,422**
	Profit/loss after tax			334,360					334,360	755	335,115
	Foreign exchange adjustments						–16,530		–16,530	–60	–16,590
	Foreign exchange adjustments to investments in associates and joint ventures						–45		–45		–45
	Changes in hedging reserves					–9,058			–9,058		–9,058
	Changes in other reserves				1,958				1,958		1,958
	Other comprehensive income				1,958	–9,058	–16,575		–23,675	–60	–23,735
	Total comprehensive income			**334,360**	**1,958**	**–9,058**	**–16,575**		**310,685**	**695**	**311,380**
(28)	Dividend/hybrid coupon payment			–94,848					–94,848		–94,848
	Effects from hyperinflation (IAS 29)			4,218					4,218		4,218
(11, 28)	Changes in stock option plan		2,059						2,059		2,059
(11, 28)	Purchase of treasury shares							–26,018	–26,018		–26,018
(11, 28)	Use of treasury shares		977	–59				9,570	10,488		10,488
	Balance on 31/12/2023	**111,732**	**987,031**	**1,921,571**	**–52,297**	**98,591**	**–264,946**	**–146,247**	**2,655,435**	**2,266**	**2,657,701**
	Profit/loss after tax			79,756					79,756	4,552	84,308
	Foreign exchange adjustments						85,416		85,416	–37	85,379
	Foreign exchange adjustments to investments in associates and joint ventures						–21		–21		–21
	Changes in hedging reserves					–16,390			–16,390		–16,390
	Changes in other reserves				–11,444				–11,444	–16	–11,460
	Other comprehensive income				–11,444	–16,390	85,395		57,561	–53	57,508
	Total comprehensive income			**79,756**	**–11,444**	**–16,390**	**85,395**		**137,317**	**4,499**	**141,816**
(28)	Dividend payment			–100,282					–100,282	–2,830	–103,112
	Changes in non-controlling interest								0	21,988	21,988
	Effects from hyperinflation (IAS 29)			4,453					4,453		4,453
(11, 28)	Changes in stock option plan		–827					853	26		26
(11, 28)	Purchase of treasury shares							–33,967	–33,967		–33,967
(11, 28)	Use of treasury shares		57,625	–802				137,119	193,942		193,942
	Balance on 31/12/2024	**111,732**	**1,043,829**	**1,904,696**	**–63,741**	**82,201**	**–179,551**	**–42,242**	**2,856,924**	**25,923**	**2,882,847**

Notes to the Consolidated Financial Statements

General Information

1. Basis for the preparation of the consolidated financial statements

Wienerberger AG, which is headquartered in Vienna, Austria, is the parent company of an international group of companies providing innovative, ecological solutions for the entire building envelope in the fields of new build and renovation, as well as infrastructure in water and energy management, whose business activities are grouped in three segments according to management responsibilities: Europe West, Europe East, and North America. The address of Wienerberger AG is Wienerbergerplatz 1, 1100 Vienna, Austria.

The consolidated financial statements were prepared pursuant to § 245a of the Austrian Commercial Code and in accordance with the International Financial Reporting Standards (IFRS) and Interpretations of the International Financial Reporting Interpretations Committee (IFRIC) published by the International Accounting Standard Board (IASB) as of the balance sheet date and adopted by the European Union (EU). Independent auditors have audited the annual financial statements of all major Austrian and foreign Group companies to confirm their compliance with the International Financial Reporting Standards as applicable within the EU.

In principle, the annual financial statements are based on historical acquisition and production costs and were prepared as of the balance sheet date, the only exception being certain financial instruments, such as derivatives and equity instruments, which are accounted for at fair value. Deferred taxes are determined based on the concept of temporary differences and re-evaluated on every balance sheet date. In addition, defined benefit pension and severance compensation plans are recognized and measured according to the projected unit credit method. The income statement is prepared in accordance with the cost of sales method; the reconciliation to the total cost method is provided in the Notes.

With few marked exceptions, the consolidated financial statements are presented in thousand euros.

2. Consolidated companies

The list of Group companies at the end of the Notes provides an overview of the fully consolidated subsidiaries, joint ventures accounted for at equity, investments over which substantial influence is exercised, and investments that are not fully consolidated for materiality reasons. The following table shows the changes in the scope of consolidation of wienerberger during the reporting year and comprises subsidiaries as well as associates and joint ventures accounted for at equity:

Consolidated companies	Full Consolidation	Equity consolidation and Quota consolidation
Balance on 31/12/2023	**156**	**8**
Change in consolidation method	0	–1
Included during reporting year for the first time	24	1
Merged/ liquidated during the reporting period	–5	0
Divested during the reporting period	–3	0
Balance on 31/12/2024	**172**	**8**
Thereof foreign companies	146	6
Thereof domestic companies	26	2

Subsidiaries
In addition to Wienerberger AG, the 2024 consolidated financial statements include 26 (2023: 25) Austrian and 146 (2023: 131) foreign subsidiaries over which Wienerberger AG exercises control. Subsidiaries are fully consolidated as of the date control is obtained and deconsolidated when control ceases to exist. According to IFRS 10, control is considered to exist when wienerberger has power over the subsidiary and can use this power to influence the company's financial and operating policies. In the reporting year, 7 subsidiaries were not consolidated (2023: 5) as their impact on the Group's assets, liabilities, financial position and profit or loss is immaterial for a true and fair view thereof.

Investments in associates and joint ventures

All material Austrian and foreign companies in which Wienerberger AG directly or indirectly holds the majority of voting rights are included in the consolidated financial statements. According to the criteria of IFRS 11, Schlagmann Poroton GmbH und Co KG, Silike keramika, spol. s.r.o. and GreenBuild s.r.o. are to be classified as joint ventures, because these companies are controlled jointly with a partner of equal rights, with 50 % therefore accounted for at-equity. Maatschap Vanheede - Wienerberger (partnership under civil law) is a joint operation and included in the consolidated financial statements through pro-rata consolidation. ViTa Social Business Venture Holding is an associate in which the Group holds 49 %. Moreover, wienerberger holds 30 % of Fornaci Giuliane S.r.l. and 31% of TMBP Technologies GmbH, which are also managed jointly with the joint venture partners and therefore classified as joint ventures.

In the reporting year, 50 % of the shares of Oberlausitzer Tonbergbau GmbH were acquired which, according to the criteria of IFRS 11, was classified as a joint venture and accounted for at equity. Moreover, the remaining 50 % of the shares of EXA IP B.V. were acquired. On account of its immateriality the company was reclassified as a non-consolidated company.

The following table shows the aggregated financial information of joint ventures and associates without taking account of wienerberger's equity share in these companies:

in TEUR	2024	2023
Revenues	79,118	87,976
EBITDA	6,005	10,097
EBIT	–1,675	2,995
Profit/ loss after tax	–2,318	–671
Total comprehensive income after tax	–1,481	–317

Assets			**Equity and liabilities**		
in TEUR	31/12/2024	31/12/2023	in TEUR	31/12/2024	31/12/2023
Non-current assets	72,317	67,132	Equity	30,032	29,776
Current assets	49,728	53,094	Non-current provisions and liabilities	18,437	8,583
			Current provisions and liabilities	73,576	81,867
	122,045	**120,226**		**122,045**	**120,226**

3. Acquisitions and disposals of companies

As soon as the necessary official approvals were obtained, wienerberger's Russian operations were sold in February 2024. Proceeds in the amount of TEUR 21,161 were realized against a net outflow of assets and liabilities held for sale in the amount of TEUR 13,329. The result from the sale of TEUR 7,832 is recognized in the consolidated income statement under other operating income. Due to the deconsolidation, non-cash translation effects of TEUR -42,182 were reclassified from equity to the consolidated income statement and recognized in the financial result, leading to an overall effect from deconsolidation in the amount of TEUR -34,350.

In January 2024, wienerberger acquired 100 % of the shares of Maincor Ltd., a British specialist in plumbing and underfloor heating solutions, the objective being to strengthen wienerberger's portfolio of in-house solutions. Purchase price allocation resulted in goodwill in the amount of TEUR 5,280 recognized in the Europe West reporting segment.

Since the date of first consolidation, revenues have come to TEUR 8,778 and EBITDA to TEUR 685. No material acquisition-related costs were incurred for this transaction.

Upon fulfillment of all closing conditions, the transaction for the acquisition of Terreal's business in France, Italy, Spain, and the USA, as well as Creaton in Germany and Belgium, was concluded in February 2024. Through this transaction, wienerberger acquired 100 % of the shares of the Terreal Group. Non-controlling interests shown in the table below concern two fully consolidated companies of the Terreal Group, in which shares of 51% each are held. By taking over the Terreal Group, wienerberger is strengthening its position as a leading European pitched-roof expert for innovative roof and solar solutions. In the course of purchase price allocation, goodwill in the amount of TEUR 61,757 was identified for the Terreal Group and recognized in the Europe West reporting segment. The assets taken over comprise trade receivables at a fair value of TEUR 106,025, loans at a fair value of TEUR 40,429, and other receivables at a fair value of TEUR 34,363. Receivables amount to a total of TEUR 183,861. Between 01/01/2024 and 31/12/2024, revenues of TEUR 601,986 and EBITDA of TEUR 74,482 were generated. Since the date of first consolidation, revenues of TEUR 501,694 and EBITDA of TEUR 61,538 were generated. Transaction costs incurred in prior periods for the acquisition of the Terreal Group amounted to TEUR 23,592. Transaction costs incurred this year came to TEUR 3,918 and were recognized in other operating expenses, as in the prior year.

In February 2024, the business operations of Summitville Tiles, a traditional US company specializing in the production of thin bricks for prefabricated façade systems for the renovation of residential and commercial buildings, were taken over within the framework of an asset deal. Purchase price allocation did not result in any material goodwill. Between 01/01/2024 and 31/12/2024, revenues of TEUR 9,656 and EBITDA of TEUR 660 were generated. No material acquisition-related costs were incurred for this transaction.

In May 2024, wienerberger acquired 100 % of the shares of Grain Plastics B.V., a leading provider of drainage and cable protection solutions in the Netherlands. Purchase price allocation resulted in goodwill in the amount of TEUR 2,879, which is recognized in the Europe West reporting segment. Between 01/01/2024 and 31/12/2024, revenues of TEUR 33,736 and EBITDA of TEUR 2,213 were generated. Since the date of first consolidation, revenues of TEUR 21,265 and EBITDA of TEUR 1,050 have been reported. No material acquisition-related costs were incurred for this transaction.

In June 2024, the high-tech facing-brick plant Barry, located in Tournai in Belgium was acquired via an asset deal. The plant contributes towards the optimization of our plant network in Belgium and France. No goodwill resulted from purchase price allocation. Transaction costs incurred for this asset deal amounted to TEUR 1,475.

wienerberger broadened its portfolio of smart solutions through the acquisition of 100 % of I-Real B.V., a solution provider for smart water management, in January 2024, and 52 % of Slatek O.Y., an important player in the Finnish market for automation of water utilities, in October 2024. No material goodwill was identified for I-Real B.V. Between 01/01/2024 and 31/12/2024, revenues of TEUR 2,036 and EBITDA of TEUR 172 were generated. For Slatek O.Y. wienerberger has the option to acquire the remaining 48 % of the shares from the holders of non-controlling interests in 2029. Given that the opportunities and risks associated with the minority share are not within wienerberger's control, non-controlling interests in the amount of TEUR 2,423 were recognized. For Slatek, goodwill acquired amounted to TEUR 1,118 and was recognized in the Europe West reporting segment. Between 01/01/2024 and 31/12/2024, revenues of TEUR 5,538 and EBITDA of TEUR 363 were generated. Since the date of first consolidation, revenues have amounted to TEUR 1,460 and EBITDA to TEUR 325. With this transaction, wienerberger has taken another step toward broadening its portfolio of energy and water management solutions. No material acquisition-related costs were incurred for this transaction.

Moreover, in October 2024 wienerberger acquired 100 % of Ulmo A.S. (formerly Tekken A.S.), a leading provider of pumping stations, prefabricated PE products, and related services in Norway. No material goodwill was identified for Ulmo A.S. Between 01/01/2024 and 31/12/2024, revenues of TEUR 3,444 and EBITDA of TEUR 9 were generated. Since the date of first consolidation, revenues have come to TEUR 1,067 and EBITDA to TEUR -51. No material acquisition-related costs were incurred for this transaction.

In October 2024, wienerberger acquired 100 % of the shares of Betonarna Lesonice s.r.o., a company specializing in high-quality concrete products ranging from large-format tiles to precision-made outdoor pavings. Purchase price allocation resulted in preliminary goodwill in the amount of TEUR 3,088, which was recognized in the Europe East reporting segment. Between 01/01/2024 and 31/12/2024, revenues of TEUR 2,223 and EBITDA of TEUR 114 were generated. Since the date of first consolidation, revenues have come to TEUR 462 and EBITDA to TEUR -52. No material acquisition-related costs were incurred for this transaction.

For the corporate acquisitions made in the reporting year, cash and cash equivalents in a total net amount of TEUR 634,261 were spent. As at 31/12/2024, purchase price liabilities of TEUR 21,377 were recognized in other liabilities. Purchase price liabilities in the amount of TEUR 12,265 were paid for acquisitions made in the prior year.

The reconciliation of assets acquired and liabilities assumed is shown in the following table:

in TEUR	Terreal Group	Grain Plastics	Barry plant	Other	Total
Intangible assets	219,501	5,833	0	11,613	236,947
Property, plant and equipment and financial assets	484,917	9,061	14,000	19,385	527,363
Non-current assets	**704,418**	**14,894**	**14,000**	**30,998**	**764,310**
Inventories	176,706	5,713	4,367	5,412	192,198
Trade receivables	106,623	3,859	0	4,327	114,809
Other current receivables	133,812	7,801	0	4,895	146,508
Current assets	**417,141**	**17,373**	**4,367**	**14,634**	**453,515**
Deferred taxes	91,805	1,678	0	3,272	96,755
Non-current provisions	67,613	33	0	185	67,831
Non-current provisions and liabilities	**159,418**	**1,711**	**0**	**3,457**	**164,586**
Current provisions	3,249	374	0	0	3,623
Short-term financial liabilities	20,399	0	0	521	20,920
Trade payables	62,300	3,702	0	2,307	68,309
Other current liabilities	107,628	1,628	0	4,901	114,157
Current provisions and liabilities	**193,576**	**5,704**	**0**	**7,729**	**207,009**
Net assets acquired	**768,565**	**24,852**	**18,367**	**34,446**	**846,230**
Non-controlling interests	19,564	0	0	2,423	21,987
Goodwill	61,757	2,879	0	9,794	74,430
Cash and cash equivalents taken over	–59,019	–1	0	–3,988	–63,008
Purchase price liabilities	–1,300	–7,800	0	–10,769	–19,869
Payments made for companies acquired in previous periods					12,265
Sale of treasury stock for acquisitions	–193,800	0	0	0	–193,800
Net payments made for acquisitions	**556,639**	**19,930**	**18,367**	**27,060**	**634,261**

4. Methods of consolidation

The consolidation of associates is subject to the principles of IFRS 10. According to the acquisition method applicable within the framework of a corporate acquisition, the consideration transferred in exchange for the investment is compared with the revalued net assets (shareholders' equity) of the acquired company on the date of acquisition. All identifiable assets, liabilities and contingent liabilities are initially recognized at fair value in accordance with IFRS 3; any remaining positive difference between the purchase price and the revalued stake in equity is recognized in local currency as goodwill in the relevant reporting segment. Negative differences are recognized in the income statement in other operating income. Goodwill and intangible assets with an indefinite useful life are subject to an impairment test at least annually together with the cash-generating unit to which they are allocated and reduced to the lower recoverable amount in the event of impairment. Impairment tests are also performed more frequently if there are indications of impairment of a cash-generating unit during the financial year (see Note 22. Non-current assets and impairment test).

Revenues, income and expenses as well as receivables and liabilities arising between consolidated companies are eliminated.

Intercompany gains and losses from the sale of goods or services between Group companies that affect current or non-current assets are eliminated, unless they are immaterial.

Associates and joint ventures are consolidated at equity and the Group's accounting and valuation principles are applied. In the case of immaterial deviations, local measurement methods continue to be applied.

5. Estimates and judgements

In preparing the consolidated financial statements, management must make estimates and judgements that impact the recognition and measurement of assets, liabilities and contingent liabilities, the disclosure of other obligations as of the balance sheet date, and the recognition of income and expenses during the reporting period. The actual figures may deviate from management estimates.

Impairment testing of goodwill and other assets involves estimates and forward-looking assumptions by management concerning the expected cash surpluses and the cost of capital for the Group and its cash-generating units in the planning periods. Planning for future cash surpluses also comprises assumptions on capital expenditure, CO_2 emission costs, and similar factors connected with climate-related targets, provided they can be included in the planning process and reliably estimated according to IFRS. The estimates are made to the best of management's knowledge on the assumption of a going concern. They are based on empirical values and take reasonable account of remaining uncertainties. The planning procedure is described in detail under Note 22. Non-current assets.

The useful life of property, plant and equipment is also determined on the basis of estimates which, in this case, are derived from experience with the operation of comparable equipment. Information on the useful lives of these assets is disclosed in Note 22. Non-current assets.

Subsidies according to IAS 20 are recognized at fair value, provided there is reasonable assurance that all conditions for receiving the government grant are being met. The assessment whether all conditions for a conditional government grant have been met according to IAS 20 is based on empirical values and takes appropriate account of remaining uncertainties.

The actuarial valuation of pension plans and severance claims performed by actuaries includes assumptions concerning the expected discount rate, increases in salaries and pensions, employee turnover rates, and the development of the costs of medical care. Detailed information on the parameters used is provided in Note 30. Employee benefits. This Note also includes a sensitivity analysis of the defined benefit obligations. Management is aware of the "Virgin-Media" case in Great Britain and has begun to analyze its impact. Some of the contractual changes have already been assessed, but no impacts were identified. Currently, the review of the remaining contractual changes is being finalized in order to ascertain if additional liabilities are required.

Provisions for site restorations are based on the best estimate of the expected future costs for the recultivation of clay pits as well as long-term discount rates, considering the respective country-specific inflation rates. The calculation of provisions is based on estimates with a considerable degree of uncertainty. Cost estimates may vary on account of numerous factors, such as changes in relevant legislation or the development of new recultivation techniques and requirements. The impacts of climate-related risks on the most important assumptions considered in forecasting and the disclosure of such obligations are still too uncertain to allow for a more specific estimate of the provisions required. The ascertainment of such risks and their impacts on the Group will be an area of increased management attention in the coming reporting periods.

Provisions for restructuring costs require decisions based on management discretion. The assumptions and estimates made are based on empirical values and take appropriate account of the remaining uncertainties.

wienerberger issues various types of product warranties, depending on the respective product category and on market conditions. In principle, the recognition and measurement of provisions for warranties/guarantees relate to estimates of the frequency and amount of losses. These estimates are based on historical records of the occurrence and scope of warranty claims as well as the best possible management estimates of payments to be made in warranty cases. The provisions are adjusted regularly to reflect new information becoming available.

The measurement of deferred tax assets requires assumptions regarding the future taxable income and the time of utilization of the deferred tax assets. However, given the fact that future business performance cannot be predicted with certainty and is not entirely within wienerberger's control, the valuation of deferred taxes is uncertain.

wienerberger minimizes the risk of energy price fluctuations in liberalized markets through the conclusion of forward transactions or fixed-price contracts with national and international suppliers in order to secure a sufficient supply of energy for production. To a certain extent, prices and quantities are fixed on a medium- and long-term basis. wienerberger applies the own use exemption according to IFRS 9.2.4 to these contracts. The assumptions are made to the best of management's knowledge on the assumption of a going concern. They are based on empirical values and take appropriate account of the remaining uncertainties.

Decisions based on management discretion must be taken in accounting for business combinations according to IFRS 3. The allocation of the purchase price to the assets acquired and the liabilities assumed, measured at fair value, is particularly relevant. Above all, the identification of intangible assets, such as customer relations, brands or technologies require thorough assessments and estimates. Likewise, discretionary decisions have to be taken in determining contingent consideration. When applying the income approach, a detailed analysis of future business performance and market developments as well as competitive conditions based on best estimates and well-founded assumptions is required. The determination of risk-adjusted discount factors (e.g. WACC) requires estimates of the capital cost structure, market volatility, and company-specific risks. The economic useful life of assets is determined on the basis of assumptions regarding future use, technological developments and the legal framework. For the assessment of customer relations, forecasts of customer loyalty and the churn rate play a decisive role. Acquired brands are recognized with a definite or indefinite useful life. Brands can have an indefinite useful life if they are expected to generate cash flows for an indefinite period of time. Certain brands, however, are recognized with a definite useful life and continuously amortized. The classification of useful life depends on its valuation within the framework of the acquisition. Market analyses of comparable peer groups are taken into account. Moreover, management discretion plays an important role in subsequent valuation

6. Effects of new and revised standards

The following table provides an overview of the new standards and interpretations published by the IASB as of the balance sheet date:

Standards/Interpretations		Published by IASB	Mandatory first-time application
IFRS 16	Lease Liability in a Sale and Leaseback - Amendments	September 2022	1/1/2024 [1)]
IAS 1	Classification of Liabilities as Current or Non-current - Amendments	January 2020	1/1/2024 [1)]
IAS 1	Non-current Liabilities with Covenants – Amendments	October 2022	1/1/2024 [1)]
IAS 7 / IFRS 7	Supplier Finance Arrangements	May 2023	1/1/2024 [1)]
IAS 21	Effects of Changes in Foreign Exchange Rates: Lack of Exchangeability	August 2023	1/1/2025 [1)]
IFRS 9 / IFRS 7	Amendments to the Classification and Measurement of Financial Instruments	May 2024	1/1/2026
IFRS 9 / IFRS 7	Contracts Referencing Nature-dependent Electricity	December 2024	1/1/2026
IFRS 18	Presentation and Disclosure in Financial Statements	April 2024	1/1/2027
IFRS 19	Subsidiaries without Public Accountability: Disclosures	May 2024	1/1/2027

1) Mandatory effective date according to European Union Regulation 1606/2002

New and amended standards and interpretations published and adopted by the EU
The amendments to IFRS 16 specify the subsequent measurement requirements to be met by a seller-lessee in a sale-and-leaseback transaction. Application of the amendments has been mandatory since January 1, 2024. The amendments have no material impacts on wienerberger's consolidated financial statements.

Amendments to IAS 1 were published in January 2020 and October 2022. The amendments aim at a more general approach to the classification of liabilities as current liabilities, which is based on agreed covenants. Moreover, it is clarified that only those covenants that must be complied with by an entity on or before the reporting date affect the classification of a liability. Application of the amendment is mandatory as of January 1, 2024. The amendments have no material impact on wienerberger's consolidated financial statements.

In May 2023, amendments to IAS 7 and IFRS 7 were published. The amendments require the disclosure of information that enables users of financial statements to assess how financing arrangements with suppliers affect the liabilities and cash flows of an entity as well as its liquidity risk, and how the company might be affected if the arrangements were no longer available. Application of the amendments is mandatory as of January 1, 2024. The amendments have no material impact wienerberger's consolidated financial statements.

Amendments to IAS 21 were published in August 2023. The amendments require that entities apply a consistent approach to assess whether a currency is exchangeable into another currency and, in the event of lack of exchangeability, identify the exchange rate to be applied as well as the required disclosures. Application of the amendments is mandatory as of January 1, 2025. The amendments have no material impact on wienerberger's consolidated financial statements.

New and amended standards and interpretations published but not yet adopted by the EU
In May 2024 amendments to IFRS 9 and IFRS 7 relating to the classification and measurement of financial instruments were published. The amendments concern the classification of financial assets, including interest components within the framework of an underlying credit arrangement, contractual conditions that modify the points in time or the amount of contractual payments (including associated disclosures according to IFRS 7), non-recourse financial assets, and contractually linked instruments. Moreover, the amendments concern the derecognition of a financial liability settled through electronic payment transfer, and disclosures on equity instruments measured at fair value directly in equity. The amendments are expected to be applicable as of January 1, 2026. wienerberger is currently analyzing their impact on the consolidated financial statement.

In December 2024, amendments to IFRS 9 and IFRS 7 on the accounting treatment of contracts referencing to nature-dependent electricity were published. The amendments include a clarification on how to apply the own use exemption to such contracts, adaptations of the provisions on hedge accounting that allow power purchase agreements to be used as hedging instruments under certain circumstances, as well as additional disclosure obligations in order to present the effects of these contracts on the financial position and the future cash flow of a company more transparently. The amendments are expected to be applicable as of January 1, 2026. wienerberger is currently analyzing the impact on its consolidated financial statements.

In April 2024, the new IFRS 18 "Presentation and Disclosure in Financial Statements" was published, replacing IAS 1 "Presentation of Financial Statements". The primary objective of IFRS 18 is to improve reporting on a company's financial position, particularly in respect of the income statement. The most important new requirements include the introduction of predefined interim totals, the categorization of income and expenses in the income statement, requirements regarding improved aggregation and the detailed presentation of items, as well as the disclosure of certain management-defined performance measures. The standard will presumably be effective as of January 1, 2027. wienerberger is currently analyzing the impacts on its consolidated financial statements.

In May 2024, the new IFRS 19 "Subsidiaries without Public Accountability: Disclosures" was published, which reduces the disclosure requirements of eligible subsidiaries, provided they apply the IFRS accounting standards in their financial statements. A company is allowed to apply IFRS 19 only if (1) it is a subsidiary, (2) it is not subject to public accountability, and (3) the ultimate or intermediate parent prepares consolidated financial statements for public use that comply with IFRS accounting standards. The standard will presumably be effective as of January 1, 2027. wienerberger is currently analyzing the impact on its consolidated financial statements.

7. Operating segments

The definition of operating segments and the presentation of segment results are based on the management approach required by IFRS 8 and follow internal reports to the Managing Board of Wienerberger AG as the chief operating decision maker, i.e. the body that decides on the allocation of resources to the individual segments.

wienerberger's strategy is targeted to the regions Europe West, Europe East, and North America.

The Europe West segment reports on Northern and Western Europe, the region encompassing system solutions for the entire building envelope (wall, roof, and façade) as well as pavers, wastewater and rainwater disposal systems, sanitation, heating and cooling installations, and energy, gas, and potable water supply.

The regions of Central Eastern and South Eastern Europe as well as Emerging Markets are grouped together in the Europe East reporting segment. In this segment, wienerberger provides solutions for the building envelope (wall and roof), as well as pavers, wastewater and rainwater disposal systems, sanitation, heating and cooling installations, and energy, gas, and potable water supply.

The North America segment provides ceramic façade and pipe solutions for residential and commercial construction projects. The pipe business comprises solutions for sustainable water supply, rainwater drainage, and ecological wastewater disposal.

