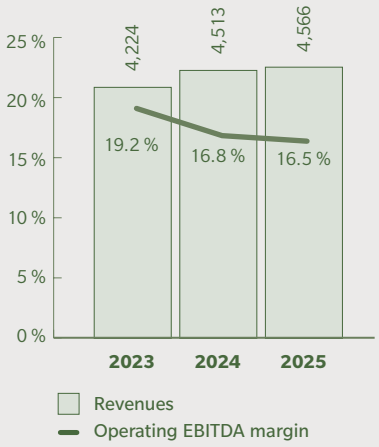
2025 | Annual Report

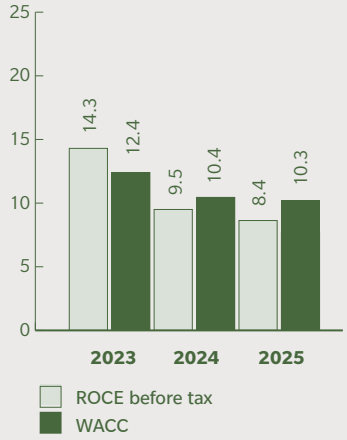
world of **wienerberger**

Key Performance Indicators

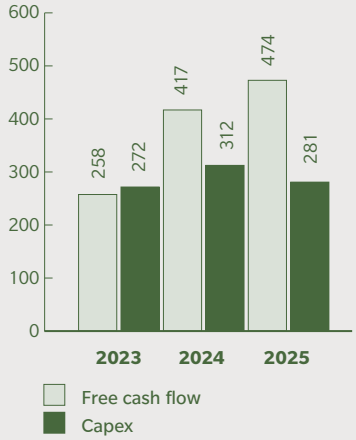
Revenues and operating EBITDA margin
in EURm and %



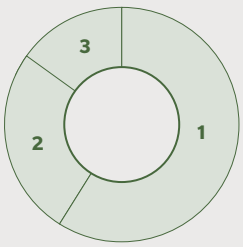
ROCE before tax and WACC
in %



Free cash flow and capex
in EURm

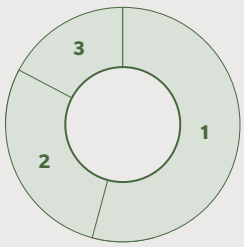


Revenues by segment



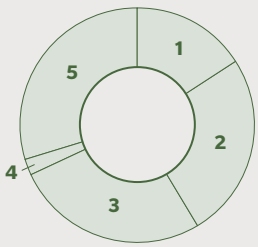
1	Europe West	59 %
2	Europe East	26 %
3	North America	15 %

Operating EBITDA by segment



1	Europe West	54 %
2	Europe East	28 %
3	North America	18 %

Revenues by product



1	Wall	16 %
2	Facade	26 %
3	Roof	27 %
4	Surface	2 %
5	Pipes	29 %

Sustainability Program 2023–2026: Progress 2025

The 2025 results of the Sustainability Program 2023–2026 confirm that wienerberger is well on track to achieve the 2026 targets by the end of the program, thereby supporting the achievement of the overall Sustainability Program objectives.

2026 Social Targets	Key Performance Indicators	2026 Targets	2025 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 13 countries**
Health & Safety	Visible leadership hours (VML) per year until 2026	**20,000**	**~54,500**
Training & Development	Hours of training per employee per year until 2026	**18**	**22**
	Apprentices trained in total from 2023 until 2026	**500**	**~690**
	Hours of training for installers in total from 2023 until 2026	**30,000**	**~23,200**
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**	**~360**

2026 Environmental Targets	Key Performance Indicators	2026 Targets	2025 Progress
Decarbonization and Energy Mix	Reduction in scope 1 & 2 CO_2 emissions from 2020 until 2026	**25%**	**20.7%**
	Reduction in scope 3 CO_2 emissions from 2022 until 2026	**10%**	**25.2%**
	Share of renewable energy used in own operations from 2023 until 2026	**15%**	**12.6%**
Circularity	Sales from highly durable products (>100 years) per year until 2026	**> 80%**	**83.9%**
	Sales from recyclable and/or reusable products per year until 2026	**> 90%**	**92.9%**
Biodiversity	Improvement of fauna resulting from the biodiversity plans implemented for all production plants in total from 2023 until 2026	**10%**	**16.8%**
	Biodiversity ambassadors trained in total from 2020 until 2026	**400**	**~420**
	Trees planted, equivalent to one tree per employee per year / in total from 2022 until 2026	**100,000**	**~180,000**
Revenue from Products Supporting Net Zero Buildings	Total revenue from building products contributing to Net Zero Buildings from 2023 until 2026	**75%**	**74.1%**
Water Management	Water harvested, retained, and saved through our products in infrastructure and agriculture in total from 2023 until 2026	**35 million m^3**	**23.2 million m^3**
	Reduction of water consumption in own operations from 2023 until 2026	**15%**	**7.9%**
Waste Management	Reduction of waste in own operations from 2023 until 2026	**15%**	**12.3%**

wienerberger

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CORPORATE
GOVERNANCE REPORT

MANAGEMENT REPORT

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CEO Letter

Dear Shareholders,

2025 was a year defined by ongoing macroeconomic uncertainty, geopolitical tensions, and continued weakness in residential construction across many of our core markets. Persistently high interest rates and volatile market conditions created a challenging environment for the entire construction industry. Yet, in this demanding setting, wienerberger once again demonstrated the strength of its transformation, the resilience of its portfolio and the discipline of its execution.

A decade of strategic transformation
Today, wienerberger is fundamentally different from a decade ago. We have systematically transformed the company into a leading provider of solutions for infrastructure and renovation – two structurally growing end markets. More than half of our revenues and earnings are now generated in roofing and piping, underlining the success of our strategic repositioning towards infrastructure in energy and water management, as well as renovation of existing building stock.

Strong performance in a challenging environment
This transformation is clearly reflected in our 2025 performance. Group revenues reached EUR 4.6bn, and we delivered an operating EBITDA of EUR 754m, maintaining a strong level of profitability despite subdued market demand. Net profit increased to EUR 168 m, highlighting our financial discipline and our consistent focus on cost management and efficiency. At the same time, we significantly strengthened our free cash flow generation to EUR 474 m and further reduced net debt.

Roofing: expanding our renovation and solar platform
Our roofing business was a key growth driver in 2025. For the first time, the full-year contribution of Terreal supported our results, and the integration progressed highly successfully. With the acquisition of GSEi in France, we further expanded our solar capabilities and established a scalable platform for in-roof photovoltaic solutions, strengthening our position in one of the most attractive growth segments in Europe. Renovation markets in France and Germany continued to gain importance and confirmed the structural growth potential of this segment.

Piping: innovative infrastructure solutions
Our piping solutions business also delivered a very strong performance. Even in phases of sharply declining new construction activity, margins in Europe remained robust, demonstrating the resilience of our infrastructure-focused portfolio. Investments in our modern industrial footprint – including our highly innovative piping production site in Sweden – underline our commitment to technological leadership and sustainable infrastructure solutions.

Financial discipline and operational excellence
A central element of our success in 2025 was our continued focus on operational excellence and efficiency. Our "Fit for Growth" program contributed significantly to safeguarding profitability, enhancing competitiveness and reinforcing our cost discipline across the Group. We do not wait for the cycle to turn – we actively shape our growth, continuously optimizing our portfolio and strengthening our industrial base.

Positioned for the next phase of growth
Looking ahead, we remain confident. Growing demand – including the modernization of energy and water infrastructure, the decarbonization of buildings and the urgent need to renovate Europe's aging housing stock – create substantial long-term opportunities. With an innovative portfolio, a strong balance sheet and a clear strategic focus on living spaces and infrastructure solutions, wienerberger is well positioned to benefit from a gradual market recovery.

We are committed to creating sustainable, long-term value for our shareholders while contributing to a better future through innovative and resource-efficient building solutions. On behalf of the entire Management Board, I would like to thank our employees for their dedication and our shareholders for their continued trust.

Sincerely,

Heimo Scheuch

CEO
wienerberger

Letter from the Chairman of the Supervisory Board

Dear Shareholders,

In the face of a still volatile and challenging market environment in the financial year 2025, wienerberger was able to successfully hold its ground and to again demonstrate the resilience of its business model and its sustainable growth strategy delivering value.

While the building industry, first and foremost the new building sector, faced major challenges, wienerberger, by engaging in disciplined cost management and actively shifting to more resilient and growing end markets, was able to increase its group revenues to EUR 4.6bn and to double its profit after taxes to EUR 168m. Compared to the previous year, the earnings per share significantly increased, rising to EUR 1.52 (2024: EUR 0.72). In a persistently difficult market environment, management was also able to further strengthen and extend the market position of wienerberger in important growth markets by making targeted acquisitions.

The Supervisory Board actively supervised and promoted these developments. I would like to thank the chairman as well as all members of the Managing Board for engaging in an open and constructive dialogue and sharing information, which was key to the efficient work performed by the Supervisory Board.

Composition of the Managing Board and the Supervisory Board

As announced, Dagmar Steinert became CFO of Wienerberger AG on 1 March 2025. She succeeded Gerhard Hanke who, after holding the position of CFO for a period of four years, became Chief Operating Officer (COO) Central & East.

Since David Davies was reappointed by the 156th Annual General Meeting, there was no change in the composition of the Supervisory Board. At its constituent meeting on 16 May 2025, the Supervisory Board also decided not to change the successful composition of its Committees.

In the financial year 2025, at the initiative of the Nomination and Remuneration Committee, the Supervisory Board underwent comprehensive evaluation by an independent consultant specialized in managing and supervisory boards. The evaluation results and any derived recommendation to sustainably develop and further increase the efficiency of the work performed by the Supervisory Board were discussed in detail by the Supervisory Board and are intended to be implemented in the current financial year.

Key activities

In the previous financial year, the Supervisory Board fulfilled the responsibilities imposed upon it by law, the articles of association and the rules of procedure at nine meetings. In addition, the Audit and Risk Committee met six times, the Nomination and Remuneration Committee met five times, and the Sustainability and Innovation Committee met four times. In my capacity as chairman of the Supervisory Board, I was also regularly in touch with the chairman of the Managing Board to discuss any opportunities and risks in relation to the Group's business.

At the meetings, the Managing Board fully, continuously and promptly informed the Supervisory Board of any development in the markets and of the Company's net assets, financial position and results of operations, satisfying its obligations to provide information at all times and in appropriate detail. Among other things, topics of detailed discussion were the strategic focus of the Group, in particular a sharper focus on renovation and infrastructure, as well as strategic investment and acquisition projects, such as the acquisition of MFP, an Irish specialist of drainage, roofline and cable ducting systems, and GSEi, a France-based provider of roof-integrated photovoltaic solutions. In December 2025, strategic deliberations took place with management to evaluate the Italcer Group as a potential acquisition target.

The Audit and Risk Committee primarily dealt with the preparation and review of the separate and consolidated financial statements, the issue of the auditor's independence, and with issues relating to the internal control system, the risk management system and internal audit. In addition, the Committee dealt with the preparation and review of the non-financial statement and the extended reporting duties under the Corporate Sustainability Reporting Directive (CSRD). Another key activity was the invitation to tender for the audit of the separate and consolidated financial statements, the execution of the selection process, and the subsequent recommendation submitted to the Supervisory Board.

The Nomination and Remuneration Committee dealt with the preparation and review of the remuneration report, the evaluation of the current remuneration policy for the Managing Board, and the preparation of targets in relation to variable remuneration of the members of the Managing Board, considering in particular the sustainability targets of wienerberger. In addition, further focus was put on issues in relation to succession planning and the preparation of the annual self-evaluation process.

The Sustainability and Innovation Committee primarily monitored the implementation progress of the Sustainability Program 2023-2026, the evaluation and development of the group-wide Health & Safety strategy, and key projects in relation to decarbonization, circularity and resource efficiency.

Details concerning the composition and procedures of the Supervisory Board and its Committees as well as the various key activities are set out in the Corporate Governance Report.

2025 separate and consolidated financial statements

The separate and consolidated financial statements for the year ended 31 December 2025 were audited by the auditor elected at the 156th Annual General Meeting on 16 May 2025, Deloitte Audit Wirtschaftsprüfungs GmbH, Vienna. The auditor attended four meetings of the Audit and Risk Committee and was available for questions and discussions.

The audit did not result in any objection and showed that both the separate financial statements and the consolidated financial statements drawn up according to International Financial Reporting Standards (IFRS) as set forth in Section 245a of the Austrian Commercial Act [UGB] are consistent with legal provisions. The auditor issued an unqualified audit opinion for both the separate and consolidated financial statements, confirming that the management report is consistent with the annual financial statements and the group management report is consistent with the consolidated financial statements.

Having thoroughly reviewed and discussed the financial statements with the auditor at meetings of the Audit and Risk Committee and the Supervisory Board, the Supervisory Board on 24 March 2026 approved the annual financial statements for the year ended 31 December 2025 which have thus been adopted pursuant to Section 96 (4) of the Austrian Stock Corporation Act. In addition, having previously assigned the matter to the Audit and Risk Committee, the Supervisory Board reviewed and approved the management report as well as the consolidated financial statements and the group management report, the consolidated corporate governance report, and the consolidated non-financial statement (sustainability report). The reviews by the Supervisory Board did not result in any objection.

The consolidated non-financial statement 2025 was also audited by Deloitte Audit Wirtschaftsprüfungs GmbH, Vienna. The audit procedures did not reveal any facts which give reason to believe that material aspects of the report are not consistent with the legal provisions and the standards applicable to sustainability reporting.

In addition, the consolidated Corporate Governance Report 2025 was evaluated by Deloitte Audit Wirtschaftsprüfungs GmbH, Vienna. The evaluation did not reveal any facts which give reason to believe that material aspects of the consolidated Corporate Governance Report are not consistent with the Austrian Code of Corporate Governance. Moreover, the law firm of Schönherr Rechtsanwälte GmbH evaluated the compliance with C Rules 77 to 88 of the Austrian Code of Corporate Governance that are relevant to the auditor. The evaluation did not provide any inconsistency.

