

2025 | Remuneration Report



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I. Introduction

Remuneration Policy

The Remuneration Policy for the Managing Board creates a transparent, appropriate, equitable, and performance-driven remuneration system and aims at incentivizing sustainable value creation and the realization of key corporate targets to ensure maximum alignment with shareholders' interests. In addition, the incentive structure built into the Managing Board remuneration system is annually reviewed to determine its suitability for promoting a sustainable increase in enterprise value.

The policy was approved by the 155th Annual General Meeting of Wienerberger AG and entered into force retroactively as of January 1st, 2024.

The Remuneration Policy defines the principles that apply when determining the remuneration for the Managing Board, the various elements of remuneration and the requirements and performance criteria for the entitlement to these elements.

Remuneration Report

The present Remuneration Report of wienerberger for the 2025 business year was prepared by the Managing Board and the Supervisory Board and will be submitted to a vote at the 157th Annual General Meeting in 2026. The Remuneration Report provides a comprehensive overview of the remuneration components for current and former members of the Managing Board and the Supervisory Board, specifying the resulting entitlements and payouts for the 2025 business year. It was prepared in accordance with the provisions of the following guidelines and recommendations:

- (i) Shareholder Rights Directive II as transposed in the Austrian Stock Corporation Act;
- (ii) Statement 37 of the Austrian Financial Reporting and Auditing Committee (AFRAC) on the Remuneration Report pursuant to sect. 78c of the Austrian Stock Corporation Act (Aktiengesetz);
- (iii) Remuneration Policy 2020–2023 of wienerberger (relevant to LTI 2023–2025) and
- (iv) the revised Remuneration Policy from 2024.

As for the performance targets for the 2026 annual bonus (STI) and long-term incentive awards (LTI), as in previous years, these will be disclosed to shareholders ahead of the 2026 Annual General Meeting.

II. Managing Board Remuneration

The Nomination & Remuneration Committee, in close cooperation with the Supervisory Board, is responsible for the structure of the remuneration system. It deals with all matters relating to the remuneration of the Managing Board members and the content of their employment contracts. The goal of the remuneration system is to align corporate goals with corporate strategy and shareholders' interests. Moreover, the members of the Managing Board are to receive remuneration that is appropriate by national and international standards.

The Supervisory Board strictly applied the Remuneration Policy approved by shareholders in 2024 which is continuing to prove highly effective in incentivising sustainable value creation and realizing key corporate targets in line with shareholders' interests. No increases have been proposed to any of the incentive plans and no discretion was applied by the Supervisory Board during 2025.

Fixed remuneration component

The fixed remuneration component reflects the functions and the scope of responsibility of the respective Managing Board member. Its adequacy is evaluated by the Nomination & Remuneration Committee against companies that are both smaller and larger in size, industry, geography, or complexity. The comparison was carried out on the one hand with previously disclosed peer group companies operating in comparable business areas as wienerberger, as well as Austrian companies, as well as reflecting macroeconomic conditions, such as CPI, that are commonly applied in Austria.

Table 1 below shows the fixed remuneration of the Managing Board members during the 2025 and 2024 business years. In line with common practice in Austria, fixed remuneration is divided into fourteen instalments and paid at the end of each month; twice a year, the amount of the monthly salary is doubled. The fixed remuneration of the Managing Board Members is adjusted annually on the basis of Statistics Austria's consumer price index (CPI).

Table 1: Fixed remuneration

in TEUR	2025	2024
Heimo Scheuch	1,200	1,099
Dagmar Steinert*	580	-
Gerhard Hanke	580	520
Harald Schwarzmayr	580	535
Solveig Menard-Galli	-	505
Total	2,940	2,660

*Annual remuneration - Dagmar Steinert joined as of 01.03.2025

Variable remuneration component

Variable remuneration is composed of a short-term (STI) and a long-term (LTI) component, which is reviewed by the Nomination & Remuneration Committee on an annual basis.

Short-term variable remuneration (STI)

The short-term variable remuneration (short-term incentive; STI) according to the Remuneration Policy 2024 is linked to the achievement of financial performance criteria and ESG targets from the wienerberger's "Sustainability Program 2023–2026". Payment is made in cash and the amount is capped to a maximum of 150% of the base salary according to the Remuneration Policy 2024.

The targets for the performance criteria are: (1) operating EBITDA, (2) free cash flow and (3) ESG targets.

The specific targets and weighting of each performance criteria (KPIs) within the specified range are defined at the end of the previous financial year or at the latest at the beginning of the new financial year. They are set on the basis of all information available at that time, by a resolution of the Supervisory Board on the basis of a recommendation by the Nomination & Remuneration Committee. The earned entitlements are paid out in the following year. The targets are disclosed at the time the Annual General Meeting Notice is published.