The activities of the holding companies are allocated to the segments on the basis of the capital employed of the business.

Reports to the responsible chief operating decision maker include EBITDA and operating EBITDA as the key performance indicators for the management of the operating segments as well as performance indicators such as revenues, EBIT, net interest income and profit/loss after tax. Accordingly, these indicators are also presented in the segment reports. The split of these KPIs is based on the country of the individual companies' registered offices. Investments for maintenance of the industrial base are shown as "maintenance capex", while investments in the expansion and optimization of plants, the development of new products, environmental and/or sustainability projects, and digitalization are summarized under "special capex".

The reconciliation of segment results to Group results only considers the elimination of revenues, income and expenses as well as receivables and liabilities arising between the operating segments.

wienerberger does not generate more than 10 % of its revenues with any single external customer.

in TEUR	Europe West 2024	Europe West 2023	Europe East 2024	Europe East 2023	North America 2024	North America 2023	Group eliminations 2024	Group eliminations 2023	wienerberger 2024	wienerberger 2023
External revenues	2,544,317	2,193,076	1,169,036	1,192,641	799,312	837,714			4,512,665	4,223,431
Intercompany revenues [1]	23,925	27,347	34,398	34,808	4,941	5,416	–63,264	–66,662	0	909
Total revenues	2,568,242	2,220,423	1,203,434	1,227,449	804,253	843,130	–63,264	–66,662	4,512,665	4,224,340
EBITDA	288,339	346,955	222,001	216,554	196,301	219,836			706,641	783,345
Operating EBITDA	349,994	377,862	218,567	219,671	191,441	213,222			760,002	810,755
Depreciation and amortization [2]	–221,227	–160,897	–94,810	–89,093	–45,871	–38,703			–361,908	–288,693
Impairment charges to assets and special write-offs [3]	–41,863	–17,342	–4,198	0	–4,568	0			–50,629	–17,342
EBIT	25,249	168,715	122,993	127,461	145,862	181,133			294,104	477,309
Income from investments in associates and joint ventures	–1,521	–637	–133	300	0	0			–1,654	–337
Interest result	–80,729	–41,765	–23,246	–6,942	3,580	–7,425			–100,395	–56,132
Income taxes	–7,079	–38,825	–23,153	–13,873	–36,753	–36,510			–66,985	–89,208
Profit/ loss after tax	–88,264	93,801	68,356	104,916	104,216	136,398			84,308	335,115
Liabilities	2,323,219	1,692,655	1,124,538	962,643	628,101	462,222	–540,273	–306,635	3,535,585	2,810,885
Capital employed	2,819,455	2,216,750	1,128,557	1,060,463	635,408	545,282			4,583,420	3,822,495
Assets	4,167,447	3,228,654	1,781,234	1,704,475	1,010,024	842,093	–540,273	–306,636	6,418,432	5,468,586
Investments in associates and joint ventures	11,734	12,528	4,138	2,922	323	323			16,195	15,773
Non-current assets held for sale	0	221	0	25,384	0	0			0	25,605
Maintenance capex	72,811	58,546	37,397	43,601	25,187	24,065			135,395	126,212
Special capex	81,764	63,871	82,723	60,348	12,492	21,159			176,979	145,378
Ø Employees (in FTE)	10,800	9,059	6,997	7,503	2,665	2,351			20,462	18,913

1) 2023: Intercompany revenues represent the revenues between fully consolidated, at-equity consolidated and unconsolidated Group companies. // 2) Including special write-offs from ordinary business operations // 3) contains special write-offs from restructurings

Non-current Assets

in TEUR	2024	2023
Austria	405,450	389,726
France	747,714	192,511
United Kingdom	496,534	439,483
USA	394,064	338,226
Belgium	336,032	328,056
Netherlands	318,267	300,582
Germany	261,180	199,364
Poland	181,205	185,675
Czech Republic	160,132	148,647
Ireland	101,802	98,728
Hungary	98,689	89,574
Denmark	93,004	99,097
Sweden	91,878	95,265
Italy	77,534	35,374
Other countries	459,183	427,890
wienerberger	**4,222,668**	**3,368,198**

Revenues

in TEUR	2024	2023
Austria	185,841	213,443
USA	724,640	746,196
Great Britain	536,774	510,616
France	461,883	193,194
Netherlands	384,269	376,606
Belgium	359,978	385,197
Germany	304,702	203,362
Poland	215,839	202,170
Czech Republic	150,425	163,435
Norway	145,245	157,104
Croatia	105,394	96,233
Sweden	103,955	114,678
Hungary	99,218	102,960
Italy	91,781	58,012
Other countries	642,721	701,135
wienerberger	**4,512,665**	**4,224,340**

Products	**EBITDA**		**Total investments**	
in TEUR	**2024**	**2023**	**2024**	**2023**
Wall	111,560	123,624	77,278	59,755
Façade	173,496	245,288	56,333	66,300
Roof	205,207	183,093	82,280	30,940
Pavers	7,946	9,274	10,427	10,087
Pipes	233,351	272,585	55,487	71,576
Other	–24,919	–50,519	30,569	32,932
wienerberger	**706,641**	**783,345**	**312,374**	**271,590**

Notes to the Consolidated Income Statement

8. Revenues

wienerberger generates revenues from the sale of building material and infrastructure solutions for a broad variety of applications. As a rule, revenues are recognized at the time of delivery and, consequently, the transfer of control of the product to the customer, which usually corresponds to the time of delivery agreed upon in the delivery terms. The goods are delivered to the customer by wienerberger's own means of transport or by contracted carriers. Transport revenues are recognized as part of external revenues, while transport-related expenses are recognized in selling costs (in gross amounts).

Revenues are adjusted for expected returns and customer bonuses or discounts. Return obligations arise primarily from returnable packaging material, such as pallets. Expected returns are estimated mainly on the basis of historical data of recent years.

In international project business with LLLD (long-length-large-diameter) pipes, revenue is recognized over a period of time. In the ceramics business, revenue from individual contract is also recognized over a period of time. This applies, for instance, to customer-specific production or so-called "heritage" products. However, the period of production for such contracts usually does not extend beyond a few days or weeks. Progress made in contract execution during the reporting period is calculated by means of output-oriented methods, for instance on the basis of the volume produced relative to the total volume ordered.

In the reporting year, consolidated revenues increased by 7 % to TEUR 4,512,665. Revenues comprise the result from manufacturing contracts in the amount of TEUR +629 (2023: TEUR -3,610). Revenues broken down by region are shown in detail in the disclosure of the operating segments (see Note 7. Operating segments).

Alongside the sale of products and system solutions, wienerberger also provides services to customers in the form of digitalized products and services. The current contributions to revenues from such services are immaterial.

The period of time between the transfer of goods and/or services to the buyer and the due date of the receivable is usually less than one year. wienerberger therefore makes use of the practical expedient not to adjust revenues for a significant financing component. The time of settlement of the receivables depends on the agreed payment terms.

External revenues broken down by the most important product categories, reconciled to reporting segments, are as follows:

1–12/2024 in TEUR	**Europe West**	**Europe East**	**North America**	**wienerberger**
Wall	230,900	416,327	31,528	678,755
Façade	656,095	6,080	558,018	1,220,193
Roof	859,440	244,050	31,343	1,134,833
Pavers	85	124,386	145	124,616
Pipes	797,564	378,084	178,218	1,353,866
Other	233	109	60	402
Total	**2,544,317**	**1,169,036**	**799,312**	**4,512,665**

1–12/2023 in TEUR	**Europe West**	**Europe East**	**North America**	**wienerberger**
Wall	246,679	447,328	33,792	727,799
Façade	667,310	7,882	602,930	1,278,122
Roof	468,263	211,584	0	679,847
Pavers	108	119,158	177	119,443
Pipes	810,546	406,612	200,765	1,417,922
Other	170	77	51	298
Total	**2,193,076**	**1,192,641**	**837,714**	**4,223,431**

Information on future revenues from contractual performance obligations not yet fulfilled at the balance sheet date is not disclosed, as customer contracts are generally fulfilled within one year. For the same reason, wienerberger makes use of the practical expedient not to capitalize contract costs, but to recognize them in expenses as incurred.

9. Material expenses

The cost of goods sold, selling and administrative expenses, and other operating income and expenses include expenses for materials, maintenance, merchandise and energy as follows:

in TEUR	**2024**	**2023**
Cost of materials	780,692	805,147
Maintenance expenses	192,753	198,434
Cost of merchandise	426,485	406,554
Cost of energy	323,116	331,564
Total	**1,723,046**	**1,741,699**

The reported expenses were increased by a change in inventories of semi-finished and finished goods of TEUR 139,238 (2023: TEUR 47,839). This includes adjustments to the cost of goods sold resulting from the recognition of assets for the right to recover products returned from customers. The capitalization of own work and a proportional share of borrowing costs relating to the construction of qualified assets amounted to TEUR 9,175 (2023: TEUR 3,201).

Cost of materials consist mainly of expenses for clay, sand, plastics, sawdust and other aggregates, as well as expenses for pallets and other packaging materials. Maintenance expenses comprise the use of maintenance materials and other low-value spare parts as well as third-party services.

10. Depreciation, amortization, impairment charges and reversal of impairment charges

The cost of goods sold, selling and administrative expenses, and other operating expenses for the reporting year include TEUR 351,543 (2023: TEUR 286,791) of depreciation and amortization as well as special write-offs from ordinary business operations of TEUR 10,365 (2023: TEUR 1,902). The mothballing of plants or lines due to restructuring as well as the impairment tests carried out according to IAS 36 resulted in impairment charges to property, plant and equipment and intangible assets in a total amount of TEUR 50,629 (2023: TEUR 17,342) in the reporting year. Further details are provided under Note 22. Non-current assets and impairment test.

in TEUR	2024	2023
Depreciation	**351,543**	**286,791**
Special write-offs related to ordinary business operations	10,365	1,902
Depreciation and special write-offs	**361,908**	**288,693**
Impairment charges to assets and special write-offs related to restructuring	50,629	17,342
Total	**412,537**	**306,035**

11. Personnel expenses

The cost of goods sold, selling and administrative expenses include the following personnel expenses:

in TEUR	2024	2023
Wages	430,403	407,965
Salaries	524,539	427,478
Temporary personnel	47,040	53,090
Expenses for long-term incentive programs	1,783	7,419
Expenses for severance payments (incl. voluntary severance payments)	5,628	5,249
Expenses for pensions	23,341	26,347
Expenses for statutory social security and payroll-related taxes and contributions	221,923	183,242
Other employee benefits (incl. anniversary bonuses)	41,219	38,159
Personnel expenses	**1,295,876**	**1,148,949**

For the business year 2024, wienerberger employees were granted a vested right to receive a certain number of shares in Wienerberger AG under the Employee Share Participation Program. In the reporting year, vested rights to receive a total of 132,916 shares (2023: 223,264 shares) were granted to wienerberger employees. According to IFRS 2, the program was accounted for as a cash-settled share-based payment. The obligation of the Group arising from the Employee Share Participation Program was transferred to Mitarbeiterbeteiligungs-Privatstiftung on the basis of individual agreements with all participating Group companies with compensatory payments in a total amount of TEUR 3,557 (2023: TEUR 0 other social expenses).

In the reporting year, the fixed remuneration component of the Managing Board members amounted to TEUR 2,660 (2023: TEUR 2,540). The variable components comprise a short-term (STI Short-Term Incentive) and a long-term remuneration component (LTI Long-Term Incentive). The final entitlements to the short-term remuneration component earned in 2024 amounted to TEUR 2,256 (2023: TEUR 2,576), including fringe benefits (2022: TEUR 2,325), and will be paid out in 2025.

Pursuant to sect. 78b (1) of the Austrian Stock Corporation Act, a revised remuneration policy for the Managing Board was submitted to a vote at the 155th Annual General Meeting on May 7, 2024, and adopted. It entered into force retroactively as of January 1, 2024, for all acting and newly appointed Managing Board members. The LTI programs 2022-2023 remain in force and will be settled within the defined performance and settlement periods.

The LTI program 2022-2023 of the Managing Board has been structured as a share-based remuneration program (performance cash plan) with a performance period of three years and a holding period of another two years for the allocated shares. The actual fixed salary of the Managing Board member concerned in 2024 is taken as the base amount for 100 % target attainment. Maximum target attainment is capped at 175 % for the CEO and 150 % for the other Managing Board members.

In accordance with the Remuneration Policy, the following target parameters apply for all members of the Managing Board:

- RTSR (relative total shareholder return)
- Return on capital employed after tax (ROCE)
- ESG targets: Reduction of greenhouse gas emissions (Scope 1+2) vs. 2020

For the LTI Program 2022-2023, the relevant targets and degrees of target attainment for these three categories in 2024 are as follows:

Target	Weighting	Minimum target performance	100 % Target	Maximum target performance	Actual target achievement 2024	
2023						
RTSR	33.0%	25.0%	50.0%	≥75%	< 25%	0%
ROCE	33.0%	11.0%	11.5%	12.0%	< 11%	0%
CO_2 emission reduction	33.0%	14.5%	15.0%	15.5%	18.5%	> 150%
2022						
RTSR	33.0%	25.0%	50.0%	≥75%	< 25%	0%
ROCE	33.0%	11.0%	11.5%	12.0%	< 11%	0%
CO_2 emission reduction	33.0%	10.0%	11.7%	12.3%	18.5%	> 150%

Since 2024, the long-term variable remuneration has been structured as a performance share plan with a three-year performance period. The previous system of annual measurements of target attainment as well as the annual determination of the resulting pro-rata entitlement within the three-year performance period was abolished. Instead, target attainment and the resultant entitlement will in future be measured only at the end of the entire three-year performance period. The LTI target amount reflects the amount of the variable remuneration element at a target achievement of 100 % and is defined as a percentage of the fixed remuneration. The current fixed salary of the respective Managing Board member in 2024 is taken as the base amount for 100 % target attainment. The corresponding amount for the CEO is 125 % of the current fixed salary. The sum of the payments in cash may not exceed 250 % of the proportionate LTI target amount, at least 50 % of the payment has to be made in shares.

In 2024, the following LTI target parameters were applied for all Managing Board members:

- RTSR (relative total shareholder return)
- Return on capital employed before tax (ROCE)
- ESG targets: Reduction of GHG (Scope 1+2) vs. 2020; revenues from building products contributing to the construction of net-zero-buildings; reduction of greenhouse gas emission (Scope 3) vs. 2022

The relevant targets for the LTI 2024 within the LTI 2024-2026 programme are set as follows:

Target	Weighting	Minimum target performance	100 % Target	Maximum target performance
2024				
RTSR	20.0%	25.0%	50.0%	≥75.0%
ROCE	40.0%	14.0%	17.0%	17.5%
Intensity GHG Emissions Scope 1+2	13.3%	-22.0%	-25.0%	-26.0%
Revenue from products that contribute to the construction of net zero-energy buildings	13.3%	73.0%	75.0%	76.0%
Reduction of Scope 3 Emissions	13.3%	-7.0%	-10.0%	-11.0%

Based on these target achievements, the LTI entitlement for 2024 amounts to TEUR 594 for LTI 2022 and TEUR 502 for the LTI 2023 and for the LTI 2024 TEUR 763 have been accrued in 2024, whereas for this tranche the final entitlement can only be measured at the end of the entire three-year performance period. Depending on the attainment of the targets of the three-year plan, the entitlement from the LTI 2022 will be paid out in 2025; the entitlement from the LTI 2023 will be paid out in 2026, and the entitlement from the LTI 2024 in 2027. In accordance with the agreement on the LTI 2022-2023 (according to the remuneration policy 2020) , the entitlements will be paid out at the end of the term, with at least 50 % granted in shares. In accordance with the LTI 2024 (according to the remuneration policy 2024), the payout must consist of at least 50 % in shares. As target attainment was determined on the basis of a cash amount and the exchange ratio for the share component will only be defined at a later date, the fair value of the cash amount was used as a basis for measurement. For the LTI 2022, 2023, and 2024, an expense including incidental costs of TEUR 2,023 (2023: TEUR 4,119) was recognized in the reporting year, of which 62 % was recognized in equity for the share portion and 38 % as a provision for the cash portion.

According to the remuneration policy of 2020, a total of 31,023 shares of the company were transferred to the members of the Management Board as part of the implementation of the Long-Term Incentive Program 2021 on April 26, 2024.

Of this total:

- 13,494 shares were allocated to the Chairman of the Management Board, Heimo Scheuch
- 5,591 shares to Gerhard Hanke
- 5,886 shares to Solveig Menard-Galli and
- 6,052 shares to Harald Schwarzmayr

In accordance with the provisions of the Long-Term Incentive Program 2021, the underlying calculation price was €28.50, while the actual price at the time of the transfer was €33.96. The total value amounted to TEUR 1,054. The transferred shares correspond to a 0.03 % share of the share capital at the time.

In 2020, a “special long-term share-based remuneration” was granted for the CEO. PSUs (performance share units) could be earned during an observation period from 2021 to 2023.

The criteria and the definition of the target parameters for the PSUs for the CEO are shown in the following table:

Parameters	Explanations
Plan	Performance share units (PSUs)
Period of performance	3 years with a holding period of another 2 years for PSUs (vesting period 5 years)
Weighting of targets (PSUs)	70% EBITDA growth in accordance with the Strategy 2023 30% ESG targets: 10% environment (climate protection) 15% reduction in CO2 emissions compared to 2020 10% social (diversity) more than 15% women in senior management positions and more than 30% women in white-collar positions in the wienerberger Group 10% social (initial and further training) 10% more training hours per employee compared to 2020
Basic prerequisite	Annual payout of at least 50 % of the short-term variable bonus (STI); if this target is not met, the allocation of PSUs will be reduced by one third each year
Target achievement	Target achievement is determined linearly between the defined upper and lower limits (PSUs)
Maximum entitlement	PSU portion maximum 300 % (max. MEUR 4.5)
Allocation	Once in 3 years (+ 2 years holding period) valid for PSUs
Claw-back, malus, leaver regulation	The provisions of the 2020–2024 Remuneration Policy apply

Based on the achieved EBITDA increase and the attainment of the ESG targets, a total of 116,035 PSUs was determined for the long-term share-based remuneration plan. The number of PSUs was multiplied by the fair value per PSU and the percentage of the vesting period (5 years). On this basis, an expense of TEUR 305, plus incidental costs of TEUR 27, i.e. a total of TEUR 332 was recognized as a provision in the reporting year.

For the Managing Board members active during the reporting year, TEUR 760 (2023: TEUR 724) in pension expenses in the form of contributions to pension funds (defined-contribution obligation) were recognized. In 2024, a provision of TEUR 475 for severance payments was recorded (2023: TEUR 502 released). Moreover, payments in the amount of TEUR 1,055 (2023: TEUR 991) were made to former members of the Managing Board and their surviving descendants. In 2024, Supervisory Board remuneration (to be paid out in 2025) came to a total of TEUR 1,069 (2023: TEUR 890).

The service contract of one Managing Board member was terminated by mutual agreement with effect from December 31, 2024, at the request of the Managing Board member. The Board member was entitled to severance pay in accordance with the statutory provisions (sect. 23 of the Salaried Employees Act) in the amount of TEUR 463. The payment was made in January 2025. For the STI bonus that relate to periods already completed - but not yet due at the time of contract termination - the degree of target achievement was used as the basis for the calculation in accordance with the contract, which corresponds to the arithmetic mean of the last three years prior to termination of the employment. The associated variable remuneration components were paid out in January 2025.Open claims from previous LTI programs (under the 2020 Remuneration Policy) will be paid out in accordance with the contractual regulations.

Target attainment for the LTI 2024-2026 can only be measured after the end of the performance period, therefore payment can only be made in 2027.

12. Employees

The average number of employees is shown in the following table:

in FTE	2024	2023
Production	12,905	11,975
Sales	5,383	4,877
Administration	2,174	2,061
Total	**20,462**	**18,913**

The increase in the number of employees is primarily due to the acquisition of the Terreal Group.

13. Other operating expenses

The following other operating expenses (including freight expenses) are recognized in the income statement:

in TEUR	2024	2023
Transportation costs for deliveries	263,332	243,462
Purchased services	171,440	165,105
Restructuring expenses	65,804	22,880
Internal transport expenses	54,903	55,834
Non income-based taxes	48,418	38,275
License and patent expenses	40,040	37,369
Rental and leasing charges	24,356	21,507
Research and development costs	23,788	19,542
Expenses for environmental protection measures	14,767	10,443
Expenses for commissions	13,575	6,046
Expenses for employee education and training	11,651	10,888
Expenses for consumables, office materials	8,816	11,717
Expenses to economic associations	6,669	6,497
Losses on the disposal of fixed assets, excluding financial assets	1,988	1,892
Miscellaneous	50,036	46,926
Other operating expenses	**799,583**	**698,383**

Restructuring expenses primarily comprise personnel-related expenses of TEUR 39,504, inventory write-downs in the amount of TEUR 17,684, and demolition, cleaning and similar costs in the amount of TEUR 8,616 resulting from the mothballing and closure of plants as well as transfers of equipment to other locations. The associated depreciation of non-current assets is described in detail in Note 22. Non-current assets. Purchased services primarily include expenses for legal, advisory, and miscellaneous consulting services, advertising, insurance, business trips and travel as well as telecommunication. Expenses for the external auditor and all members of the auditor's network totaled TEUR 3,689 (2023: TEUR 3,206) for the audit of the consolidated financial statements in the year under review, TEUR 271 (2023: TEUR 1,322) for other assurance services, TEUR 22 (2023: TEUR 89) for tax consulting services and TEUR 0 (2023: TEUR 35) for other services.

Miscellaneous other expenses include mainly expenses for maintenance and transaction costs in connection with the Employee Share Participation Program.

Expenses for rent and leases, shown under other operating expenses, comprise the following:

in TEUR	2024	2023
Expenses for short-term leases	7,267	5,808
Expenses for leases of low-value assets	3,733	3,542
Expenses for variable lease payments	737	544
Expenses for other lease payments	12,619	11,613
Rental and leasing charges	**24,356**	**21,507**

Expenses for other lease payments primarily comprise non-lease components of contracts for land and buildings and other rent and lease payments not within the scope of IFRS 16.

14. Other operating income

The following other operating income is shown in the income statement:

in TEUR	2024	2023
Income from the disposal of emission certificates	52,887	16,141
Income from the disposal of tangible assets, excluding financial assets	26,147	15,339
Income from rental and lease contracts	5,571	5,306
Income from the release of previously provided for obligations	4,818	5,240
Subsidies	1,692	2,027
Income from insurance claims	775	3,619
Miscellaneous	50,654	49,321
Other operating income	**142,544**	**96,993**

Miscellaneous other operating income includes revenue-like proceeds that are not part of the Group's principal business activity in the amount of TEUR 4,035 (2023: TEUR 4,734). Material components of miscellaneous other income also include energy- and supply-related income, tax privileges and reimbursements, including a tax credit for research and development expenses of TEUR 1,143 (2023: TEUR 1,033), and income from the valuation of a purchase option. In the prior year, miscellaneous other income primarily included income from energy grants and the reversal of impairments of receivables.

15. Reconciliation of results according to the cost-of-sales and the total-cost method

In the income statement prepared according to the cost-of-sales method, expenses are classified by functional area. Under the total-cost method, the amounts are shown for each individual category of expenses and adjusted to reflect the increase or decrease of finished and semi-finished goods within the framework of inventory changes, and own work capitalized. The reconciliation of expenses under these two methods is explained below; changes in inventories and the capitalization of costs relating to the construction of qualified non-current assets are included in the cost of materials:

2024 in TEUR	**Cost of freight**	**Cost of materials**	**Cost of merchan-dise**	**Apprecia-tion/ deprecia-tion**	**Cost of energy**	**Personnel expenses**	**Other operating income**	**Other operating expenses**	**Total**
Cost of goods sold	0	1,060,781	425,102	232,120	314,934	718,352	–7,974	158,918	2,902,233
Selling expenses	263,332	40,380	1,383	52,503	5,272	354,237	–5,211	173,577	885,473
Administrative expenses	0	2,347	0	29,453	941	223,287	–4,087	105,335	357,276
Other operating expenses	0	0	0	98,461	1,969	0	0	110,528	210,958
Other operating income	0	0	0	0	0	0	–125,272	–12,107	–137,379
	263,332	**1,103,508**	**426,485**	**412,537**	**323,116**	**1,295,876**	**–142,544**	**536,251**	**4,218,561**

2023 in TEUR	**Cost of freight**	**Cost of materials**	**Cost of merchan-dise**	**Apprecia-tion/ deprecia-tion**	**Cost of energy**	**Personnel expenses**	**Other income**	**Other expenses**	**Total**
Cost of goods sold	0	919,665	406,554	192,617	323,336	647,479	–4,104	126,186	2,611,733
Selling expenses	243,462	30,633	0	44,229	6,262	301,025	–4,210	161,821	783,222
Administrative expenses	0	2,243	0	31,956	954	200,445	–6,172	101,168	330,594
Other operating expenses	0	0	0	37,233	1,012	0	0	72,198	110,443
Other operating income	0	0	0	0	0	0	–82,509	–6,452	–88,961
	243,462	**952,541**	**406,554**	**306,035**	**331,564**	**1,148,949**	**–96,995**	**454,921**	**3,747,031**

16. Interest result and other financial result

In accordance with the classes of financial instruments defined by IFRS 9, the following items are included in the interest result and other financial result:

2024 in TEUR	**Total**	**thereof**			
		Loans / receivables AC [1]	**FLAC** [2]	**FVtPL** [3]	**Derivatives**
Interest and similar income	18,543	9,092			9,451
Interest and similar expenses	–105,244		–102,120		–3,124
Interest expense on lease liabilities	–10,333		–10,333		
Net interest result from defined benefit pension and severance obligations as well as anniversary bonuses	–3,361				
Interest result	**–100,395**	**9,092**	**–112,453**		**6,327**
Income from third parties (dividends)	1,250			1,250	
Income from investments	**1,250**			**1,250**	
Result from the disposal of investments	849				
Valuation of derivative financial instruments	1,570				1,570
Impairment of financial instruments	–116	–32		–84	
Write-ups on financial instruments	1,503	1		1,502	
Valuation of other investments	223			223	
Recycling foreign currency effects from deconsolidation	–42,182				
Foreign exchange differences	–3,163				
Net result	**–41,316**	**–31**		**1,641**	**1,570**
Bank charges	–4,767				
Other	4,071				
Other financial result	**–40,762**	**–31**		**2,891**	**1,570**
Total	**–141,157**	**9,061**	**–112,453**	**2,891**	**7,897**

1) loans and receivables carried at amortized cost// 2) financial instruments availabe for sale // 3) financial assets carried at fair value through profit or loss

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mpairments of receivables from loans in the amount of TEUR 32 (2023: TEUR 43) and write-ups on financial instruments of TEUR 1 (2023: TEUR 4) are recognized in the financial result. The market valuation of derivatives contributed a positive amount of TEUR 1,570 (2023: negative amount of TEUR 739) to the result of the period.