It is established that the financial year 2025 provided net profits of EUR 115m. Having reviewed the financial position of the Company, the Supervisory Board endorses the proposal made by the Managing Board to distribute to the shareholders a dividend of EUR 0.95 per share entitled to receive dividends and to carry forward the remaining amount.

On behalf of the Supervisory Board, I would like to thank the Managing Board and all employees for their extraordinary commitment shown in the previous financial year. I would also like to thank my colleagues on the Supervisory Board for their trust and support. Together we were able to demonstrate resilience in volatile times and to consistently advance the value-creating growth strategy of wienerberger in 2025.

I look forward to embarking on our common journey into the future and I am convinced that wienerberger is excellently prepared to successfully continue in the financial year 2026 the growth strategy of the past years.

Last, but not least, I would like to thank all of our shareholders for accompanying wienerberger on this journey. In my capacity as chairman of the Supervisory Board, it is my distinct pleasure to represent your interests.

For the Supervisory Board

Peter Steiner

Chairman of the Supervisory Board of Wienerberger AG

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Corporate Governance at wienerberger

As an international, listed company, wienerberger is committed to responsible corporate governance based on a sustainable and long-term creation of value as well as a high degree of transparency for all stakeholders. wienerberger builds on ecological and social sustainability, an efficient corporate governance system as well as close cooperation between the Managing Board, the Supervisory Board and our employees, based on applicable law, our articles of association, the rules of procedure issued for the Managing Board and the Supervisory Board, and the Austrian Code of Corporate Governance.

Committed to the Austrian Code of Corporate Governance

The Austrian Code of Corporate Governance ("Code") provides Austrian stock corporations with a corporate governance framework. The Code is based on the regulations of the Austrian laws on stock corporations, stock exchanges and capital markets; the EU recommendations as to the responsibilities of supervisory board members and the remuneration of directors; and the OECD Corporate Governance Principles.

The Austrian Code of Corporate Governance, as amended on the date relevant to this report, is publicly available on the website of the Austrian Working Group for Corporate Governance at www.corporate-governance.at.

Since 2002, wienerberger has been fully committed to the Austrian Code of Corporate Governance. The Managing Board and the Supervisory Board consider it key to comply with the rules of the Code to the best of their abilities and to continuously develop the high wienerberger standards. For efficient governance purposes, wienerberger has implemented comprehensive internal rules, structures and processes.

The Code provides for the following rules:

- L Rules (= legal requirement) based on mandatory legal requirements;
- C Rules (= comply or explain) which must be explained if not complied with;
- R Rules (= recommendation) which solely constitute recommendations.

The present Corporate Governance Report is based on the Code of Corporate Governance, as amended in January 2025. As in the previous year, wienerberger complied with the mandatory L Rules and all C and R Rules of the Code in the financial year 2025.

Members of the Managing Board

GOV-1 Roles of the managing, executive and supervisory bodies

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

Appointed until the 160th Annual General Meeting (2029)
Chairman since 1 August 2009
Member since 21 May 2001

Responsible for the strategic and operational development of wienerberger

Assigned group responsibilities:

- Corporate Strategy & Development
- Organizational Development & Human Resources
- New Business & Ventures
- Corporate Communications & PR
- Public Affairs
- Responsible for North America & UK/Ireland

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

Heimo Scheuch is an international manager, who studied and worked in various countries. He obtained several university degrees in law and economics and started his professional career in corporate finance. In his capacity as CEO, he developed wienerberger to become a leading provider of innovative, ecological solutions for the entire building envelope in the fields of new build and renovation, and for infrastructure in water and energy management. Speaking six languages and being in regular exchange with customers, stakeholders and employees, he significantly contributes to consolidating the local presence and sustainable transformation and innovation of wienerberger.

DAGMAR STEINERT
CFO Wienerberger AG
Born in 1964

Appointed until 29 February 2028
Member since 1 March 2025

Responsible for finance and risk management of wienerberger

Assigned group responsibilities:

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

External positions:
Member of the Supervisory Board of Klöckner & Co SE

Dagmar Steinert is an experienced manager with extensive financial expertise. A business administration graduate, she started her professional career as an auditor and tax consultant. From 2003 to 2013, she was Head of Accounting at Rheinmetall. She then joined FUCHS PETROLUB, where she initially worked as Head of Investor Relations. Three years later, she was promoted to the position of CFO. In 2022, she returned to Rheinmetall as CFO, where she oversaw several mergers and acquisitions and advanced the IT transformation in the DACH region. In all of her executive positions, she demonstrated her leadership skills, an excellent understanding of markets and investors, and the ability to successfully implement group-wide transformations.

GERHARD HANKE
COO Central & East Wienerberger AG
Born in 1971

Appointed until 31 December 2027
Member since 1 March 2021

Responsible for all wienerberger activities in Central and Eastern Europe

Assigned group responsibilities/product groups:

- Wall Solutions
- Roof Solutions
- Pavers
- Ceramics Technology, Processes and R&D

External positions:
Director of ANC Anteilsverwaltung GmbH

Until the end of February 2025, Gerhard Hanke was CFO of wienerberger. Since 1 March 2025, he has been in charge of all wienerberger activities in Central and Eastern Europe as COO Central & East. For more than 20 years, he has successfully held various executive positions at wienerberger – very often combining responsibilities in Finance and Operations. An expert with excellent industry and financial know-how, he successfully implemented a number of strategic growth projects and M&A transactions. In addition, he has an excellent track record in building efficient financial organizations. Before joining wienerberger, the business administration graduate worked for a leading international accounting firm.

HARALD SCHWARZMAYR
COO West Wienerberger AG
Born in 1969

Appointed until 30 June 2026
Member since 1 July 2020

Responsible for all wienerberger activities in Western Europe

Assigned group responsibilities/product groups:

- Façade Solutions
- Piping Solutions
- Piping Technology, Processes and R&D
- Commercial Services (Marketing & Sales)
- Health & Safety
- Supply Chain Management

External positions:
None

Since 1997, Harald Schwarzmayr has held various executive positions at wienerberger and has been in charge of numerous strategic growth projects and M&A transactions in the course of his long professional career. In his capacity as CEO of Wienerberger Piping Solutions, he took important strategic steps to turn the business unit into one of the leading providers of piping systems in Europe. In doing so, he demonstrated outstanding leadership skills which allowed him to advance operational and cultural improvements in a multinational environment. Before joining wienerberger, the mechanical engineering graduate worked as a management consultant.

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 1 January 2021)
Born in 1959
Independent

Appointed until the 157th
Annual General Meeting (2026)
First appointment: 14 June 2018

Positions in listed companies:
Member of the Executive Board and Chairman of the Audit Committee of Clariant AG (until April 2026)
Member of the Supervisory Board of Zeal Network SE (until May 2025)

Other positions:
None

MYRIAM MEYER
Deputy Chairwoman
Born in 1962
Independent

Appointed until the 158th
Annual General Meeting (2027)
First appointment: 22 May 2015

Positions in listed companies:
None

Other positions:
Member of the Executive Board of Sefar Holding AG
Member of the Supervisory Board of KUKA AG
Member of the Foundation Board of Swisscontact (until May 2025)

KATRIEN BEULS
Member of the Supervisory Board
Born in 1968
Independent

Appointed until the 158th
Annual General Meeting (2027)
First appointment: 5 May 2023

Positions in listed companies:
Member of the Supervisory Board of Sweco AB (Sweden)

Other positions:
ISS A/S (Denmark): Special Counsel Strategic M&A, Global Head of Group M&A, Investments and Partnerships (until September 2025)
Member of the Supervisory Boards of ISS Facility Services Holding GmbH (Germany), ISS Austria Holding GmbH (Austria), ISS Tesis A.S. (Türkiye), ISS World Services A/S (Denmark)
Member of the Supervisory Board of Promon A/S (Norway)

THOMAS BIRTEL
Member of the Supervisory Board
Born in 1954
Independent

Appointed until the 157th
Annual General Meeting (2026)
First appointment: 3 May 2022

Positions in listed companies:
None

Other positions:
Member of the Supervisory Boards of four members of VHV Versicherung
Charmain of the Board of CONCORDIA Sozialprojekte gemeinnützige Privatstiftung Vienna and of CONCORDIA Sozialprojekte Stiftung Germany

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

Appointed until the 158th
Annual General Meeting (2027)
First appointment: 5 May 2023

Positions in listed companies:
None

Other positions:
President 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 in 1955
Independent

Appointed until the 160th
Annual General Meeting (2029)
First appointment: 19 May 2017

Positions in listed companies:
Member of the Board of Directors and Chairman of the Audit Committee of Petrofac Ltd (until November 2025)

Other positions:
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 in 1965
Independent

Appointed until the 157th
Annual General Meeting (2026)
First appointment: 3 May 2022

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

Other positions:
None

Members of the Supervisory Board appointed by the Works Council:

GERHARD SEBAN **Member of the Supervisory Board** Born in 1967 First appointment: 3 February 2006	Chairman of the Works Council at 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 in 1971 First appointment: 2 July 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 in 1970 First appointment: 6 May 2019	Deputy Chairman of the Group Works Council of Wienerberger AG Head of the PVC Mischerei & Materialrückgewinnung Department and member of the Blue-Collar Workers' Works Council of Pipelife Austria GmbH & Co KG

Information concerning the independence of the members of the Supervisory Board

Pursuant to C Rule 53 of the Austrian Code of Corporate Governance, the majority of the members of the Supervisory Board elected by the Annual General Meeting should be independent of the Company and its Managing Board. A member of the Supervisory Board is deemed to be independent if the member does not have any business or personal relationship with the Company or its Managing Board which constitutes a financial conflict of interest and is therefore likely to influence the member's conduct. C Rule 54 provides that in respect of companies where more than 50% of the shares are free float, at least two capital representatives should be independent.

As regards the criteria to evaluate independence, the Supervisory Board of Wienerberger AG applies the relevant guidelines laid down in the Austrian Code of Corporate Governance, according to which a member of the Supervisory Board is independent if the member:

- has not been a member of the Managing Board or an executive of Wienerberger AG or a group company during the past five years;
- does not have, or during the last year has not had, a business relationship with Wienerberger AG or a group company which is considered significant for the member of the Supervisory Board (including any business relationship with companies in which the member of the Supervisory Board has a significant economic interest);
- has not been an auditor of Wienerberger AG or a member or employee of the elected auditing company during the past three years;
- is not a member of the managing board of another company in which a member of the Managing Board of Wienerberger AG is a member of the supervisory board;
- has not been a member of the Supervisory Board for more than 15 years;
- is not a close relative of a member of the Managing Board of Wienerberger AG or of persons who hold any of the above positions.

Based on the above criteria, all of the currently seven members of the Supervisory Board elected by the Annual General Meeting have confirmed to consider themselves independent as defined by the Austrian Code of Corporate Governance. None of the members elected by the Annual General Meeting is a shareholder holding an interest of more than 10% or represents the interests of such a shareholder.

In addition, in the financial year 2025, no contracts requiring consent as defined by Rule 48 of the Code were entered into with members of the Supervisory Board. Any business relationship with companies in which members of the Supervisory Board of Wienerberger AG are active is at arm's length. More detailed information concerning any business relationship with related parties is set out in the consolidated notes under explanatory note 37 (business relationships with related parties).

Qualification matrix of the capital representatives on the Supervisory Board

Member of the Supervisory Board	**PETER STEINER**	**MYRIAM MEYER**	**KATRIEN BEULS**	**THOMAS BIRTEL**	**EFFIE K. DATSON**	**DAVID DAVIES**	**MARC GRYNBERG**
Since	14 June 2018	22 May 2015	5 May 2023	3 May 2022	5 May 2023	19 May 2017	3 May 2022
Appointed until the AGM of	2026	2027	2027	2026	2027	2029	2026
Diversity criteria							
Year of birth	1959	1962	1968	1954	1970	1955	1965
Sex	male	female	female	male	female	male	male
Nationality	Germany	Switzerland	Belgium	Germany	USA	Great Britain	Belgium
Education	Degree in Business Administration, Auditor and tax consultant	Ph.D. in Technical Sciences, Master of Science in Mechanical Engineering	Master of Studies in Law and Economics, Master of Law	Ph.D. in Economics, Study of Economics and Law	Master in Business Administration, Bachelor of Arts in Social Sciences	MBA, BA (Hons) Economic Sciences	Master of Science in Business Engineering
Professional background (extract) [1]	Previously CEO, COO and/or CFO with SÜBA Bau AG; Dyckerhoff AG; MG Technologies/GEO Group	Director of mmtec; former CEO of WIFAG-Polytype Holding, RUAG Aerospace, VP Global HR & Organization Development F. Hofmann La Roche	Special Counsel Strategic M&A, ISS A/S; former CEO Strategic Transformation and Group M&A, Regional COO Europe ISS A/S	Former CEO of STRABAG SE, member of the Managing Board of STRABAG AG, CEO of Frigoscandia	President of EK Datson Capital Inc , Chief Business Officer NewAg Partners AG; previously executive positions with Barclays Private Bank, Union Bancaire Privée, State Street Corp, Deutsche Bank AG and Goldman Sachs	Former CFO of OMV AG, Group Finance Director of Morgan Crucible and London International Group Plc	Former CEO/CFO of Umicore, executive positions with Du Pont de Nemours
Personal requirements							
Independence [2]	✓	✓	✓	✓	✓	✓	✓
No overboarding [3]	✓	✓	✓	✓	✓	✓	✓
Leadership experience							
CEO experience	●	●	●	●			●
CFO experience	●					●	●
Expert know-how [4]							
Building materials & building industry	●			●			
M&A	●	●	●	●		●	●
Capital market/investor relations	●		●	●	●	●	●
Human resources	●	●	●	●			●
Sales & marketing	●				●		
Production/manufacture		●				●	●
Innovation		●	●	●			●
ESG [5]	●	●	●	●	●		●
Procurement & logistics		●					●
Digitalization	●	●	●		●		
Market know-how [4]							
Austria			●	●		●	
Europe	●	●	●	●	●	●	●
North America	●	●			●	●	●

1) Complete CVs are available at www.wienerberger.com
2) According to the criteria laid down by the Supervisory Board under Rule 53 of the Austrian Code of Corporate Governance to evaluate the independence of Supervisory Board members
3) Pursuant to Rules 56 and 57 of the Austrian Code of Corporate Governance and Section 3 (9) of the articles of association of Wienerberger AG
4) Evaluation based on self-evaluation by the Supervisory Board
5) GOV-2 Information and sustainability aspects dealt with by the company's managing, executive and supervisory bodies

Procedures of the Managing Board and the Supervisory Board

The Managing Board and the Supervisory Board of Wienerberger AG act in accordance with defined principles and the principles of transparency, integrity and responsibility. In addition to applicable legal provisions, any action is based on the Austrian Code of Corporate Governance, the Company's articles of association and the rules of procedure issued for the Managing Board and the Supervisory Board. The rules of procedure govern the responsibilities, procedures and cooperation of the Managing Board and the Supervisory Board, and the treatment of any conflict of interest. Moreover, they provide a list of businesses requiring approval by the Supervisory Board beyond statutory requirements.