The Managing Board's STI target attainment and corresponding entitlements are shown in Table 2a and 2b, respectively. More specifically, during the period under review, the Nomination & Remuneration Committee noted the following performance achieved by the Managing Board:

- › **Operating EBITDA:** EBITDA excluding structural adjustments however including income from the sale of non-core assets.
- › **Free Cash Flow:** Cash flow from operating activities less cash flow from investing activities and cash outflows from the repayment of lease liabilities adjusted for growth capex and net payments made for the acquisition of companies
- › **ESG-Targets:** Related to Decarbonization & Energy Mix (reduction of CO₂ Scope 1+2; reduction of CO₂ Scope 3; renewable energy used in own operations) and Water Management (m³ of water harvested, retained and saved through our products; reduction of water consumption in own operations).

Consequently, the target attainment and the earned entitlements for the 2025 business year (paid out in 2026) are as follows:

Table 2a: Target attainment for STI in 2025

Target	Unit of measure	Weighting	Minimum target attainment	100% target attainment	Maximum target attainment	Actual target attainment	Payout
2025							
Operating EBITDA	million EUR	60%	760.0	800.0	850.0	768.2	20.4%
Free Cash Flow	million EUR	15%	310.0	385.0	415.0	474.0	150.0%
CO ₂ Scope 1&2 Reduction ¹⁾	%	5%	-20.5%	-21.0%	-21.5%	-20.7%	40.0%
CO ₂ Scope 3 Reduction	%	5%	-5.0%	-6.0%	-7.0%	< -7.0%	150.0%
Renewable energy used in own operations	%	5%	11.5%	12.5%	13.5%	12.6%	104.5%
35 mio m ³ of water harvested, retained and saved	mil m ³ water	5%	17.5	19.5	21.5	23.2	150.0%
15% reduction of water consumption in own operations	%	5%	-5.0%	-8.0%	-10.0%	-7.9%	96.7%
Total attainment %							61.8%

1) Production-related consumption

Table 2b: Earned entitlements for STI in 2025

in TEUR	Earned entitlement in 2025 ¹⁾	Payout in 2026
Heimo Scheuch	742	742
Dagmar Steinert ²⁾	299	299
Gerhard Hanke	359	359
Harald Schwarzmayr	359	359
Total	1,758	1,758

1) Assessment base is the last fixed annual remuneration applicable as of 01.01.2025 // 2) STI adjusted to 10 months entitlement - Dagmar Steinert joined the company as of 01.03.2025

For the 2024 business year, the target attainment and the earned entitlements were as follows:

Table 3a: Target attainment for STI in 2024

Target	Unit of measure	Weighting	Minimum target attainment	100% target attainment	Maximum target attainment	Actual target attainment	Payout
2024							
Operating EBITDA	million EUR	50%	700.0	770.0	800.0	< 700.0	0.0%
Free Cash Flow	million EUR	10%	300.0	367.0	400.0	> 400.0	150.0%
CO ₂ - Scope 1&2 Reduction ¹⁾	%	6.67%	-18.0%	-18.5%	-19.0%	-18.5%	100.0%
CO ₂ - Scope 3 Reduction	%	6.67%	-2.0%	-3.0%	-4.0%	< -4.0%	150.0%
Renewable energy used in own operations	%	6.67%	8.0%	9.0%	10.0%	> 10.0%	150.0%
35 mio. m ³ water harvested	mil m ³ water	10%	6.0	8.0	10.0	9.9	148.0%
15% reduction of water consumption in own operations	%	10%	-2.0%	-5.0%	-8.0%	-4.6%	87.0%
Total attainment %							65.1%

1) Production-related consumption

Table 3b: Earned entitlements for STI in 2024

in TEUR	Earned entitlement in 2024	Payout in 2025
Heimo Scheuch	716	716
Gerhard Hanke	340	340
Solveig Menard-Galli	669	669
Harald Schwarzmayr	348	348
Total	2,073	2,073

Long-term variable remuneration (LTI)

Every member of the Managing Board is entitled to a long-term variable remuneration component that is designed as a long-term incentive (LTI) program.

LTI-Program

As of January 1st, 2024, the new Remuneration Policy for the Managing Board (Remuneration Policy 2024) went into force. The long-term variable remuneration (LTI) pursuant to the new Remuneration Policy is structured as a performance share plan with a three-year performance period. The target achievement and the resulting vesting will be measured after the end of the entire three year performance period of each LTI-Program. The target achievement of the individual performance criteria is measured over three years and is limited to 150%.

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. For the LTI-Program, such LTI target amount has been set at 125% of the base salary in for the CEO and at 100% of the base salary for all other Managing Board members. It is converted into a number of share equivalents at the beginning of the performance period using the average share price over the last 60 trading days. At the end of the performance period the number of allocated share equivalents is multiplied by the total target achievement. This results in the final number of share equivalents. At least 50% of the final number of share equivalents must be paid out in shares of Wienerberger AG. The remaining payment is made in shares and /or in cash.

Financial performance criteria

- › **Relative TSR** (relative total shareholder return): The companies of the STOXX® Europe 600 Construction & Materials Index are used as a peer group for the relative TSR performance. Relative TSR creates an incentive to increase the long-term earnings power of the company and is directly aligned with shareholder interests by focusing on the long-term creation of shareholder value.
- › **Pre-tax ROCE** (return on capital employed): This performance criterion is the most important KPI for Wienerberger in the area of value management. The final target achievement is calculated on the basis of the average of the pre-tax ROCE figures determined during the three-year performance period.