2023 in TEUR	**Total**	**thereof**			
		Loans and receivables AC [1]	**FLAC** [2]	**FVtPL** [3]	**Derivatives**
Interest and similar income	20,172	13,769			6,403
Interest and similar expenses	–66,353		–62,210		–4,143
Interest expense on lease liabilities	–7,128		–7,128		
Net interest result from defined benefit pension and severance obligations as well as anniversary bonuses	–2,823				
Interest result	**–56,132**	**13,769**	**–69,338**		**2,260**
Income from third parties (dividends)	1,017			1,017	
Income from investments	**1,017**			**1,017**	
Result from the disposal of investments	–253				
Valuation of derivative financial instruments	–739				–739
Impairment of financial instruments	–349	–43		–306	
Write-ups on financial instruments	558	4		554	
Valuation of financial instruments held for trading	–2,166			–2,166	
Foreign exchange differences	9,333				
Net result	**6,385**	**–39**		**–1,918**	**–739**
Bank charges	–4,467				
Others	547				
Other financial result	**3,482**	**–39**		**–901**	**–739**
Total	**–52,649**	**13,730**	**–69,338**	**–901**	**1,521**

1) loans and receivables carried at amortized cost// 2) financial instruments availabe for sale// 3) financial assets carried at fair value through profit or loss

Hyperinflationary economies

IAS 29 is to be applied where an entity's functional currency is that of a hyperinflationary economy. In this Annual Report, the standard applies to a subsidiary in Turkey, where the cumulative three-year inflation rate has resulted in Turkey being classified as a hyperinflationary economy within the scope of IAS 29.

IAS 29 requires that financial statements concerned be restated by applying a general price index:

- Monetary balance sheet items are not restated.
- Non-monetary balance sheet items measured at cost or amortized cost are restated prior to translation into the Group currency on the basis of a price index used to measure the purchasing power in order to account for price changes that have occurred during the business year.
- All positions of the statement of comprehensive income as well as all components of equity are also adjusted on the basis of suitable price indices.
- Gains and losses from net monetary items are recognized in the financial result in the consolidated income statement.
- The individual income statement items were translated on the basis of the mid-market exchange rate on the balance sheet date.

The financial statements of the Turkish subsidiary were restated first time as of January 1, 2022, according to the criteria of IAS 29. The price index used was the CPI 2003 consumer price index published by the Turkish Statistical Institute. As at 31/12/2024, the price index stood at 2,684.5 (2023: 1,859.4).

Gains from the net position of monetary items according to IAS 29 in the amount of TEUR 4,029 (2023: TEUR 1,115) are recognized in Other financial result.

17. Income taxes

This item includes income taxes paid and owed by Group companies as well as deferred taxes.

in TEUR	2024	2023
Current tax expense	72,725	82,336
Deferred tax expense/income	–5,740	6,872
Income taxes	**66,985**	**89,208**

The difference between the Austrian corporate tax rate of 23 % applicable in 2024 (2023: 24 %) and the Group effective tax rate arises on account of the following factors:

in TEUR	2024	2023
Profit/loss before tax	**151,293**	**424,323**
Tax expense at tax rate of 23 % (Previous year: 24 %)	–34,797	–101,838
Deviating foreign tax rates	7,208	4,018
Tax income and expense from prior periods	5,278	2,516
Effect of non-taxable income from investments in associates and joint ventures	–254	–38
Change in unrecognized deferred tax assets	–40,181	25,197
Permanent differences	–4,074	–19,219
Changes in tax rates	–166	156
Effective tax expense	**–66,985**	**–89,208**
Effective tax rate in %	**44.3%**	**21.0%**

Details on deferred taxes are disclosed in Note 31. Deferred taxes.

18. Earnings per share, proposal for profit distribution

As of the balance sheet date, the number of shares issued totaled 111,732,343 (2023: 111,732,343). As at 31/12/2024, wienerberger held 1,465,834 (2023: 6,339,332) treasury shares, which were deducted for the calculation of earnings per share. In the reporting year, wienerberger bought back 1,162,014 own shares for TEUR 33,967. In 2024, 6,000,000 shares representing a total value of TEUR 193,801 were used for the acquisition of the Terreal Group, and 4,489 shares representing a value of TEUR 121 were transferred to employees in North America within the framework of the Employee Share Participation Program. In 2024, 31,023 treasury shares were transferred to the Managing Board as part of their remuneration (see Note 11. Personnel expenses). This resulted in a weighted average number of 110,281,442 shares outstanding as a basis for the calculation of earnings per share in 2024.

Number of shares	2024	2023
Outstanding	111,732,343	111,732,343
Treasury shares	1,465,834	6,339,332
Weighted average	**110,281,442**	105,582,376

Earnings per share of EUR 0.72 were calculated by dividing the profit/loss after tax attributable to equity holders of the parent by the weighted average number of shares outstanding.

In accordance with the provisions of the Austrian Stock Corporation Act, the dividend payout is based on the separate financial statements of Wienerberger AG as of December 31, 2024, prepared in accordance with Austrian accounting rules. These financial statements show a net profit of EUR 108,846,828.32. The Managing Board proposes to the Annual General Meeting that a dividend of EUR 0.95 per share to be paid out from the net profit.

Notes to the Consolidated Statement of Comprehensive Income

The Consolidated Statement of Comprehensive Income provides a reconciliation of profit/loss after tax to total comprehensive income as defined in IAS 1. Total comprehensive income comprises, in particular, currency translation differences, actuarial gains and losses from the measurement of defined-benefit pension plans and similar post-employment benefits and the change in the hedging reserve. The components of comprehensive income are presented after tax.

In the reporting year, pre-tax currency translation differences of TEUR 88,474 (2023: TEUR -17,742) resulted primarily from the US dollar and the British pound. Differences in the amount of TEUR -42.385 (2023: TEUR 11.984) previously recognized in the currency translation reserve were recycled to the income statement and primarily resulted from the redemption of Group loans in foreign currencies and from the sale of our business activities in Russia.

The fair value measurement of hedging instruments and reclassifications decreased the hedging reserve before deferred taxes by TEUR -21,650 (2023: TEUR -10,453). Thereof a total of TEUR -8,211 (2023: TEUR 1,408) was accounted for by hedges of net investments in foreign operations and TEUR -13,439 (2023: TEUR 11,860) by hedges for future transactions (cash flow hedges). Overall, changes in fair value measurement of hedging instruments designated as hedges of net investments in foreign operations (net investment hedges) in the amount of TEUR 0 (2023: TEUR -157), previously recognized in the hedging reserve, were recycled to the income statement in the reporting year. Ineffective components of TEUR -2,518 (2023: TEUR 103) were recognized in the income statement of the reporting year. For disclosures on hedge accounting, please refer to Note 34. Derivative financial instruments and hedge accounting.

Deferred taxes in a total amount of TEUR 6,170 (2023: TEUR 2,585) were recognized in other comprehensive income. The following table shows the allocation of deferred taxes to the components of other comprehensive income:

in TEUR	2024	2023
Deferred taxes on foreign exchange translation	–3,116	1,106
Deferred taxed on changes in hedging reserve	5,260	1,395
Deferred taxes on actuarial gains/losses	4,026	84
Deferred taxes in other comprehensive income	**6,170**	**2,585**

Overall, comprehensive income after tax increased the Group's equity by a total of TEUR 141,816 (2023: TEUR 311,380) in the reporting year.

Notes to the Consolidated Statement of Cash Flows

The consolidated statement of cash flows shows the changes in cash and cash equivalents resulting from the inflow and outflow of funds during the reporting year. Cash and cash equivalents (liquid funds) include cash on hand and demand deposits with banks. Liquid funds and cash equivalents comprise cash on hand, checks received, sight deposits, short-term investments, and term deposits with financial institutions with a maturity of up to three months. Securities and current liabilities to banks do not qualify as cash and cash equivalents. Inflows and outflows from corporate acquisitions are netted and shown under net payments made for the acquisition of companies. The amounts reported by foreign Group companies are generally translated at the average exchange rate for the year. Deviating from this principle, cash and cash equivalents are translated at the exchange rate in effect on the balance sheet date.

19. Cash flow from operating activities

Cash flow from operating activities increased over the previous year's level to TEUR 589,544 (2023: TEUR 409,953). The change is primarily due to the optimization of working capital.

20. Cash flow from investing activities

The acquisition of property, plant and equipment and intangible assets resulted in an outflow of funds totaling TEUR 312,374 (2023: TEUR 271,590), of which TEUR 135,395 (2023: TEUR 126,212) related to maintenance capex. A total of TEUR 176,979 (2023: TEUR 145,378) was spent on the expansion and optimization of plants, the development of new products, environmental and/or sustainability projects, and digitalization (special capex). A total of TEUR 636,568 (2023: TEUR 84,893) was paid out for acquisitions (M&A) and investments in financial assets.

Non-cash additions to non-current assets in the amount of TEUR 100,849 (2023: TEUR 95,755) mainly result from the recognition of right-of-use assets and obligations for the recultivation of depleted clay pits.

Cash inflows from the sale of non-current assets amounted to TEUR 30,906 (2023: TEUR 35,162) and comprise the sale of property, plant and equipment and intangible assets.

Net inflows from the sale of companies in the amount of TEUR 12,273 (2023: TEUR 0) comprise the disposal of wienerberger's Russian operations in February 2024.

The reconciliation of total investments in maintenance and special capex as well as payments made for corporate acquisitions (M&A) by wienerberger is as follows:

in TEUR	2024	2023
Maintenance capex	135,395	126,212
Special capex	176,979	145,378
Payments made for investments in tangible and intangible assets	**312,374**	**271,590**
Net payments made for the acquisition of companies	634,261	63,415
Payments made for investments in financial assets	2,307	21,478
M&A capex	**636,568**	**84,893**
Total investments including financial assets	**948,942**	**356,483**

21. Cash flow from financing activities

The change in financial liabilities, as shown on the balance sheet, results from cash inflows and outflows recognized in cash flow from financing activities on the one hand, and from non-cash changes on the other hand:

in TEUR	Short-term financial liabilities	Long-term financial liabilities	Total financial liabilities
Balance on 1/1/2024	**426,644**	**1,274,574**	**1,701,218**
Cash inflows	464,480	652,477	1,116,957
Cash outflows	–745,415	0	–745,415
Repayment of lease liabilities	–72,375	0	–72,375
New and amended lease contracts	0	83,501	83,501
Change in scope of consolidation	23,929	0	23,929
Market value changes of derivatives	11,679	0	11,679
Currency translation differences and other effects	3,860	3,486	7,346
Reclassifications	492,298	–492,298	0
Balance on 31/12/2024	**605,100**	**1,521,740**	**2,126,840**

in TEUR	Short-term financial liabilities	Long-term financial liabilities	Total financial liabilities
Balance on 1/1/2023	**207,157**	**1,245,062**	**1,452,219**
Cash inflows	534,441	346,229	880,670
Cash outflows	–661,315	0	–661,315
Repayment of lease liabilities	–59,731	0	–59,731
New and amended lease contracts	0	74,651	74,651
Change in scope of consolidation	13,794	0	13,794
Market value changes of derivatives	–3,739	0	–3,739
Currency translation differences and other effects	2,972	1,697	4,669
Reclassifications	393,065	–393,065	0
Balance on 31/12/2023	**426,644**	**1,274,574**	**1,701,218**

Notes to the Consolidated Balance Sheet

22. Non-current assets and impairment test

Impairment test
The transformation of the groups of CGUs in Europe, decided in the prior year and begun in the Europe West segment, from a product-centered structure – with Wienerberger Building Solutions (WBS) and Wienerberger Piping Solutions (WPS) – into a regional structure was continued in the reporting year in the Europe East segment.

wienerberger defines its cash-generating units (CGUs) as plants, which are then aggregated into groups of CGUs. The company monitors its goodwill on the basis of 9 CGU groups (2023: 8 CGU groups).

In the Europe West segment, the CGU groups – except for Smart Hub Solutions – are differentiated on the basis of regions comprising Northern and Western Europe. The regional CGU groups are characterized by the fact that markets are supplied across countries with system solutions for the entire building envelope (wall, roof, and façade), as well as wastewater and rainwater disposal, sanitation, heating and cooling installations, and energy, gas, and potable water systems. For roof tiles, facing bricks, and pipes, in particular, production and the product portfolio are optimized for an entire region. This also includes the optimization of the clay block plant network, although as a rule these products are only delivered over shorter distances. Regions are therefore also differentiated on the basis of Western Europe, Northern Europe, Great Britain, and Ireland. The only exception in this segment is the Smart Hub Solutions CGU group. This includes automation solutions for the monitoring of water and energy infrastructure and for the optimization of the operation of buildings and is steered separately by management.

Since 1/1/2024, the CGU groups of the Europe East segment have also been differentiated by regions. This change compared to the prior year is due to the fact that in this segment as well wienerberger has completed its transformation into a full-range provider of solutions for the building envelope (wall and roof), for wastewater and rainwater disposal, sanitation, heating, and cooling installations, energy, gas, and potable water supply, and for pavers. The regions are differentiated on the basis of Central Eastern and South Eastern Europe, and Emerging Markets. In addition to India, the emerging markets also include Turkey and Singapore since January 1, 2024.

In the North America segment, the CGU groups are differentiated by product groups. Brick North America comprises the North American brick business, and Pipes North America covers the North American plastic pipe business.

Intangible assets with indefinite useful lives, goodwill must be subjected to an impairment test according to IAS 36 at least once a year, for the purpose of which they are allocated to the groups of CGUs.

The carrying amounts based on the current structure are shown in the following table:

	Goodwill		Trademarks	
in TEUR	2024	2023	2024	2023
Europe West	**523,934**	**446,059**	**29,010**	**29,107**
Western Europe	286,232	221,674	7,450	10,146
Northern Europe	41,079	41,622	13,290	12,645
UK/Ireland	193,549	180,852	7,934	6,316
Smart Hub Solutions	3,074	1,911	336	0
Europe East	**68,828**	**65,874**	**26,122**	**27,024**
Central East	59,303	56,349	25,140	26,042
South East	9,525	9,525	982	982
Emerging Markets	0	0	0	0
North America	**54**	**0**	**1,925**	**1,809**
Bricks North America	54	0	1,925	1,809
Pipes North America	0	0	0	0
wienerberger	**592,816**	**511,933**	**57,057**	**57,940**

Other intangible assets primarily comprise acquired customer bases in a total amount of TEUR 220,327 (2023: TEUR 147,184), acquired trademarks in the amount of TEUR 166,011 (2023: TEUR 81,473), of which TEUR 57,057 (2023: TEUR 57,940) have an indefinite useful life, as well as CO_2 certificates patents and licenses. Internally generated intangible assets in the amount of TEUR 4,469 (2023: TEUR 892) were capitalized in the reporting year.

The carrying amounts of goodwill and operating assets allocated to the CGU groups were compared to their recoverable amounts and, if necessary, written down to the lower value in use or, as the case may be, the fair value less cost of disposal. In principle, the recoverability of the tested assets of the CGU groups is determined on the basis of their value in use. If the value in use is lower than the carrying amount of the tested assets, the fair value less cost of disposal is determined additionally. The value in use of a CGU group is generally determined using an income approach by discounting the expected free cash flows at the weighted average cost of capital after tax (WACC) to arrive at the present value.

For the determination of the value in use, the after-tax weighted average cost of capital is derived from external sources on the basis of generally accepted mathematical methods. The currency translation of the values in use was performed at the exchange rate on the day of the impairment test. In accordance with IAS 36, all cost of capital rates were reconciled to their pre-tax value for disclosure.

In the reporting year, the following pre-tax cost of capital rates and growth rates were used for impairment testing:

	Pre-tax WACC	Growth rate
in %	2024	2024
Europe West		
Western Europe	10.09	1.19
Northern Europe	9.46	1.72
UK/Ireland	10.26	1.71
Smart Hub Solutions	9.59	1.61
Europe East		
Central East	10.75	2.16
South East	11.87	2.12
Emerging Markets	32.23	4.02
North America		
Bricks North America	9.59	2.12
Pipes North America	10.01	2.21
wienerberger	**10.36**	**1.73**

In 2023, the following pre-tax cost of capital rates and growth rates were used, based on the CGU structure in place at that time:

	Pre-tax WACC	Growth rate
in %	2023	2023
Europe West		
Western Europe	11.59	1.24
Northern Europe	10.68	1.57
UK/Ireland	11.86	1.48
Europe East		
Wienerberger Building Solution	12.83	2.04
Wienerberger Piping Solution	14.99	2.08
Emerging Markets	17.47	6.31
North America		
Bricks North America	13.35	1.89
Pipes North America	13.63	1.93
wienerberger	**12.39**	**1.68**

The expectation of future cash surpluses is based on the latest internal plans prepared by the top management for the period from 2025-2028. According to IAS 36.33 (b), these mid-term plans do not include the earnings potential of future strategic growth investments, such as potential mergers and acquisitions. Planned investments for expansions and innovations concerning individual production lines and the related contributions to earnings are eliminated for the determination of the value in use.

The quality of planning is reviewed on a regular basis by way of a variance analysis comparing the projected data with actual results, which are then incorporated into the subsequent planning process in the form of corrections. The calculation is based on four detailed planning periods (2025-2028). Based on the going-concern assumption, the cash inflows in the following planning period are assumed to be sustainable over the long term and used as the basis for determining the present value of the terminal value. These perpetual cash flows are based on the assumption of country-specific growth rates derived from an external source (IMF, October 2024, World Economic Outlook Database). In the interest of long-term growth, profits are deemed to be fully retained to be used in future for the provision of production capacities. Intangible assets with indefinite useful lives and goodwill are allocated to the respective CGU group and tested at least annually for potential impairment in connection with the corporate planning process. If projections or analyses indicate a significant negative deviation from the original plan, the cash-generating unit concerned is again tested for impairment. In such cases, the impairment tests are recalculated on the basis of updated planning data and supplemented by a sensitivity analysis to include stress tests. Similarly, impairment tests are updated in the event that any external factors change significantly.

Assumptions regarding the future development of local markets, sales volumes and prices constitute the decisive factors for determining the value in use. Therefore, the value in use is determined on the basis of forecasts published by statistical offices and international organizations as well as management's experience. The estimates for cost structures are based primarily on the extrapolation of historical values and incorporate macroeconomic forecasts for the most important production factors, such as energy prices, plastic granulate prices, and wage and salary trends. The detailed planning periods also comprise assumptions for climate-related targets, provided they can be included in the planning process and reliably estimated in accordance with the IFRS. wienerberger's assumptions on raw material prices and the costs of CO_2 certificates used for impairment testing are based on management's best estimates for the four-year planning period. Current economic conditions as well as expected future developments are taken into account.

Due to restructuring measures in connection with the closure and mothballing of plants as well as capacity reductions, impairment charges to intangible assets and property, plant and equipment came to a total of TEUR 50,629. In the prior year, impairment charges resulting from the impairment tests performed amounted to TEUR 17,342

Impairment charges broken down by CGU and/or CGU group are as follows:

in TEUR	2024
Europe West	**41,863**
Western Europe	**39,064**
Belgium	900
Germany	25,445
Steinzeug Group	2,328
France	10,391
Northern Europe	**2,799**
Denmark	2,799
Europe East	**4,198**
Central East	**4,198**
Hungary	1,948
Czech Republic	2,250
North America	**4,568**
Bricks North America	**4,568**
Bricks USA	4,568
wienerberger	**50,629**

On account of capacity reductions, the impairment test of the CGU Germany resulted in a negative value in use, which in turn led to an impairment charge in the amount of TEUR 16,982. Additionally, plant closures in the CGU Germany resulted in an impairment charge of TEUR 8,462. Furthermore, intangible assets in the CGU Steinzeug Group were impaired by TEUR 2,323 on account of a lower value in use.

In the case of plant closures the recoverable amount was determined on the basis of the fair value less costs of disposal (FVLCOD), as the assets concerned were not expected to generate future cash flows. Hence, a value in use could not be determined. Impairment due to restructuring measures primarily concerned factory building as well as technical plant and equipment.

An additional sensitivity analysis was not performed, as the difference between the value in use and the carrying amount (headroom) for the tested assets was sufficient.

Investment property

Investment property is measured at amortized cost and, except for land, subject to straight-line depreciation/amortization. Investment property shown on the balance sheet includes real estate and buildings with a carrying amount of TEUR 55,533 (2023: TEUR 44,233) that are not used in current business operations. These assets are held for sale over the medium to long term and are therefore classified as investment property. The fair values of these assets derived from comparable transactions are measured at level 2 in the fair value hierarchy according to IFRS 13 and estimated at TEUR 107,675 (2023: TEUR 97,564). The fair value was determined mainly on the basis of purchase offers from third parties for the properties concerned or on the basis of prices observable in the market for similar properties. In 2024, these properties generated rental and other income of TEUR 1,694 (2023: TEUR 1,331). Expenses for investment property that generated rental income in the year under review amounted to TEUR 61 (2023: TEUR 114). Expenses in the amount of TEUR 2,427 (2023: TEUR 3,135) were incurred for investment property that did not generate rental income. Investment property with a carrying amount of TEUR 535 (2023: TEUR 13,907) was sold during the reporting year.

Non-current assets

The development of non-current assets (intangible assets and goodwill as well as property, plant and equipment) is shown in the following table. The amounts resulting from the translation of assets of subsidiaries reporting in foreign currencies at the exchange rates applicable at the beginning and the end of the year are reported as exchange-rate changes.

Items of property, plant and equipment are recognized at acquisition cost less straight-line depreciation or usage-based depletion (clay pits). The recognition of internally produced plant or equipment includes an appropriate component of material and production overheads but excludes general administrative and selling expenses. In accordance with IAS 23, borrowing costs incurred during the production of qualified assets are capitalized as part of acquisition cost and depreciated over their useful life. Research and development expenses at wienerberger also include the costs of product development, process technology, the improvement of environmental standards, and laboratory activities. Development costs are capitalized as part of the related asset category provided, they meet the criteria for recognition of IAS 38.

Subsidies according to IAS 20 are recognized at fair value, provided when there is a reasonable expectation that all conditions for receiving the government grant are met. Since January 1, 2024, wienerberger has been accounting for subsidies in accordance with IAS 20 at their net value. In the case of grants related to assets, subsidies are deducted from the carrying amount of the respective asset. Income-related grants are deducted from the corresponding expenses. No retrospective adjustments were made, as retrospective implementation would have been impracticable, while the impacts are considered immaterial. Presenting subsidies at their net value ensures a clearer representation of the company's assets and financial position and contributes to a better understanding of the economic effect of subsidies.

Non-current assets include land with a value of TEUR 585,997 (2023: TEUR 410,883).

The depreciation/amortization rates are based on the useful economic lives of the respective assets (component approach). Across the Group, the following useful lives are assumed:

Production plants (incl. warehouses)	10–40 years	Other machinery	4–30 years
Administrative and residential buildings	40 years	Fittings, furniture and office equipment	4–15 years
Building infrastructure	4–40 years	Customer base	5–15 years
Kilns and dryers	5–30 years	Other intangible assets	4–10 years

wienerberger modernizes its production lines, machinery, and other equipment step by step by introducing more efficient and more sustainable alternatives in order to attain its climate-related targets. As a rule, such measures are taken at the end of the useful life of plant and equipment when it has been fully depreciated. According to current assessments, wienerberger therefore does not expect any material impact on their valuation. The remaining useful lives of property, plant, and equipment as well as intangible assets remain unchanged. The effects of climate-related factors on useful life are being continuously evaluated.

Costs of repairs that do not increase the useful life of assets are expenses as they are incurred. In accordance with IFRS 5, depreciation is discontinued when assets are classified as held for sale. When plant or equipment is sold or retired, the gain or loss arising from the difference between the net proceeds on sale and the remaining carrying amount or impairment charge is reported in other operating income or expenses.

Intangible assets purchased by the Group, provided they are identifiable, are reported at acquisition cost less straight-line amortization and any impairment charges. Capitalized trademarks that have been established for a long time at the date of purchase and continue in use can be classified as intangible assets with an indefinite useful life and are therefore subject to annual impairment tests.

Emission certificates are recognized at cost or the lower market price on the balance sheet date.