Procedures of the Managing Board[1]

The Managing Board as a whole is responsible for managing the Company and taking key decisions. Irrespective of the Managing Board's overall responsibility, each member of the Managing Board is in charge of defined business areas. Any work provided by the Managing Board is based on the joint handling of strategic and operational facts and a continuous exchange of information concerning significant measures and processes in the respective areas of responsibilities. For this purpose, the chairman of the Managing Board regularly calls board meetings to discuss together with the other members current activities, strategic issues and any business to be approved by the Supervisory Board.

The Managing Board consistently incorporates into the Company's business strategy aspects of sustainability and related opportunities and risks in relation to environment, social matters and governance. In doing so, the Managing Board is supported by the internal department in charge of sustainability.

In addition to its board meetings, the Managing Board regularly holds meetings with the Executive Committee composed of senior executives below management level who are responsible for certain regions and group functions. Next to providing advice in relation to strategic decisions and projects, the Executive Committee supports the implementation of decisions taken.

The Managing Board regularly, promptly and fully informs the Supervisory Board of all relevant issues in relation to the Company's business performance. For purposes of proper corporate governance, the chairman of the Managing Board and the chairman of the Supervisory Board continuously and openly share information in relation to strategic issues, in particular the sustainable and long-term development of wienerberger.

Transparency regarding external board positions and strict compliance with the rules applicable to directors' dealings ensure that the members of the Managing Board are not subject to any conflict of interest as defined by the Austrian Code of Corporate Governance.

Procedures of the Supervisory Board and its Committees

The Supervisory Board takes decisions on issues of fundamental importance and - in close agreement with the Managing Board - the strategic focus of the Company. The Supervisory Board has established the Committees described in detail below to efficiently exercise its advisory and supervisory responsibilities. The Committees support the Supervisory Board in focused and well-founded discussions and decision-making. Each of the Committees is chaired by experts of the relevant areas.

For the purpose of a more profound treatment of certain issues and for the purpose of promoting a continuous knowledge build-up, the Supervisory Board and its Committees invite internal and external experts to attend their meetings, if the need arises. Specific expertise in respect of sustainability and any related consequences, risks and opportunities is primarily provided by the relevant internal departments.

Audit and Risk Committee[1]	David Davies (chairman)
	Katrien Beuls
	Effie K. Datson
	Marc Grynberg
	Gerhard Seban

The Audit and Risk Committee fulfills the responsibilities as set forth in Section 92 (4a) of the Austrian Stock Corporation Act [AktG] and Rule 40 of the Austrian Code of Corporate Governance, i.e. it monitors the (group) accounting process, the effectiveness of the internal control and risk management system, the independence and activities of the (group) auditor, and it approves any non-audit services. The Committee is chaired by David Davies, who has comprehensive, pertinent expertise and experience based on his serving as CFO for many years on an international level.

1) GOV-1 - Roles of managing, executive and supervisory bodies; GOV-2 Information and sustainability aspects dealt with by the Company's managing, executive and supervisory bodies; GOV-5 Risk Management and Internal Controls Over Sustainability Reporting

Nomination and Remuneration Committee	Peter Steiner (chairman)
	Myriam Meyer
	Thomas Birtel
	David Davies
	Gerhard Seban

For the purpose of increasing efficiencies and improving the use of synergies, the Supervisory Board set up the Nomination and Remuneration Committee. It deals with all personnel matters of the Supervisory Board and the Managing Board, such as succession planning in respect of the Managing Board and the Supervisory Board, recommendations to fill vacancies, and the preparation, monitoring and development of the remuneration policy applicable to both bodies. In addition, the Committee is responsible for structuring the contracts of employment of the members of the Managing Board. In accordance with Rule 43 of the Austrian Code of Corporate Governance, Peter Steiner, as chairman of the Supervisory Board, is a member of the Nomination and Remuneration Committee.

Sustainability and Innovation Committee[1]	Myriam Meyer (chairwoman)
	Thomas Birtel
	Katrien Beuls
	Marc Grynberg
	Gerhard Seban

The Sustainability and Innovation Committee set up as early as in 2019 is in charge of monitoring and developing the group-wide innovation and sustainability strategy, including examining the effective integration of the sustainability strategy, in particular climate-relevant measures, into the overall strategy of wienerberger, and monitoring the achievement of sustainability targets. The Committee also deals with the consequences and opportunities of the group-wide sustainability program and with the identification and discussion of ESG relevant issues, trends and statutory requirements.

Number and key topics of the meetings of the Supervisory Board and its Committees in 2025

In the financial year 2025, the Supervisory Board fulfilled the responsibilities imposed upon it by law, the articles of association and the rules of procedure at nine meetings. At the meetings, the Managing Board provided comprehensive written and oral information concerning the Company's state of affairs and operational development in the various business segments and core markets, including financial management.

Among other things, the following was discussed in detail: the macro-economic development in core markets, the strategic focus of the Group, in particular a sharper focus on renovation and infrastructure, as well as strategic investment and acquisition projects, such as the acquisition of the Irish specialist of drainage and piping systems, MFP Sales Ltd. Following the successful acquisition of Terreal in the financial year 2024 and its subsequent integration into the wienerberger Group, a key issue was the re-alignment of business activities in France, in particular the expansion of the roof and solar PV business, e.g. by the full acquisition of GSEi. Another focus was put on the "Fit for Growth" program to further improve the efficiency and competitiveness of the wienerberger Group. The Supervisory Board also dealt with new regulatory requirements, especially in relation to EU climate legislation, and the progress of implementation of the wienerberger sustainability program, in particular in relation to decarbonization.

In the financial year 2025, the Audit and Risk Committee met six times to fulfill its statutory responsibilities. In addition, there was continuous communication with the (group) auditor who participated in four meetings.

At its meetings, the Audit and Risk Committee primarily dealt with the preparation and review of the consolidated and separate financial statements, the review of the proposed distribution of profits and the Corporate Governance Report, the issue of the auditor's independence, issues in relation to the internal control system (ICS), risk management and internal audit, and the approval of non-audit services. The Committee also dealt with the preparation and review of the non-financial statement and, with the assistance of internal experts, the extended reporting duties under the Corporate Sustainability Reporting Directive (CSRD) and other new statutory regulations on a national and on EU level (e.g. Sustainability Report Act, EU Omnibus Package). Another focus constituted the invitation to tender for the audit of the separate and consolidated financial statements for the financial year 2026, the execution of the selection process, and the subsequent recommendation submitted to the Supervisory Board.

The Nomination and Remuneration Committee met five times in the financial year 2025. Main issues of the meetings were the review of the remuneration report concerning the remuneration of the members of the Managing Board and the Supervisory Board, the evaluation of the current remuneration policy for the

1) GOV-1 - Roles of managing, executive and supervisory bodies; GOV-2 Information and sustainability aspects dealt with by the Company's managing, executive and supervisory bodies; GOV-5 Risk Management and Internal Controls Over Sustainability Reporting

Managing Board, issues of performance assessment, and the preparation of targets in relation to the variable remuneration of the members of the Managing Board, considering in particular the sustainability targets of wienerberger. In addition, the Committee dealt with succession planning, e.g. in relation to internal talent management, and the preparation, implementation and evaluation of the results of the annual self-evaluation by the Supervisory Board.

In the course of the wienerberger Governance Roadshow which takes place on an annual basis and is led by the chairman of the Supervisory Board, Peter Steiner informed investors and proxy advisors of current governance issues (e.g. succession planning, remuneration) and was available to answer questions.

In the financial year 2025, the Sustainability and Innovation Committee met four times, monitoring the implementation progress of the wienerberger Sustainability Program 2023-2026, in particular the sustainability targets for 2025, and implementing the Corporate Sustainability Reporting Directive (CSRD) and ESRS standards. A major focus was put on the group-wide Health & Safety strategy as well as projects and best practices in relation to decarbonization, circularity and resource efficiency.

Presence of members of the Supervisory Board at meetings

In 2025, the various members were very regularly and frequently present at meetings of the Supervisory Board. In case of occasional absences, the issues dealt with were voted on separately and/or discussed on a later date.

Presence 2025	Supervisory Board	Audit and Risk Committee	Nomination and Remuneration Committee	Sustainability and Innovation Committee
Capital representative				
Peter Steiner	9/9	-	5/5	-
Myriam Meyer	9/8	-	5/5	4/4
Katrien Beuls	9/9	6/6	-	4/4
Thomas Birtel	9/8	-	5/4	4/4
Effie K. Datson	9/9	6/6	-	-
David Davies	9/8	6/6	5/5	-
Marc Grynberg	9/9	6/6	-	4/4
Employee representative				
Gerhard Seban	9/8	6/6	5/5	4/4
Claudia Schiroky	9/8	-	-	-
Wolfgang Wallner	9/6	-	-	-
% of total presences	**91.1**	**100**	**96.0**	**100**

Self-evaluation by the Supervisory Board

Pursuant to C Rule 36 of the Austrian Code of Corporate Governance, the Supervisory Board considers on an annual basis the efficiency of its activities, especially its organization and procedures (self-evaluation). In the financial year 2025, at the initiative of the Nomination and Remuneration Committee, the self-evaluation process of the Supervisory Board was executed with the support of an independent consultant specialized in managing and supervisory boards and comprised quantitative and qualitative interviews with the various members, amongst others. The evaluation results and any derived recommendation and measure to sustainably develop and further increase the efficiency of the work performed by the Supervisory Board were discussed in detail and validated by the Supervisory Board. Overall, the evaluation confirmed clear structures, well-founded governance processes, and constructive and close cooperation within the Supervisory Board and with the Managing Board. In addition, the evaluation results illustrate that the various skills and differentiated perspectives represented on the Supervisory Board provide a broad vision of the challenges the wienerberger Group faces and significantly contribute to efficient and effective procedures of the Supervisory Board.

Success through diversity

OVERVIEW OF THE SUPERVISORY BOARD: EXPERIENCED, INDEPENDENT, INTERNATIONAL

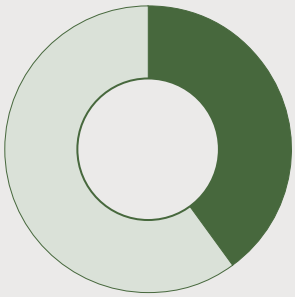
as of 31 December 2025

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

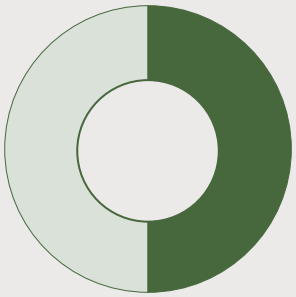
Supervisory Board



GENDER

40% WOMEN

60% MEN



AVERAGE AGE

50% > 60 YEARS

50% < 60 YEARS

Capital Representatives

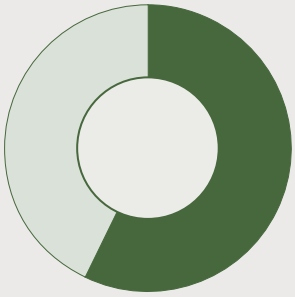
INDEPENDENCE[1)]

100% INDEPENDENT

ORIGIN

100% INTERNATIONAL

Germany, UK, USA, Belgium, Switzerland



TENURE

57% < 5 YEARS

43% > 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.

Diversity of the Managing Board and the Supervisory Board[1]

wienerberger is firmly committed to diversity and equal opportunities in relation to its sustainability strategy and corporate culture which is based on shared values, such as trust, respect, passion and creativity. wienerberger is convinced that diversity forms the basis of an appreciative and productive working environment by promoting productivity, creativity and innovation, significantly contributing to sustainable economic success. In addition, the multitude of perspectives, experiences and backgrounds helps detect potential risks at an early stage and take well-founded decisions. This is why diversity constitutes a significant element of effective corporate governance at wienerberger.

Vital criteria for selecting members of the Managing Board and the Supervisory Board are professional qualifications required for managing and/or supervising a listed company (e.g. education, professional experience) and personal requirements. In addition, diversity qualities, such as age, gender and internationality, form part of the decision-making process when it comes to finding a balanced composition of the two boards. To ensure a transparent and fair selection process, candidates are generally searched for and/or selected together with an external consultant. Independent assessments performed by external consultants ensure that vacancies on the Managing Board are filled on the basis of objective evaluations.

The search for suitable candidates of the Supervisory Board is based on a qualification matrix which documents the spectrum of expertise currently available on the Supervisory Board and shows which skills may have to be strengthened in relation to succession planning. Based on this, the Supervisory Board is sought to display great diversity in terms of gender, age and nationality. This ensures that the search for candidates is based on a specific requirements profile and the Supervisory Board as a whole at all times comprises all necessary professional skills to perform its supervisory responsibilities and to advise the Managing Board in strategic matters.