Sustainability performance criteria

The following sustainability targets (Environmental, Social, Governance targets; ESG targets) were derived from the Wienerberger's "Sustainability Program 2023–2026", which focuses on environmental and social targets:

- › CO₂ - Scope 1&2 Reduction (vs. base year 2020)¹⁾
- › 75% Revenue from building products contributing to net zero buildings
- › Reduction of Scope 3 emission (vs. base year 2022)

1) Production-related consumption

The relevant financial and sustainability performance targets and their weighting were defined by the Nomination & Remuneration Committee in alignment with the Sustainability & Innovation Committee within the ranges prescribed in the Remuneration Policy 2024, discussed with the Managing Board and then submitted to the plenary of the Supervisory Board for adoption. The targets were determined on the basis of all information available at the time of adoption. Moreover, a target corridor with upper and lower limits was defined. The performance targets attached for each measure selected were disclosed prospectively ahead of the 2025 Annual General Meeting, which can be accessed on the company's website (wienerberger.com).

The following tables are showing the target criteria, weighting and target attainment for the respective LTI Tranches:

Table 4a: Target attainment for LTI Tranche 2025–2027 in 2025

Target	Unit of measure	Weighting	Minimum target attainment	100% target attainment	Maximum target attainment	Estimated target attainment	Estimated payout
Relative TSR	%	25%	25.0%	50.0%	75.0%	31.3%	25.0%
ROCE	%	45%	14.0%	17.0%	17.5%	11.0%	0.0%
CO ₂ - Scope 1&2 Reduction ¹⁾	%	15%	-25.0%	-27.0%	-27.5%	-26.5%	75.0%
Reduction of Scope 3 emissions (versus base year 2022)	%	15%	-10.0%	-12.0%	-12.5%	-12.0%	100.0%
Total attainment %							32.5%

1) Production-related consumption

Table 4b: Total expense per Board Member for LTI 2025–2027 in 2025

in TEUR	Total expense 2025
Heimo Scheuch	189
Dagmar Steinert*	61
Gerhard Hanke	73
Harald Schwarzmayr	73
Total	396

**Dagmar Steinert joined the company as of 01.03.2025*

Table 5a: Target attainment for LTI Tranche 2024–2026 in 2025

Target	Unit of measure	Weighting	Minimum target attainment	100% target attainment	Maximum target attainment	Estimated target attainment	Estimated payout
Relative TSR	%	20%	25.0%	50.0%	75.0%	27.5%	10.0%
ROCE (in %)	%	40%	14.0%	17.0%	17.5%	7.3%	0.0%
CO ₂ - Scope 1&2 Reduction ¹⁾	%	13%	-22.0%	-25.0%	-26.0%	-25.0%	100.0%
Revenue from building products supporting net zero buildings	%	13%	73.0%	75.0%	76.0%	75.0%	100.0%
Reduction of Scope 3 emissions (versus base year 2022) (in %)	%	13%	-7.0%	-10.0%	-11.0%	< -11%	150.0%
Total attainment %							48.7%

1) Production-related consumption

Table 5b: Total expense per Board Member for LTI 2024–2026 in 2025

in TEUR	Total expense 2025
Heimo Scheuch	465
Dagmar Steinert*	-
Gerhard Hanke	137
Harald Schwarzmayr	140
Total for active Board Members	743
Solveig Menard-Galli	134
Total for former Board Members	134
Total	877

*Dagmar Steinert joined the company as of 01.03.2025

As per 31.12.2025, the amount of €1,640 thousand has been accrued for LTIs Tranche 2024–2026 and €396 thousand for LTIs Tranche 2025–2027. However, the final entitlement can only be measured at the end of the entire three-year performance period.

LTI Tranche 2023 – 2025:

LTI program for year 2023 is following the remuneration policy as approved in 2020 and remains in force within the defined performance and settlement periods.

During the three-year performance period, entitlements are allocated based on annual target achievements. The actual payout is done after the end of the three-year performance period, with at least 50% paid out in wienerberger shares and not more than 50% in cash. LTI 2023 will be paid out in 2026. The calculation of the share component is based on the average share price during the last 20 ATX trading days of the performance period. The members of the Managing Board will notify wienerberger about the desired amount of share uptake of the vested amount (which needs to be at least 50%) within 14 days of the auditor's opinion being available for the last financial year of the LTI performance period.

The total amount of shares transferred in connection with the LTI 2023 amount to 17,102 shares and are prepared for transfer on a calculation price of €29.77 per share until latest 8th of May 2026 and will be reported at the 2026 Annual Meeting. As the target achievement was determined on the basis of a cash payment and the exchange ratio for the share component will therefore only be defined at a later date, the cash amount was used as the fair value in the measurement.

The total amount of shares delivered to the members of the Management Board in 2025 as the share component under the LTI Program 2022 amounted to 23,343 shares. These are split into 9,812 shares for Heimo Scheuch, 4,505 for Gerhard Hanke, 4,465 shares for Solveig Menard-Galli and 4,561 shares for Harald Schwarzmayr. The shares were prepared for transfer on a calculation price of €26.68 per share in April 2025. The shares are included in the total amount of shares owned by members of the Managing Board as shown in table 13.