As at the balance sheet date, contractual commitments to purchase property, plant and equipment came to a total of TEUR 26,851 (2023: TEUR 34,615).

in TEUR	Acquisition or construction costs Balance on 1/1/2024	Change in scope of consolidation	Foreign exchange incr./decr.	Additions	Disposals	Transfers	Balance on 31/12/2024	Depreciation and amortization Balance on 1/1/2024	Foreign exchange incr./decr.	Depreciation/ amortization	Special write-offs and Impairments 1)	Disposals	Transfers	Balance on 31/12/2024	Carrying amount 31/12/2024
Goodwill	940,891	74,430	22,279	0	0	0	1,037,600	428,958	15,826	0	0	0	0	444,784	592,816
Other intangible assets	628,871	236,947	5,092	13,921	37,282	2,124	849,673	285,913	1,193	49,145	3,465	19,624	113	320,205	529,468
Intangible assets and goodwill	**1,569,762**	**311,377**	**27,371**	**13,921**	**37,282**	**2,124**	**1,887,273**	**714,871**	**17,019**	**49,145**	**3,465**	**19,624**	**113**	**764,989**	**1,122,284**
Land and buildings	1,843,241	297,209	10,881	62,775	25,481	–708	2,187,917	770,847	3,700	74,196	8,981	20,084	–24,930	812,710	1,375,207
Machinery and equipment	3,042,534	172,462	25,886	78,044	73,002	119,639	3,365,563	2,130,196	17,628	162,118	42,562	71,832	3,512	2,284,184	1,081,379
Fixtures, fittings, tools and equipment	367,955	26,374	3,496	63,067	41,141	6,178	425,929	226,127	1,691	66,178	642	36,261	–762	257,615	168,314
Assets under construction	240,406	26,413	661	195,227	2,487	–159,013	301,207	1,597	–46	0	810	–385	535	3,281	297,926
Property, plant and equipment	**5,494,136**	**522,458**	**40,924**	**399,113**	**142,111**	**–33,904**	**6,280,616**	**3,128,767**	**22,973**	**302,492**	**52,995**	**127,792**	**–21,645**	**3,357,790**	**2,922,826**
Investment property	**80,910**	**3,847**	**302**	**189**	**1,945**	**38,035**	**121,338**	**36,677**	**26**	**–94**	**4,534**	**1,539**	**26,201**	**65,805**	**55,533**
Intangible assets and property, plant and equipment	**7,144,808**	**837,682**	**68,597**	**413,223**	**181,338**	**6,255**	**8,289,227**	**3,880,315**	**40,018**	**351,543**	**60,994**	**148,955**	**4,669**	**4,188,584**	**4,100,643**

1) contains special write-offs from restructurings and ordinary business operations

in TEUR	Acquisition or construction costs Balance on 1/1/2023	Change in scope of consolidation	Foreign exchange incr./decr.	Additions	Depreciation	Transfers	Balance on 1/1/2023	Depreciation and amortization Balance on 1/1/2023	Foreign exchange incr./decr.	Depreciation/ amortization	Special write-offs and Impairments 1)	Disposals	Transfers	Balance on 1/1/2023	Carrying amount 31/12/2023
Goodwill	926,032	19,407	–4,548	0	0	0	940,891	436,973	–8,015	0	0	0	0	428,958	511,933
Other intangible assets	607,998	24,182	–814	13,265	17,428	1,668	628,871	250,287	–1,199	35,417	7,988	6,833	253	285,913	342,958
Intangible assets and goodwill	**1,534,030**	**43,589**	**–5,362**	**13,265**	**17,428**	**1,668**	**1,569,762**	**687,260**	**–9,214**	**35,417**	**7,988**	**6,833**	**253**	**714,871**	**854,891**
Land and buildings	1,741,263	30,044	2,680	63,271	14,517	20,500	1,843,241	708,924	3,938	64,820	778	6,979	–634	770,847	1,072,394
Machinery and equipment	2,906,736	10,259	2,847	92,674	63,822	93,840	3,042,534	2,048,651	4,855	131,469	10,224	62,447	–2,556	2,130,196	912,338
Fixtures, fittings, tools and equipment	332,836	2,929	–5	67,025	38,681	3,851	367,955	207,526	258	54,225	0	34,144	–1,738	226,127	141,828
Assets under construction	254,588	317	–2,954	131,110	803	–141,852	240,406	1,437	45	0	254	126	–13	1,597	238,809
Property, plant and equipment	**5,235,423**	**43,549**	**2,568**	**354,080**	**117,823**	**–23,661**	**5,494,136**	**2,966,538**	**9,096**	**250,514**	**11,256**	**103,696**	**–4,941**	**3,128,767**	**2,365,369**
Investment property	**78,646**	**1,915**	**654**	**0**	**23,974**	**23,669**	**80,910**	**40,725**	**844**	**860**	**0**	**10,067**	**4,315**	**36,677**	**44,233**
Intangible assets and property, plant and equipment	**6,848,099**	**89,053**	**–2,140**	**367,345**	**159,225**	**1,676**	**7,144,808**	**3,694,523**	**726**	**286,791**	**19,244**	**120,596**	**–373**	**3,880,315**	**3,264,493**

1) contains special write-offs from restructurings and ordinary business operations

Leases

wienerberger recognizes rights of use in non-current assets within the relevant asset classes. wienerberger primarily rents vehicles, office space, storage facilities, production sites and showrooms. Lease contracts are negotiated individually under different terms and conditions. Fixtures, fittings, tools and equipment include rented vehicles.

The change in rights of use for leases, reported as part of property, plant and equipment, is recognized as follows:

in TEUR	1/1/2024	Foreign exchange incr./decr.	Change in scope of consolidation	Additions	Deprecia-tion	Disposals	31/12/2024
Land and buildings	159,265	1,169	11,733	32,275	23,924	4,818	175,700
Machinery and equipment	5,262	–100	5,142	6,537	4,887	155	11,799
Fixtures, fittings, tools and equipment	90,521	1,316	3,254	55,093	45,372	4,263	100,549
Right-of-use asset leases	**255,048**	**2,385**	**20,129**	**93,905**	**74,183**	**9,236**	**288,049**

in TEUR	1/1/2023	Foreign exchange incr./decr.	Change in scope of consolidation	Additions	Deprecia-tion	Disposals	31/12/2023
Land and buildings	157,548	1,145	1,072	26,163	21,949	4,713	159,265
Machinery and equipment	4,874	–89	0	3,049	2,280	291	5,262
Fixtures, fittings, tools and equipment	76,914	–113	258	55,687	38,199	4,027	90,521
Right-of-use asset leases	**239,336**	**943**	**1,330**	**84,899**	**62,428**	**9,031**	**255,048**

In the interest of operational flexibility, contracts for real estate, in particular, frequently include extension and termination options. In individual cases, unlimited contract terms with termination options are agreed upon. In principle, long contract terms are assumed, with due consideration given to contractual and economic factors. In the majority of cases, the exercise of extension options and/or the non-exercise of termination rights are assumed. The group's material lease contracts according to IFRS 16 do not contain purchase options.

Details on lease liabilities, including an analysis of maturities, are disclosed in Note 32. Liabilities. Interest payable during the reporting period is disclosed in Note 16. Interest result and other financial result.

In accordance with the practical expedient, payments for short-term leases with a maturity of not more than twelve months and leases of low-value assets are recognized on a linear basis as rental and leasing expenses over the term of the lease concerned. For a breakdown of other rental and lease expenses, see Note 13. Other operating expenses.

The entire cash outflow for leases amounted to TEUR 82,708 (2023: TEUR 66,859; The prior year's value was adjusted).

23. Investments

Investments in associates and joint ventures as well as other investments comprise the following:

in TEUR	2024	2023
Investments in associates and joint ventures	16,195	15,773
Investments in subsidiaries	208	57
Other investments	31,126	34,082
Financial Investments	**47,529**	**49,912**

24. Inventories

Inventories are carried at the lower of purchase and/or production cost and net realizable value, with valuation based on the moving average price method. Cost includes direct expenses as well as allocated overheads and depreciation based on normal capacity utilization (between 85 % and 100 of capacity, depending on the plant). Interest on borrowed capital and selling and administrative expenses are not included in the production cost of current assets. Risks resulting from the length of storage or other impairments in value are reflected through appropriate write-downs.

In the following table, inventories are broken down by material category as at the balance sheet date:

in TEUR	2024	2023
Raw materials and consumables	330,621	271,840
Semi-finished goods	166,171	145,543
Finished goods and merchandise	791,530	733,802
Prepayments	2,851	2,578
Inventories	**1,291,173**	**1,153,763**

Pallets are included in raw materials and consumables. Clay purchased from third parties, together with clay extracted at wienerberger's own extraction sites, is reported under semi-finished goods. Write-downs of inventories of TEUR 13,828 (2023: TEUR 7,383) were recognized for products with a net realizable value (selling price less selling and administrative expenses) lower than their acquisition or production costs.

25. Receivables, securities and other financial assets

Financial assets at amortized cost

	2024			2023		
in TEUR	Total	Remaining term < 1 year	Remaining term > 1 year	Total	Remaining term < 1 year	Remaining term > 1 year
Trade receivables	344,744	344,744	0	306,780	306,780	0
Loans granted	79,286	74,504	4,782	38,609	38,609	0
Loans and receivables AC [1)]	**424,030**	**419,248**	**4,782**	**345,389**	**345,389**	**0**

1) financial assets at amortized cost

Trade receivables include contract assets of TEUR 2,032 (2023: TEUR 1,635) from customer-specific production orders. They represent a contingent right to consideration for complete performance of the contractual obligations by wienerberger.

Loans and receivables are recognized at amortized cost and adjusted to reflect weighted expected credit losses. Valuation allowances are deducted directly from receivables and other assets. In accordance with the derecognition criteria of IFRS 9, receivables sold (factoring) are derecognized. As of December 31, 2024, trade receivables in the amount of TEUR 164,933 (2023: TEUR 116,523) had been sold to third parties. Trade receivables in a total amount of TEUR 11,016 (2023: TEUR 1,291) are secured by bill of exchange. The increase in trade receivables secured by bill of exchange is attributable to the acquisition of the Terreal Group.

Spot transactions in financial assets are recognized on the transaction date. A financial asset is derecognized when the contractual rights to cash flows from that asset is transferred.

The increase in loans granted compared to the prior year is largely due to the acquisition of the Terreal Group. In addition, this position includes receivables from the at-equity company Schlagmann Poroton GmBH und Co. KG due to the profit transfer agreement. In addition, this position includes receivables from the at-equity company Schlagmann Poroton GmBH und Co. KG due to the profit transfer agreement.

Financial assets measured at fair value through profit or loss in a total amount of TEUR 53,686 (2023: TEUR 40,745) include securities of TEUR 19,606 (2023: TEUR 6,088) recognized in current assets, other derivatives in the amount of TEUR 2,746 (2023: TEUR 575) and other investments recognized in non-current assets amounting to TEUR 31,126 (2023: TEUR 34,081). For further details, see Note 35. Disclosures on financial instruments.

Securities at fair value through profit or loss

2024 in TEUR	Carrying amount	Market value	Market value changes recognized in financial result
Shares in funds	5,837	5,837	304
Stock	13,520	13,520	627
Other securities	249	249	0
Securities	**19,606**	**19,606**	**931**

2023 in TEUR	Carrying amount	Market value	Market value changes recognized in financial result
Shares in funds	5,585	5,585	511
Stock	224	224	0
Other securities	279	279	0
Securities	**6,088**	**6,088**	**511**

Securities are held for short-term investment of excess liquidity and to cover pension and severance obligations; they primarily comprise mutual fund units and shares, which are accounted for at fair value. Market value changes are recognized in the financial result. As of the balance sheet date, no debt instruments measured at fair value through other comprehensive income were held.

Derivatives

in TEUR	2024		2023	
	Carrying amount	Market value	Carrying amount	Market value
Derivatives designated in cash flow hedges	13,767	13,767	18,260	18,260
Derivatives designated in net investment hedges	1,575	1,575	8,874	8,874
Other derivatives	2,746	2,746	575	575
Derivatives with positive market value	**18,088**	**18,088**	**27,709**	**27,709**

Securities and other financial assets carried on the balance sheet can be broken down as follows:

in TEUR	2024	2023
Loans granted - short term	74,504.0	38,609
Securities	19,606.0	6,088
Derivatives hedge accounting	15,342.0	27,134
Other derivatives	2,746.0	575
Securities and other financial assets	**112,198.0**	**72,406**

26. Other receivables

in TEUR	2024			2023		
	Total	Remaining term < 1 year	Remaining term > 1 year	Total	Remaining term < 1 year	Remaining term > 1 year
Receivables from current taxes	**52,935**	**52,935**	**0**	**29,097**	**29,097**	**0**
Right-of-return asset	17,228	17,228	0	15,699	15,699	0
Prepaid expenses and deferred charges	18,489	16,307	2,182	20,999	19,043	1,956
Miscellaneous receivables	111,063	99,420	11,643	70,807	63,889	6,918
Other receivables	**146,780**	**132,955**	**13,825**	**107,505**	**98,631**	**8,874**

Assets derived from the right to recover products from customers (right-of-return assets) result from the accounting of rights of return, such as returnable pallets. The remaining other receivables mainly include receivables from tax authorities and social security institutions.

27. Non-current assets held for sale

According to IFRS 5, non-current assets held for sale must be reported separately, provided they are available for immediate sale in their current condition and transaction of the sale is highly probable within one year. If these prerequisites are met, they are reported separately on the balance sheet, measured at the lower of carrying amount and fair value less costs of sale. Assets classified as held for sale are no longer depreciated. Liabilities to be disposed of together with the assets in a single transaction are part of the disposal group.

Having obtained the necessary official approvals, wienerberger sold its Russian operations in February 2024 (see Note 3. Acquisitions and disposals of companies). As a result, no assets were shown under "Non-current assets held for sale as of the balance sheet date (2023: TEUR 25,605).

28. Group equity

The development of Group equity in 2024 and 2023 is presented the Consolidated Statement of Changes in Equity.

The 155th Annual General Meeting of Wienerberger AG held on 07/05/2024 authorized the Managing Board for a period of 30 months to acquire own shares of up to 10 % of the share capital at a minimum price of one Euro per share and a maximum price 20 % above the average unweighted closing price of the past ten trading days before the respective share buyback. Moreover, the Managing Board was authorized, subject to approval by the Supervisory Board, but without further resolution by the Annual General Meeting, to cancel own shares (authorization valid for a period of 30 months) or to resolve to sell and/or use them other than on the stock exchange or by public offering (authorization valid for a period of five years). This authorization replaces the authorization to buy back or sell own shares granted by the 154 th Annual General Meeting on 03/05/2022.

Moreover, the 155th Annual General Meeting held on 07/05/2024 authorized the Managing Board, subject to approval by the Supervisory Board, to increase the share capital of the company – in several tranches, if appropriate – within five years after the entry of the amended Articles of Association in the Companies Register against a contribution in cash of up to EUR 16,759,851 through the issue of up to 16,759,851 new no-par-value bearer shares, with the issue price not allowed to be below the pro-rata share in the share capital. The Managing Board was further authorized, subject to approval by the Supervisory Board, to exclude the shareholders' statutory subscription right, provided the shares are used for the adjustment of fractional amounts or for an over-allotment option (greenshoe) in connection with the placement of new shares by the company. The total number of shares issued with the exclusion of shareholders' subscription rights may not exceed 5 % of the share capital.

As at 31/12/2024, wienerberger's group equity amounted to TEUR 2,882,847 compared to TEUR 2,657,701 in the previous year. Profit after tax increased equity by TEUR 84,308 (2023: TEUR 335,115). The other components of comprehensive income led to an increase in equity by TEUR 57,507 (2023: decrease by TEUR 23,735). The change in the stock option plan amounts to TEUR 26 (2023: TEUR 2,059) of which TEUR 853 was used for treasury shares due to the implementation of Long-Term-Incentive Program 2021 (see details in Note 11. Personnel expenses) and further TEUR -827 was recognized in the capital reserve. The effect of adjustments in connection with hyperinflation increased the retained earnings by TEUR 4,453 (2023: TEUR 4,218).

As at 31/12/2024, the share of equity in total assets amounted to 44.9 % (2023: 48.6 %), and net debt increased from TEUR 1,214,706 in the previous year to TEUR 1,752,883.

Non-controlling interests amounted to TEUR 25,923, compared to TEUR 2,266 in the previous year. The increase is due to the newly acquired companies.

As at 31/12/2024, the share capital of Wienerberger AG totaled EUR 111,732,343, divided into 111,732,343 no-par value shares that all carry the same rights. All shares are fully paid in. A dividend of EUR 0.90 per share was paid out in 2024, i.e. TEUR 100,559 less TEUR 227.5 for treasury shares, thus TEUR 100,282 in total.

In the reporting year, wienerberger bought back 1,162,014 own shares for a price of TEUR 33,967, including transaction costs of TEUR 17. 6,000,000 shares representing a value of TEUR 193,800 were used for the acquisition of the Terreal Group, and 4,489 shares representing a value of TEUR 121 were transferred to employees in North America within the framework of the Employee Share Participation Program. According to the compensation policy of 2020, a total of 31,023 shares of the company were transferred to the members of the management Board as part of the implementation of the Long-Term Incentive Program 2021 on April 26, 2024.

Retained earnings of TEUR 1,904,696 (2023: TEUR 1,921,571) include the retained earnings of Wienerberger AG and all retained earnings of subsidiaries not eliminated in the course of capital consolidation. The 2024 net profit of the Group, excluding the share of profit or loss attributable to non-controlling interests, are recognized in retained earnings.

Other reserves include the components of other comprehensive income. These include actuarial gains and losses from pension and severance pay plans, which are not subsequently reclassified to profit or loss. The remaining other reserves include those components of other comprehensive income which, in principle, must be reclassified to profit or loss. The currency translation reserve includes all differences from foreign currency translation after tax, recognized in other comprehensive income, with the differences from companies consolidated at equity shown separately. The hedging reserve reflects fair value changes of hedges. These hedges comprise hedges of net investments in foreign operations (net investment hedges) as well as hedges for foreign currency transactions (cash flow hedges).

Change-of-control clauses are included in the service contracts of the members of the Managing Board, the terms and conditions of the 2020 and 2023 corporate bonds, and in several syndicated term loans and other loans.

29. Provisions

in TEUR	1/1/2024	Foreign exchange incr./decr.	Change in scope of consolidation	Reversal	Use	Addition	31/12/2024
Provisions for warranties	30,819	–381	23,466	7,725	9,693	8,089	44,575
Provisions for site restoration	44,406	824	9,190	3,785	7,758	12,527	55,404
Miscellaneous non-current provisions	28,285	129	876	5,374	18,560	10,918	16,274
Other non-current provisions	**103,509**	**572**	**33,532**	**16,884**	**36,011**	**31,534**	**116,252**
Other current provisions	**76,989**	**759**	**3,623**	**12,723**	**91,789**	**104,742**	**81,601**
Other provisions	**180,498**	**1,331**	**37,155**	**29,607**	**127,800**	**136,276**	**197,853**

In accordance with IAS 37, provisions for obligatory site restoration are set up when clay pits are purchased and reported as additions to non-current assets according to IAS 16. The underlying assumptions for these obligations are generally based on the regulations applicable in the respective countries. Non-current provisions that are expected to be used after 12 months are discounted and reported at their present value. Other non-current provisions primarily comprise provisions for guarantees/warranties and other environment-related provisions. Other current provisions mainly comprise provisions for restructuring and other current personnel provisions. As at 31/12/2024, restructuring provisions amounted to TEUR 38,999 (2023: 25,440), primarily comprising personnel costs.

30. Employee benefits

in TEUR	2024	2023
Provisions for severance payments	37,236	22,958
Provisions for pensions	61,923	35,215
Provisions for anniversary bonuses	13,898	11,295
Employee-related provisions	**113,057**	**69,468**

The company is exposed to various risks in connection with plans for post-employment benefits. In addition to general actuarial risks, such as an increase in life expectancy impacting retirement benefits or interest rate risks, the company is also exposed to foreign exchange risks or investment risks on the capital markets.

Pension obligations

The length of service forms the basis for retirement benefits under pension plans. The obligations for pensions are netted against plan assets held to cover pension obligations. According to IAS 19, actuarial gains and losses are recognized in other comprehensive income in the year in which they are incurred. The interest component of post-employment benefits is recognized separately in the financial result. Expenses for appropriations to pension provisions are allocated to the respective functional areas.

wienerberger has undertaken pension commitments to employees in the Netherlands, Great Britain, Scandinavia, the USA, Canada, Germany and Belgium as well as to individual members of senior management in Austria. Through the acquisition of the Terreal Group, four defined-benefit pension plans were taken over, one of which was terminated in the reporting year. Future pension agreements are granted to employees in the form of defined-contribution plans. As far as possible, defined-benefit pension agreements are converted into defined-contribution pension models through the transfer of previously earned entitlements to pension funds. wienerberger has also undertaken a number of defined-benefit pension commitments, mainly to former managers, based on non-unit-linked pension plans.

Entitlements earned by Dutch employees are satisfied through a defined-contribution pension plan, primarily through contributions to an industry-wide Dutch pension fund. In Great Britain, a defined-contribution pension plan covers all employees. thebrickbusiness, a company acquired in 2004, and Baggeridge, acquired in 2007, had defined-benefit models. Provisions were set up for the resultant obligations. The employees of the Steinzeug-Keramo Group are also covered by defined-benefit pension models. The Pipelife Group has defined-benefit pension plans for individual members of the management in the Netherlands, Belgium, Austria and Germany.

The calculations are based on the following weighted average parameters:

Parameters	2024	2023
Discount rate	4.1%	4.4%
Expected salary increases	0.1%	0.2%
Expected pension increases	1.5%	1.4%
Average employee turnover	0.2%	0.3%
Mortality tables		
Austria	AVÖ 2018-P ANG	AVÖ 2018-P ANG
Germany	Heubeck 2018 G	Heubeck 2018 G
USA	Pri.H-2012 Fully Generational with Scale MP 2021	Pri.A-2012 Fully Generational with Scale MP 2021
Great Britain	100% of SAPS "S4" Combined / CMI 2022	105% of SAPS "S2" Combined / CMI 2022
Belgium	MR-5/FR-5	MR-3/FR-3
Sweden	DUS23	DUS14/DUS21
Canada	CPM Improvement Scale B	CPM Improvement Scale B
Netherlands	AG Prognosetafel 2020	AG Prognosetafel 2020

The country-specific discount rate is based on the average return on senior, fixed-interest industrial bonds with a term to maturity that reflects the average maturity of the obligations to employees.

Total pension expenses for 2024 cover both defined-contribution and defined-benefit pension plans. The current and past service cost and the effects of plan settlements are recognized in the operating result; the net interest effect is recognized in the financial result.

in TEUR	2024	2023
Defined contribution plans	**20,519**	**21,669**
Defined benefit plans		
Service cost for defined benefit plans	2,822	3,363
Impact of plan curtailments and settlements	0	1,189
Net interest cost	1,731	1,558
Expenses for defined benefit plans	**4,553**	**6,110**
Total expenses for pensions	**25,072**	**27,779**

The gross pension obligations are reconciled to net obligations as shown on the balance sheet by deducting the fair value of plan assets. Of the total net obligations, an amount of TEUR 6,386 (2023: TEUR 6,610) is related to the US (retirement) health insurance program.

The components of pension obligations and their coverage by plan assets are shown below:

	Defined benefit pension obligations		Fair Value of plan assets	
in TEUR	2024	2023	2024	2023
Value as of 1/1	**173,858**	**237,156**	**140,598**	**195,559**
Change in scope of consolidation	26,932	0	6,173	0
Reclassifications	0	0	0	0
Foreign exchange increase/decrease	4,331	–767	3,946	780
Service cost for defined benefit pension plans	2,822	3,363	0	0
Interest cost	8,201	10,288	0	0
Expected income from plan assets	0	0	6,470	8,730
Effects of plan curtailments	0	1,189	0	0
Actuarial gains/losses	8,455	–4,786	–4,059	147
Payments to retirees	–10,797	–16,604	–10,797	–16,606
Payments received from employees	231	160	225	160
Settlements	0	–55,692	0	–56,898
Payments received from employers	–1,566	–449	7,988	8,726
Value as of 31/12	**212,467**	**173,858**	**150,544**	**140,598**
Fair value of plan assets	–150,544	–140,598		
Net pension obligations	**61,923**	**33,260**		
thereof provision for pensions	61,923	35,215		
thereof: market value of plan assets in excess of pension obligations	0	–1,955		
Actuarial gains/losses resulting from pension plans				
Actuarial gains/losses from changes in demographic assumptions	2,849	–4,776		
Actuarial gains/losses from changes in financial assumptions	–4,347	2,380		
Actuarial gains/losses from experience adjustments	9,953	–2,390		
Deviation of return on plan assets	4,059	–147		
Actuarial gains (-)/losses (+) in other comprehensive income	**12,514**	**–4,933**		

Pension plan assets consist mainly of the assets of unit-linked defined-benefit pension plans in Great Britain and Pipelife's plan in the Netherlands. 37% of the plan assets are invested in equities (2023: 34 %), 26 % in bonds (2023: 25 %) and 37 % in other assets (2023: 41 %).

The sensitivity of the gross pension obligation was tested by modifying the major actuarial assumptions individually while keeping all other conditions constant. A negative amount represents a reduction of the obligation, while a positive amount indicates an increase.

Sensitivity of the gross pension obligation	Change of parameter in basis points (BP)/years	Increase of parameter in TEUR	Decrease of parameter in TEUR
Discount rate	+/- 25 BP	–4,992	5,215
Salary increases	+/- 100 BP	235	–237
Employee turnover	+/- 100 BP	–84	81
Life expectancy	+/- 1 J	5,972	–5,980

Payments to defined-benefit pension plans are expected to total TEUR 10,301 in 2025. As at 31/12/2024, the weighted average duration of the pension obligations was 12.0 years (2023: 12.1 years).

Severance obligations

According to Austrian law, Austrian employees are entitled to a lump-sum payment upon retirement or termination by the employer, the amount being dependent on the length of service. Provisions for severance pay are set up for these future obligations. Similar provisions apply, for instance, in France, Italy, Poland and Turkey. Another four defined-benefit severance plans were taken over in France through the acquisition of the Terreal Group. The provisions for severance pay are calculated according to actuarial principles using the projected unit credit method. For Austrian employees whose employment started after 31/12/2002, the employer contributes 1.53 % of the gross wage or salary each month to an employee severance fund. According to IAS 19, this is classified as a defined-contribution plan, and the related employer contributions are reported under severance expense.

The country-specific discount rate used to calculate the severance obligations under the projected unit credit method is based on the same yield curve used to calculate the pension obligations. The calculations are based on the following weighted average parameters:

Parameters	2024	2023
Discount rate	3.6%	4.6%
Expected salary increases	3.0%	3.5%
Average employee turnover	**2.1%**	2.0%

The current and past service cost and the effects of settlement payments from defined-benefit severance plans are included in the operating result, while the net interest effect is recognized in the financial result.

in TEUR	2024	2023
Defined contribution plans	**1,956**	**1,783**
Defined benefit plans		
Service cost for defined benefit plans	1,491	819
Past service cost	141	–688
Effects of settlements	–94	–18
Net interest cost	1,253	941
Expenses for defined benefit plans	**2,791**	**1,054**
Expenses for severance payments	**4,747**	**2,837**

Severance obligations in France are covered by plan assets, 13 % of which are held in shares (2023: 14 %), 78 % in bonds (2023: 78 %) and 9 % in other assets (2023: 8 %).

The following table shows the composition of severance obligations and their coverage through plan assets:

	Defined benefit severance obligation		Fair value of plan assets	
in TEUR	2024	2023	2024	2023
Value as of 1/1	**25,943**	**24,380**	**2,986**	**2,857**
Change in scope of consolidation	11,727	188	26	
Foreign exchange increase/decrease	–26	–117	0	
Service cost for defined benefit severance obligations	1,491	819	0	
Interest cost	1,384	1,050	0	
Expected income from plan assets	0	0	131	109
Effects of settlements	–94	–18	0	
Actuarial gains/losses	2,837	3,268	3	20
Past service cost	141	–688	0	
Payments	–2,466	–2,282	–10	
Payments received from employers	–565	–657	0	
Value as of 31/12	**40,372**	**25,943**	**3,136**	**2,986**
Fair value of plan assets	–3,136	–2,986		
Net severance compensation obligations	**37,236**	**22,957**		
Thereof provision for severance	37,236	22,957		
Actuarial gains/losses resulting from severance payment plans				
Actuarial gains/losses from changes in demographic assumptions	311	2,651		
Actuarial gains/losses from changes in financial assumptions	2,109	471		
Actuarial gains/losses from experience adjustments	417	147		
Deviation of return on plan assets	–3	–20		
Actuarial gains (-)/losses (+) in other comprehensive income	**2,834**	**3,249**		

The sensitivity of the gross severance obligation was tested by modifying the major actuarial assumptions individually while keeping all other conditions constant. A negative amount represents a reduction of the obligation, while a positive amount indicates an increase.