These principles in relation to succession planning are also laid down in the "Diversity Policy" and the "Succession Planning and Recruiting Policy" for the Supervisory Board which are available at www.wienerberger.com. and compliance with which is monitored by the Nomination and Remuneration Committee.

Composition of the Managing Board

In the reporting year 2025, the Managing Board of Wienerberger AG consisted of four members (with 25% being women) aged between 54 and 61 years (as of 31 December 2025). Various professional skills, in particular in terms of economy, finance, law and technology, ensure a multidisciplinary dialogue within the Managing Board. Due to its balanced composition, the Managing Board as a whole has extensive professional skills, experience of many years in operations (both within and outside wienerberger) and comprehensive industry expertise and international management experience.

Composition of the Supervisory Board

The capital representatives of the Supervisory Board are elected by the Annual General Meeting in accordance with applicable laws. The employee representatives are appointed in accordance with the provisions of the Austrian Workplace Labor Relations Act. Since the 154th Annual General Meeting held on 5 May 2023, the Supervisory Board has consisted of seven capital representatives and three employee representatives. Women account for a total of 40% of the Supervisory Board. The capital representatives on the Supervisory Board are aged between 55 and 71 years (as of 31 December 2025) and have a multitude of professional skills as well as many years of professional and management experience. In particular because since 2022 members of the Supervisory Board have been elected by rotation, the skills available on the Supervisory Board in relation to industry, ESG and M&A could be further strengthened and extended by comprehensive legal and capital markets expertise as well as know-how of the US market. Except for the members appointed by the Works Council, the Supervisory Board consist solely of international members, reflecting not only the geographical focus of wienerberger, but also its broad international investor basis.

Further details concerning the professional and educational background of the members of the Managing Board and the Supervisory Board are available at www.wienerberger.com.

1) GOV-1 Roles of managing, executive and supervisory bodies

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 opportunities and pay equity are important elements of our corporate culture and HR strategy. This focus was strengthened with the issuance of the 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 2025, women accounted for 19.6% of senior management positions within the company. This represents a slight increase compared to 2024. To drive progress in this area, the wienerberger Sustainability Program focuses on supporting local country organizations in implementing localized DEI action plans (until the end of 2026) aimed at promoting diversity, including improving gender balance in traditionally underrepresented 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 Code of Corporate Governance

C Rule 62 of the Austrian Code of Corporate Governance, which goes beyond statutory requirements, provides that compliance by the Company with the Code must be regularly evaluated on an external basis. For the reporting year 2025, this evaluation was performed by the auditor, Deloitte Audit Wirtschaftsprüfungs GmbH, and did not result in any objection regarding the public statements made in relation to compliance with the Austrian Code of Corporate Governance. Compliance with C Rules 77 to 88 of the Austrian Code of Corporate Governance that are relevant to the auditor was evaluated by the law firm of Schönherr Rechtsanwälte GmbH. The evaluation did not provide any inconsistency.

The reports of the external evaluations are available on the following pages and/or at www.wienerberger.com.

Vienna, March 11, 2026

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

Auditor's Report

Report on the evaluation of Wienerberger AG's compliance with the Austrian Corporate Governance Code in the financial year 2025

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 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 2025 in accordance with the ÖCGK 2025 lies with the legal representatives 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 Standards 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 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 the 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 of 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 Wienerberger AG's Corporate Governance Report 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 offences, 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 2025 financial year, the evaluation does not include compliance with C and R Rules 77 to 83 of 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 has not been prepared, in all material respects, in accordance with the requirements with ÖCGK 2025.

Restriction on Distribution and Use

This audit serves to support your company in providing 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 "General Terms and Conditions of Contract for Public Accounting Professions" (AAB 2018). A distribution in extracts of the report (e.g. of enclosures to the report) is not permitted.

Terms and Conditions of the Engagement

We prepare this report based on the contract 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 behavior 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 in the event of gross negligence towards Wienerberger AG and also towards third parties (this also applies if there are several beneficiaries or bases of claims) is limited to the maximum total liability amount 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 basis 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 the 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, 11 March 2026

Deloitte Audit Wirtschaftsprüfungs GmbH

Marieluise Krimmel
Certified Public Accountant

ppa. Adin Sirucic Msc (WU)
Certified public Accountant

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About wienerberger

At a glance

Our offering
Today, wienerberger provides innovative, sustainable solutions for the entire building envelope – from roofs and walls to façades – as well as for water and energy infrastructure. With our solutions, we serve both new build projects and refurbishment or renovation activities. Our offerings enable energy-efficient, climate-resilient, healthy, and affordable housing, as well as efficient energy and water management.

Our markets
With more than 20,000 employees and over 200 production sites, wienerberger operates in 28 countries. Our headquarters are located in Vienna. Our core markets include Europe, North America, and India.

Our commitment
With our solutions, we pursue a clear objective: to improve people's lives. In concrete terms, this means meeting the highest standards of quality and sustainability with a forward-looking approach and developing innovative solutions for every challenge. This is made possible by our highly qualified, dedicated employees and our shared corporate values of trust, respect, creativity, and passion.

Our future
Innovation, digitalization, operational excellence, and sustainability will continue to play a central role at wienerberger – not only today, but also in the future. Our goal is the consistent increase of value creation and the positioning of wienerberger as a leading full-service provider of solutions for the building envelope as well as for energy and water management in infrastructure. In this role, we aim to actively shape the construction industry in the years ahead and continue to improve people's lives.

Research and development

Research and Development (R&D) is strategically vital for wienerberger, driving innovation, technology leadership, and long-term competitiveness. Our R&D activities focus on customer benefits and directly support our sustainability ambitions, including decarbonization, circularity, biodiversity, and reduced resource consumption.

R&D projects are managed centrally and rolled out across the Group. They focus on optimizing product performance, enhancing energy efficiency, and adding smart and digital functionalities. We aim to develop solutions that enable environment-friendly, fast, and easy installation on construction sites, contribute to climate protection and building energy efficiency, and create tangible value for customers.

R&D in ceramics focuses on innovative product developments, including improved insulated wall systems and advanced roofing solutions with integrated solar technologies, alongside energy-efficient production processes. Key priorities include the use of alternative energy sources (e.g., electrification, hydrogen, green gas), reducing energy consumption in drying and firing, automation, and Industry 4.0 technologies. We also develop new formulations and lighter products that enhance thermal insulation, reduce material use, and allow for thinner wall structures. Additionally, we are advancing mobile masonry robots and prefabrication concepts to enable faster, safer, and more efficient construction.

In the plastic pipes segment, we continued to optimize our product portfolio across both in-house and infrastructure applications, while increasing the share of recycled raw materials and advancing circular solutions. In-house innovations include low-noise (silent) wastewater pipes that enhance comfort and performance. Circular product developments such as Pipelife's fully recyclable rainwater management system made from secondary raw materials and the expanded Master 3+ wastewater system—with new options and socket fittings that enable the reuse of pipe leftovers—further strengthen our offering. On the infrastructure side, we enhance our pipe systems with pumping stations, chambers, and smart water technologies that support leakage detection and more efficient network operation.

Innovative products already account for one third of our revenues, and wienerberger aims to maintain this share by continuously developing smart, resource-efficient building and infrastructure solutions that improve quality of life.

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.

Share price development

wienerberger shares opened the 2025 trading year at EUR 26.78 and closed at EUR 30.62, representing an increase of +14%. By year-end, the market capitalization of Wienerberger AG stood at EUR 3,353m. During 2025, the shares reached their highest level of EUR 36.46 on 17 March and their lowest of EUR 24.30 on 14 January.

Dividend and share buyback

wienerberger has defined clear conditions for returning value to shareholders through both dividends and share buybacks. We plan to allocate 20% to 40% of our free cash flow for this purpose, balancing dividend payouts with share buybacks and cancellations of 1% to 2% of our share capital, subject to the overall financial performance and outlook of the Group.

At the beginning of the year, we executed our annual share buyback. A total of 1,125,000 shares, or approximately 1% of the share capital, was repurchased between 30 December 2024 and 7 February 2025, with a total value of roughly EUR 30m at a weighted average price of EUR 26.78 per share. For the year 2025, the Managing Board will propose to the 157th Annual General Meeting on 7 May 2026 a dividend of EUR 0.95 per share, further returning value to shareholders. At a year-end share price of EUR 30.62, this corresponds to a dividend yield of 3.1%.

Combined, the share buyback of EUR 30m and expected dividend payout of approximately EUR 104m result in a total payout ratio of 28% of free cash flow, in line with our policy.

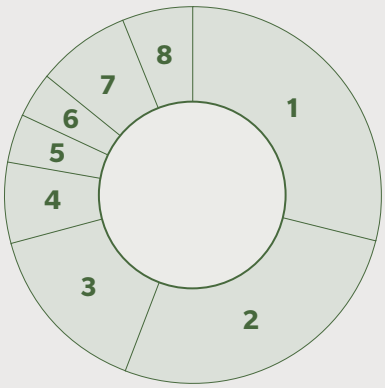
Development of the share price

Shareholder structure

wienerberger is a pure free-float company and has no core shareholder. The most recent survey of the shareholder structure performed in November 2025 showed that 14% of wienerberger shares are held by private investors.

The majority of shares is held by institutional investors, more than half of them based in Great Britain (29%) and the US (27%). The remaining shares are held mainly by continental European investors.

Shareholder Structure by Country (Institutional Investors)



1	Great Britain	29%
2	USA	27%
3	France	15%
4	Austria	7%
5	Germany	4%
6	Scandinavia	4%
7	Rest of Europe	8%
8	Rest of the World	6%

Based on the notifications received pursuant to sections 130 to 134 of the Austrian Stock Exchange Act as at the end of 2025, the following shareholders crossed the respective thresholds and therefore considered major shareholders.

Major shareholders per 31 December 2025

FMR LLC (Fidelity), USA	> 5%
Marathon Asset Management Limited, UK	> 5%
BlackRock, Inc., USA	> 4%
Erste Asset Management GmbH	> 4%
Lansdowne Partners (UK) LLP	> 4%

Investor Relations

wienerberger's investor relations activities aim to ensure transparent, timely and accurate communication with the capital markets. Through regular dialogue with investors, analysts and banks via conference calls, roadshows and investor conferences, both virtual and in-person, as well as via social media, the company provides updates on financial performance, strategic developments and ESG topics. wienerberger is generally not available for dialogue on financial matters during the 20-day period preceding the publication of financial results. For any inquiries, please contact us at investor@wienerberger.com or explore more on our Investor Relations website www.wienerberger.com/en/investors.

Key data per share in EUR	**2025**	**2024**	**Chg. in %**
Earnings	1.52	0,72	>100
Adjusted earnings [1]	1.93	2.05	–6
Dividend [2]	0.95	0.95	0
Free cash flow [3]	3.89	3.78	+3
Equity [4]	25.66	26.14	–2
Share price high	36.46	35.68	+2
Share price low	24.30	25.62	–5
Share price at year-end	30.62	26.78	+14
P/E ratio high	24.03	49.56	–
P/E ratio low	16.02	35.58	–
P/E ratio at year-end	20.18	37.19	–
Shares outstanding (weighted, in 1,000) [5]	109,264	110,281	–1
Market capitalization at year-end (in EURm)	3,353	2,992	+12
Ø Stock exchange turnover/day (in EURm) [6]	**13**	21	–37

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) Dividend proposal for the FY 2025// 3) Cash flow from operating activities less cash flow from investing activities and outflow from the redemption of liabilities from leases plus growth capex and net outflow for acquisitions // 4) Equity including non-controlling interests // 5) Adjusted for treasury shares // 6) Double-count method

Disclosures pursuant to sect. 243a of the Austrian Business Code (UGB)

As of 31 December 2025, the share capital of Wienerberger AG comprised 109,497,697 no-par-value shares, including 295,831 treasury shares.

To the best of the knowledge of Wienerberger AG's Managing Board, there are no restrictions on voting rights or the transfer of shares.

Share ownership is distributed among Austrian and international investors, with no single shareholder holding more than 10% of the shares in Wienerberger AG.

There are no shares with special control rights.

Employees who are shareholders of Wienerberger AG generally exercise their voting rights directly and without any control exercised over their voting rights. Moreover, employees have acquired shares in Wienerberger AG within the framework of an employee share participation program and transferred these shares to a foundation (Mitarbeiterbeteiligungsstiftung) pursuant to sect. 4d (4) of the Austrian Income Tax Act for fiduciary custody and the exercise of shareholder rights. As of the balance sheet date, the Managing Board consists of four members. Persons appointed to Managing Board positions should not have reached the age of 65 at the time their appointment of reappointment takes effect. The Supervisory Board consists of at least three and at most ten members elected by the Annual General Meeting. Unless elected for a shorter term of office, the members of the Supervisory Board are elected for a term until the end of the Annual General Meeting that resolves on the approval of their actions for the third fiscal year after their election. The fiscal year in which the election takes place does not count in this context.

Pursuant to sect. 65 (1.8) and (1a) and (1b) of the Austrian Stock Corporation Act, the 155th Annual General Meeting of Wienerberger AG held on 7 May 2024 authorized the Managing Board for a period of 30 (thirty) months from the date of the resolution to buy back own shares of Wienerberger AG at a price not less than EUR 1 per share and not more than 20% above the average unweighted closing price of the ten days preceding the share buyback without further resolution by the Annual General Meeting. The portfolio of shares bought back under this authorization and other treasury shares held must not exceed 10% of the share capital of Wienerberger AG at any point in time. The total number of own shares acquired pursuant to the resolution of 7 May 2024 must not exceed 10% of the share capital of Wienerberger AG on the date of the resolution. The Managing Board is authorized to determine the terms and conditions of the buyback. It is at the Managing Board's discretion to acquire the shares on the stock exchange, over the counter, or by way of a public offering. The acquisition of shares from individual shareholders or a single shareholder is permitted. Unless approval by the Supervisory Board is mandatory, the Supervisory Board must be informed retroactively of the Managing Board's decision. If shares are bought back over-the-counter, the shareholders' pro-rata rights to sell their shares can be excluded (reverse exclusion of subscription rights). Trade in own shares as the purpose of the acquisition is excluded. The Managing Board can exercise this authorization, subject in particular to the legal provisions regarding the maximum permissible number of own shares, in whole or in part, individually or jointly, once or several times. This authorization can be exercised in pursuit of one or several purposes by the company, by a subsidiary (sect. 228 (3) of the Austrian Business Code, or by third parties on behalf of the company.

