

## Shareholding Policy

of the Supervisory Board of  
Wienerberger AG  
(01/2022)

### 1. Purpose

This Shareholding Policy (the "Policy") describes the approach taken by the Supervisory Board (the "Board") of Wienerberger AG ("Wienerberger" or the "Company") to the personal holding of shares in Wienerberger by the members of the Board. It has been adopted by the Board for the purposes of promoting alignment between the interests of the Company's Board members and the Company's shareholders. It is explicitly noted that this Policy shall not apply to Board members delegated by the Company's Works Council.

### 2. Policy Statement

The Board believes that voluntary equity participation by personal shareholding of Board members is a way of aligning more closely with shareholders' interests. During their tenure on the Board, Board members are therefore strongly encouraged to annually invest in and accumulate/hold Wienerberger shares equivalent to approximately one third of their annual basic remuneration as member of the Board on a voluntary basis. Board members are free to acquire further shares at their absolute discretion, and this Policy shall not limit the maximum number of shares a Board member may hold. It is recommended that - before acquiring Wienerberger shares - each Board member seek investment advice as deemed necessary and appropriate in their own personal judgement.

Notwithstanding anything to the contrary in this Policy, when acquiring Wienerberger shares, each Board member must at all times comply with Wienerberger's Compliance Guideline, as amended. Without limitation, this shall mean that:

- a) Board members may only acquire, dispose of or otherwise deal in Wienerberger shares outside blackout periods;
- b) Board members must not acquire, dispose of or otherwise deal in shares of Wienerberger if they have knowledge of inside information (as defined in the Company's Compliance Guideline); and
- c) all dealings in Wienerberger shares by a Board member ("Directors' Dealings") must be reported immediately to the Company's Compliance Officer, together with the necessary details of all changes in shareholdings, so that the required notifications under applicable law can be made with the competent authorities.

All holdings of Wienerberger shares by Board members shall be reported and published in accordance with applicable law.

### **3. Review and Amendment**

The Remuneration Committee shall review this Policy on an annual basis and, if necessary, make recommendations to the Board in relation to any amendments deemed necessary or appropriate.

Peter Steiner

Chairman of the Supervisory Board  
of Wienerberger AG