Sensitivity of the gross severance obligation	Change of parameter in basis points (BP)	Increase of parameter in TEUR	Decrease of parameter in TEUR
Discount rate	+/- 25 BP	–915	955
Salary increases	+/- 100 BP	3,862	–3,813
Employee turnover	+/- 100 BP	–315	285

Payments to severance plans are expected to total TEUR 558 in 2025. As of 31/12/2024, the weighted average duration of severance obligations was 10.5 years (2023: 10.1 years).

31. Deferred taxes

In accordance with IAS 12, the calculation of deferred taxes includes all temporary valuation and accounting differences between the tax balance sheet and the IFRS balance sheet. Deferred tax assets also include tax credit which arise from the expected use of existing loss carryforwards in future years, realization of which is probable. These entitlements are calculated on the basis of planned operating results and the earnings effects from the reversal of taxable temporary differences. Deferred taxes are calculated using the tax rate expected to be in effect when these differences are reversed in the future and are based on the local tax rate applicable to the individual Group companies. Future changes in tax rates are applied if the relevant legal amendment has been substantially enacted as of the balance sheet date.

The following deferred tax assets and liabilities as of 31/12/2024 and 31/12/2023 result from temporary valuation and accounting differences between the carrying amounts of the consolidated financial statements and the corresponding tax assessment bases:

in TEUR	2024		2023	
	Assets	**Liabilities**	**Assets**	**Liabilities**
Intangible assets	4,188	–107,145	3,212	–61,063
Property, plant and equipment and financial assets	5,917	–248,002	4,856	–134,626
Inventories	9,906	–7,427	7,915	–7,941
Receivables	19,591	–14,615	18,167	–11,829
Miscellaneous receivables	4,192	–1,162	4,061	–30
	43,794	**–378,351**	**38,211**	**–215,489**
Provisions	38,731	–10,372	16,685	–2,908
Liabilities	75,849	–7,806	67,393	–6,216
Prepayments received	212	–1,411	328	–347
	114,792	**–19,589**	**84,406**	**–9,471**
Tax losses carried forward	351,735		241,139	
Deferred tax assets/liabilities	**510,321**	**–397,940**	**363,756**	**–224,960**
Unrecognized deferred tax assets	–256,164		–194,414	
Offset toward the same taxation authority	–198,282	198,282	–124,423	124,423
Recognized tax assets/liabilities	**55,875**	**–199,657**	**44,919**	**–100,537**

Deferred taxes are calculated on the basis of the tax rates applied or announced to be applied in the individual countries pursuant to tax legislation currently in effect or announced and adopted. In Austria, a corporate income tax rate of 23 % (2023: 24 %) is applied.

For the foreign companies, deferred taxes are calculated on the basis of the respective country-specific tax rates, which during the reporting period ranged from 0 % to 30 %.

Deferred tax assets include an amount of TEUR 20,955 (2023: TEUR 5,549) for companies with a negative tax result for the reporting year. Given the underlying mid-term planning, this approach is justified.

At Group level, deductible temporary differences and tax loss carry forwards (including interest carryforwards and seven-year pro-rata amortization) amounted to TEUR 949, 873 (2023: TEUR 728.375). Thereof, TEUR 22,807 (2023: TEUR 36,698) relate to deductible temporary differences and TEUR 927,066 (2023: TEUR 691.677) to tax loss carryforwards (including interest carryforwards and seven-year pro-rata amortization). No deferred tax assets were recognized for these amounts, as their recoverability cannot reasonably expected based on mid-term planning. This corresponds to unrecognized deferred tax assets of TEUR 256,164 (2023: TEUR 194,414). Thereof, TEUR 4,564 (2023: TEUR 7.002) relate to deductible temporary differences and TEUR 251,600 (2023: TEUR 187.412) to tax loss carryforwards (including interest carryforwards and seven-year pro-rata amortization).

The following table shows when unused tax loss carryforwards (including interest carryforwards and seven-year pro-rata amortization) expire:

in TEUR	2024	2023
Expiry date ≤ 5 years	29,695	7,724
Expiry date 6–10 years	348	3,403
Unlimited carryforward	897,023	680,551
Total	**927,066**	**691,677**

Temporary pro-rata amortization (over 7 years), which is tax-deductible under Austrian law, amounted to TEUR 147,087 (2023: TEUR 46,280) for Wienerberger AG. As in the previous year, no deferred tax assets were recognized for this amount.

As at 31/12/2024, taxable temporary differences relating to investments in subsidiaries amounted to TEUR 404,477 (2023: TEUR 351,195) for which no deferred tax liabilities were recognized in accordance with IAS 12.39 (outside basis differences).

In accordance with the “Amendments to IAS 12: Income Taxes”, wienerberger makes use of the temporary exemption from the accounting requirements for deferred taxes in connection with Pillar 2, issued by the IASB in May 2023. Accordingly, the Group neither recognizes nor discloses information about deferred tax assets and liabilities in connection with Pillar 2 income taxes.

On December 30, 2023, the Pillar 2 income tax legislation was adopted in Austria (Minimum Taxation Reform Act). Pursuant to this Act, the parent in Austria is required to pay a top-up tax on profits generated by its subsidiaries that are taxed at an effective tax rate of less than 15%, provided that no national top-up tax is collected. wienerberger is currently implementing Pillar 2 and has carried out a calculation for the temporary safe harbor for the reporting year. The effects of a potential top-up tax are immaterial. On the basis of this calculation, provisions were set up for a national top-up tax in Bulgaria and Romania (TEUR 457).

The following table shows the amounts of non-recognized deferred tax assets according to Article 9.1.1 of the OECD model rules, broken down by country, attributable to tax loss carryforwards, interest carryforwards and seven-year pro-rata depreciation and amortization:

in TEUR		2024	
Country	**Tax rate**	**Gross**	**Net**
Germany	30.0%	521,435	156,252
Austria	23.0%	160,797	36,983
France	25.8%	84,280	21,761
Netherlands	25.8%	36,860	9,510
Spain	25.0%	34,055	8,514
Denmark	22.0%	25,475	5,605
Poland	19.0%	22,544	4,283
Belgium	25.0%	16,504	4,126
Others		25,116	4,566
Total		**927,066**	**251,600**

32. Liabilities

Financial liabilities are recognized at amortized cost and subsequently measured by the effective interest rate method. This does not apply to derivatives with negative market values, which are measured at fair value. Foreign currency liabilities are translated at the exchange rate in effect on the balance sheet date. To date, wienerberger has not elected to use the option provided by IFRS 9, which permits the initial recognition of a financial liability at fair value through profit or loss.

The residual terms of liabilities are shown in the following tables:

2024 in TEUR	**Total**	**Remaining term < 1 year**	**Remaining term 1–5 years**	**Remaining term > 5 years**
Interest-bearing loans	1,828,764	531,759	849,505	447,500
Lease liabilities	298,076	73,341	120,709	104,026
Financial liabilities	**2,126,840**	**605,100**	**970,214**	**551,526**
Trade payables	**417,536**	**417,536**	**0**	**0**
Payables for current taxes	**24,072**	**24,072**	**0**	**0**
Contract liability	17,056	16,098	958	0
Amounts owed to tax authorities and social security institutions	98,764	98,764	0	0
Refund liabilities	21,763	21,763	0	0
Deferred income	11,176	4,549	1,946	4,681
Miscellaneous liabilities	307,811	289,593	7,054	11,164
Other liabilities	**456,570**	**430,768**	**9,957**	**15,845**
Total liabilities	**3,025,018**	**1,477,476**	**980,171**	**567,371**

2023 in TEUR	**Total**	**Remaining term < 1 year**	**Remaining term 1–5 years**	**Remaining term > 5 years**
Interest-bearing loans	1,435,770	363,958	974,881	96,931
Lease liabilities	265,448	62,688	109,806	92,954
Financial liabilities	**1,701,218**	**426,646**	**1,084,687**	**189,885**
Trade payables	**330,074**	**330,074**	**0**	**0**
Payables for current taxes	**30,593**	**30,593**	**0**	**0**
Contract liability	9,672	9,672	0	0
Amounts owed to tax authorities and social security institutions	72,419	72,419	0	0
Refund liabilities	18,891	18,891	0	0
Deferred income	11,078	4,178	1,459	5,441
Miscellaneous liabilities	274,924	258,511	4,258	12,155
Other liabilities	**386,984**	**363,671**	**5,717**	**17,596**
Total liabilities	**2,448,869**	**1,150,984**	**1,090,404**	**207,481**

Leases already concluded but not yet commenced on the balance sheet date have not been taken into account in the valuation of lease liabilities. On the basis of information available on the balance sheet date, such arrangements will result in an increase in right-of-use assets and lease liabilities in the following year by TEUR 1,382 (2023: TEUR 3,695).

Refund liabilities primarily comprise rights of return recognized for returnable pallets.

Contractual liabilities comprise advance payments received from customers and are recognized on the balance sheet in other liabilities. On the balance sheet date, they amounted to TEUR 17,056 (2023: TEUR 9,672). Revenues generated from these orders are recognized at the time of transfer of the goods/services to the customer.

Miscellaneous other liabilities include TEUR 90,132 (2023: TEUR 77,985) to employees and TEUR 159,596 (2023: TEUR 145,570) from accruals for bonuses and other deductions due to customers. As a result of the prospectively implemented changes in the presentation of subsidies (see Note 22. Non-current assets and impairment test), deferred income for grants received up to that date will still be recognized in profit or loss on a systematic basis over the useful life of the related items of property, plant and equipment. In 2024, deferred income from grants amounted to TEUR 8,017 (2023: TEUR 8,740). In addition to current income tax liabilities, amounts owed to tax authorities and social security institutions come to TEUR 56,628 (2023: TEUR 41,508).

Financial liabilities include the following derivatives with negative market values:

Derivatives

in TEUR	**2024**	**2023**
Derivatives designated in cash flow hedges	11,549	313
Derivatives designated in net investment hedges	2,376	0
Other derivatives	184	2,117
Derivatives with negative market value	**14,109**	**2,430**

Total liabilities include TEUR 3,006,812 (2023: TEUR 2,432,589) in financial liabilities measured at amortized cost, TEUR 4,097 (2023: TEUR 13,850) in other liabilities measured at fair value, TEUR 13,925 (2023: TEUR 313) in derivatives designated as hedging instruments, and TEUR 184 (2023: TEUR 2,117) in other derivatives measured at fair value through profit or loss.

Financial liabilities are expected to result in the following cash flows:

Analysis of contractual cash flows

2024 in TEUR	**Carrying amount as at 31/12/2024**	**Total**	**< 6 months**	**6–12 months**	**1–2 years**	**2–5 years**	**> 5 years**
Bonds	754,434	–829,251	–411,000	–17,063	–17,063	–384,125	0
Liabilities to banks	1,058,076	–1,272,927	–34,156	–100,896	–191,079	–451,137	–495,659
Lease liabilities	298,076	–311,893	–39,994	–35,755	–57,155	–88,199	–90,790
Liabilities to non-banks	2,145	–2,208	–626	–27	–776	–779	0
Financial instruments	**2,112,731**	**–2,416,279**	**–485,776**	**–153,741**	**–266,073**	**–924,240**	**–586,449**
Interest rate derivatives	11,733	–16,109	–530	–1,920	–4,957	–6,183	–2,519
Forward exchange contracts and swaps	2,376	–3,228	–2,115	–1,113	0	0	0
Derivative financial instruments	**14,109**	**–19,337**	**–2,645**	**–3,033**	**–4,957**	**–6,183**	**–2,519**
Carrying amounts/ Contractual cash flows	**2,126,840**	**–2,435,616**	**–488,421**	**–156,774**	**–271,030**	**–930,423**	**–588,968**

2023 in TEUR	**Carrying amount as at 31/12/2023**	**Total**	**< 6 months**	**6–12 months**	**1–2 years**	**2–5 years**	**> 5 years**
Bonds	1,005,350	–1,112,314	–266,000	–17,063	–428,063	–401,188	0
Liabilities to banks	427,020	–519,056	–50,088	–79,920	–45,385	–239,093	–104,570
Lease liabilities	265,448	–279,068	–31,671	–28,564	–47,677	–77,424	–93,732
Liabilities to non-banks	970	–1,194	–268	–83	–7	–836	0
Financial instruments	**1,698,788**	**–1,911,632**	**–348,027**	**–125,630**	**–521,132**	**–718,541**	**–198,302**
Forward exchange contracts and swaps	2,430	–2,684	–2,504	–180	0	0	0
Derivative financial instruments	**2,430**	**–2,684**	**–2,504**	**–180**	**0**	**0**	**0**
Carrying amounts/ Contractual cash flows	**1,701,218**	**–1,914,316**	**–350,531**	**–125,810**	**–521,132**	**–718,541**	**–198,302**

The cash flows shown in the above tables include interest paid on both fixed-interest and floating-rate financial liabilities. These amounts were determined on the basis of the interest rates applicable at the end of the reporting period.

33. Contingent liabilities and guarantees

Contingent liabilities result from obligations to third parties and include the following:

in TEUR	31/12/2024	31/12/2023
Guarantees	25,094	22,583
Other contractual obligations	2,434	211
Contingent liabilities	**27,528**	**22,794**

All facts reported under contingent liabilities reflect possible future obligations that are contingent upon the occurrence of a future event that is completely uncertain as of the balance sheet date.

34. Derivative financial instruments and hedge accounting

The market value of derivative financial instruments represents the value the company would receive or be required to pay upon settlement as of the balance sheet date. Current market conditions – above all current interest rates, foreign exchange rates and the credit standing of the counterparty – are taken into account. These valuation parameters are observable on the market and are available to all relevant market participants. The fair value of the respective derivative instruments corresponds to the net present value determined by means of recognized mathematical methods, including adjustments according to IFRS 13 (credit value and debit value adjustments – CVA/DVA).

As of the balance sheet date, wienerberger held foreign exchange forward contracts that were concluded to hedge transactional risks for a period of up to 12 months. The risk positions covered by these hedges are documented in the Group's foreign-currency-based liquidity planning. These derivatives are designated as hedging instruments in cash flow hedges of future transactions, and changes in their market value during the term are recognized in the hedging reserve. The ineffective portion of the change in market value is recognized through profit or loss and consists primarily of the CVA/DVA adjustments as defined in IFRS 13. On the maturity date of the hedge, the cumulative, effective market value differences are reclassified from other comprehensive income to profit or loss.

wienerberger also held currency swaps that are used to hedge cash pool and bank account balances in foreign currencies. The foreign currency differences on the bank account balances that are hedged with these instruments are recognized through profit or loss and, consequently, the market value differences of the hedges are also recognized through profit or loss. As these are natural hedges, hedge accounting is not applied.

As of the balance sheet date, several interest rate swaps to partially hedge the interest expense were in effect, which are designated as hedging instruments in cash flow hedges and for which the effective portion of the market value changes were recorded in the hedging reserve. The ineffective part of the market value change is determined by means of the hypothetical derivative method and recognized in profit or loss.

The cross-currency swaps are derivatives that hedge the Group's net investments in various currencies (US dollar, British pound, Canadian dollar) and are therefore classified as hedges of a net investment in a foreign operation. The effectiveness of these hedges is measured at least quarterly by comparing the cumulative market value changes with the cumulative currency differences of the hedged position, which is represented by a hypothetical derivative. The effective portion of the hedge is recognized in the hedging reserve, and the ineffective portion is recognized in the statement of profit or loss.

Hedging Instruments 31/12/2024 in TEUR	**Nominal Value**	**Positive market values [1]** **Book Value**	**Negative market values [2]**
Interest rate hedging instruments	536,500	12,497	–9,455
Foreign currency hedging instruments	617,335	4,016	–2,278
Interest rate and foreign currency hedging instruments	201,667	1,575	–2,376
	1,355,502	**18,088**	**–14,109**

1) In the balance sheet in the item Securities and other financial assets // 2) In the balance sheet in the item short-term financial liabilities

Hedging Instruments 31/12/2023 in TEUR	**Nominal Value**	**Positive market values [1)]** **Book Value**	**Negative market values [2)]**
Interest rate hedging instruments	187,834	17,724	-
Foreign currency hedging instruments	601,676	1,111	–2,430
Interest rate and foreign currency hedging instruments	193,597	8,874	-
	983,107	**27,709**	**–2,430**

1) In the balance sheet in the item Securities and other financial assets // 2) In the balance sheet in the item short-term financial liabilities

35. Disclosures on financial instruments

Financial instruments are classified in three levels that reflect the degree of valuation certainty. wienerberger uses the following hierarchy to classify financial instruments measured at fair value according to the valuation method used:

- Level 1: Valuation based on the market price for a specific financial instrument
- Level 2: Valuation based on the market prices for similar instruments or on valuation models that only use parameters that can be monitored on the market
- Level 3: Valuation based on models with significant parameters that cannot be monitored on the market

Financial instruments carried at fair value by wienerberger are generally classified as level 1 (units in mutual funds, corporate bonds and shares, see Note 25. Receivables, securities and other financial assets) or level 2 (other financial assets and derivative financial instruments; see Note 34. Derivative financial instruments and hedge accounting). No items were reclassified between hierarchy levels during the reporting year.

Other securities recognized as financial instruments at fair value through profit or loss are partly classified as level 3 of the valuation hierarchy. They serve as reinsurance for pension obligations for which netting against the provision is not permitted.

Investments in associates and other investments are recognized at fair value, which is determined on the basis of the underlying planning by means of a DCF method. They are therefore classified as level 3 of the valuation hierarchy.

Other liabilities accounted for at fair value are contingent purchase price liabilities in the amount of TEUR 4,097 in connection with the acquisition of participations in companies, primarily concerning payment obligations depending on the attainment of certain earning targets. These liabilities are therefore classified as level 3 in the fair value hierarchy. Moreover, non-contingent liabilities in the amount of TEUR 17,280 result from corporate acquisitions, in particular the acquisitions of Betonarna Lesonice s.r.o. and Grain Plastics B.V.

The following table shows the financial assets and financial liabilities carried at fair value:

Financial assets and financial liabilities carried at fair value

in TEUR	Level 1	Level 2	Level 3	Carrying amount as at 31/12/2024
Assets				
Investments in subsidiaries and other investments			31,334	31,334
Stock	13,520			13,520
Shares in funds	5,837			5,837
Other securities			249	249
Other receivable			452	452
At fair value through profit or loss	**19,357**		**32,035**	**51,392**
Derivatives designated in cash flow hedges		13,767		13,767
Derivatives designated in net investment hedges		1,575		1,575
Other derivatives		2,746		2,746
Derivatives with positive market value		**18,088**		**18,088**
Liabilities				
Derivatives designated in cash flow hedges		11,549		11,549
Derivatives designated in net investment hedges		2,376		2,376
Other derivatives		184		184
Derivatives with negative market value		**14,109**		**14,109**
Contingent purchase price liability			**4,097**	**4,097**

in TEUR	Level 1	Level 2	Level 3	Carrying amount as at 31/12/2023
Assets				
Investments in subsidiaries and other investments	4,641		29,498	34,139
Stock	224			224
Shares in funds	5,585			5,585
Other securities			279	279
At fair value through profit or loss	**10,450**		**29,777**	**40,227**
Derivatives designated in cash flow hedges		18,260		18,260
Derivatives designated in net investment hedges		8,874		8,874
Other derivatives		575		575
Derivatives with positive market value		**27,709**		**27,709**
Liabilities				
Derivatives designated in cash flow hedges		313		313
Other derivatives		2,117		2,117
Derivatives with negative market value		**2,430**		**2,430**
Contingent purchase price liability			**13,850**	**13,850**

The development of financial instruments classified as level 3 is shown in the following table:

	Investments		Other securities		Other receivables		Contingent purchase price liability	
in TEUR	2024	2023	2024	2023	2024	2023	2024	2023
Balance on 1/1	**29,498**	**16,355**	**279**	**332**	**0**	**0**	**13,850**	**11,467**
Additions	807	15,566	3	133	452	0	2,698	3,285
Change in scope of consolidation	125	0	0	0	0	0		
Results from valuation in income statement	904	–2,172	–33	–186	0	0	–1,202	–902
Disposals		–251	0	0	0	0	–11,250	0
Balance on 31/12	**31,334**	**29,498**	**249**	**279**	**452**	**0**	**4,097**	**13,850**

In principle, wienerberger accounts for financial receivables and liabilities at amortized cost, with a provision for expected credit losses on financial receivables being deducted in the amount of the weighted expected defaults. The fair value of bonds is determined on the basis of market prices (level 1), whereas the fair value of loans is derived by means of an income approach valuation, which permits classification under level 2.

Trade receivables and trade payables, refund liabilities, loans granted, and other receivables and liabilities mostly have a term of less than one year. The respective carrying amounts generally correspond to their fair values and are therefore not reported separately.

Financial assets and financial liabilities at amortized cost

in TEUR	Fair Value Level 1	Fair Value Level 2	Fair Value Level 3	Carrying amount as at 31/12/2024
Assets				
Loans granted		**79,286**		**79,286**
Liabilities				
Long-term loans		949,783		951,171
Roll-over		12,101		11,952
Short-term loans		95,442		94,953
Financial liabilities owed to financial institutions		**1,057,326**		**1,058,076**
Bonds	775,655			754,434
Long-term loans		1,477		1,465
Short-term loans		676		680
Lease liabilities		298,076		298,076
Financial liabilities owed to non-banks	**775,655**	**300,229**		**1,054,655**
Purchase price liability		**17,280**		**17,280**

in TEUR	Fair Value Level 1	Fair Value Level 2	Fair Value Level 3	Carrying amount as at 31/12/2023
Assets				
Loans granted		**12,354**		**12,354**
Liabilities				
Long-term loans		327,088		329,433
Roll-over		14,901		14,971
Short-term loans		81,758		82,616
Financial liabilities owed to financial institutions		**423,747**		**427,020**
Bonds	1,019,137			1,005,350
Long-term loans		549		592
Short-term loans		376		376
Lease liabilities		265,448		265,448
Financial liabilities owed to non-banks	**1,019,137**	**266,373**		**1,271,768**
Purchase price liability		**1,015**		**1,015**

Risk Report

Principles of risk management

The conduct of global operations exposes wienerberger to a variety of risks that are inseparable from entrepreneurial activities. These risks have an impact on the fields of business of the Group and on its assets, liabilities and planned commercial decisions.

Throughout the Group, wienerberger focuses on the early identification and active management of risks in its operating environment. To this end, regular updates of the existing risk catalogue are performed by the Managing Board in cooperation with the Chief Operating Officers of the regions and corporate function heads in order to identify new risks. In the course of this process, strategic and operational risks are identified along the entire value chain. The impact of these risks on cash flow is assessed and appropriate risk mitigation strategies and measures are adopted and implemented.

Risk situation and operating risks relating to the Group's markets

wienerberger operates as a well-diversified and resilient provider of innovative, ecological solutions for the entire building envelope in the fields of new build and renovation, as well as infrastructure in water and energy management. The Group is dependent on macro-economic parameters in the countries it operates in, which include, in particular, general economic developments and building activities in new build and renovation as well as the public construction sector. Consumer confidence, the unemployment rate, long-term interest rates, the availability of finance, tax legislation, building regulations and subsidies for housing construction, the availability of labor for construction sites, as well as other factors beyond the Group's sphere of influence also have an impact on the level of business activity. The economic cycles of the construction industry that influence wienerberger's business are notably longer than in other sectors and vary in timing from market to market.

Unfavorable developments of any or all of these factors can have a negative impact on demand for wienerberger products and system solutions, sales volumes, and the price level. Cyclical fluctuations in demand harbor the risk of excess capacity, which in turn may result in increased pressure on prices, lower margins, and revenues that fail to cover production costs. With regard to cost allocation, a distinction must be made at wienerberger between the ceramics business and the piping business. The share of fixed costs in the ceramics business is higher than that of the plastic pipe business due to the comparatively higher intensity of fixed assets. Production capacities are therefore analyzed on an ongoing basis and adjusted to market conditions through appropriate measures.

In the long term, wienerberger regards the Central and Eastern European markets with their pent-up demand for new residential construction and infrastructure as growth markets. Experience shows that these markets are more volatile and can entail risks due to weaker demand and higher price pressure.

Moreover, wienerberger products compete with other building materials, such as concrete, timber, calcium silicate, glass, steel, or aluminum, which exposes the Group to a substitution risk. Based on our strong position as an industry leader in terms of quality and the development of innovative products, we are making every effort to minimize this risk. Our innovations primarily aim at improving the physical and material-specific properties of building materials and their cost-efficiency.

Developments in the plastic pipe business are largely influenced by raw material prices, which usually correlate with the crude oil price. Synthetic polymers account for a substantial part of plastic pipe production costs. The volatility of raw material prices has increased significantly in recent years. Major fluctuations within a single month call for a flexible pricing policy to keep such price fluctuations under control or adjust to the market. In price management, fast reactions are crucial in order to secure sustainable profitability. Alongside the price risk, this business segment is also exposed to a supply risk. Any interruption of supply invariably leads to disruption in production. With few exceptions, alternative raw material suppliers are available to counter the supply risk.

Building material and infrastructure activities are subject to seasonal fluctuations, with quantities sold between April and October being substantially above those sold during the rest of the year. Like the building material and infrastructure sectors as a whole, wienerberger is partly dependent on weather conditions for its earnings, as long periods of frost and rain slow down construction work and may have a notable impact on demand.

To avoid fluctuations in earnings wherever possible, wienerberger has adopted a strategy of diversification in terms of geography and end markets, while at the same time concentrating on its core business of providing solutions for walls, roofs and façades as well as pavers and piping systems. wienerberger has positioned itself as a provider of innovative, ecological solutions for the entire building envelope. Our activities are subject to the usual local market risks. We have to continuously defend our positions against competitors and substitute products. We expect to see a growing degree of concentration among our customers, with trading companies playing an important role, and a resultant increase of the pressure on prices. Specific market situations can also have a negative impact on the price level and may force wienerberger to adapt its pricing strategy, if necessary.

As a multinational corporation, wienerberger operates in countries that are in different stages of economic and social development. Unfavorable changes in the political, legal, and economic framework therefore represent additional sources of risk. Risks arising from changes in the tax law governing the markets concerned, risks from changes in the taxation of energy sources, risks from amendments to labor law, risks from linguistic and cultural differences encountered in international activities demanding an effort of coordination, restrictions on the repatriation of profits, and risks arising from increasingly stringent legal provisions on the use of raw materials, product standards, and product liability, as well as environmental and safety standards, may also have a significant impact on wienerberger's activities. Additionally, in certain markets, such as India, there is a risk of expropriation of production facilities without any guarantee of adequate compensation. In these markets, in particular, wienerberger is exposed to potential tax risks resulting from changes in tax law or the interpretation of tax law in effect. From today's perspective, wienerberger is not able to quantify the probability of occurrence or the extent of such potential risks.

Procurement, production, investment and acquisition risks

wienerberger has a modern and regional plant network. Therefore, the risk of operational breakdowns or a longer standstill of production due to technical problems is low. Supplies of clay or synthetic polymers for our production plants are guaranteed on a long-term basis by sufficient deposits and long-term supply contracts.