Moreover, the 155th Annual General Meeting of Wienerberger AG held on 7 May 2024 resolved as follows:

a) The Managing Board of Wienerberger AG authorized pursuant to sect. 65 (1b) of the Stock Corporation Act for a period of five years from the date of the resolution, subject to the approval of the Supervisory Board and without further resolution by the Annual General Meeting, to resolve to sell and/or use own shares by means permitted by law other than over the stock exchange or by public offering, applying the provisions regarding the exclusion of the shareholders' subscription rights, and to determine the terms and conditions of the sale. This authorization covers the sale and/or use of own shares by legally permitted means other than over the stock exchange or by public offering, in particular in an over-the-counter sale (subject to partial or complete exclusion of the shareholders' right of re-purchase), for example in the form of an accelerated private placement or as transaction currency, other than cash, for the acquisition of enterprises, shares in enterprises, participating interests in enterprises, or other assets. The authorization can be exercised in full or in part or in several tranches and in pursuit of one or several purposes by the company, by a subsidiary (sect. 228 (3) of the Austrian Business Code), or by third parties on behalf of the company.

b) The Managing Board of Wienerberger AG is further authorized pursuant to sect. 65 (1.8) last sentence of the Stock Corporation Act, for a period of 30 (thirty) months following the date of this resolution, subject to approval by the Supervisory Board, to reduce the share capital through the cancellation of own shares bought back without further resolution by the Annual General Meeting. The Supervisory Board is authorized to adopt amendments to the Articles of Association resulting from the cancellation of shares. The Managing Board can exercise these authorizations in accordance with the legal provisions on the maximum number of own shares, in full or in parts, individually or jointly, once or several times.

The authorizations granted under items a) and b) apply to treasury shares held by the company on the day of the resolution as well as own shares to be acquired in the future. The execution of the capital increase is to be determined in coordination with the Supervisory Board. To grant shareholders their mandatory subscription rights, the capital increase can be taken over by a credit institution or a consortium of credit institutions on condition of it being offered to the shareholders according to their subscription rights (indirect subscription right pursuant to sect. 153 (6)) of the Stock Corporation Act.

Change-of-control clauses, taking effect in the event of a change of control following a takeover bid, are included in the employment contracts of the members of the Managing Board, the terms of the 2023 corporate bond, and the terms and conditions of various syndicated loans and other loans.

Compensation arrangements between the company and the members of its Managing Board following a change of control take effect as soon as a shareholder has exceeded the threshold of 20% and is therefore obliged to submit a mandatory takeover bid. In accordance with the contractual provisions applicable in such a case, the total compensation to be paid out, depending on the residual term of the Managing Board mandate, must not exceed two annual salaries.

Economic Environment and Market Developments

Economic environment

The global economy remained resilient in 2025 despite shifting policy frameworks, persistent geopolitical uncertainties and new trade measures, including higher US tariffs. According to the World Economic Outlook published by the International Monetary Fund (IMF) in February 2026, global economic growth stood at 3.3%, in line with the prior year (2024: 3.3%). At the same time, global inflation declined markedly to 4.1% (2024: 5.8%), albeit with significant differences across regions, resulting in increasingly diverging monetary policy decisions by central banks.

In Europe, economic developments remained heterogeneous across regions. The Eurozone recorded a modest improvement in GDP growth to 1.4% (2024: 0.9%), supported in part by Germany's return to slight growth of 0.2% after two years of contraction. France's growth moderated to 0.8% (2024: 1.1%), while the UK showed more resilient momentum with GDP expanding by 1.4% (2024: 1.1%). In Eastern Europe, economic activity remained comparatively robust, with GDP growth reaching 2.5% (2024: 2.2%) according to Euroconstruct. Within this context, monetary policy paths diverged across Europe. Reflecting easing inflation pressure (2.1% in 2025) in the Eurozone, the European Central Bank reduced policy rates four times early in the year before holding the main refinancing rate at 2.15% and the deposit rate at 2.00% from June onwards. The Bank of England also lowered its policy rate from 4.75% to 3.75%. In contrast, several central banks in Eastern Europe continued to ease monetary policy only cautiously, with interest rates generally remaining elevated at around 4-7% to contain inflationary pressures and safeguard financial stability.

In the United States, economic growth slowed to 2.1% (2024: 2.8%). Higher tariffs contributed to price pressures, investment activity softened and labour markets began to cool. Inflation averaged 2.7% over the year. The Federal Reserve delayed interest rate cuts for most of 2025 and only started easing in the second half of the year. Following three rate cuts this year, the policy rate stood at 3.50-3.75% at year-end.

The European housing market

The following analysis was based on country forecasts published by Euroconstruct, Europe's leading construction market forecasting network, in November 2025.

Despite easing financing conditions, uncertainty and cautious consumer sentiment continued to weigh on residential construction in 2025. Building permits across Europe showed a mixed picture: while several markets remained subdued, improvements were seen in Germany, France, Hungary, and Poland. However, the gap between permits and actual housing starts widened further, leaving starts consistently behind approvals. Western Europe recorded modest growth in housing starts in France and the Netherlands, while Germany stayed weak despite better permit trends. In Eastern Europe, starts were generally soft, though Poland stood out positively.

Renovation – a structurally more resilient end market than new build, driven by energy-efficiency upgrades and essential maintenance – delivered solid performance across Europe, with Western countries showing positive momentum and Eastern Europe broadly stabilizing.

The European infrastructure market

According to Euroconstruct data for 2025, infrastructure markets developed relatively positive, supported by public investment programs, alongside region-specific economic developments.

Water management infrastructure – including potable water, wastewater, and stormwater systems – accounts for a significant part of total infrastructure expenditure and recorded solid activity across Europe, particularly in countries such as the UK, Netherlands and Hungary or Czech Republic. Investments in energy networks and grid upgrades accelerated throughout the year, driven by the energy transition and climate adaptation programs, with the Netherlands standing out as a positive example.

Investments in transport infrastructure, roads, and telecommunications showed contrasting trends between regions. In Eastern Europe, developments were generally positive compared to Western Europe, although starting from a lower base.

The US housing market

The US residential sector faced another challenging year in 2025, shaped by delayed interest rate cuts, persistent uncertainty around trade tariffs, and political developments that weighed on market sentiment.

Activity indicators reflected this muted environment: building permits were down -3.6% year-on-year, and housing starts decreased slightly (-0.6%) – with weak single-family activity (-6.9%) weighing on growth, while multi-family construction saw a strong increase (+18%). Housing completions fell 7.9%, underscoring the slowdown in project finalization. Market confidence mirrored these trends, with the NAHB/Wells Fargo

Housing Market Index slipping to 39 at year-end, down from 47 at the start of the year (values below 50 indicate a negative outlook). Financing conditions improved gradually as the average 30-year fixed mortgage rate declined to 6.19% in December, about 50 basis points lower than a year earlier. While this marked the first meaningful reduction in borrowing costs since quantitative tightening began, rates remained high and demand subdued.

The US infrastructure market

North America's infrastructure sector continued to expand in 2025, underpinned by large-scale federal programs and public investment initiatives. The market is primarily divided into transportation (roads, railways, airports), electricity and power, and water and sewage—the latter being the most relevant for wienerberger's piping business.

Out of the $1.2 trillion Infrastructure Investment and Jobs Act (IIJA) in the U.S. and similar initiatives in Canada, transportation remained the largest segment, with roads and highways receiving the biggest share of funding. Water infrastructure, despite urgent modernization needs, remained comparatively underfunded. The Bipartisan Infrastructure Law allocates over $50 billion to improve drinking water, wastewater, and stormwater systems—the largest federal investment in water to date.

Aging assets, climate change, and funding gaps remain key challenges, reinforcing the need for stronger public-private collaboration to ensure long-term resilience.

Sources: IMF (World Economic Outlook October 2025 and January 2026), U.S. Census Bureau, Euroconstruct, Freddie Mac Primary Mortgage Market Survey, NAHB/Wells Fargo Housing Market Index, Bluefield Research, EPA United States Environmental Protection Agency

Financial Review

Earnings

Condensed consolidated income statement

in EURm	2025	2024
Revenues	**4,566**	**4,513**
Cost of goods sold	–2,963	–2,902
Gross profit	**1,603**	**1,610**
Gross margin (in %)	*35.1*	*35.7*
Selling and administrative expenses	–1,274	–1,243
Other operating income and expenses	3	–74
EBIT	**332**	**294**
Financial result	–99	–143
Profit before tax	**233**	**151**
Income taxes	–65	–67
Profit after tax	**168**	**84**
Earnings per share (in EUR)	1.52	0.72
Operating EBITDA	**754**	**760**

Operating EBITDA reconciliation

in EURm	2025	2024
EBIT	**332**	**294**
Depreciation and amortization	377	362
Impairment of assets	13	51
EBITDA	**721**	**707**
Sale of non-core assets	–14	–24
Structural adjustments	47	78
Operating EBITDA	**754**	**760**
Operating EBITDA margin (in %)	**16.5**	**16.8**

Revenue development

In 2025, wienerberger generated revenues of EUR 4,566m, up by 1% from EUR 4,513m in 2024, supported by a favorable business mix with strong contributions from roofing and infrastructure-related products. This performance underscores the Group's resilience in the face of ongoing weakness in new residential construction. Roofing and piping solutions saw stable development, backed by wienerberger's strategic repositioning and a continuous shift of the portfolio toward higher-value and more resilient segments. Overall, innovative products accounted for 34% of revenues (2024: 33%). Given this portfolio mix, revenues generated from renovation accounted for 38% (2024: 35%), infrastructure for 19% (2024: 20%), and residential new-build for 43% (2024: 45%).

Earnings and margin development

Gross profit amounted to EUR 1,603m (2024: EUR 1,610m), corresponding to a gross margin of 35.1% (2024: 35.7%). The margin decline reflects continued cost inflation, particularly in personnel expenses as well as energy and logistics costs. These effects were partially offset by operational efficiency measures and cost discipline initiatives.

EBIT increased to EUR 332m (2024: EUR 294m). The improvement was mainly driven by a significant reduction in restructuring-related expenses (capacity reduction measures, including special write-offs, personnel costs, and inventory write-downs).

wienerberger successfully delivered on its earnings outlook, achieving operating EBITDA of EUR 754m (2024: EUR 760m), corresponding to a solid margin of 16.5% (2024: 16.8%). This result – based on a resilient business model – reflects our opertional efficiency combined with disciplined cost management.

Financial result and net income

The financial result stood at EUR –99m (2024: EUR –143m). Net interest expense remained stable reflecting refinancing activities and a balanced maturity profile. The improvement was primarily attributable to the absence of material negative foreign currency recycling effects related to the deconsolidation of Russian activities in the prior year.

Profit before tax amounted to EUR 233m (2024: EUR 151m). Income taxes totalled EUR –65m (2024: EUR –67m), resulting in a profit after tax of EUR 168m (2024: EUR 84m).

Earnings per share more than doubled and came in at EUR 1.52 (2024: EUR 0.72).

Assets and financial position

Condensed consolidated balance sheet

in EURm	2025	%	2024	%
Property, plant and equipment	2,902	47	2,923	46
Goodwill	593	10	593	9
Other intangible assets	465	8	479	7
Other non-current assets	170	3	178	3
Non-current assets	**4,130**	**67**	**4,173**	**65**
Cash and cash equivalents and other financial assets	281	5	374	6
Other current assets	1,730	28	1,872	29
Current assets	**2,012**	**33**	**2,246**	**35**
Total assets	**6,142**	**100**	**6,418**	**100**
Equity	**2,802**	**46**	**2,883**	**45**
Financial liabilities	1,582	26	1,522	24
Other liabilities	431	7	455	7
Non-current liabilities	**2,013**	**33**	**1,977**	**31**
Financial liabilities	336	5	605	9
Other liabilities	991	16	954	15
Current liabilities	**1,327**	**22**	**1,559**	**24**
Total equity and liabilities	**6,142**	**100**	**6,418**	**100**

Presentation of Prior-Year Figures

In the comparative period 2024, the Group made reclassifications within the balance sheet items. For a detailed overview of these changes, please refer to the Consolidated Financial Statements, Note 2.

Asset structure

As of 31 December 2025, total assets decreased by 4% and amounted to EUR 6,142m (2024: EUR 6,418m). Non-current assets decreased slightly to EUR 4,130m (2024: EUR 4,173m), as depreciation exceeded capital expenditure reflecting disciplined capex and capacity optimization measures.

Current assets decreased by 10% to EUR 2,012m (2024: EUR 2,246m). Inventories remained broadly stable, while trade receivables and cash and cash equivalents decreased.

Equity position

Equity amounted to EUR 2,802m (2024: EUR 2,883m) impacted by EUR –115m foreign currency translation effects.

Liabilities

Current and non-current liabilities decreased by EUR 196m to EUR 3,340m (EUR 3,536m) reflecting the payback of financial liabilities.