Table 6a: Target attainment for LTI Tranche 2023–2025 in 2025

LTI 2023–2025	Unit of measure	Weighting	Minimum target attainment	100% target attainment	Maximum target attainment	Actual target attainment	Payout
Relative TSR	%	33%	25.0%	50.0%	75.0%	40.8%	63.1%
ROCE (in %)	%	33%	11.0%	11.5%	12.0%	8.4%	0.0%
CO ₂ - Scope 1&2 Reduction ¹⁾	%	33%	-14.5%	-15.0%	-15.5%	-20.7%	> 150%
Total attainment %							82.1%

1) Production-related consumption

Table 6b: Earned entitlement per Board Member for LTI 2023–2025 in 2025

in TEUR	Earned entitlement in 2025
Heimo Scheuch	328
Dagmar Steinert*	–
Gerhard Hanke	159
Harald Schwarzmayr	159
Total for active Board Members	646
Solveig Menard-Galli	138
Total for former Board Members	138
Total	784

*Dagmar Steinert joined the company as of 01.03.2025

Table 7: Earned entitlements for LTI 2023 as of 31.12.2025

in TEUR	Earned entitlement in 2023	Earned entitlement in 2024	Earned entitlement in 2025	Sum after cap	Cap ²⁾
2023					
Heimo Scheuch	400	207	328	936	2,100
Dagmar Steinert ¹⁾	–	–	–	–	–
Gerhard Hanke	191	98	159	449	870
Harald Schwarzmayr	195	101	159	454	870
Solveig Menard-Galli	189	96	138	424	758
Total	976	502	784	2,263	4,598

¹⁾Dagmar Steinert joined the company as of 01.03.2025

²⁾ Cap is calculated with 175% of fixed remuneration for Heimo Scheuch and 150% of fixed remuneration for the remaining board members

For the business year 2025 covering LTI 2023, LTI 2024 and LTI 2025, an expense of €2,057 thousand excluding ancillary costs was recognized in the reporting year, of which 65% was recognized in equity for the share portion and 35% was recognized as a provision for the cash portion.

2020 long-term share-based remuneration for CEO

With respect to the long-term share-based remuneration granted to the CEO in 2020, performance share units (PSUs) representing a share-based payment with cash compensation are accounted for at their fair value at each cut-off date of the respective financial statements. The Remuneration Policy 2024 does not affect the 2020 long-term share-based remuneration for the CEO. The previous regulations governing this plan remain in force. Based on the target achievements, a total number of PSUs of 116,035 was determined. The number of PSUs was multiplied by the fair value per PSU and the percentage of the vesting period (five years).

On this basis, an expense of € 993 thousand was posted and recognized as a provision in the reporting year. The expenses posted not only consider the entitlements earned in the performance period, but also the change in the fair value of entitlements earned in 2021, 2022, 2023, 2024 and 2025. The total pay-out from the performance share units for the CEO amounts to € 3,454 million, calculated with a share price of €29.77, and will be paid in 2026.

Table 8: Performance share units (PSUs) CEO

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 CO ₂ 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. 4.5 MEUR)
Allocation	Once in 3 years (+ 2 years holding period) valid for PSUs
Claw-back, malus, leaver regulation	The provisions of the Remuneration Policy released in 2020 apply

Overview of recurring remuneration components in 2024 and 2025

Table 9 summarizes components of recurring remuneration received by members of the Managing Board in the business years 2025 and 2024. The members of the Managing Board earned entitlements totalling € 8,405 thousand (2024: € 8,167 thousand) including fixed remuneration components, discretionary defined-contribution pension agreements, incidental benefits, as well as variable remuneration components (STI, LTI). The service contract of one Managing Board member was terminated by mutual agreement with effect of December 31, 2024, at the request of the Managing Board member.

The ratio of fixed to variable remuneration earned for the 2025 business year is 37%/63% for Heimo Scheuch, 63%/37% for Dagmar Steinert, 49%/51% for Gerhard Hanke and 49%/51% for Harald Schwarzmayr.

Table 9: Overview of recurring Managing Board remuneration components in 2024 and 2025 (amounts granted and owed, gross amount in TEUR)

	Heimo Scheuch		Dagmar Steinert		Gerhard Hanke		Harald Schwarzmayr		Solveig Menard-Galli	
	CEO		CFO		COO East		COO West		Former COO East	
In TEUR	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
Fixed remuneration	1,200	1,099	483 ¹⁾	–	580	520	580	535	–	505
Pension fund contributions	360	436	98	–	117	108	117	110	–	106
Incidental benefits ²⁾	10	10	28	–	13	13	12	12	–	12
Short-term variable remuneration (STI)	742	716	299	–	359	340	359	348	–	669
Long-term variable remuneration (LTI)	982	832	61	–	369	342	372	350	273	335
LTI 2020	993	305	–	–	–	–	–	–	–	–
Severance Payment	–	–	–	–	–	–	–	–	–	463
Total	4,286	3,398	969	–	1,437	1,324	1,439	1,356	273	2,089
Total amounts paid	2,835	3,485	504	–	1,343	1,570	1,357	1,642	–	2,713

1) Annual remuneration - Dagmar Steinert joined as of 01.03.2025 // 2) Incidental benefits include the company car and insurance, as well as the moving costs for Dagmar Steinert.