The cost of energy for the firing of bricks represents a significant percentage of wienerberger's cost structure. In 2024 wienerberger's energy costs totaled TEUR 323,117 (2023: TEUR 331,564) or 7.2 % (2023: 7.8 %) of revenues. These expenses comprise 56 % for natural gas, 40 % for electricity and 4 % for other energy sources. Energy prices are dependent on international and local market developments and are subject to fluctuations. wienerberger minimizes the risk associated with rising energy prices in liberalized markets (in total, roughly 93 % of energy costs) by concluding forward contracts or fixed-price agreements with national and international suppliers. These prices and volumes are partly fixed on a long-term or medium-term basis. In a limited number of Eastern European countries (in total, roughly 7 % of energy costs) the prices for natural gas are regulated by the government and contracts with local suppliers are negotiated annually. In addition to the price risk, wienerberger is exposed to an energy supply risk (natural gas and electricity). An interruption of supply inevitably results in a loss of production and can therefore have a negative impact on the Group's operating result if demand cannot be met from inventories or through the use of alternative energy sources. To counteract this risk, wienerberger relies on a strategy of diversification, selecting suppliers with a comprehensive international portfolio that are less susceptible to bottlenecks. Moreover, wienerberger has begun to work with more than one supplier per country.

In 2014, wienerberger was granted carbon leakage status for its ceramic activities in the EU. Based on a further qualitative evaluation performed in 2018, the brick industry was included in the new carbon leakage list for the fourth trading period. This means that wienerberger retains its carbon leakage status and will continue to be allocated a major part of the required CO_2 certificates free of charge, although free allocation will be subject to tougher competition in the future. wienerberger therefore established the ETS Strategy Task Force to prepare for these changes. As of 2026, products imported from non-EU countries with less ambitious climate targets and consequently lower production costs will be subject to the Carbon Border Adjustment Mechanism (CBAM), a kind of CO_2 tax that is adapted to the current ETS certificate price on a weekly basis. At the same time, the allocation of emission rights for ETS plants free of charge for products of the same sector of industry produced within the EU will expire. For the time being, ceramic products are not covered by the CBAM and continue to receive certificates free of charge on account of their carbon leakage status.

Continuing optimization (operational excellence) and product innovations as well as internal and external growth projects are being implemented to increase the enterprise value of wienerberger. The future profitability of these projects is dependent to a large degree on the investment volume and the prices of acquisition targets, as well as market developments. For this reason, all growth projects must meet the defined return on investment criteria for the Group's growth projects. The entry into new markets is also connected with risks involving competition, planning certainty and the assessment of the political situation, as well as the establishment of a successful and profitable organizational structure. New projects are therefore analyzed extensively in advance, both from a qualitative and quantitative standpoint.

Financial risks

The refinancing sources open to wienerberger are determined by numerous financial, macroeconomic, geopolitical and other factors beyond the control of Wienerberger AG's management. These factors include the development of the company's current credit rating as well as covenants that apply in the event of a deterioration of the credit rating. In particular, in the event of wienerberger's rating being downgraded to less than investment grade, the ratio of net debt to operating EBITDA must not exceed 3.9 years. Parts of wienerberger's earnings are used for interest payments and are therefore not available for other purposes. If the general level of interest were to increase, or if the Group's rating deteriorated or covenants were not met, additional interest expense could arise due to higher reference rates or an increased risk premium and thus lead to higher financing costs and lower cash flow. Failure to comply with covenants can also result in loans being called.

Alongside the financing risk, operating activities expose wienerberger to interest-rate and currency risks. Derivative financial instruments, in particular forward currency transactions and interest rate swaps, as well as operational measures, are used to limit and manage these risks. All cash flow hedges and hedges of net investments in foreign operations are deemed to be highly effective as a means of offsetting the hedged risks in keeping with risk management objectives. No derivatives are held for speculative purposes.

Currency risks

A significant portion of wienerberger's revenues and earnings is generated by subsidiaries whose headquarters are not located in the euro zone. In the reporting year, wienerberger generated 53 % of its revenues in currencies other than the euro, predominately Eastern European currencies (15 %), the US dollar (16 %) and the British pound (12 %). The currency risk inherent in positions held with external counterparties is immaterial due to the local nature of the building materials and infrastructure business. Cash flows into or out of the euro zone are primarily related to intercompany dividends or loans and the sale of goods and services. These intercompany cash flows are steered by the holding company, with currency risks taken into account to the greatest possible extent.

Given the decentralized structure of the Group, incoming invoices received by procurement are largely in the currency of the local organization. As the Group companies generally also issue their invoices in local currency, which constitutes a natural hedge, transactional currency risks are reduced to a minimum. Unrealized currency translation differences from long-term intercompany loans are recognized in foreign exchange adjustments. Likewise, currency translation differences between the spot rate on the cut-off date within the balance sheet and the average exchange rate within the income statement are recognized in other comprehensive income. The currency-related translation risk from selected US, Canadian, British and certain Eastern European business activities is reduced by means of cross-currency swaps. A cross-currency swap is concluded in the amount of the part of the foreign-denominated assets to be hedged.

In accordance with the principle of the functional currency, the annual financial statements of foreign companies are translated into the euro. The functional currency for all companies is the local currency, as the companies conduct their business independently in financial, economic and organizational terms. All balance sheet items, except for equity, were translated at the mid-market rate as at 31/12/2024. Goodwill is accounted for as an asset in local currency and translated at the mid-market rate on the cut-off date for the consolidated financial statements. Income and expense items are translated at annual average exchange rates. The only exception from this principle are income and expense items of subsidiaries in hyperinflationary economies, which are translated at the mid-market rate on the reporting date for the consolidated financial statements.

However, the translation of foreign company financial statements into the Euro results in currency translation differences (translation risk), which are recognized in other comprehensive income under foreign exchange adjustments. The revenues, earnings, and balance sheet items of companies not headquartered in the Euro zone are therefore dependent on the respective Euro exchange rate. Since June 30, 2022, according to IAS 29, Turkey has been classified as a hyperinflationary economy. From January 1, 2022, the annual financial statements of the Turkish subsidiary have therefore been restated on the basis of the price index published by the Turkish Statistical Institute (see Note 16. Interest result and other financial result – Hyperinflationary economies).

In accordance with the wienerberger risk strategy, the translation risk arising from net investments in foreign operations is to be monitored and, if necessary, fully or partially hedged. The following table shows Group revenues and capital employed by currency, with the calculation of capital employed including the effects of forward exchange contracts and cross-currency swaps:

Revenues	**2024**		**2023**	
	in MEUR	Share in %	in MEUR	Share in %
Euro	2,137	47.3	1,772	41.9
Eastern European currencies	656	14.5	687	16.3
US dollar	725	16.1	746	17.7
British pound	537	11.9	511	12.1
Other	459	10.2	509	12.0
Group revenues	**4,513**	**100**	**4,224**	**100**

Capital employed	**2024**		**2023**	
	in MEUR	Share in %	in MEUR	Share in %
Euro	2,984	65.1	2,352	61.5
Eastern European currencies	560	12.2	549	14.4
US dollar	467	10.2	383	10.0
British pound	288	6.3	267	7.0
Other	285	6.2	272	7.1
Capital employed after hedging effect	**4,583**	**100**	**3,823**	**100**

The effects of a hypothetical change in foreign exchange rates on the consolidated income statement and the consolidated statement of comprehensive income are calculated by means of sensitivity analyses. For the purpose of this calculation, an annual volatility is assumed as of the balance sheet date, which is calculated on the basis of the daily change of the respective exchange rate against the Euro. In accordance with IFRS 7, currency risks result from monetary financial instruments not denominated in the functional currency of the reporting entity. Consequently, receivables, liabilities, cash and cash equivalents as well as derivative foreign-currency financial instruments form the basis for the calculation of the sensitivity of the consolidated income statement. The sensitivity of the consolidated statement of comprehensive income reflects the differences of long-term loans to subsidiaries as well as valuation effects of cash flow hedges for currency risks reported in other comprehensive income. Translation differences arising from the translation of financial statements prepared in a currency other than the Euro were not included in the calculation.

A change in the annual volatility of the Euro against the most relevant currencies as of the reporting date would affect the consolidated income statement and the consolidated statement of comprehensive income as follows (presented in order of materiality):

Sensitivity of the consolidated income statement

in TEUR	2024			2023		
	Annual volatility	if the euro depreciates	if the euro appreciates	Annual volatility	if the euro depreciates	if the euro appreciates
EUR/GBP	4.03%	969	–969	4.79%	1,043	–1,043
EUR/TRY	7.42%	455	–455	14.68%	–50	50
EUR/SEK	5.70%	346	–346	7.43%	643	–643
EUR/HUF	5.75%	294	–294	9.44%	128	–128
EUR/NOK	7.03%	221	–221	9.39%	709	–709
EUR/USD	5.96%	–159	159	7.49%	202	–202
EUR/PLN	4.89%	83	–83	6.26%	118	–118

Sensitivity of the consolidated statement of comprehensive income

in TEUR	2024			2023		
	Annual volatility	if the euro depreciates	if the euro appreciates	Annual volatility	if the euro depreciates	if the euro appreciates
EUR/PLN	4.89%	3,209	–3,209	6.26%	3,128	–3,128
EUR/TRY	7.42%	1,923	–1,923	14.68%	2,424	–2,424
EUR/SEK	5.70%	1,845	–1,845	7.43%	2,023	–2,023
EUR/CZK	3.58%	1,613	–1,613	4.49%	1,928	–1,928
EUR/GBP	4.03%	–786	786	4.79%	–1,271	1,271
EUR/USD	5.96%	700	–700	7.49%	517	–517
EUR/HUF	5.75%	693	–693	9.44%	752	–752

Interest-rate risk

The interest-rate risk comprises two components: the relevant value of the average maturity of all the Group's financing transactions, and the form of interest payable. The risk associated with fixed interest rates lies in a possible decline in the level of interest, while the risk associated with variable interest rates arises from the possibility of an increase in interest rates. wienerberger's risk positions with respect to the risk of interest-rate changes arising from liabilities with fixed and variable interest rates are presented in the breakdown shown below.

In order to analyze the risk of interest-rate changes (fixed and variable interest rates), financial liabilities are adjusted for the effects of derivative instruments (hedging), and short-term fixed-interest financial liabilities are shown as variable-interest items.

in TEUR	2024		2023	
	Fixed interest rate	Variable interest rate	Fixed interest rate	Variable interest rate
Interest-bearing loans	1,066,496	1,060,344	1,326,255	374,963
Reclassification of short-term fixed interest rate loans	–417,107	417,107	–313,426	313,426
Effects of derivative instruments (hedging)	536,500	–536,500	187,834	–187,834
Financial liabilities after hedging effects	**1,185,889**	**940,951**	**1,200,663**	**500,555**

Sensitivity analyses are carried out on fixed-interest and variable-interest financial liabilities to estimate the impact on earnings for the period and on equity. A parallel upward shift of the yield curve by 100 basis points would lead to a decrease in profit after tax by TEUR 2,304 (2023: increase by TEUR 1,510) and, through this change in the income statement, also a change in equity by the same amount. A corresponding decrease in the level of interest would have led to an increase in profit after tax and in equity by the same amount.

Credit risk

For its financial transactions, wienerberger has established strict requirements as regards the credit standing of its financial partners, which are defined in internal financial and treasury policies. The credit risk inherent in the investment of liquid funds and securities is limited because wienerberger only works with financial partners whose credit rating implies a sound financial standing and sets counterparty limits based on this credit rating. However, even counterparties with an excellent rating may pose a credit risk and wienerberger therefore continuously monitors developments on the financial markets and adjusts credit limits accordingly. The following table shows the maximum exposure of trade receivables and other receivables (including receivables from current income taxes) to credit risks as of the balance sheet date, broken down by region:

Credit risk	2024		2023	
	in MEUR	Share in %	in MEUR	Share in %
Western Europe	292.3	57	238.5	56
Central-Eastern Europe	107.5	21	88.6	21
North America	102.3	20	88.7	21
Other	10.8	2	6.7	2
Total trade receivables and miscellaneous receivables	**512.9**	**100**	**422.4**	**100**
thereof insured against default	246.7		266.1	

Trade receivables consist primarily of receivables due from building material dealers and large customers. If an amount is overdue for more than 360 days, default is assumed, and the receivable is written off in its entirety. Receivables are derecognized when there is a legal basis for the assumption that no more payments will be received.

The following table shows the age structure of trade receivables and impaired receivables:

	2024			2023		
in MEUR	**Gross receivable**	**Loss - allowance**	**Carrying amount**	**Gross receivable**	**Loss - allowance**	**Carrying amount**
Not due	296.7	–3.4	293.3	229.2	–3.0	226.2
Up to 30 days overdue	39.0	–1.9	37.1	71.0	–0.8	70.2
31 to 60 days overdue	9.2	–0.4	8.8	6.7	–0.2	6.5
61 to 90 days overdue	2.9	–0.2	2.7	2.2	–0.5	1.7
More than 90 days overdue	15.4	–12.6	2.8	17.2	–15.0	2.2
Trade receivables	**363.2**	**–18.5**	**344.7**	**326.3**	**–19.5**	**306.8**

Loans granted and other long-term receivables primarily comprise receivables from financing activities as well as receivables from at-equity associates and non-consolidated affiliated companies included at equity and non-consolidated associates. In the reporting year, impairment charges were calculated mainly for expected defaults in the following 12 months, as the assessment of the counterparties' solvency has not changed materially. As a matter of principle, default is defined on the basis of generally recognized rating classes as well as externally available or internally calculated ratings. Additional information available internally is also used to assess the risk of default. As of the balance sheet date, there were no receivables (2023: 0) for which an expected credit loss was assumed over the residual term.

Allowances for impairment losses on trade receivables as well as loans granted can be reconciled as follows:

Loss allowance	2024		2023	
in MEUR	**Trade receivables**	**Loans and other non-current receivables**	**Trade receivables**	**Loans and other non-current receivables**
Balance on 1/1	**19.5**	**0.0**	**21.6**	**0.8**
Foreign exchange translation	0.3	0.8	–0.2	0.0
Provision for expected credit losses	–1.2	0.0	2.7	0.0
Change in scope of consolidation	–2.1	0.0	–2.8	0.0
Disposals	2	–0.8	–1.8	–0.8
Balance on 31/12	**18.5**	**0.0**	**19.5**	**0.0**

Liquidity risks

Preserving liquidity and safeguarding a healthy financial base are at the center of wienerberger's corporate strategy. The most important parameters in this respect are the preservation of an adequate liquidity reserve, maximization of free cash flow through organic growth measures and cost reduction, active working capital management, and a cutback in capital expenditure to the necessary minimum.

Liquidity risks arise, above all, when cash flows from revenues fall below expectations on account of weakening demand, and the measures to reduce working capital and cash outflows for fixed-cost items (active capacity management) are not sufficient or can only be implemented with a certain delay.

Liquidity is managed, inter alia, through revolving quarterly liquidity planning as well as regular analyses of the cash conversion cycle, which is calculated on the basis of the average payment targets of suppliers, inventory turnover and receivables conversion. The annual average in 2024, excluding the companies acquired in the reporting year, was 100 days (2023: 91 days). The increase was mainly due to inventories remaining in storage for a longer period of time. As of the balance sheet date, the outstanding receivables period changed compared to the previous year from 24 to 23 days excluding the companies acquired in the reporting year.

For a disclosure of liquidity risk arising from financial liabilities, please refer to the analysis of contractual cash flows in Note 32. Liabilities.

As of the balance sheet date, credit lines in the amount of TEUR 750,000 (2023: TEUR 950,000) were committed, all of which were undrawn.

Legal risks

Depending on the market position in individual countries and the size of planned acquisitions, transactions are subject to approval by the anti-trust authorities. These approval procedures can lead to delays or, in individual cases, to the prohibition of specific acquisitions or mergers. wienerberger evaluates the anti-trust risk associated with an acquisition together with national and international legal and business experts during the early stages of work on a project in order to minimize this risk. No acquisitions planned by the Group have ever been prohibited.

In connection with real estate transactions, Wienerberger AG is liable for possible contamination and any consequential loss incurred as long as the property remains under its ownership.

In numerous countries, wienerberger is subject to local tax law, the evolution of which can have financial implications through changes in the level of charges and taxes to be paid. Through the adoption of the Minimum Taxation Reform Act, the requirements of Pillar 2 were implemented, which provide for global minimum taxation for multinational companies. The Minimum Taxation Reform Act entered into force on 01/01/2024 and provides for top-up taxes to ensure effective taxation at a rate of 15 %. As a rule, wienerberger operates in countries in which the effective tax rate is above 15 %. Hence, no material tax risks are expected to arise from Pillar 2. The implications of the Minimum Taxation Reform Act, which entered into force on 01/01/2024, in connection with Pillar 2 are described in Note 31. Deferred taxes.

Other risks

In many countries wienerberger is subject to comprehensive and increasingly strict environmental, health and safety regulations (Environment, Social, Governance – ESG), which may require investments to ensure compliance with these provisions. Failure to comply with these rules and regulations exposes wienerberger to a risk of penalties, claims for damages, and the withdrawal of operating permits for its plants.

wienerberger plants are doing more to prevent damage to the environment than is currently required by law, but the increasingly strict environmental standards confront the Group with a range of new challenges. wienerberger cooperates with experts and external consultants in order to be fully aware of any legislative changes and to comply with all legal and contractual obligations in effect. Risks arising from the restoration of clay pits are part of the company's operational business and are continuously monitored.

As a leading provider of building material and infrastructure solutions, we voluntarily commit to the transparent disclosure of climate-related effects, risks and opportunities in accordance with the Corporate Sustainability Reporting Directive (CSRD).

One of the central risks is that governments may adopt regulations and take political measures to combat climate change, for instance through emission reduction targets. The introduction of additional carbon pricing mechanisms or taxes can lead to an increase in production costs, endanger overall profitability, and accelerate investment cycles, while delayed and insufficient investments in decarbonization technologies can entail higher costs, potential penalties, and the loss of market shares. The transition to renewable energy sources and carbon pricing can lead to higher energy price volatility. Brick production is energy-intensive, and unexpected fluctuations of energy costs can have an impact on the company's operating expenses. Moreover, the growing awareness of climate change and considerations of sustainability can have an influence on consumer preferences and market demand. There may be a shift toward environment-friendly and energy-efficient building materials, which could have an impact on demand for traditional bricks. Risk management and internal controls of sustainability reporting are seamlessly embedded in wienerberger's general risk management strategy and the internal control system.

The risks associated with a breakdown of our centralized Group-wide data processing system as a result of natural disasters or cyberattacks have been diminished through the installation of redundant systems at computer centers set up at different locations, as well as cloud solutions. The cybersecurity team coaches employees and regularly organizes emergency exercises. This leads to continuous improvements of internal business management concepts and minimizes potential losses. To safeguard our data and systems, a multi-stage security concept has been implemented in cooperation with leading cybersecurity providers and a specialized external security operations center.

A limited number of older wienerberger buildings of the Group contain a small percentage of asbestos products. wienerberger takes utmost care to ensure that such products do not constitute a direct risk for its employees and brings in experts and consultants when removing such asbestos products.

wienerberger competes with other companies in the labor market. In order to train future executives and prepare them for management positions, wienerberger has developed various training programs. Through these programs and through individual further training measures, wienerberger is making every effort to provide the best possible training for its employees and strengthen their loyalty to the company.

Other Disclosures

36.Related-party transactions

The following companies and persons are considered to be related parties of wienerberger: the members of the Supervisory Board and the Managing Board and their close family members, associated companies, joint ventures, non-consolidated subsidiaries of Wienerberger AG as well as ANC Privatstiftung and its subsidiaries. Transactions with companies in which members of the Supervisory Board of Wienerberger AG are active are conducted at arm's length. Business relations between the company and related parties, in particular members of the Managing Board and the Supervisory Board of Wienerberger AG, are disclosed in Note 11. Personnel expenses, as far as payments under Managing Board contracts and Supervisory Board mandates are concerned.

ANC Privatstiftung and its participations operate the landfill business in Austria that was transferred to it by Wienerberger AG in 2001 and own a limited amount of assets (in particular real estate and securities). The managing board of ANC Privatstiftung consists of three members, one of them a member of wienerberger's top management. As the annual financial statements of ANC-Privatstiftung are presented after publication of the Annual Report, the previous year's figures are shown here. As of 31/12/2023, the total assets of ANC Privatstiftung amounted to TEUR 35,661 (31/12/2022: TEUR 34,178), consisting primarily of land and buildings totaling TEUR 6,607 (31/12/2022: TEUR 6,920) and securities and liquid funds in the amount of TEUR 25,182 (31/12/2022: TEUR 23,562). As at 31/12/2023, ANC Privatstiftung reported provisions of TEUR 8,481 (31/12/2022: TEUR 10,264) and no financial liabilities.

Wienerberger AG and its subsidiaries grant loans to associates, joint ventures and non-consolidated subsidiaries on arm's length conditions. As at 31/12/2024, the outstanding non-interest-bearing loans to joint ventures amounted to TEUR 21,285 (2023: TEUR 22,162), while interest-bearing loans to non-consolidated affiliated companies amounted to TEUR 3,908 (2023: TEUR 4,071). In addition, trade receivables due from joint ventures in the amount of TEUR 53 (2023: TEUR 102), including the sale of plant and equipment, were recognized as of the balance sheet date. Revenues of TEUR 922 (2023: TEUR 853) were generated with joint ventures in the reporting year.

Further transaction with related parties concerned clay deliveries in the amount of TEUR 390 (2023: TEUR 565) and rent payments in the amount of TEUR 457 (2023: TEUR 404). Moreover, products worth TEUR 1,340 (2023: 991) were sold to a company with related-party status. Transactions with natural persons with related-party status made in 2024 amounted to TEUR 149 (2023: TEUR 258).

37. Events after the balance sheet date

Between January 1, 2025 and February 7, 2025, wienerberger acquired 1,087,986 own ordinary bearer shares of Wienerberger AG at an average price of € 26.78 via the Vienna Stock Exchange.

At the Supervisory Board meeting on January 9, 2025, Dagmar Steinert was appointed as Chief Financial Officer (CFO), effective as of March 1, 2025 and succeeds Gerhard Hanke in this position. With immediate effect, Gerhard Hanke resigned from his position as CFO and, after the departure of Solveig Menard-Galli, took over the role of COO Central & East.

On March 13, 2025, 2,234,646 wienerberger shares were cancelled.

The consolidated financial statements were prepared by the Managing Board of Wienerberger AG on March 17, 2025, and submitted to the Supervisory Board for approval for publication on March 27, 2025.

Vienna, March 17, 2025

The Managing Board of Wienerberger AG

Heimo Scheuch
Chairman of the Managing Board of Wienerberger AG
CEO

Dagmar Steinert
Member of the Managing Board of Wienerberger AG
CFO

Gerhard Hanke
Member of the Managing Board of Wienerberger AG
COO Central & East

Harald Schwarzmayr
Member of the Managing Board of Wienerberger AG
COO West

Statement by the Managing Board

We confirm to the best of our knowledge that the consolidated financial statements give a true and fair view of the assets, liabilities, financial position and profit or loss of the Group as required by the applicable accounting standards and that the Management report (inclusive Consolidated Non-Financial Statement) gives a true and fair view of the development and performance of the business and the position of the Group, together with a description of the principal risks and uncertainties the Group faces.

We confirm to the best of our knowledge that the separate financial statements give a true and fair view of the assets, liabilities, financial position and profit or loss of the parent company as required by the applicable accounting standards and that the management report gives a true and fair view of the development and performance of the business and the position of the company, together with a description of the principal risks and uncertainties the company faces.