Net debt and capital structure

Net debt

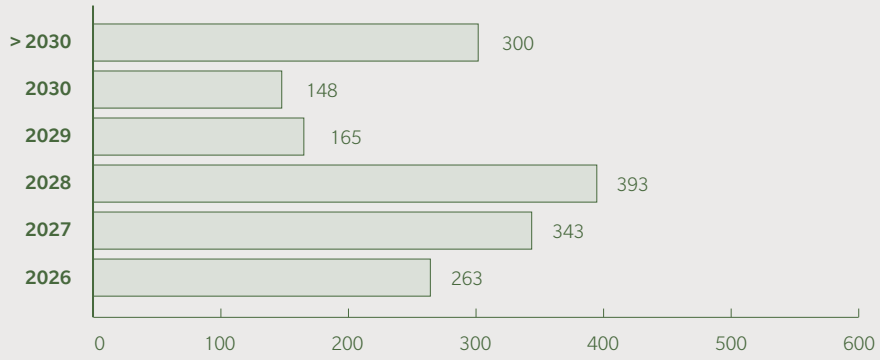
in EURm	2025	2024
Non-current financial liabilities	1,582	1,522
Current financial liabilities	336	605
Securities and other financial assets	–69	–112
Cash and cash equivalents	–213	–262
Net debt	**1,637**	**1,753**
Leverage (net debt / operating EBITDA)	**2.2x**	**2.3x**

Net debt decreased to EUR 1,637m (2024: EUR 1,753m). The decrease was driven by a strong free cash flow.

During the period, a EUR 400m bond maturing in the second quarter of 2025 was repaid and refinanced through a combination of long-term and short-term bank loans, improving maturity diversification. As a result, non-current financial liabilities increased marginally to EUR 1,582m (2024: EUR 1,522m), while current financial liabilities almost halved to EUR 336m (2024: EUR 605m). Overall, interest-bearing debt levels decreased slightly to 31% (2024: 33%).

Leverage (net debt / operating EBITDA) stood at 2.2x in 2025 (2024: 2.3x), close to the ~2.0x target. Gearing improved to 58% (2024: 61%), highlighting disciplined financial management.

Maturity structure of interest-bearing financial liabilities (excluding leases) in EURm



Cash flow

Condensed consolidated statement of cash flows

in EURm	2025	2024
Profit after tax	168	84
Depreciation, amortization, and impairment of assets	389	413
Other adjustments	–32	–30
Changes in working capital	104	139
Cash flows from operating activities	**630**	**606**
Maintenance capex	–148	–135
Growth capex	–133	–177
M&A capex	–24	–637
Divestments and other	70	19
Cash flows from investing activities	**–235**	**–930**
Net cash flows from financial liabilities and repayment of lease liabilities	–279	299
Dividends paid and purchase of treasury shares	–135	–137
Purchase of non-controlling interests	–24	0
Cash flows from financing activities	**–439**	**162**

Free cash flow

in EURm	2025	2024
Cash flows from operating activities	630	606
Cash flows from investing activities	–235	–930
Growth capex and M&A capex	157	814
Repayment of lease liabilities	–77	–72
Free cash flow	**474**	**417**

Working capital

in EURm	2025	2024
Inventories	1,329	1,341
Trade receivables	248	345
Trade payables	–454	–418
Other customer-related liabilities	–188	–177
Working capital	**935**	**1,092**
Working capital / revenues (in %)	**20**	**24**

Cash flow from operating activities

Cash flow from operating activities improved year-on-year and reached EUR 630m (2024: EUR 606m). The increase was mainly attributable to the higher profit after tax. This was partly offset by lower impairment of assets and lower inflow from the reduction of working capital. Inventory levels remained broadly stable versus 2024, reflecting strict volume discipline despite higher production cost. Overall, working capital declined to EUR 935m (2024: EUR 1,092m), improving the working capital ratio to 20% of revenues (2024: 24%).

Cash flow from investing activities

Cash flow from investing activities resulted in an outflow of EUR 235m (2024: EUR 930m). M&A cash outflows amounted to EUR 24m (2024: EUR 637m). While acquisition activity in 2025 remained selective, the year-on-year difference is largely attributable to the absence of a major transformational acquisition, as the prior year's cash outflows were almost entirely driven by the acquisition of Terreal.

Cash flow from financing activities and liquidity

Cash flow from financing activities amounted to EUR –439m (2024: EUR 162m). In contrast to the prior year, the financing cash flow in 2025 was primarily shaped by refinancing and capital structure optimization rather than expansionary funding measures.

Other financing-related cash flows were broadly in line with the prior year and mainly reflect recurring items, including dividend payments of EUR 106m (2024: EUR 103m), share buybacks of EUR 29m (2024: EUR 34m), and repayments of lease liabilities of EUR 77m (2024: EUR 72m). In addition, EUR 24m were spent on the acquisition of non-controlling interests (2024: EUR 0m), relating to the remaining stake in GSE Integration (GSEi).

At year-end 2025, available liquidity remained solid at EUR 963m (2024: EUR 1,012m), comprising cash and cash equivalents and committed and fully undrawn credit facilities.

Overall, the strong cash flow development not only covered the internal business operations but also enabled dividend payments to our shareholders and the repayment of financial debt.

Free cash flow amounted to EUR 474m (2024: EUR 417m).

Mergers and acquisitions

During 2025, wienerberger continued to pursue targeted acquisitions to strengthen its strategic positioning, particularly in renovation and infrastructure solutions. In Ireland and the UK, the acquisition of MFP Ltd., a specialist in drainage, roofline, and cable ducting systems, further reinforced the Group's pipe solutions platform and regional footprint. The acquisition of VETA France, a producer of facade panels that incorporates insulation systems, strengthened the Group's facade business.

Total M&A expenditure for the full year 2025 amounted to EUR 24m (2024: EUR 637m). All transactions were fully aligned with the Group's strategic and financial criteria, focusing on value-accretive growth without compromising balance sheet strength.

In addition, the Group purchased the remaining stake of GSEi of EUR 24m.

Capital efficiency

Operating EBIT

in EURm	2025	2024
EBIT	**332**	**294**
Sale of non-core assets	–14	–24
Structural adjustments	47	78
Impairment of assets	13	51
Operating EBIT	**377**	**398**

Average capital employed

in EURm	2025	2024
Equity	2,802	2,883
Financial liabilities	1,918	2,127
Cash and cash equivalents and other financial assets	–340	–426
Capital employed at reporting date	**4,380**	**4,583**
Average capital employed	**4,482**	**4,203**

ROCE

in EURm	2025	2024
Operating EBIT	377	398
Average capital employed	4,482	4,203
ROCE (in %)	**8.4**	**9.5**

Capital employed at reporting date decreased by 4% as wienerberger managed to reduce net debt, reflecting disciplined investment activity and active working capital management.

Nevertheless, ROCE decreased by 1.1 percentage points due to the initial recognition of Terreal in February 2024, which in turn led to an increase in average capital employed by 7% in the current year.

Return on capital employed (ROCE), a key performance indicator for wienerberger, measures the return generated on the capital employed in the business.

Operating Segments

Europe West

in EURm	2025	2024
Revenues	**2,686**	2,544
Operating EBITDA	**408**	350
EBITDA	**371**	288
Operating EBITDA margin (in %)	**15.2**	13.8

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.

In pipes, the integration of Grain Plastics progressed successfully, with positive margin development. In Ireland, wienerberger strengthened its piping market position with the acquisition of MFP, a specialist in drainage, roofline, and cable ducting systems. The ramp-up of the new concrete roof-tile Smeed Dean plant in the UK is progressing successfully.

Market development

Residential activity across Europe West remained low throughout 2025, with only a slight increase of housing starts versus the year before. New residential building volumes were at historically low levels in Germany and France, with only early signs of stabilization toward year-end from data showing increasing permits. The UK and Ireland continued to face weak demand and fragile confidence. In the Benelux region, contractor sentiment improved gradually, but the shift toward multifamily housing and affordability constraints weighed on traditional brick and façade products. Overall, the year was shaped by low new-build activity, competitive pricing, and stronger but mixed signals from renovation markets.

Infrastructure-related markets were more robust. Investment in water, wastewater, grid upgrades, and energy infrastructure continued across the region, particularly in the Benelux and the UK. Northern European markets reported generally solid infrastructure pipelines, supporting more stable overall demand for piping.

wienerberger performance

In 2025, revenues increased by 6% to EUR 2,686m (2024: EUR 2,544m), driven by volume growth of +2% in both ceramics and pipe products, with pricing overall flat (0%). Operating EBITDA rose 17% to EUR 408m (2024: EUR 350m), supported by efficiency gains and focused cost control, partly offset by higher personnel and energy costs versus the prior year.

Residential-driven wall and façade demand remained weak across the region, especially in Germany and France. In this environment, wienerberger maintained its positions through disciplined commercial steering and a continued focus on system solutions. In Belgium and the Netherlands, stronger renovation momentum and improved weather conditions as well as a stronger pull for thin bricks and slip solutions supported volumes. Ireland continued to show solid activity, supported by a healthier project pipeline, whereas the UK continued to face much more challenging conditions with fragile demand, subdued confidence and customers delaying projects. In Germany, renovation activity remained soft and competitive intensity stayed high, affecting volumes, although selective product upgrades supported customer retention. France also benefitted from renovation, where upgraded roofing and façade solutions helping underpin volumes. Ceramic volumes increased by 2% for the full year, whereas pricing softened modestly by 1%.

Infrastructure-oriented businesses showed solid development. In the Netherlands, strong activity in underground infrastructure, grid expansion, drainage upgrades, and utility networks supported demand, despite labor and permitting constraints. Belgium and the UK saw selective improvements linked to water and sewerage investment cycles. Sweden and Denmark reported solid order pipelines in water and wastewater management. wienerberger's piping and infrastructure business delivered steady to slightly positive full year volumes, supported by strong positions in water management, electro, drainage, and stormwater solutions. Integration benefits, particularly from Grain Plastics, lifted margins, while pricing remained disciplined despite competitive market conditions. For the full year, pipes and infrastructure volumes grew by 2%, with pricing remaining stable at 0%.

Europe East[1]

in EURm	2025	2024
Revenues	**1,180**	1,169
Operating EBITDA	**214**	219
EBITDA	**210**	222
Operating EBITDA margin (in %)	**18.1**	18.7

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.

Market development

Residential and renovation activities across Eastern Europe remained subdued during 2025. Austria faced weak new-build demand due to high inflation, restrained subsidies, and cautious private investment, while energy-efficient renovations provided a steady but insufficient offset. In the Czech Republic, residential construction was held back by soft single-family demand, though renovation-driven roofing demand remained supportive. Hungary showed early signs of recovery following the introduction of fixed-rate first-home loans, strengthening sentiment in both used and new dwelling markets, with multi-family construction proving more robust. In Poland, improving financing conditions supported underlying demand, but the new construction market remained challenging as developers stayed cautious and competitive intensity remained high.

Infrastructure markets developed unevenly. Poland and the Czech Republic continued to benefit from public water and wastewater investments, while Austria remained stable but highly competitive. In contrast, several South-Eastern European markets faced delays and lower tender volumes linked to political uncertainties, weighing on infrastructure demand.

wienerberger performance

During 2025, the region generated revenues of EUR 1,180m (2024: EUR 1,169m), supported by stable volumes (0%), with positive developments in ceramics offsetting weaker performance in pipes, and an overall positive price development of +2%. Operating EBITDA declined slightly to EUR 214m (2024: EUR 219m), reflecting higher energy and personnel cost inflation.

Across Eastern Europe, wienerberger delivered a stable sales performance in the ceramics business, supported by targeted commercial actions and strong customer engagement. In Austria, strong project work and strengthened customer relationships supported volumes in a highly competitive environment. The Czech Republic outperformed the market in wall and benefited from strong roofing demand. Hungary gained wall market share, while the roofing market was still under pressure. Poland maintained broadly stable volumes in a challenging market. Ceramics-related volumes grew by 1%, accompanied by a 2% increase in pricing.

Performance in infrastructure and in-house piping solutions was mixed. The Czech Republic and Poland contributed positively, benefiting from strong public-sector investments and stable demand in water and wastewater applications. In-house piping solutions (electro, hot & cold, sanitary) remained stable to positive, supported by multifamily and nonresidential applications in Poland and the Czech Republic. Austria remained stable overall, though competition weighed on pricing, while Hungary and parts of South-Eastern Europe recorded weaker volumes due to delays in project execution. Piping volumes in Europe East were down by 3%, while pricing increased by 2%.

1) Including our business in the emerging markets

North America

in EURm	2025	2024
Revenues	**700**	799
Operating EBITDA	**132**	191
EBITDA	**140**	196
Operating EBITDA margin (in %)	**18.8**	24.0

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.

Market development

2025 was marked by a prolonged downturn in the North American housing market, driven by high mortgage rates, affordability constraints, and reduced new-build activity in both the US and Canada. Existing-home sales fell to a 30-year low, and residential construction remained significantly weaker than expected in the beginning of the year. Canada followed a similar pattern, with Ontario continuing to underperform and housing transactions well below pre-pandemic levels.

Infrastructure-related markets showed greater resilience. Investment in water distribution, wastewater upgrades, and grid modernization continued across the US and Canada, supporting steady activity in utilities and civil engineering.

wienerberger performance

During 2025, the region generated revenues of EUR 700m (2024: EUR 799m), driven by a volume decline of 8%, mainly reflecting lower sales in brick façade products. While piping prices declined due to industry-wide reductions, ceramics pricing increased slightly. This development resulted in operating EBITDA of EUR 132m (2024: EUR 191m).

Façade brick volumes declined due to pronounced weakness in residential construction. Lower plant utilization affected cost absorption, while pricing held up well. wienerberger maintained its customer base and continued to support key distribution partners. Volume effects were negative at -11%, while pricing remained resilient, increasing by 1%.

Piping and infrastructure-oriented businesses performed more steadily, supported by ongoing investment in water supply, stormwater systems, and public utilities. Despite industry-wide pricing pressure, wienerberger recorded slightly positive volumes in piping, with market share gains in applications such as water management and electro conduits. Infrastructure markets in the US and Canada benefit from long-term water and energy programs that provide a reliable baseline of activity. Competitive pricing affected margins, but integration measures and portfolio improvements helped strengthen customer value propositions. Piping volumes developed positively, increasing by 2%, while pricing declined by 15%, primarily reflecting deflation in raw materials.

