



Our ESG Commitment Sustainability Strategy 2023

29th September 2020

Sustainability Strategy 2023

We continue our sustainability commitment and consider the bigger picture when managing our business

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2023 PROGRAM

Wienerberger's
short-term
target

2050

We **are committed**
to NET ZERO GHG
emissions
in line with the
EU Green Deal

»» We are acting responsibly, improving people's quality of life and ensuring that future generations have the same opportunities as we have today

Our sustainability targets 2023 are fully in line with the EU Green Deal

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ENVIRONMENT



Climate Protection

-15% CO_{2e}¹⁾ emissions vs. 2020



Circular Economy

100% Of new products will be designed in a way that they are recyclable or reusable



Biodiversity

Biodiversity program for all our sites in place

SOCIAL



Diversity

>15% Female employees in senior management

>30% Female employees in white collar positions



Training and Development

+10% More training hours per employee



CSR Projects

200 Housing units build with our products per year for people in need in our local markets

GOVERNANCE



Committed to highest national and international governance standards and with focus on:



- > Business strategy
- > Board diversity and composition
- > Executive compensation
- > Succession management

1) "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
Note: All goals are set vs. the reference year 2020.

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