Vienna, March 17, 2025

The Managing Board of Wienerberger AG

Heimo Scheuch
Chairman of the Managing Board of Wienerberger AG
CEO

Dagmar Steinert
Member of the Managing Board of Wienerberger AG
CFO

Gerhard Hanke
Member of the Managing Board of Wienerberger AG
COO Central & East

Harald Schwarzmayr
Member of the Managing Board of Wienerberger AG
COO West

Group companies

Company	Headquarters	Share capital	Cur-rency	Interest in %	Type of consolida-tion	Notes
Wienerberger International N.V.	**Zaltbommel**	**50,001**	**EUR**	**100.00%**	**VK**	
Wienerberger TOV ("in liquidation")	Kyiv	3,000,000	UAH	100.00%	VK	
Wienerberger Ceramika Budowlana Sp. z o.o.	Warszawa	374,324,808	PLN	100.00%	VK	
Handel Ceramika Budowlana Sp. z o.o.	Warszawa	50,000	PLN	100.00%	OK	1)
Wienerberger d.o.o.	Sarajevo	2,000	BAM	100.00%	VK	
Wienerberger Backa d.o.o - u likvidaciji	Kanjiza	651,652	EUR	100.00%	VK	
Wienerberger d.o.o.	Križevci pri Ljutomeru	951,986	EUR	100.00%	VK	
Opekarna Pragersko d.o.o.	Križevci pri Ljutomeru	1,022,743	EUR	100.00%	VK	
Semmelrock International GmbH	**Wien**	**3,000,000**	**EUR**	**100.00%**	**VK**	
Semmelrock Baustoffindustrie GmbH	Wien	1,000,000	EUR	100.00%	VK	
Semmelrock Stein + Design GmbH	Wien	35,000	EUR	100.00%	VK	
Semmelrock Industriebeteiligungsverwaltung GmbH	Wien	35,000	EUR	100.00%	VK	
Semmelrock Stein & Design Sp. z o.o.	Warsaw	46,000,000	PLN	100.00%	VK	
Semmelrock Stein und Design EOOD	Sofia	11,500,000	BGN	100.00%	VK	
Wienerberger GmbH	**Hannover**	**9,500,000**	**EUR**	**100.00%**	**VK**	
Schlagmann Beteiligungs GmbH	Zeilarn	26,000	EUR	50.00%	OK	1)
Schlagmann Poroton GmbH & Co KG	Zeilarn	10,300,000	EUR	50.00%	EQ	
Schlagmann Poroton Vertriebs GmbH	Zeilarn	25,000	EUR	50.00%		4)
Tongruben Verwaltungs GmbH	Hannover	26,000	EUR	100.00%	OK	1)
Argeton GmbH	Hannover	100,000	EUR	100.00%	VK	
Wienerberger Deutschland Service GmbH	Hannover	1,000,000	EUR	100.00%	VK	
RM 2964 Vermögensverwaltungs GmbH	Zeilarn	25,000	EUR	50.00%		4)
MR Erwerbs GmbH & Co. KG	Zeilarn	50,000	EUR	50.00%		4)
Redbloc Elemente GmbH	Zeilarn	25,000	EUR	50.00%		4)
Redbloc Systems Deutschland GmbH	Zeilarn	25,000	EUR	25.00%		4)
Mayr Dachkeramik GmbH	Salching	25,565	EUR	100.00%	VK	
Ammonit Vermögensverwaltungs GmbH	Hannover	25,000	EUR	100.00%	VK	
Ammonit GmbH. & Co. KG	Hannover	2,500,000	EUR	100.00%	VK	
Creaton GmbH	Wertingen	17,920,000	EUR	100.00%	VKE	
Creaton Produktions GmbH	Wertingen	150,000	EUR	100.00%	VKE	
EL-Tec GmbH	Wassenberg	51,000	EUR	51.00%	VKE	
Oberlausitzer Tonbergbau GmbH	Vierkirchen	12,782	EUR	50.00%	EQE	
Creaton Wattwerk GmbH	Wertingen	300,000	EUR	100.00%	VKE	
Wienerberger S.p.A.	**Mordano**	**10,000,000**	**EUR**	**100.00%**	**VK**	
Fornaci Giuliane S.r.l.	Cormons	100,000	EUR	30.00%	EQ	
Wienerberger NV	**Kortrijk**	**52,797,798**	**EUR**	**100.00%**	**VK**	
Deva-Kort NV	Kortemark	247,894	EUR	100.00%	VK	

Company	Headquarters	Share capital	Cur-rency	Interest in %	Type of consolida-tion	Notes
Maatschap Vanheede-Wienerberger	Kortrijk	0	EUR	50.00%	QU	
Struxura BV	Poperinge	20,000	EUR	100.00%	VK	
Struxys BV	Poperinge	18,600	EUR	100.00%	VK	
Preflexibel NV	Ninove	312,000	EUR	100.00%	VK	
Preflexibel France SAS	Salindres	370,000	EUR	100.00%	VK	
Preflex France SAS	Salindres	46,500	EUR	100.00%	VK	
Wienerberger B.V.	**Zaltbommel**	**36,778,680**	**EUR**	**100.00%**	**VK**	
Van Hesteren & Janssens B.V.	Zaltbommel	363,024	EUR	100.00%	VK	
BrickTrading Holland B.V.	Zaltbommel	18,000	EUR	100.00%	VK	
German Brick Trading B.V.	Zaltbommel	249,700	EUR	100.00%	VK	
Aberson B.V.	Zwolle	60,000	EUR	100.00%	VK	
Aberson SmartBuild BV	Zwolle	1	EUR	100.00%	VK	
DEKO Beheer BV	Elst	18,000	EUR	100.00%	VK	
Bricks GBMH	Rhede	25,000	EUR	100.00%	VK	
Steinzentrale Nord Leeuwis GmbH	Rellingen	52,500	EUR	100.00%	VK	
EXA IP B.V.	The Hague	100	EUR	100.00%	OKE	
EXA-License BV	The Hague	50	EUR	100.00%	OKE	
Wienerberger Limited	**Cheadle**	**81,120,552**	**GBP**	**100.00%**	**VK**	
Galileo Brick Limited (in Liquidation)	Cheadle	2,000,000	GBP	100.00%	VK	
Chelwood Group Unlimited (in Liquidation)	Cheadle	1	GBP	100.00%	VK	
The Brick Business Limited (in Liquidation)	Cheadle	900,002	GBP	100.00%	VK	
Sandtoft Roof Tiles Limited	Cheadle	11,029	GBP	100.00%	VK	
Building Product Design Limited	Sale	612,720	GBP	100.00%	VK	
Richmond GmbH	Königswinter	25,000	EUR	100.00%	VK	
FloPlast Limited	Sittingbourne	30,000	GBP	100.00%	VK	
Maincor Limited	Cheadle	94	GBP	100.00%	VKE	
WIENERBERGER PARTICIPATIONS SAS	**Achenheim**	**87,748,250**	**EUR**	**100.00%**	**VK**	
WIENERBERGER SAS	Achenheim	63,000,000	EUR	100.00%	VK	
Briqueterie de Rouffach SAS	Achenheim	336,120	EUR	100.00%	VK	
Terreal Holding SAS	Suresnes	98,263,612	EUR	100.00%	VKE	
Ludowici Roof Tile Inc.	New Lexington	250,000	USD	100.00%	VKE	
Terreal Ohio Mining, LLC	New Lexington	150,000	USD	100.00%	VKE	
Creaton Benelux NV	Mechelen	1,573,245	EUR	100.00%	VKE	
Terreal SAS	Suresnes	87,176,320	EUR	100.00%	VKE	
Achard et Cie SAS	Genay	240,000	EUR	100.00%	VKE	
Lahéra Production SAS	Mazamet	56,406	EUR	100.00%	VKE	
GSE Intégration SAS	Saint-Ouen	330,200	EUR	51.00%	VKE	
Terreal Services SAS	Suresnes	10,000	EUR	100.00%	VKE	

Company	Headquarters	Share capital	Currency	Interest in %	Type of consolidation	Notes
Terreal Italia S.r.l.	Valenza	18,076,000	EUR	100.00%	VKE	
Terreal Espana de Ceramics S.A.U.	Girona	1,263,302	EUR	100.00%	VKE	
Terreal Singapore PTE ltd	Singapore	1,000,000	SGD	100.00%	VKE	
Egernsund Wienerberger A/S	**Frederiksberg**	**11,765,882**	**DKK**	**100.00%**	**VK**	
Wienerberger AS	Oslo	43,546,575	NOK	100.00%	VK	
Kompromemt Holding ApS	Støvring	126,000	DKK	100.00%	VK	
Kompromemt ApS	Støvring	125,000	DKK	100.00%	VK	
Kompromemt Danish Building Design ApS	Støvring	50,000	DKK	100.00%	VK	
Wienerberger AB	Malmö	17,550,000	SEK	100.00%	VK	
Egernsund Wienerberger Production A/S	Frederiksberg	1,606,000	DKK	100.00%	VK	
Egernsund Tegl a.m.b.a.	Egernsund	9,000,000	DKK	100.00%	VK	
General Shale Brick Inc.	**Johnson City**	**1,000**	**USD**	**100.00%**	**VK**	
General Shale Building Materials, Inc.	Johnson City	1,000	USD	100.00%	VK	
Watsontown Brick Company	Watsontown	72,050	USD	100.00%	VK	
Pipelife Jet Stream, Inc.	Siloam Springs	0	USD	100.00%	VK	
Meridian Brick LLC	Alpharetta	0	USD	100.00%	VK	
Arriscraft Canada Inc.	**Cambridge, Ontario**	**15,300,000**	**CAD**	**100.00%**	**VK**	
Wienerberger EOOD	**Sofia**	**12,500,000**	**BGN**	**100.00%**	**VK**	
Uspeh AD	Sofia	2,141,220	BGN	99.66%	VK	
Wienerberger OY AB	**Helsinki**	**1,000,000**	**EUR**	**100.00%**	**VK**	
Wienerberger AS	**Aseri**	**50,048**	**EUR**	**100.00%**	**VK**	
UAB Wienerberger Statybine Keramika	**Vilnius**	**2,925**	**EUR**	**100.00%**	**VK**	
Wienerberger Finance Service B.V.	**Zaltbommel**	**18,151**	**EUR**	**100.00%**	**VK**	
Wienerberger India Private Limited	**Bangalore**	**990,000,000**	**INR**	**100.00%**	**VK**	
WBI Industries Private Limited	Chennai	1,000,000	INR	100.00%	VK	
Wienerberger Österreich GmbH	**Wien**	**5,000,000**	**EUR**	**100.00%**	**VK**	
Wienerberger Bausysteme GmbH	Wien	35,000	EUR	100.00%	VK	
PIPELIFE International GmbH	**Wien**	**29,000,000**	**EUR**	**100.00%**	**VK**	**2)**
PIPELIFE Austria GmbH & Co KG	Wien	4,360,370	EUR	100.00%	VK	
Pipelife Logistik GmbH	Wien	35,000	EUR	100.00%	VK	

Company	Headquarters	Share capital	Currency	Interest in %	Type of consolidation	Notes
PIPELIFE Austria GmbH	Wien	36,337	EUR	100.00%	VK	
Pipelife Pipes for Life GmbH	Wien	35,000	EUR	100.00%	VK	
Pipelife Belgium NV	Kalmthout	510,926	EUR	100.00%	VK	
Pipelife Bulgaria EOOD	Botevgrad	30,000	BGN	100.00%	VK	
Pipelife Czech s r.o.	Otrokovice	202,971,000	CZK	100.00%	VK	
PIPELIFE Deutschland Asset Management GmbH	Bad Zwischenahn	26,000	EUR	100.00%	VK	
PIPELIFE Deutschland GmbH & Co. KG Bad Zwischenahn	Bad Zwischenahn	5,000	EUR	100.00%	VK	
PIPELIFE Deutschland Verwaltungs-GmbH Bad Zwischenahn	Bad Zwischenahn	5,726,469	EUR	100.00%	VK	
Pipelife Eesti AS	Harjumaa	25,024	EUR	100.00%	VK	
Pipelife Finland OY	Oulu	33,637	EUR	100.00%	VK	
Talokaivo Oy	Vantaa	2,000,000	EUR	100.00%	VK	
Slatek OY	Oulu	25,000	EUR	52.00%	VKE	
Vargon d.o.o	Kukuljanovo	1,089,650	EUR	100.00%	VK	
Pipelife Hungaria Kft.	Debrecen	3,123,520,000	HUF	100.00%	VK	
QUALITY PLASTICS HOLDINGS LTD	Cork	635,000	EUR	100.00%	VK	
Cherry Blossom Avenue Limited	Cork	343,503	EUR	100.00%	VK	
Pipelife Ireland Solutions Limited	Cork	487,500	EUR	100.00%	VK	
Pipelife UK Ltd	Cork	244,001	GBP	100.00%	VK	
Pipelife Latvia SIA	Riga	426,600	EUR	100.00%	VK	
Soluforce B.V.	Enkhuizen	10,000	EUR	100.00%	VK	
Pipelife Nederland B.V.	Enkhuizen	11,344,505	EUR	100.00%	VK	
Pipelife Finance B.V.	Enkhuizen	18,000	EUR	100.00%	VK	
Inter Act B.V.	Apeldoorn	1	EUR	100.00%	VK	
Inter ACT industrial automation B.V.	Apeldoorn	20,000	EUR	100.00%	VK	
TeleControlNet B.V.	Apeldoorn	20,000	EUR	100.00%	VK	
Inter Act GmbH.	Nordhorn	25,000	EUR	100.00%	VK	
I-Real B.V.	Doetinchem	18,000	EUR	100.00%	VKE	
Grain Plastics B.V.	Leeuwarden	57,199	EUR	100.00%	VKE	
Pipelife Norge AS	Surnadal	50,000,000	NOK	100.00%	VK	
QPS AS	Levanger	400,000	NOK	100.00%	VK	
Ulmo AS	Ørskog	60,000	NOK	100.00%	VKE	
Pipelife Polska S.A.	Kartoszyno	112,243,963	PLN	100.00%	VK	
Pipelife Romania S.R.L.	Bucuresti	7,323,115	RON	100.00%	VK	
Pipelife Serbia d.o.o. - u likvidaciji	Beograd	168,493,895	RSD	100.00%	VK	
Pipelife Hafab AB	Haparanda	3,000,000	SEK	100.00%	VK	
Pipelife Nordic AB	Ljung	167,000,000	SEK	100.00%	VK	
Pipelife Sverige AB	Ljung	3,600,000	SEK	100.00%	VK	
Isoterm AB	Stenkullen	200,000	SEK	100.00%	VK	
Wideco Sweden AB	Borås	100,000	SEK	85.00%	VK	
Wideco France SAS	Lyon	21,000	EUR	100.00%	OK	1)

Company	Headquarters	Share capital	Currency	Interest in %	Type of consolidation	Notes
Pipelife Slovenija d.o.o.	Trzin	843,258	EUR	100.00%	VK	
Pipelife Slovakia s r.o.	Piestany	6,700	EUR	100.00%	VK	
Preflexibel Invest NV	Ninove	1,200,000	EUR	100.00%	VK	
Wienerberger Dach Beteiligungs GmbH	**Wien**	**500,000**	**ATS**	**100.00%**	**VK**	
WIBRA Tondachziegel Beteiligungs-GmbH	Wien	500,000	ATS	100.00%	VK	
Wienerberger Roof Asset Management GmbH	Wien	35,000	EUR	100.00%	VK	
Tondach Beteiligungs GmbH	**Wien**	**200,000**	**EUR**	**100.00%**	**VK**	
Tondach Gleinstätten GmbH	Gleinstätten	500,000	EUR	100.00%	VK	3)
Wienerberger zRt.	Budapest	5,000,000	HUF	100.00%	VK	
TONDACH Ingatlanhasznosító Zrt.	Budapest	5,000,000	HUF	100.00%	VK	
TONDACH ROMANIA SRL	Sibiu	36,137,155	RON	100.00%	VK	
Wienerberger s.r.o.	České Budějovice 1	50,000,000	CZK	100.00%	VK	
Betonarna Lesonice s.r.o.	Lesonice - Martínkov	36,000,000	CZK	100.00%	VKE	
Cihelna Kinský, spol. s r. o.	Kostelec nad Orlicí	2,000,000	CZK	68.80%	VK	
Wienerberger eurostroj, spol. s r. o.	České Budějovice 1	32,100,000	CZK	100.00%	VK	
Silike keramika, spol. s r.o	České Budějovice 1	100,000	CZK	50.00%	EQ	
Wienerberger s.r.o.	Zlaté Moravce	3,319,392	EUR	100.00%	VK	
Wienerberger d.o.o.	Karlovac	1,192,900	EUR	100.00%	VK	
WIENERBERGER S.R.L.	Bucuresti	39,147,100	RON	100.00%	VK	
Wienerberger doo Kanjiza	Kanjiza	605,394,000	RSD	100.00%	VK	
Wienerberger DOOEL Vinica	Vinica	349,460,010	MKD	100.00%	VK	
SEMMELROCK STEIN + DESIGN Dlazby s.r.o.	Sered	3,027,286	EUR	100.00%	VK	
Semmelrock Stein & Design d.o.o.	Otok Oštarijski (Grad Ogulin)	3,035,300	EUR	100.00%	VK	
Semmelrock Stein + Design S.R.L.	Bolintin-Vale	1,328,400	RON	100.00%	VK	
Wienerberger Anteilsverwaltung GmbH	**Wien**	**35,000**	**EUR**	**100.00%**	**VK**	
Tondach Holding GmbH	Wien	35,000	EUR	100.00%	VK	
Wienerberger Industriebeteiligungsverwaltung GmbH	Wien	35,000	EUR	100.00%	VK	
TMBP Technologies GmbH	Mattersburg	11,159	EUR	31.00%	EQ	
GreenBuild s.r.o.	České Budějovice 1	500,000	CZK	50.00%	EQ	
Wienerberger Finanz Service GmbH	Wien	25,435,492	EUR	100.00%	VK	
Wienerberger West European Holding GmbH	Wien	35,000	EUR	100.00%	VK	
Pipelife Always Part of your Life GmbH	Wien	35,000	EUR	100.00%	VK	
WiTa Social Business Venture Holding GmbH	Wien	35,000	EUR	49.00%	EQ	
Dryfix GmbH	Wien	35,000	EUR	100.00%	VK	
Wienerberger Gamma Asset Management GmbH	Wien	35,000	EUR	100.00%	VK	
Wienerberger International Beteiligungs GmbH	Wien	10,000	EUR	100.00%	VKE	
Arili Plastik Sanayii A.S.	Pendik/Istanbul	39,616,800	TRY	100.00%	VK	

Company	Headquarters	Share capital	Cur-rency	Interest in %	Type of consolida-tion	Notes
Wienerberger Infra GmbH	**Frechen**	**18,408,000**	**EUR**	**100.00%**	**VK**	
Steinzeug - Keramo NV	Hasselt	9,400,000	EUR	100.00%	VK	
Keramo-Wienerberger Immo NV	Hasselt	14,068,558	EUR	100.00%	VK	
SOCIETA DEL GRES S.p.A.	Sorisole	2,000,000	EUR	100.00%	VK	
Steinzeug Keramo s.r.o.	České Budějovice	40,000,000	CZK	100.00%	VK	
Steinzeug - Keramo SARL	Marolles-en-Hurepoix	38,125	EUR	100.00%	VK	
Steinzeug-Keramo Sp. z.o.o.	Piekary Slaskie	2,000,000	PLN	100.00%	VK	

VK = Full consolidation
VKE = first time full consolidation
QU = Quota comsolidation
EQ = At equity consolidation
EQE = First time at equity consolidation
OK = No consolidation
OKE = First time no consolidation

1) Immaterial
2) Holding Company of the Pipelife Group
3) Holding company of the Gleinstätten Group
4) Subsidiary of Schlagmann Poroton GmbH & Co KG

AUDITOR‘S REPORTS

Report on the Audit of the Consolidated Financial Statements

Opinion

We have audited the consolidated financial statements of Wienerberger AG, Vienna, and its subsidiaries (the Group), which comprise the consolidated balance sheet as at December 31, 2024, the consolidated income statement, the consolidated statement of comprehensive income, the consolidated statement of changes in equity and the consolidated statement of cash flows for the financial year then ended, and notes to the consolidated financial statements.

In our opinion, the accompanying consolidated financial statements comply with legal requirements and give a true and fair view of the consolidated financial position of the Group as at December 31, 2024, and its consolidated financial performance and its consolidated cash flows for the year then ended in accordance with International Financial Reporting Standards (IFRS) as adopted by the EU and the additional requirements under section 245a UGB.

Basis for Opinion

We conducted our audit in accordance with Regulation (EU) No. 537/2014 and with the Austrian Generally Accepted Auditing Standards. Those standards require the application of the International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are independent of the Group in accordance with laws and regulations applicable in Austria, and we have fulfilled our other professional responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained up to the date of our report is sufficient and appropriate to provide a basis for our opinion as of that date.

Key Audit Matters

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the consolidated financial statements of the current period. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

The following matters were of most significance for our audit:

- 1. Assessment of the carrying value of goodwill
- 2. Assessment of the carrying value of property, plant and equipment
- 3. Purchase price allocation for the acquisition of the Terreal Group

1. Assessment of the carrying value of goodwill

Description and Issue

Goodwill represents a significant amount on the balance sheet (EUR 593 million). The carrying amounts of the goodwill and operating assets allocated to the groups of cash-generating units are compared at least once a year with the recoverable amount, which is the higher of value in use or fair value less costs to sell. An impairment loss is recognized when the recoverable amount is lower than the carrying amount. The value in use calculation involves significant estimates and forward-looking assumptions by management concerning the expected cash surpluses and the cost of capital. Small changes in the assumptions used in determining the value in use can result in materially different outcomes of the impairment tests.

Management describes the approach to assess the carrying value of goodwill and allocation of the goodwill to the respective cash generating units as well as the assumptions and valuation results in Note 22 "Non-current assets and impairment test".

The valuation model used for the impairment test necessitates a large number of input factors for the assessment of the market. In case of negative changes in the future development of the assumptions there is a risk that the goodwill is overstated. Due to the complexity of the valuation model and the dependence of the outcome of the impairment test on the management's assessment of the input factors this matter was of particular importance for our audit.

Our Response

We assessed the appropriateness of the impairment tests performed by management and performed in particular the following audit procedures:

- Comparison of the parameters used in the impairment tests with company-specific information and industry-specific market data and expectations from external and internal data sources;

- Assessment of the appropriateness of the valuation models used;
- Providing an overview of the planning process and critically examining the back-testing of the budget and business plan performed by management;
- Comparison of the planning data used to determine future cash flows with the budgets approved by the Supervisory Board and
- Involvement of internal experts to check the plausibility of the cost of capital by means of a comparative analysis

2. Assessment of the carrying value of property, plant and equipment

Description and Issue

The carrying value of property, plant and equipment amounts to EUR 2.923 million, representing 46% of the total assets shown on the consolidated balance sheet of Wienerberger AG. Impairment losses of EUR 51 million were recognized in the financial year. Management assesses on an annual basis, or whenever triggering events are identified, whether the carrying value of property, plant and equipment is impaired. For purposes of the impairment testing within a division plants are aggregated to groups of cash generating units. The carrying amount of the assets is compared to the recoverable amount, which represents the higher of fair value less costs of disposal and the value in use. An impairment loss is recognized when the recoverable amount is lower than the carrying amount.

Management describes the approach to assess the carrying value of goodwill and allocation of the goodwill to the respective cash generating units as well as the assumptions and valuation results in Note 22 “Non-current assets and impairment test”.

The impairment tests involve complex calculations and the assumptions include a degree of uncertainty regarding the future development of cash flows and discount rates. Minor changes in the assumptions can have a significant effect on the outcome of the impairment tests. Therefore, this matter was of particular importance for our audit.

Our Response

We performed similar procedures to those described above in relation to property, plant and equipment impairment testing in respect of the key assumptions used in the impairment model. Therefore, we refer to the section above for further details.

3. Purchase price allocation for the acquisition of the Terreal Group

Description and Issue

Following the fulfillment of all closing conditions, the transaction to acquire the Terreal companies in France, Italy, Spain and the USA as well as the Creaton companies in Germany and Belgium was completed in February 2024. The transaction involved the acquisition of 100% of the shares in the Terreal Group.

The business combination is accounted for in accordance with IFRS 3. The acquired assets, liabilities and contingent liabilities are recognized at their fair values, which were determined as part of the purchase price allocation. This results in net assets measured at fair value of EUR 769 million, goodwill of EUR 62 million and non-controlling interests of EUR 20 million in two fully consolidated subsidiaries of the Terreal Group, in each of which a 51% stake is held.

The valuation results are described in the notes to the consolidated financial statements in the “General information” in section 3 “Acquisitions and disposals of companies”.

When preparing the purchase price allocation, the determination of the fair values of the acquired assets in particular is complex and requires considerable judgment on the part of management with regard to the forecasts and assumptions on which the valuation is based. Changes to these assumptions can have a significant impact on the fair values.

Due to the matter described above, we determined the purchase price allocation for the acquisition of the Terreal Group to be a key audit matter.

Our Response

We assessed the appropriateness of management’s purchase price allocation. In particular, we performed the following audit procedures:

- Review of the purchase agreement to identify provisions relevant for the accounting of the transaction;
- Assessment of the competence of the external specialists involved, as well as their objectivity and independence;
- Evaluation of the appropriateness of the approach in identifying the assets acquired and liabilities assumed at the acquisition date;
- Consultation with our internal valuation specialists to assess the appropriateness of the valuation methods and parameters used for the recognition of intangible assets;

- Verification of the underlying data used and the appropriateness of the valuation methods and assumptions made for determining the fair values of property, plant, and equipment;
- Verification of the mathematical accuracy of the valuation model; and
- Evaluation of the adequacy of the disclosures in the consolidated financial statement.

Other Information

Management is responsible for the other information. The other information comprises all information in the annual report, but does not include the consolidated financial statements, the consolidated management report and our auditor's report thereon. We obtained the consolidated corporate governance report and the consolidated non-financial report prior to the date of this auditor's report, the other parts of the annual report are expected to be made available to us after that date.

Our opinion on the consolidated financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. With regard to the information in the consolidated management report, please refer to the section "Report on the Group management report".

In connection with our audit of the consolidated financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements, or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work we have performed on the other information obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this context.

Responsibilities of Management and Audit Committee for the Consolidated Financial Statements

Management is responsible for the preparation of the consolidated financial statements that give a true and fair view in accordance with International Financial Reporting Standards (IFRS) as adopted by the EU, the additional requirements under section 245a UGB and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

The audit committee is responsible for overseeing the Group's financial reporting process.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Regulation (EU) No 537/2014 and with Austrian Generally Accepted Auditing Standards, which require the application of the ISAs, will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis on these consolidated financial statements.

As part of an audit in accordance with Regulation (EU) No 537/2014 and with Austrian Generally Accepted Auditing Standards, which require the application of the ISAs, we exercise professional judgement and maintain professional skepticism throughout the audit.

We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
-
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Group to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that gives a true and fair view.

- We plan and perform the audit of the consolidated financial statements to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the Group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and review of the audit activities performed for the purpose of the audit of the consolidated financial statements. We bear sole responsibility for our audit opinion.

We communicate with the audit committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the audit committee with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with the audit committee, we determine those matters that were of most significance in the audit of the consolidated financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Other Legal and Regulatory Requirements

Report on the Audit of the Consolidated Management Report

Pursuant to statutory provisions, the consolidated management report is to be audited as to whether it is consistent with the consolidated financial statements and whether it has been prepared in accordance with the applicable legal requirements. It is our responsibility to examine the consolidated non-financial statement included in the group management report to determine whether it has been prepared, to read it, and to assess whether the other information contains any material inconsistencies with the consolidated financial statements or with the knowledge obtained during our audit, or whether it otherwise appears to be materially misstated.

Management is responsible for the preparation of the consolidated management report in accordance with the Austrian Commercial Code.

We conducted our audit in accordance with laws and regulations applicable with respect to the consolidated management report.

Opinion
In our opinion, the consolidated management report is prepared in accordance with the applicable legal requirements, includes appropriate disclosures according to section 243a UGB and is consistent with the consolidated financial statements.

Statement
In the light of the knowledge and understanding of the Group and its environment obtained in the course of our audit of the consolidated financial statements, we have not identified material misstatements in the consolidated management report.

Other Matters which we are required to address according to Article 10 of Regulation (EU) No 537/2014

We were appointed as auditors by the annual general meeting on May 7, 2024 and commissioned by the supervisory board on August 26, 2024 to audit the consolidated financial statements for the financial year ending December 31, 2024. We have been auditing the Group since the financial year ending December 31, 2017.

We confirm that our opinion expressed in the section “Report on the Audit of the Consolidated Financial Statements” is consistent with the additional report to the audit committee referred to in Article 11 of Regulation (EU) No 537/2014.

We declare that we did not provide any prohibited non-audit services referred to in Article 5(1) of Regulation (EU) No 537/2014 and that we remained independent of the Group in conducting the audit.

Engagement Partner
The engagement partner responsible for the audit is Marieluise Krimmel.

Vienna, March 17, 2025

Deloitte Audit Wirtschaftsprüfungs GmbH

Mag. Marieluise Krimmel
Certified Public Accountant

This report is a translation of the audit report according to section 273 of the Austrian Commercial Code (UGB). The translation is presented for the convenience of the reader only. The German wording of the audit report is solely valid and is the only legally binding version. Section 281(2) UGB applies.

Report on the Independent Audit of the Consolidated Non-Financial Statement for the Fiscal Year 2024

Assurance Report by the Independent Auditor

We have conducted an audit to obtain limited assurance on the consolidated non-financial statement included in the group management report section "Consolidated Non-Financial Statement" of Wienerberger AG (the "company") for the fiscal year ending December 31, 2024.