Outlook 2026

Economic conditions

According to the World Economic Outlook published by the International Monetary Fund (IMF) on January 19, 2026, global growth is expected to remain stable in 2026 at 3.3% (2025: 3.3%). Momentum is likely to be capped by continued trade policy uncertainty, persistent geopolitical tensions, and remaining inflationary risks.

The US is projected to grow 2.4% (2025: 2.1%), supported by fiscal stimulus and easing financial conditions. Growth in the Eurozone is expected to remain modest at 1.3% (2025: 1.4%), as uncertainty and higher tariffs weigh on activity. The IMF projects the UK to expand 1.3% in 2026 (2025: 1.4%). Euroconstruct forecasts Eastern European countries to grow by 2.7% (2.5% in 2025), driven by ongoing recovery and investment, though risks remain.

Global headline inflation is projected to decline further to 3.8% (2025: 4.1%), with regional variation. In the United States, inflation is forecast to ease to 2.4% (2025: 2.7%), while the Eurozone is expected to see price growth decline to 1.9% (2025: 2.1%).

On February 28, 2026, a military conflict erupted in the Middle East, leading to disruptions in key transportation and trade routes. Since then, heightened volatility has been observed across global commodity and energy markets, accompanied by disturbances along supply chains and logistics flows. As a result, the impacts extend beyond higher energy prices and include broader disruptions in raw material availability and logistics. Effects on financial markets cannot be ruled out. For wienerberger, this may lead to significant cost increases, particularly in the areas of energy, raw materials, and logistics, and could result in supply shortages. wienerberger is continuously monitoring the situation and taking measures to ensure security of supply. However, due to the dynamic nature of the conflict, any potential impacts cannot be quantified at this time and are therefore not reflected in our 2026 outlook.

wienerberger

For 2026, wienerberger expects continued geopolitical instability and ongoing macroeconomic volatility, with no structural recovery in new residential construction and no broad market rebound in infrastructure or renovation markets anticipated; long-term interest rates are expected to remain elevated.

An important strategic step is the planned acquisition of Italcer Group. On February 24, 2026, wienerberger signed an agreement to acquire Italcer, a leading producer of high-end ceramic tile solutions with manufacturing sites in Italy and Spain. Completion is expected in Q2 2026, subject to regulatory approvals.

Including an expected contribution from Italcer, wienerberger guides for an operating EBITDA of around EUR 810m for 2026 (2025: EUR 754m). The first half of 2026 will be particularly impacted by the extremely long and cold winter across all markets. wienerberger expects a corresponding market recovery starting in summer 2026.

Risk Management and 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.

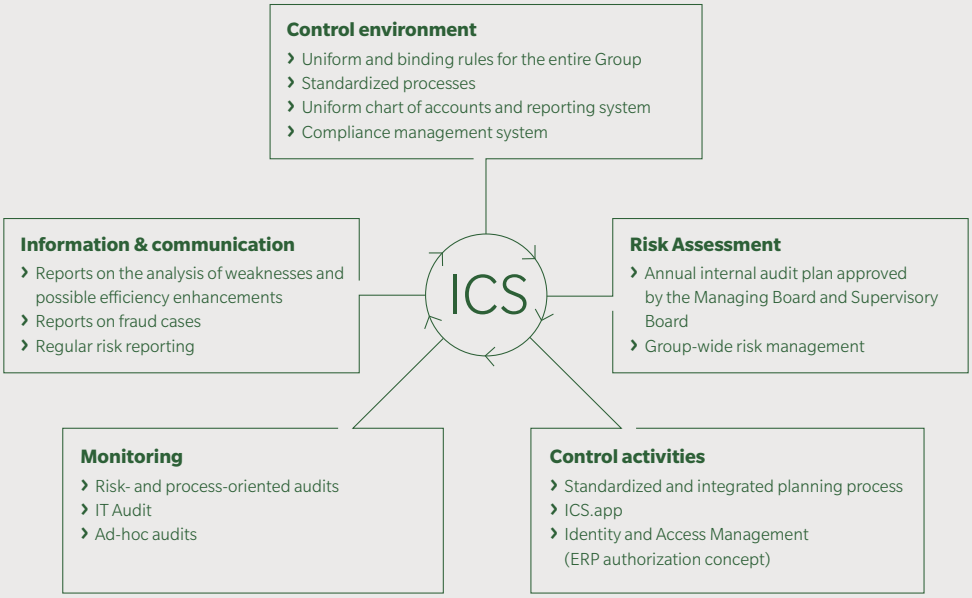
As a leading provider of innovative and sustainable solutions for new-build, renovation, and infrastructure projects, we voluntarily undertake to present a transparent overview not only of climate-related opportunities, but also of the associated risks.

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 CSRD requirements. For a detailed disclosure of our climate risk assessment please see Sustainability Statement, E1 Climate Change.

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.

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.

Risk transfer through insurance solutions is another important instrument for risk management. Some of the identified risks are transferred via the arrangement of global insurance programs which provide cover for all group entities. Insurable risks are mainly related to property damage, business interruption and liability risks.

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 maintains a long-term audit strategy built on three key pillars: balance sheet, revenue, and employees. This long-term plan provides strategic coverage of key risk areas. Each year, the annual audit plan is refined and adjusted using additional indicators such as whistleblower statistics and findings from previous internal audits. 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 2025. 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.

To strengthen and document our internal control system, a risk and control matrix with over 550 controls was implemented across 12 processes and 183 sub-processes. Of these, 113 key controls are subject to review and documentation in the Internal Control System (ICS.app).

Within this set, 48 controls are system-based. The ICS.app connects directly to SAP, automating sample generation on a monthly or quarterly basis. Documentation is required only when risks materialize in SAP transactions. The remaining 65 key controls undergo annual review and documentation.

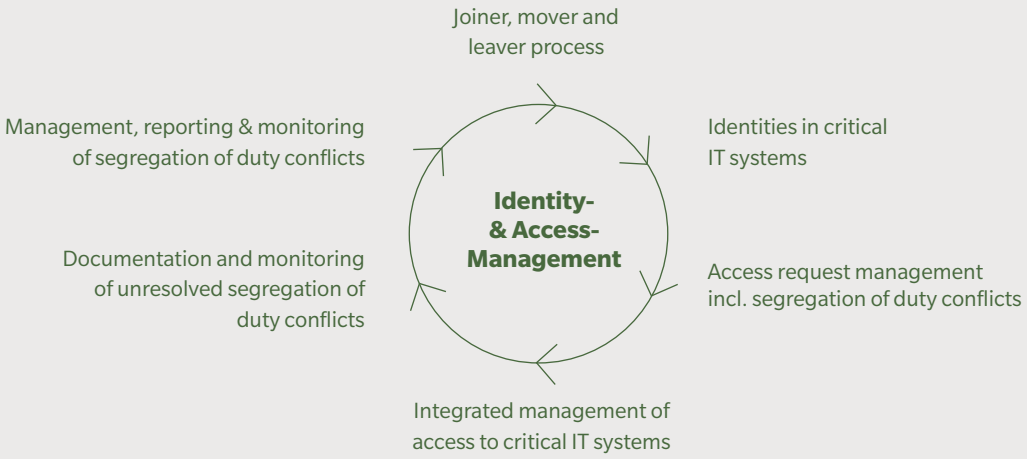
Internal Audit provides independent validation of the self-assessment process and ensures the quality of all key controls.

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.

Based on the risk-oriented audit plan ,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 two to four 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, Risk Management, 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

Key risks that have the potential to impact wienerberger business, financial performance and operational outcomes. The list of risks does not capture all possible risks. Unknown or unidentified factors may also affect operations. The order of risks is for clarity only and does not reflect prioritization.

Business dependency on economic cycles of the construction industry

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.

Cost allocation risks with the ceramics business and the piping business

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.

Risks relating to competing building materials

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.

Price and availability risks of raw materials and additives

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 produc-

tion. With few exceptions, alternative raw material suppliers are available to counter the supply risk.

Risks associated with seasonal market fluctuations

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.

Risks relating to geographical impact and changes in regulations

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.

Remote risk for operational disruptions

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.

Energy supply and consumption risks

The cost of energy for the firing of bricks represents a significant percentage of wienerberger's cost structure. In 2025, wienerberger's energy costs totaled EUR 384m (2024: EUR 323m) or 8.4% (2024: 7.2%) of revenues. These expenses comprise 55% for natural gas, 39% for electricity and 6% 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 70% of energy costs) by concluding forward contracts or fixedprice 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 CO2 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 CO2 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.

Dependency on future growth projects

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.

M&A transaction 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.

Environmental risks with real estate

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.

Local tax law risks

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.

Impact on environmental, health and safety regulations

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.

Risks arising from restoration of clay pits

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).

Risks linked to climate change

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.

Cybersecurity related risks

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.

Employee and labor related risks

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.

Geopolitical risks and pandemic risks

Rising geopolitical tensions – including the war in Ukraine, conflicts in the Middle East, trade policy frictions, and sanctions – can have significant impacts on global economic structures and supply chains. Potential risks stem in particular from disruptions to international supply chains, rising energy and raw material prices, trade restrictions, and increased political uncertainty in individual markets. These factors may lead to higher costs, delays in procurement, and increased volatility in both sales and sourcing markets.

Global health crises or pandemics can cause substantial disruptions to economic activity, for example through mobility restrictions, supply chain interruptions, production shutdowns, or shifts in demand within specific markets. In addition, government measures such as lockdowns, travel restrictions, or quarantine requirements may affect operational processes as well as project and construction activities.

The Group monitors these risks closely and mitigates them through diversification and hedging measures.

Sustainability Program 2023–2026: Shaping our Sustainable Future

2026 Targets

Sustainability has always been an integral part of wienerberger's strategy. We have always considered it our responsibility to ensure that future generations can enjoy the highest possible quality of life. To accomplish this goal, we are committed to climate protection and actively contribute to the objectives of the European Green Deal to reach net zero emissions by 2050. To achieve this, we have implemented the Sustainability Program 2023-2026, which outlines clear targets on the most material aspects of our business. The results from the first two years confirm wienerberger's strategic direction, reaffirming that we are on the right path to achieve our sustainability goals.

Our Social Targets 2026

At wienerberger we put people first: We remain respectful and embrace differences, we lead by example and act as advocates for diversity & inclusion, and we 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. Within the framework of our social projects, we create housing and decent living conditions for people in need, primarily in the countries where we operate. We demonstrate this commitment through our 2026 social targets: they encompass initiatives to improve employee safety and well-being, enhance training and development as well as diversity and inclusion.

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.

Sustainability Program 2023–2026: Progress 2025

The 2025 results of the Sustainability Program 2023–2026 confirm that wienerberger is well on track to achieve the 2026 targets by the end of the program, thereby supporting the achievement of the overall Sustainability Program objectives.

2026 Social Targets	Key Performance Indicators	2026 Targets	2025 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 13 countries**
Health & Safety	Visible leadership hours (VML) per year until 2026	**20,000**	**~54,500**
Training & Development	Hours of training per employee per year until 2026	**18**	**22**
	Apprentices trained in total from 2023 until 2026	**500**	**~690**
	Hours of training for installers in total from 2023 until 2026	**30,000**	**~23,200**
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**	**~360**

2026 Environmental Targets	Key Performance Indicators	2026 Targets	2025 Progress
Decarbonization and Energy Mix	Reduction in scope 1 & 2 CO_2 emissions from 2020 until 2026	**25%**	**20.7%**
	Reduction in scope 3 CO_2 emissions from 2022 until 2026	**10%**	**25.2%**
	Share of renewable energy used in own operations from 2023 until 2026	**15%**	**12.6%**
Circularity	Sales from highly durable products (>100 years) per year until 2026	**> 80%**	**83.9%**
	Sales from recyclable and/or reusable products per year until 2026	**> 90%**	**92.9%**
Biodiversity	Improvement of fauna resulting from the biodiversity plans implemented for all production plants in total from 2023 until 2026	**10%**	**16.8%**
	Biodiversity ambassadors trained in total from 2020 until 2026	**400**	**~420**
	Trees planted, equivalent to one tree per employee per year / in total from 2022 until 2026	**100,000**	**~180,000**
Revenue from Products Supporting Net Zero Buildings	Total revenue from building products contributing to Net Zero Buildings from 2023 until 2026	**75%**	**74.1%**
Water Management	Water harvested, retained, and saved through our products in infrastructure and agriculture in total from 2023 until 2026	**35 million m^3**	**23.2 million m^3**
	Reduction of water consumption in own operations from 2023 until 2026	**15%**	**7.9%**
Waste Management	Reduction of waste in own operations from 2023 until 2026	**15%**	**12.3%**

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 for infrastructure in water and energy management.

We have prepared this Sustainability Statement on a consolidated basis, consistent with the scope utilized for our consolidated financial statements. The list of fully consolidated companies provided in the Notes to the Consolidated Financial Statements serves as the basis for this report. Due to materiality considerations, we did not consolidate joint ventures and associates recorded as equity investments. Where dictated by material impacts, the reporting boundary extends to encompass 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.

We prepared the Sustainability Statement 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).

wienerberger has engaged an external auditor to review the Sustainability Statement with limited assurance.

BP-2 – Disclosures in relation to specific circumstances

For the metrics reported in the topical standards we rely on actual activity data extracted from ERP systems. In some specific cases, namely the water consumption volumes, certain degree of estimation is applied to account for the withdrawal from ground water sources.

The emission factors applied for CO_2-emission calculation are derived from either national authorities' publications or from generally accepted average-based databases.

For E2 Air Pollution metrics we used direct measurements for sites where these were available and not older than 2024. For the remaining cases where direct measurements were conducted before 2024, we used estimations.