The actual payout in 2025 compared to 2024 shows a decrease of –19% for Heimo Scheuch, –15% for Gerhard Hanke and –17% for Harald Schwarzmayr.

Performance-related pay in the previous years

Table 10 provides an overview of:

- › Total remuneration earned in 2025 compared with business performance as of 2021.
- › Development of annual remuneration (comprising incidental payments of the CEO) in relation to the average and median pay of an FTE (blue collar and white collar) of € 83,362 and € 69,559 respectively.

Table 10: Comparative overview of total remuneration earned and business performance over the previous business years (gross amount in TEUR)

Annual change in %	2025 vs. 2024	2024 vs. 2023	2023 vs. 2022	2022 vs. 2021	Base ¹⁾
Total remuneration Managing Board					
Heimo Scheuch	26.1%	-28.0%	26.0%	-47.0%	3,398
Dagmar Steinert	-	-	-	-	-
Gerhard Hanke	8.6%	-27.0%	29.0%	61.0%	1,324
Harald Schwarzmayr	6.2%	-27.0%	32.0%	22.0%	1,356
Solveig Menard-Galli	n/a ²⁾	18.0%	26.0%	21.0%	2,089
Business performance					
Operating EBITDA	-0.8%	-6.0%	-21.0%	47.0%	760,002
Profit after tax	99.3%	-75.0%	-41.0%	82.0%	84,308
ROCE	-106 bps	-480 bps	-680 bps	590 bps	9.5%
Paid remuneration of the CEO in relation to the pay of a wienerberger FTE					
Ratio CEO/employee (average) ³⁾	34	41	24	24	83
Ratio CEO/employee (median) ³⁾	41	52	30	30	70

1) Values in TEUR // 2) Former Board member // 3) Basis is the pay of an Austrian FTE (blue collar and white collar) in 2025.

Other remuneration components and agreements

Share Ownership Guidelines

All members of the Managing Board are subject to Share Ownership Guidelines (SOG), which oblige the members of the Managing Board to accumulate an appropriate personal investment in shares of Wienerberger AG and to hold these shares until they leave the Company. The obligation (SOG target) is defined as a percentage of the annual fixed remuneration (gross) and amounts to 200% for the Chairman of the Managing Board and 100% for the ordinary members of the Managing Board.

Claw-back clauses and Malus

The Supervisory Board is authorized to resolve on the forfeiture or return (claw-back) of the payment of a Managing Board member's variable remuneration (or any portion thereof) in circumstances showing that the variable remuneration has accrued or been paid out based on inaccurate or erroneous information/data, or where mandatory internal corporate rules or applicable laws are subsequently proven to have been breached. As far as legally permissible, the Supervisory Board may impose on the Managing Board adjustments to the elements, criteria, thresholds, and limits of long-term variable remuneration components, thus deviating from long-term variable remuneration paid out in view of exceptional circumstances due to extraordinary internal or external factors or events. In addition, the Supervisory Board has the option of partially or fully reducing variable remuneration that has not yet been paid out in predefined cases ("malus").

Pension fund agreements

The members of the Managing Board are covered by voluntary defined-contribution pension agreements that require the Company to make annual contributions to the relevant pension scheme for each Managing Board member. There are no statutory contribution obligations to pension schemes for Managing Board members under Austrian law.

Directors' and officers' liability insurance

wienerberger has concluded directors' and officers' liability insurance with a sum insured of € 100 million for the members of the Supervisory Board, Managing Board, operational bodies, and senior employees. This insurance also covers any loss to the company arising from the failure of these parties to act conscientiously (without any intentional or deliberate violation of duties). There is no deductible for the insured corporate bodies and employees of the wienerberger Group.

Incidental benefits

Incidental benefits provided to members of the Managing Board especially include a company car, mobile and other communication devices, as well as in 2025 the moving costs for Dagmar Steinert.

Severance compensation

Three Managing Board members are entitled to a voluntary severance payment at the end of their employment in accordance with the provisions of Austrian national law. In accordance with national legal requirements, this entitlement is calculated on the basis of total remuneration and the length of service with the Company. Accordingly, the maximum severance payment corresponds to the amount of remuneration for one year (including fixed remuneration and all variable remuneration elements on an average basis). In addition and as required by Austrian law, the Company is obliged to pay 1.53% of each Managing Board member's monthly gross remuneration to an external employee severance fund (Betriebliche Mitarbeitervorsorgekasse - MVK) on a monthly basis. In the 2025 business year, the provision for severance compensation entitlements amounted to € 1,198,435 (2024: € 1,235,704) partially relating to mandatory entitlements according to Austrian national law. The amount has slightly decreased compared to the previous year, due to lower basis for the severance provision.