Summary Assessment based on an Audit with Limited Assurance

Based on the audit procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the consolidated non-financial statement included in the group management report section "Konsolidierte nichtfinanzielle Erklärung" is not, in all material respects, in accordance with the requirements of § 267a UGB (NaDiVeG), including:

- compliance with the voluntarily applied European Sustainability Reporting Standards (hereinafter ESRS),
- implementation of the procedure for identifying information to be reported according to ESRS (hereinafter "Materiality Assessment Process") and its presentation in the chapter "Management der Auswirkungen, Risiken und Chancen", and
- compliance with the reporting requirements according to Art. 8 of the Taxonomy Regulation (EU) 2020/852 (hereinafter EU-Taxonomy Regulation).

Basis for the Summary Assessment

We conducted our audit with limited assurance in accordance with the legal provisions and relevant Austrian professional standards for other assurance engagements and supplementary statements, as well as with the International Standard on Assurance Engagements (ISAE 3000 (Revised)) applicable to such engagements. An engagement with limited assurance involves less extensive assurance procedures than an engagement with reasonable assurance, thereby resulting in a lower level of assurance.

Our responsibilities under these regulations and standards are further described in the section "Responsibilities of the Auditor of the Consolidated Non-Financial Statement" of our assurance report.

We are independent of the group in accordance with the Austrian professional standards and Art. 22 ff. AP-RL, and we have fulfilled our other professional duties in accordance with these requirements.

Our audit firm is subject to the provisions of the KSW-PRL 2022, which essentially correspond to the requirements of ISQM 1, and applies a comprehensive quality management system, including documented policies and procedures to comply with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We believe that the audit evidence we have obtained up to the date of the assurance report is sufficient and appropriate to provide a basis for our summary assessment as of that date.

Other Matter

We point out that comparative information for the previous year (except for information according to EU-Taxonomy Regulation) was not subject to our engagement with limited assurance and is therefore not covered by our summary assessment.

Other Information

The legal representatives are responsible for the other information. The other information comprises all information in the 2024 annual report ("Geschäftsbericht") of the company, except for the consolidated non-financial statement and our assurance report.

Our summary assessment of the consolidated non-financial statement does not cover the other information and we will not express any form of assurance conclusion thereon. In connection with our audit of the consolidated non-financial statement, our responsibility is to read the other information and, in doing so, consider whether it is material inconsistent with the consolidated non-financial statement or with our knowledge obtained during the engagement with limited assurance or otherwise appears to be materially misstated. If, based on the work we performed, we conclude that a material misstatement of the other information exists, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Legal Representatives and the Supervisory Board

The legal representatives are responsible for preparing a consolidated non-financial statement, including developing and implementing the Materiality Assessment Process in accordance with applicable requirements and voluntarily applied standards. This responsibility includes:

- identifying actual and potential impacts, risks, and opportunities related to sustainability aspects and assessing the materiality of these impacts, risks, and opportunities,
- preparing the consolidated non-financial statement in compliance with the requirements of § 267a UGB (NaDiVeG),
- including information in the consolidated non-financial statement in accordance with the EU-Taxonomy Regulation
- designing, implementing, and maintaining internal controls determined necessary by the legal representatives to enable the preparation of the consolidated non-financial statement that is free from material misstatement, whether due to fraud or error, and conducting the Materiality Assessment Process in accordance with ESRS requirements,

This responsibility also includes selecting and applying appropriate methods for consolidated non-financial reporting and making assumptions and estimates about individual sustainability information, which are reasonable under the given circumstances.

The supervisory board is responsible for overseeing the Materiality Assessment Process and the preparation of the consolidated non-financial statement.

Inherent limitations in the Preparation of the Consolidated Non-Financial Statement

When reporting on future-oriented information, the group is required to prepare this future-oriented information based on disclosed assumptions about events that may occur in the future, as well as possible future actions of the group. Deviations are likely as expected events often do not occur as assumed.

When determining information in accordance with the EU Taxonomy Regulation, the legal representatives are obliged to interpret ambiguous legal terms. These terms can be subject to various interpretations, including their legal compliance and are therefore subject to uncertainties.

Responsibilities of the Auditor of the Consolidated Non-Financial Statement

Our objectives are to plan and conduct an audit to obtain limited assurance as to whether the consolidated non-financial statement, including the Materiality Assessment Process presented therein and the reporting according to the EU Taxonomy Regulation is free from material misstatement, whether due to fraud or error, and to issue a report that includes our summary assessment. Misstatements can result from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of intended users taken on the basis of the consolidated non-financial statement.

Throughout the engagement with limited assurance, we exercise professional judgment and maintain professional skepticism.

Our responsibilities include:

- performing risk-based procedures to identify and assess the risks of material misstatement in the consolidated non-financial statement, whether due to fraud or error, and obtaining sufficient appropriate evidence to address those risks, but not for the purpose of expressing an opinion on the effectiveness of the group's internal controls, and
- developing and performing audit procedures related to information in the consolidated non-financial statement, where material misstatements are likely. The risk of not detecting material misstatements resulting from fraud is higher than those resulting from errors, as fraudulent activities may involve collusion, forgery, intentional omissions, misleading representations, or the override of internal controls.

Summary of the Work Performed

An engagement with limited assurance involves performing procedures to obtain evidence about the consolidated non-financial statement. The nature, timing, and extent of the procedures selected depend on professional judgment, including identifying information in the consolidated non-financial statement where material misstatements could occur, whether due to fraud or error.

In performing our audit to obtain limited assurance regarding the consolidated non-financial statement, we proceed as follows:

- We gain an understanding of the company's procedures relevant to the preparation of the consolidated non-financial statement.
- We assess whether all relevant information identified in the Materiality Assessment Process is included in the consolidated non-financial statement.
- We assess whether the structure and presentation of the consolidated non-financial statement are in accordance with ESRS.
- We conduct inquiries with relevant personnel and analytical audit procedures on selected information in the consolidated non-financial statement.
- We perform sample-based outcome-oriented audit procedures on selected information in the consolidated non-financial statement.
- We reconcile selected information in the consolidated non-financial statement with corresponding information in the group financial statements and other sections of the group management report.
- We obtain evidence on the methods used to develop estimates and forward-looking information.
- We gain an understanding of the process for identifying taxonomy-eligible and taxonomy-aligned business activities and preparing the corresponding information in the consolidated non-financial statement.
- We obtain evidence of the correct calculation of KPI 1 (Scope 1 and 2 Greenhouse Gas Emission Intensity) and KPI 2 (Revenue from products supporting Net Zero Buildings) in accordance with the Sustainability-Linked Finance Framework 2023 and the Sustainability-linked Progress Report

Limitation of Liability and Publication

The audit to obtain limited assurance of the consolidated non-financial statement is a voluntary assurance engagement.

We issue this assurance report based on the engagement letter concluded with the Company, which also applies to third parties on the basis of the General Conditions of Contract for the Public Accounting Professions (AAB 2018). The AAB 2018 can be accessed online on the website of the Chamber of Tax Advisors and Auditors (KSW - Kammer der Steuerberater:innen und Wirtschaftsprüfer:innen, under the section Berufsrecht / Mandatsverhältnis).

Concerning our responsibilities and liability arising from the engagement relationship, point 7 of the AAB 2018 applies. Consequently, our liability for slight negligence is excluded. In the case of gross negligence, the maximum liability for the company and third parties is five times the received fee, but is limited to a maximum of ten times the minimum insurance sum of the professional liability insurance according to § 11 Wirtschaftstreuhandberufsgesetz 2017 (WTBG 2017). This amount constitutes the maximum liability limit, applicable only once, even in the event of multiple claimants or grounds for claims. Compensation claims for damages is restricted to actual damage. We are liable for lost profits only in cases of intent or gross negligence, to the extent permitted by law. We are not liable for unforeseeable or atypical damages that we could not have anticipated.

The assurance report may only be disclosed to third parties in conjunction with the consolidated non-financial statement, as presented in the group management report under the section "Konsolidierte nichtfinanzielle Erklärung" and must be provided in its entirety and without any abridgement.

Responsible Auditor

The auditor responsible for the audit of the Consolidated Non-Financial Statement is Mag. Alfred Ripka.

Vienna, March 17, 2025

Deloitte Audit Wirtschaftsprüfungs GmbH

Mag. Alfred Ripka
Certified Public Accountant

Mag. Marieluise Krimmel
Certified Public Accountant

SERVICE

Glossary

Explanatory Notes on Management Report and Financial Statements

ADR (American Depository Receipt Deposit): Certificates that confirm ownership of a foreign stock and are traded on US stock exchanges or over-the-counter as shares; US banks buy stock and issue ADR's in order to give foreign companies access to the US capital market

Asset coverage: Equity divided by non-current assets; indicates the percentage to which land, buildings, machinery etc. are covered by equity

ATX (Austrian Traded Index): Most important stock market index of Vienna Stock Exchange

Bearer shares: Shares that are not issued to a specific person; the rights to these securities accrue to the person holding them

Capital employed (CE): Equity plus interest-bearing debt (incl. net intercompany balance) less liquid funds and financial assets; the sum of capital engaged in a company

Clay block: Brick made of burned clay, used for load-bearing exterior monolithic or cavity walls as well as for interior walls

Clay roof tile: Roof tile made of burned clay in various shapes and colors

Common shares: Shares that carry full rights in a stock corporation (including participation in the Annual General Meetings, voting rights and dividend rights)

Corporate governance: Rules for the responsible management and control of companies that are set forth in the Austrian Corporate Governance Code

Covenant (financial): A clause in a credit agreement that obliges the borrower not to exceed or fall below a specific indicator

Cross currency swap: Agreement between contract partners to exchange cash flows in two different currencies over a certain period of time; a hedge against foreign currency fluctuations

CSRD: Corporate Sustainability Reporting Directive

Deferred taxes: The result of temporary differences in income recognition between tax law and the individual and consolidated financial statements prepared accounting to IFRS

Depreciation ratio: Recurring depreciation (excluding impairment charges and special write-offs) as a percentage of revenues

Dividend yield: Ratio of the dividend per share paid out to the share price

EBIT: Earnings Before Interest and Tax

EBIT (operating): EBIT adjusted for sale of non-core assets, sale of disposal group, structural adjustments and impairments to assets and special write-offs

EBITDA: Earnings Before Interest, Tax, Depreciation and Amortization

EBITDA (operating): EBITDA adjusted for result from the sale of non-core assets, sale of disposal group and structural adjustments

EBITDA margin: EBITDA divided by revenues

EBITDA margin (operating): Operating EBITDA divided by revenues

Equity method: Valuation method used for the consolidation of investments of between 20% and 50% in other companies

Equity ratio: Equity divided by total assets

ESRS: European Sustainability Reporting Standards

Facing brick: Brick made of burned clay, used for external, non-load-bearing walls of buildings

Forward exchange contract: Foreign exchange transaction that is not realized at conclusion of the relevant contract, but at a later point in time; a hedge against exchange rate fluctuations

Free cash flow: Cash flow from operating activities less cash flow from investing activities plus growth capex; the amount of cash earned in the current year that is available for growth projects, dividends and the repayment of debt or share buy-backs

Free float company: Publicly traded corporation with a majority share of free float

GARP (Growth at a reasonable price) investor: investor who aims to identify those growth stocks that meet his/her criteria for buying at reasonable prices

Gearing: Net debt divided by equity including non-controlling interests; an indicator of financial security

Goodwill: Surplus of the price paid for a company over the net assets acquired

Growth Investor: Growth investors are looking for companies growing at superior rates than the general marketplace, but are unwilling to pay the extremely high multiples associated with the hyper growth stocks

Hedging: Measures used in the management of financial risk to limit or avoid negative market changes in the areas of interest rates, foreign currency, market values or raw materials

Hybrid capital: Subordinated perpetual corporate bond, which is ranked between equity and debt as mezzanine capital

IFRS: International Financial Reporting Standards

Index Investor: Index investors generally create portfolios that are designed to match the composition of one or more of the broadbased indices; the performance and risk of the portfolio mirrors a section of the broader market

Interest cover: Operating EBITDA divided by interest result; indicates the number of times operating income covers the interest result

Interest rate swap: Agreement to exchange cash flows with different terms over a specific period of time; these cash flows are based on fixed and variable interest rates; provides security against interest rate fluctuations

Investments: Additions to plant, property and equipment and intangible assets

Joint venture: Agreement by two or more companies to jointly operate a business enterprise

LLLD (Long Length Large Diameter Pipes): Pipes for industrial facilities with a diameter of up to 2.5 meters and a length of up to 600 meters

Long-term incentive (LTI) program: A long-term variable remuneration program for the Managing Board and key Group managers to synchronize management goals with shareholders' interests

Net debt: Net sum of financial liabilities + lease liabilities – cash and cash at bank – securities and other financial assets

Net result: Profit after tax attributable to equity holders of the parent company

NF (Normalformat): Abbreviation; standard size of clay blocks (250 x 120 x 65 mm)

P/E ratio (Price/Earnings ratio): Indicator for the market valuation of a stock

Paver: Product made of clay or concrete, used in the design of gardens and public spaces

PE: Polyethylene, a synthetic material

PP: Polypropylene, a synthetic material

PVC: Polyvinyl chloride, a synthetic material

Rating: Standardized evaluation of the credit standing of a company, which indicates the probability of insolvency or delayed payments

Return on equity: Profit after tax divided by equity, or the rate of return on shareholders' investments

ROCE before tax: Return on capital employed before tax; EBIT adjusted for sale of non-core assets, sale of disposal group, structural adjustments and impairments to assets and special write-offs divided by the average capital employed

Self help program: Group-wide optimisation programme in the areas of: Manufacturing Excellence, Innovation and Organic Growth, Procurement, Supply Chain Management and Administration

Short-term Incentive (STI) Program: A short-term variable remuneration program for the Managing Board and key Group managers to synchronize management goals with shareholders' interests

Translation risk: Arises from the conversion of foreign currency items on the balance sheet; these foreign exchange fluctuations are not offset by balance sheet items in the same currency

Treasury: Staff function to safeguard the financing, cash management and financial risk management of a company

UGB: "Unternehmensgesetzbuch" (the Austrian Company Code)

Value Investor: Value investors focus on buying companies at relatively low valuations on an absolute basis, in relation to the market or its peers, or in comparison to an individual stock's historical levels

WACC (Weighted average cost of capital): Average price a company must pay on financial markets for equity and debt

WF (Waalformat): Abbreviation; standard size of a facing brick (210 x 100 x 50 mm)

Explanatory Note on Non-financial Indicators

Adequate wage: A wage that provides for the satisfaction of the needs of the worker and his / her family in the light of national economic and social conditions.

Area of high-water stress: Regions where the percentage of total water withdrawn is high (40-80%) or extremely high (greater than 80%) in the Aqueduct Water Risk Atlas tool of the World Resources Institute (WRI).

Average sick-leave days per employee: Excluding North America (figures not fully comparable due to special local legislation on sick-leave).

Average training hours per employee: Internal and external initial and further training measures per employee; relative to head-count.

„Circular economy principles: The European circular economy principles are:
i. usability;
ii. reusability;
iii. repairability;
iv. disassembly;
v. remanufacturing or refurbishment;
vi. recycling;
vii. recirculation by the biological cycle;
viii. other potential optimisation of product and material use“

CO_2 emissions from electricity: These CO_2 emissions refer to indirect emissions (Scope 2) from electricity (calculation according to market-based method) purchased by the entire wienerberger Group.

CO_2 emissions from primary energy sources: These CO_2 emissions refer to direct fuel emissions (Scope 1); primarily relevant to ceramic production.

CO_2 emissions from raw materials (process emissions): These CO_2 emissions refer to direct emissions (Scope 1) from raw materials in ceramic production.

CO_2e emissions versus CO_2 emissions: "Carbon dioxide equivalents" or "CO_2e" is a term used to describe the global warming potential (GWP) of various greenhouse gases in a single unit. Greenhouse gases such as methane, nitrous oxide, or chlorofluorocarbons (CFC) are of no relevance to wienerberger's range of production. The absolute, direct CO_2 emissions (Scope 1) from our production processes are therefore to be equated with carbon dioxide equivalents. Indirect CO_2 emissions (Scope 2) from electricity are recorded as CO_2e (calculation according to market-based method). The absolute CO_2 emissions or the corresponding CO_2 indicators communicated in our reporting on climate protection thus always refer to emissions of carbon dioxide equivalents (CO_2e).

Double materiality: Double materiality has two dimensions: impact materiality and financial materiality. A sustainability matter meets the criterion of double materiality if it is material from the impact perspective or the financial perspective or both.

Employee turnover in full-time equivalents: (Full Time Equivalents – FTE) Ratio of persons leaving the wienerberger Group (termination by employee or employer, termination by mutual consent) to average number of employees in permanent employment. Excluding North America (figures not fully comparable due to special local legislation)

Financial materiality: A sustainability matter is material from a financial perspective if it generates risks or opportunities that affect (or could reasonably be expected to affect) the undertaking's financial position, financial performance, cash flows, access to finance or cost of capital over the short, medium or long term.

Housing unit for humanitarian projects Buildings: New construction/renovation of residential and non-residential buildings. Single-family home/apartment or predefined non-residential surface = one housing unit.

Impact materiality: A sustainability matter is material from an impact perspective when it pertains to the undertaking's material actual or potential, positive or negative impacts on people or the environment over the short-, medium- and long-term. A material sustainability matter from an impact perspective includes impacts connected with the undertaking's own operations and upstream and downstream value chain, including through its products and services, as well as through its business relationships.

Infrastructure (connection to potable water or sewage): New construction/renovation: Connection of four housing units to potable water or connection to sewage, or connection of predefined surface in non-residential construction = one housing unit

Percentage of women: Calculation based on headcount

Scope 1 GHG emissions: Direct GHG emissions from sources that are owned or controlled by the undertaking.

Scope 2 GHG emissions: Indirect emissions from the generation of purchased or acquired electricity, steam, heat or cooling consumed by the undertaking.

Scope 3 category: One of the 15 types of Scope 3 GHG emissions identified by the GHG Protocol Corporate Standard and detailed by the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (adapted from GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard, Glossary (Version 2011). Undertakings that choose to account for their Scope 3 emissions based on the indirect GHG emissions categories of ISO 14064-1:2018 may also refer to the category defined in clause 5.2.4 (excluding indirect GHG emissions from imported energy) of ISO 14064-1:2018.

Specific CO_2 emissions: Specific CO_2 emissions refer to emissions from production caused by the sources of energy used (Scope 1) and are calculated on the basis of the absolute volume of CO_2 emissions in kg of CO_2 relative to the production output in tons. This value is shown as an index in % relative to the defined reference year, with the values of the reference year set at 100%.

Specific energy consumption: For the calculation of specific energy consumption, absolute energy consumption in kWh is related to the production volume in tons. Specific energy consumption is shown as an index in % relative to the defined reference year, the values of which are set at 100%.

Sustainability-related impacts: The effect the undertaking has or could have on the environment and people, including effects on their human rights, as a result of the undertaking's activities or business relationships. The impacts can be actual or potential, negative or positive, short-term, medium or long-term, intended or unintended, and reversible or irreversible. Impacts indicate the undertaking's contribution, negative or positive, to sustainable development.

Sustainability-related opportunities: Uncertain environmental, social or governance events or conditions that, if they occur, could cause a potential material positive effect on the undertaking's business model, or strategy on its capability to achieve its goals and targets and to create value, and therefore may influence its decisions and those of its business relationship partners with regard to sustainability matters. Like any other opportunity, sustainability-related opportunities are measured as a combination of an impact's magnitude and the probability of occurrence.

Sustainability-related risks: Uncertain environmental, social or governance events or conditions that, if they occur, could cause a potential material negative effect on the undertaking's business model or strategy and on its capability to achieve its goals and targets and to create value, and therefore may influence its decisions and those of its business relationships with regard to sustainability matters. Like any other risks, sustainability- related risks are the combination of an impact's magnitude and the probability of occurrence.

Total energy consumption: Total energy consumption comprises energy consumed in production, excluding administration.

Financial Calendar

April 22, 2025	*Start of the quiet period*
May 06, 2025	Record date for participation at the 156th Annual General Meeting
May 16, 2025	156th Annual General Meeting
May 20, 2025	Update for the First Quarter of 2025
May 21, 2025	Ex-day 2024 dividend
May 22, 2025	Record date 2024 dividend
May 26, 2025	Payment day 2024 dividend
July 16, 2025	*Start of the quiet period*
August 13, 2025	Results for the First Half-Year of 2025
October 16, 2025	*Start of the quiet period*
November 13, 2025	Results for the First Three Quarters of 2025

Information on the Company and the wienerberger Share

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Thomson Reuters	WBSV.VI; WIE-VI
Bloomberg	WIE AV
Datastream	O: WNBA
ADR Level 1	WBRBY
ISIN	AT0000831706

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annualreport.wienerberger.com/2024

Ten-Year Review

Corporate Data		2015	2016	2017[2]	2018[2]	2019	2020	2021	2022	2023	2024
Revenues	in MEUR	2,972	2,974	3,120	3,305	3,466	3,355	3,971	4,977	4,224	4,513
Operating EBITDA[1]	in MEUR							694	1,021	811	760
EBITDA	in MEUR	370	404	415	443	610	558	694	1,026	783	707
EBITDA margin	in %	12.4	13.6	13.3	13.4	17.6	16.6	17.5	20.6	18.5	15.7
EBIT	in MEUR	163	191	179	240	363	192	420	721	477	294
Profit before tax	in MEUR	107	159	145	195	315	149	374	688	424	151
Profit after tax	in MEUR	70	115	141	147	263	100	312	569	335	84
Free cash flow[3]	in MEUR	135	246	179	273	286	397	421	598	258	417
Total investments[4]	in MEUR	148	181	163	216	255	201	280	353	272	312
Net debt	in MEUR	534	632	566	632	871	882	1,134	1,079	1,215	1,753
Capital employed	in MEUR	2,570	2,460	2,459	2,537	2,912	2,594	3,248	3,493	3,822	4,583
Gearing	in %	26.0	34.2	29.6	32.6	42.0	50.4	52.8	44.0	45.7	60.8
Return on equity[5]	in %	3.4	6.2	7.4	7.6	12.7	5.7	14.5	22.8	13.1	2.6
ROCE[6]	in %	4.5	5.8	7.3	7.5	10.6	8.9	12.2	22.6	14.3	9.5
Ø Employees	in FTE	15,813	15,990	16,297	16,596	17,234	16,619	17,624	19,078	18,913	**20,462**

Condensed Balance Sheet		2015	2016	2017[1]	2018[1]	2019	2020	2021	2022	2023	2024
Non-current assets	in MEUR	2,426.3	2,355.0	2,290.3	2,377.7	2,727.0	2,475.7	3,036.1	3,176.3	3,300.4	4,139.1
Inventories	in MEUR	753.3	718.4	741.6	761.7	827.6	729.0	883.3	1,036.2	1,153.8	1,291.2
Other assets	in MEUR	512.0	563.8	627.9	603.6	578.0	1,122.3	984.4	986.7	1,014.4	988.2
Total assets	in MEUR	3,691.6	3,637.2	3,659.9	3,742.9	4,132.6	4,327.0	4,903.8	5,199.3	5,468.6	6,418.4
Equity[7]	in MEUR	2,054.2	1,849.0	1,911.2	1,939.1	2,076.8	1,749.0	2,149.1	2,450.4	2,657.7	2,882.8
Provisions	in MEUR	290.3	278.0	270.6	272.0	279.7	251.3	243.4	237.9	250.0	310.9
Liabilities	in MEUR	1,347.1	1,510.2	1,478.1	1,531.9	1,776.1	2,326.7	2,511.3	2,496.1	2,560.9	**3,224.7**

Stock Exchange Data		2015	2016	2017[1]	2018[1]	2019	2020	2021	2022	2023	2024
Earnings per share	in EUR	0.31	0.70	1.05	1.15	2.18	0.79	2.75	5.17	3,17	0,72
Adjusted earnings per share[8]	in EUR	0.35	0.76	1.19	1.23	2.18	1.79	2.84	5.29	3.57	2.05
Dividend per share	in EUR	0.20	0.27	0.30	0.50	0.60	0.60	0.75	0.90	0.90	0.95
Dividend	in MEUR	23.39	31.58	35.10	57.37	68.05	67.36	86.10	95.38	94.85	104.8
Equity per Share[9]	in EUR	13.4	13.5	14.1	14.4	16.1	15.5	19.0	22.3	25.2	26.1
Share price at year-end	in EUR	17.1	16.5	20.2	18.0	26.4	26.1	32.3	22.6	30.2	26.8
Shares outstanding (weighted)[10]	in Tsd.	116,956	116,956	116,956	116,154	114,320	112,680	113,105	109,884	105,582	110,281
Market capitalization at year-end	in MEUR	2,008.5	1,938.6	2,370.5	2,115.5	3,074.0	3,004.1	3,725.2	2,520.7	3,376.6	**2,992.2**

1) Operating EBITDA introduced in 2021 // 2) Total investments and free cash flow were adjusted according to the new capex definition // 3) Cash flow from operating activities less cash flow from investing activities and cash outflows from the repayment of lease liabilities plus special capex and net payments made for the acquisition of companies // 4) Includes maintenance and special CAPEX // 5) Profit after tax/equity // 6) EBIT, adjusted for sale of non-core assets, sale of disposal group, structural adjustments, impairments to assets and special write-offs from restructuring, divided by the average capital employed; the calculation logic was changed in 2024 and comparative figures up to 2022 were adjusted // 7) Equity including non-controlling interest and hybrid capital (Hybrid capital was reported as part of equity up to and including 2019) // 8) 2022, 2023, 2024 adjusted for one-off effects including income from sale of non-core assets, sale of disposal group, structural adjustments, impairment charges to assets and special write-offs in connection with restructuring measures and the result from recycling of foreign currency effects due to deconsolidation // 9) Equity including non-controlling interests; excluding hybrid capital // 10) Adjusted for treasury stock

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Photos & Illustration
All Channels Communication, Daniel Hinterramskogler

Gender-sensitive formulation
In the interest of text flow and reader-friendliness, gender-specific differentiation has been predominantly avoided in this report. In the interest of equal treatment, the corresponding terms apply to all genders.

This Annual Report contains information and forecasts that relate to the future development of the wienerberger Group and its companies. These forecasts are estimates based on all the information available to us at this point in time. If the assumptions underlying these forecasts do not materialize or if risks – such as those referred to in the Risk Report – materialize, the actual results may differ from the results currently expected. This Annual Report does not, in any way whatsoever, constitute a recommendation to buy or sell Wienerberger AG securities. This Annual Report is also available in German. In case of doubt, the German version takes precedence.

If you want to learn more about wienerberger: Annual & quarterly reports as well as further information can be found on our website www.wienerberger.com.

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