Change of control clauses

The employment contracts concluded with the members of the Managing Board contain change of control clauses, which regulate payment obligations in the event that a Board member's appointment is terminated prematurely following a change in the control of the company. The Articles of Association of Wienerberger AG define a change of control as an increase in an owner's shareholding to over 20%, which triggers a mandatory takeover offer to all other shareholders. Under these change of control clauses, the payment obligations agreed upon in the employment contracts with the members of the Managing Board are to be met until the end of the contract period as originally specified. Total entitlements are capped at two annual salaries. There are no further entitlements.

Outside activities

The members of the Managing Board require the prior approval of the Supervisory Board in order to enter into any activities outside the scope of their work with wienerberger. This guarantees that neither the time required nor the related compensation could lead to a conflict with their duties for the company. All outside activities that involve seats on Supervisory Boards or comparable positions at publicly traded companies are listed in the Corporate Governance Report and disclosed on the wienerberger website. No compensation is provided for positions in Group companies.

Remuneration of senior management

The remuneration of the senior management within the wienerberger Group is designed along the lines of the incentive scheme for Managing Board members. Apart from fixed remuneration reflecting the tasks and the scope of responsibility of the person concerned, a short-term remuneration component is provided as an adequate incentive. Depending on the functional profile of each executive, the targets for the short-term remuneration component are determined on the basis of the Group budget or the budget of their respective fields of activity and supplemented by individually agreed financial or non-financial targets. The degree of target attainment can be measured for each goal and is determined on a linear basis within a corridor. The entitlement earned is paid out in the following period. In addition, selected executives participate in an MTI program. Both the short-term and mid-term variable remuneration components are capped at pre-agreed limits.

Employee participation program

In 2025, all members of the Managing Board with employment contract effective 01.01.2025 took part in wienerberger's employee share participation program (ESPP) which was launched in Austria in 2019. In 2025, the employee participation program included not only Austria but also Belgium, Bulgaria, Serbia, Croatia, Czech Republic, Denmark, Estonia, Finland, Germany, Hungary, India, Italy, Latvia, Lithuania, Netherlands, Norway, Romania, Slovakia, Slovenia, Sweden, United Kingdom, USA. In Austria, the investment is capped at € 9,000 per person and year. In accordance with Austrian law, shares purchased with the employee's own funds and the bonus shares allocated must be held until the employee leaves the wienerberger Group in order to take full advantage of the related tax benefit.

Considering Employee Views

When determining the remuneration of Managing Board members, the Nomination & Remuneration Committee takes the compensation arrangements of other employees, including those of top management, into account to ensure that remuneration arrangements for Managing Board members remain consistent and reasonable in a group-wide context.

III. Supervisory Board Remuneration

The current Remuneration Policy for the members of the Supervisory Board was submitted to the 155th Annual General Meeting on 7 May 2024. It was approved with 95.87% of the votes cast and is available at www.wienerberger.com.

When drawing up the Remuneration Policy, the Supervisory Board took care to create a transparent and comprehensible system in the interests of shareholders and the long-term development of the company. In particular, feedback from shareholders and proxy advisors was taken into account in order to align the remuneration principles even more closely with market expectations and shareholder interests.

Since the 2024 financial year, the remuneration for members of the Supervisory Board has consisted of an annual fixed remuneration for their work on the Supervisory Board and an annual fixed remuneration for their work on committees. The amount of the annual fixed remuneration for the individual functions on the Supervisory Board and the committees was determined by the 155th Annual General Meeting on 7 May 2024.

Table 11: Annual fixed remuneration for work on the Supervisory Board and committees (gross amounts)

in TEUR	Supervisory Board	Audit and Risk Committee	Other committees
Chair	214	54	35
Deputy Chair	133	–	–
Ordinary membership	95	31	30

An amount of 20% of the gross annual fixed remuneration for the work on the Supervisory Board must be invested in wienerberger shares. These shares are subject to a holding period until the end of the respective term of office as a member of the Supervisory Board. In this way, each member of the Supervisory Board builds up a solid holding of shares in the company, which creates additional incentives to act in the interests of the long-term development of wienerberger.

The committee remuneration is limited to one committee membership. In the case of membership in several committees, only the highest-paid committee membership will be remunerated. The committee remuneration is paid out fully in cash.

No remuneration components are granted that are linked to the economic results achieved by the company. Supervisory Board members do not receive any additional benefits or pension agreements and are not entitled to participate in the company's employee share ownership program.

Each member of the Supervisory Board is entitled to reimbursement of verifiable cash expenses incurred in connection with their activities on the Supervisory Board of Wienerberger AG in accordance with the provisions of the company's Articles of Association.

The remuneration system described above only applies to Supervisory Board members elected by the Annual General Meeting or delegated by shareholders and not to Supervisory Board members delegated by the works council. Supervisory Board members delegated by the works council are remunerated in accordance with their employment contracts and are only entitled to reimbursement of their appropriate cash expenditures in accordance with Austrian legislation.

wienerberger has concluded an industry typical directors' and officers' liability insurance (D&O insurance) for all members of the Supervisory Board, taking into account the respective risk scenario of the company. The company has also conducted customary legal protection insurance for its Supervisory Board members.

The total remuneration of the Supervisory Board members for the 2025 financial year amounts to €1,068,750, on par with the previous year.

No compensation was paid for services outside the Supervisory Board duties, in particular for consulting or agency services. The salaries received by the employee representatives as part of their employment contracts are the only exceptions. No loans were granted to the members of the Supervisory Board. Any business transactions with companies in which members of the Supervisory Board of

wienerberger are active are carried out at arm's length terms. Information on related party transactions is provided in the Notes 36 to the Consolidated Financial Statements.

Table 12: Overview of total Supervisory Board remuneration in 2024 and 2025 (gross amounts)

in TEUR	2024			2025		
	Fixed remuneration for Supervisory Board work	Fixed remuneration for committee work	Total remuneration	Fixed remuneration for Supervisory Board work	Fixed remuneration for committee work	Total remuneration
Peter Steiner ¹⁾	214	35	249	214	35	249
Myriam Meyer ²⁾	133	35	168	133	35	168
Katrien Beuls	95	31	126	95	31	126
Thomas Birtel	95	30	125	95	30	125
Effie K. Datson	95	31	126	95	31	126
David Davies ³⁾	95	54	149	95	54	149
Marc Grynberg	95	31	126	95	31	126
Total	822	247	1,069	822	247	1,069

1) Chair of the Supervisory Board and Chair of the Nomination and Remuneration Committee // 2) Deputy Chair of the Supervisory Board and Chair of the Sustainability and Innovation Committee // 3) Chairman of the Audit and Risk Committee

In accordance with the Remuneration Policy, 20% of the gross fixed remuneration for activities on the Supervisory Board was invested in shares of Wienerberger AG in the 2025 financial year. This corresponded to a total of 5,371 shares with a value of approximately €164,331. These shares are included in the overview of shares held by Supervisory Board members (Table 13).

IV. Shareholdings of Members of Managing Board and Supervisory Board

The members of the Managing Board and the Supervisory Board have undertaken to disclose their holdings of wienerberger shares. In accordance with Article 19 of Regulation (EU) No 596/2014, any purchase or sale above the specified minimum thresholds by a member of the Supervisory Board or Managing Board must also be reported to the Austrian Financial Market Authority. The transactions are published by the company after receipt of notification from a member of the Managing Board or the Supervisory Board via an EU-wide dissemination system and on the company's website (wienerberger.com).

In 2025, members of the Managing Board and the Supervisory Board purchased a total of 43,468 shares of Wienerberger AG. No sales of wienerberger shares were made. The number of wienerberger shares held by members of the Managing Board and the Supervisory Board at the end of 2025 totalled 383,028.

Table 13: Shareholdings of Members of Managing Board and Supervisory Board

Shareholdings in numbers of shares		31.12.2024	Purchase	31.12.2025
Managing Board	Heimo Scheuch ¹⁾⁴⁾	240,781	22,285	263,066
	Dagmar Steinert ²⁾	–	–	–
	Gerhard Hanke ¹⁾⁴⁾	21,140	6,978	28,118
	Harald Schwarzmayr ¹⁾⁴⁾	22,301	5,034	27,335
Supervisory Board	Peter Steiner ⁵⁾	25,280	5,197	30,477
	Myriam Meyer ⁵⁾	1,000	869	1,869
	Katrien Beuls ⁵⁾	–	621	621
	Thomas Birtel ⁵⁾	5,000	621	5,621
	Effie K. Datson ⁵⁾	1,800	621	2,421
	David Davies ⁵⁾	17,180	621	17,801
	Marc Grynberg ⁵⁾	5,000	621	5,621
	Claudia Schiroky ¹⁾³⁾	78	–	78
	Gerhard Seban ³⁾	–	–	–
Wolfgang Wallner ³⁾	–	–	–	
Total		339,560	43,468	383,028

1) Also includes shares purchased as part of an employee share participation program within the meaning of Art. 19 Para. 6 lit e of the Regulation (EU) No. 596/2014 // 2) Member of the Managing Board since 1 March, 2025 // 3) Employee Representative // 4) Also includes shares as part of a remuneration package without payment of a consideration by the person discharging managerial responsibilities. // 5) Includes the acquisition of shares in the name and for the account of the respective Supervisory Board Member by Wienerberger AG through a credit institution in accordance with the remuneration policy for the Supervisory Board.

V. Shareholder Feedback

The Remuneration Report 2024 was approved at the 156th Annual General Meeting on 16 May 2025 with a majority of 94.2% of the valid votes cast (not including abstentions), with 65.7% of the share capital represented in the vote. Despite the high-level of support received for the Remuneration Report, wienerberger evaluated the vote results as well as the feedback received from proxy advisors and institutional investors to determine whether there were areas to improve upon with regard to wienerberger's practices and disclosures. This evaluation led to wienerberger making continuous improvements to its approach to pay.

The Nomination & Remuneration Committee and the Supervisory Board continued to engage extensively with shareholders and proxy advisors in 2025 ensuring their input is reflected in the Remuneration Policy and the 2025 Remuneration Report.

March 24, 2026, Vienna, Austria

Peter Steiner

*Chairman of the Supervisory Board
of Wienerberger AG*

Heimo Scheuch

*Chairman of the Managing Board
of Wienerberger AG*

Independent Assurance Report¹

Independent assurance report on the compliance of the Remuneration Report as of 31.12.2025 with the provisions pursuant to sections 78c and 98a Austrian Stock Corporation Act

Dear Ladies and Gentlemen,

due to the listing of the shares of the Wienerberger AG (“Company”) on the Vienna Stock Exchange, the Management Board, together with the Supervisory Board, is required to prepare a Remuneration Report annually in accordance with the provisions amended by the Stock Corporation Law Amendment Act 2019 (AktRÄG 2019) and to submit it to the Annual General Meeting for voting.

We have been engaged to perform a limited assurance engagement to determine whether the Remuneration Report as of 31.12.2025 complies, in all material respects, with the provisions of sections 78c and 98a Austrian Stock Corporation Act (AktG). We report on this as follows:

Independent Assurance Report¹

We have reviewed the accompanying Remuneration Report as of 31.12.2025 of Wienerberger AG (“Company”).

Responsibilities of the Management Board and the Supervisory Board

The responsibility for compliance with legal requirements and for the proper preparation of the Remuneration Report in accordance with sections 78c and 98a Austrian Stock Corporation Act (AktG) lies with the Company’s Management Board and Supervisory Board. This also includes the preparation of adequate documentation and the establishment of internal controls.

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 Remuneration Report prepared by the Company’s Management Board and the Supervisory Board is not in compliance, in all material respects, with the requirements of sections 78c and 98a Austrian Stock Corporation Act (AktG).

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”) of the „International Auditing and Assurance Standards Board” (IAASB) as a limited assurance engagement. 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.

1) This English language assurance report is a translation provided for information purposes only. The original German text shall prevail in the event of any discrepancies between the English translation and the German original. We do not accept any liability for the use of, or reliance on, the English translation or for any errors or misunderstandings that may derive from the translation.

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

- › Review for compliance with the minimum content pursuant to sections 78c and 98a Austrian Stock Corporation Act (AktG)
- › Inspection of remuneration contracts of the members of the Management Board and the Supervisory Board as well as of the Articles of Association, and reconciliation with the stated remuneration components in the Remuneration Report
- › Reconciliation of the specified remuneration components with payroll accounts as well as actually made payments according to accounting records
- › Inquiries of members of the Management Board and Supervisory Board
- › Inspection of the remuneration policy 2020 and 2024, supplementary Supervisory Board minutes (e.g., Remuneration Committee), relevant documents and other documents
- › Recalculation of the remuneration of the Supervisory Board for 2024 based on the available minutes of the Annual General Meeting
- › Recalculation of the variable Management Board remuneration for 2024 based on the Management Board contracts and the available minutes of the Supervisory Board Meetings and the Annual General Meeting

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

The subject matter of our engagement is neither an audit nor a review of financial statements. Also, neither the detection and clarification of criminal offenses, such as misappropriations or other acts of embezzlement and irregularities, nor the conclusion of the effectiveness and efficiency of the management is the subject of our engagement.

Conclusion

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the Remuneration Report as of 31.12.2025 of Wienerberger AG is not in compliance, in all material respects, with sections 78c and 98a Austrian Stock Corporation Act (AktG).

Restriction on Distribution and Use

Since our report is prepared exclusively on behalf of and in the interest of the client, it does not provide a basis for any reliance by third parties on its contents. Claims of third parties can therefore not be derived from this report. Accordingly, this report may not be passed on to third parties or made accessible to third parties in any other way, either in whole or in part, without our express prior consent. Our report on the audit may only be published on the Wienerberger AG website and may only be passed on under the condition that our overall responsibility towards you and any other recipient who receives the report with our consent is limited to the amount stated in the terms and conditions of the engagement below.

Terms and Conditions of the Engagement

We issue this report on the basis of the engagement concluded with the Company, which is also based, with effect towards third parties, on the General Conditions of Contract for the Public Accounting Professions (AAB 2018) annexed to this report.

Our liability is limited to claims for damages based on at least gross negligence on our part. Liability for slight negligence is excluded. We shall not be liable for the activities of any external auditors or attorneys who may have been called in. Insofar as claims for damages against us do not exist or no longer exist, claims based on another legal ground (e.g., warranty, error) are also excluded.

As far as legally permissible, our liability in case of gross negligence towards the Company and also towards third parties (this also in case of several claimants or bases of claims) is limited to the total maximum liability amount of five times the fee received (excluding any cash expenses and out-of-pocket expenses and excluding value added tax) but not more than ten times the minimum insurance sum of the professional liability insurance pursuant to section 11 of the Austrian Professional Accountants and Tax Advisors Act 2017 (Wirtschaftstreuhänderberufsgesetz 2017). Claims for damages are limited to the actual damage. We shall only be liable for loss of profit in the event of intent or gross negligence, to the extent permitted by law. We are not liable for unforeseeable or untypical damages that we could not have expected.

Vienna, 24 March 2026

Deloitte Audit Wirtschaftsprüfungs GmbH

Marieluise Krimmel
Certified Public Accountant

ppa. Adin Sirucic
Certified Public Accountant