The chapters E4 Biodiversity and Ecosystems and S2 Workers in the Value Chain reflect a change compared to the prior year's disclosures. Following the introduction of the phase-in exemptions under the "Quick Fix" (C (2025) 4812 final of July 17, 2025), which postpones the application date of certain disclosure requirements for eligible companies, these exemptions are now applied. The affected chapters have therefore been adjusted accordingly and are presented as separate disclosures among the topical chapters.

In 2025, the impacts, risks and opportunities related to the topical S4 Consumers and End-users were reassessed. Based on the analysis performed, including consideration of identified positive impacts, it was concluded that for the current reporting year, no material impacts, risks, or opportunities arise within the meaning of the ESRS that require disclosure.

In light of market and technological developments, the wienerberger Group's Climate Transition Plan in accordance with ESRS E1 is currently under revision. We are taking the necessary time to comprehensively reassess and update the plan, ensuring that it reflects the latest technological advancements while safeguarding both financial and non-financial interests. The revised and more robust Climate Transition Plan is expected to be published no earlier than the end of the 2026 calendar year.

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

As a listed company with international operations, wienerberger is committed to responsible corporate governance aimed at the sustainable creation of value. wienerberger provides information on the composition, diversity, and qualifications of the Supervisory Board in the Corporate Governance Report, under the section "Qualification matrix of the capital representatives on the Supervisory Board".

Roles and responsibilities

The Managing Board is responsible for strategic and operational issues, and for designing and implementing corporate policies and the Sustainability Program 2026. It sets sustainability targets, advised by Key Performance Indicators (KPI) owners and group functions, with final approval by the Supervisory Board. Each KPI topic has a designated KPI-owner accountable for progress and corrective actions, supported by group-level Sustainability Program Management. The Managing Board integrates environmental, social, and governance (including business conduct) impacts, risks, and opportunities into decision-making and corporate strategy.

The Supervisory Board determines issues of fundamental importance and the group's strategic orientation and also advises on and supervises business conduct matters. Its cooperation with the Managing Board is characterized by intensive information exchange, with chairpersons regularly discussing sustainable development and strategic priorities.

Oversight and governance processes

wienerberger manages material impacts, risks, and opportunities through its group-wide risk management and internal control systems, detailed in the Management Report, section Risk Management and the Internal Control System. 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). Oversight lies with the Supervisory Board's Sustainability and Innovation Committee and Audit and Risk Committee, both of which receive regular updates. The Sustainability and Innovation Committee also supports the Managing Board in developing sustainability strategies and policies. We detail the responsibilities, activities, and focus areas of the Sustainability and Innovation Committee and the Audit and Risk Committee in the Corporate Governance Report, section "Procedures of the Supervisory Board and its Committees".

Board expertise and diversity

Members of the Managing Board and Supervisory Board bring a broad range of professional qualifications, expertise, and personal characteristics, as detailed in the Corporate Governance Report, section "Procedures of the Supervisory Board and its Committees". Diverse expertise is a key principle in the appointment of board members, ensuring both effective governance and a better understanding of stakeholder needs. We outline these criteria in the Corporate Governance Report. Both boards are regularly updated on sustainability matters, and subcommittees are closely involved in implementing the CSRD directive.

Compliance and business conduct

wienerberger Managing Board, the Supervisory Board, and the Works Council expect all employees and business partners to act in accordance with laws, regulations, internal policies related to Business Conduct, and the Code of Conduct. The Whistleblowing Committee reports significant cases it is handling to the relevant bodies, including the Managing Board. Training on anti-bribery and anti-corruption, as defined in the respective policy, is the shared responsibility of the Managing Board and Supervisory Board.

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

We describe the activities and focus areas of the Sustainability and Innovation Committee and the Audit and Risk Committee in detail in the Corporate Governance Report - "Committees of the Supervisory Board" section. wienererger regularly updates both committees 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 Sustainability Program 2026. In mitigating risks and leve–raging 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 considers 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 (including fixed financial remuneration, fringe benefits, and pension contributions) and variable remuneration (including short-term and long-term variable remuneration).

The overarching guidelines of the remuneration policy, which defines all details for fixed and variable remuneration, benefits and other contributions is the Remuneration policy 2024. In this policy, the short-term variable remuneration (STI) for sustainability targets is ranging from 20% to 50% and long-term variable remuneration (LTI) from 20% to 40%. The ratio of ESG-related targets in the Targets for the STI 2025 is 25% and for the LTI tranche 2025-2027 is 30%. The ratio of ESG-related targets in the Targets for the STI 2024 was 40% and for the LTI tranche 2024-2026 is 40%. The ratio of ESG-related targets in the Targets for LTI tranche 2023-2025 is 33%.

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
- Water management

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.

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 G1 - Business conduct, section SBM-3
d) Taking actions to address those adverse impacts	E1-3 Actions and resources E2-2 Actions E3-3 Actions E4 Actions E5-2 Actions S1-3 Remediation and raising concerns and S1-4 Actions S2 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 E1-3 Actions and resources E2-2 Actions E3-3 Actions E4 Actions E5-2 Actions S1-3 Remediation and raising concerns and S1-4 Actions S2 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, in the "Risk Management and the Internal Control System" section. Risks specific to climate change are discussed and disclosed in chapter E1 - Climate Change, section SBM-3, and in this chapter, 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 - "Procedures of the Supervisory Board and its Committees" section.

SBM-1 Strategy, business model and value chain

wienerberger's durable products and smart system solutions are used to build 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 wastewater › 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
For the main applications of our products and systems, we design sustainable solutions for building envelopes 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. Wienerberger also procures other raw materials and packaging materials externally. We use external suppliers to meet our plants' energy and water needs for production. 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 by extrusion through forming dies or by pressing it into molds. Once cut to size, the products are placed on pallets and transported to the dryer.

The drying process removes moisture from the clay, preparing 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, electricity is already a viable alternative in production. After finishing, the ceramic products are packaged and delivered to the customers.

Use phase – Building Solutions

wienerberger designs building solutions for energy-efficient, future-proof 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 CO2 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, environmentally friendly, and requiring little maintenance, they prove their merits not only in municipal and industrial applications but also in residential, 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 for developing 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. Long-term supplier contracts with diverse suppliers secure our access to raw and other materials.

Vendors supply our plants with energy and water for the production process. Water for cooling purposes is also drawn from surface bodies of water and returned to them in accordance with 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 to shape it. 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 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 irrigation and water retention installations and systems. Infrastructure solutions include freshwater, stormwater, wastewater, and rainwater systems, as well as energy supply, data, and products for special applications.

End of Service Life

Plastic pipes can be recycled internally or externally. wienerberger supports all efforts to increase the use of recycled plastic materials in the European locations, including the reintegration of its own plastic waste into the production cycle.

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 supplier diversification secure access to raw 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, curb stones 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, laid on permeable ground, allow rainwater to seep away through wide gravel or turf joints or drainage holes, thereby storing water in the ground and returning it to the groundwater. Unsealing the soil and creating green spaces facilitates 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.

wienerberger features products and system solutions designed to address the global challenges of climate change, sustainable water management, circular economies & resources, and biodiversity, highlighting them in the corresponding chapters, sections, Actions, and Targets. wienerberger applies its strategy and goals globally and does not set goals for specific products, services, or significant markets or 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. wienerberger's strategy and business model have proven highly resilient against our material risks, positioning us well 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 Sustaina-

bility Program 2026 (we describe our Targets in the respective section of each topical chapter - E1-4, E3-3, E4, 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.

We detail a breakdown of revenues and selected financial KPIs in Note 7, Operating segments, of the Notes to the Consolidated Financial Statements. The employee headcount, broken down by region, is shown below.

Employees by operating segment at end of period, based on headcount	**Europe West**		**Europe East**		**North America**		**wienerberger**	
	2024	**2025**	2024	**2025**	2024	**2025**	2024	**2025**
Employees	**10,977**	**11,019**	**6,996**	**6,761**	**2,703**	**2,404**	**20,676**	**20,184**

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 in addition to the executive bodies and employees in particular our customers, and business partners, such as real estate developers, designers and architects, suppliers, investors, analysts, banks, local residents and authorities, political decision-makers, 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, with 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 brochures, web-based platforms, and 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 key issues and aspects from a stakeholder perspective, identifying impacts, risks and opportunities for the company at an early stage. The Chairman of the Managing Board (CEO) of wienerberger communicates with these stakeholder groups through various channels. These include in addition to the dialogue with our employees exchanges of opinion with capital market participants, e.g., within the framework of roadshows, investor conferences or Capital Markets Day. Within regular podcasts, the CEO of wienerberger conducts interviews with representatives of various stakeholder groups on current topics. He also exchanges views with high-level politicians and the Vienna Stock Exchange at 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. In addition, the CEO of wienerberger is in constant contact with political stakeholders at the EU level and representatives of the entire ceramics industry through his presidency of the European ceramics association Cerame-Unie.

We analyze engagement with our workforce through our Global Employee Survey, workshops on our values, and improvements resulting from Learning & Development measures, based on anonymized data from the respective reporting channels. We implement various communication channels to eliminate potential barriers to engaging the workforce.

Based on confidential employee feedback, we organize workshops to implement it and address areas where employees feel improvement is needed. We build consensus on actions tailored to each team, 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 our 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 substitute for a general process for direct engagement with value chain workers, which we have not yet implemented.

We are in the process of developing a standardized, group-wide engagement process to ensure we systematically consider the interests and perspectives of end-users and consumers. We have delayed the implementation of a structured engagement framework due to the unratified revision of European Sustainability Reporting Standards currently pending.

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 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 topical chapters. The concentration of impacts, risks and opportunities within the business model, in our own operations, the upstream or downstream value chain, is disclosed in the SBM-3 sections of the respective topical chapters.

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. For a description of whether and how the impacts originate from or are connected to our 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 through the transport of raw materials to the respective plants and delivery of the products to clients through external trucking companies	x	x	
E2	(-) Contribution to the release of microplastics through the use of additives or binders containing microplastics		x	x
E4	(+) Contribution to the reduction of land use through the provision of PV systems on-roof or in-roof			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. 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. We have not identified any such effects. We express the details of this analysis in Note 18. "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 establishing a comprehensive inventory of impacts, risks, and opportunities, 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 in the future, and provide the basis for our actions. The strategic targets we set within the framework of our Sustainability program 2026, along with the policies, also guide management in steering the organization towards achieving those targets.

The resilience of our strategy and business model enables us to address material sustainability-related impacts and risks while capturing opportunities arising from the transition of the construction and infrastructure sectors. We operate in an environment characterized by energy price volatility, regulatory change, climate-related transition risks, and evolving customer demand for sustainable building solutions.

We designed our strategic framework (short, medium, and long-term) to be adaptable and forward-looking, enabling us to respond to short-term disruptions while remaining aligned with our long-term objectives. We integrated sustainability into our core operations, including sourcing raw materials, manufacturing processes, product development, and downstream applications. This integration supports the mitigation of environmental risks such as greenhouse gas emissions, energy intensity, and resource depletion. We apply systematic risk management and due diligence processes across our value chain to address social and governance-related risks, including human rights, occupational health and safety, and ethical business conduct. We further enhance resilience through investments in innovation, digitalization, and modern production technologies, which improve resource efficiency, circularity, and product performance. Continuous assessment, monitoring, and adaptation of our strategy ensure that we remain resilient to potential crises and uncertainties while supporting long-term value creation.

In esponse to more explicit regulatory guidance distinguishing positive impacts from mitigation actions, the identified material impacts, risks, and opportunities were reviewed and refined. This review resulted in a reduced number of identified material impacts, risks, and opportunities.

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

Double Materiality Analysis

We based the methodologies and assumptions for identifying and assessing impacts, risks, and opportunities (IROs) on the provisions of 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 by risk and opportunity, and rated them on a scale from 1 to 4.

The provisions set out in ESRS 1 and EFRAG's Implementation guidance 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 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 to the subsequent steps of effectively identifying, assessing, prioritizing, and monitoring our potential and actual impacts on people and the environment.

The next step involved creating 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, supply chain, 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, probability of occurrence and irremediability. For positive impacts, we assessed scale and scope of actual impacts, and scale, scope, and probability of occurrence for potentionally positive impacts. The probability of occurrence was assessed across short (<1 year), medium (1-5 years), and long-term (>5 years) time frames for negative and actual positive impacts . 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 conducted a quality check to ensure accuracy.

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

We conducted the assessment process by considering the impacts the company is directly involved in through its operations, as well as 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 stemming from the company's operations, business relationships, or 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 as we advance.

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.

Once we finalized a list of impacts, we categorized them by their impact or financial materiality across 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, as well as those 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 with financial implications, we created a financial materiality assessment tool based on the provisions outlined in ESRS 1. We identified and categorized the anticipated financial effects by their associated risks and opportunities, then rated them 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 to determine whether it reflected an opportunity or a 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. Based on this categorization, we evaluated the likelihood and impact of the financial effect across 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, based on wienerberger's Risk Management thresholds. Materiality was determined by multiplying the likelihood score by the impact score, with the resulting value above 5 considered material.

We developed the score range based on Risk Management scores and thresholds to ensure seamless integration into wienerberger's risk management processes. The rationale for this methodology is 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.

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 setby ESRS. We developed a detailed implementation roadmap for each material topic based on this analysis. For wienerberger, we identified all ESRS Sub-Topics as material, and approximately 50% of ESRS Sub-sub topics were deemed material.

E1 - Climate Change

In 2024, wienerberger updated its resilience analysis by integrating climate scenario modeling to anticipate potential future conditions and test the robustness of its strategy and business model. This analysis builds on the initial 2022 assessment and reflects the latest advancements in climate science and scenario methodologies. The scenarios applied capture both extremes of climate-related risk: the International Energy Agency's (IEA) Net Zero Emissions (NZE) 1.5°C pathway for transition risks and opportunities, and a >4°C pathway for physical risks. Together, these ensure a comprehensive evaluation of plausible uncertainties aligned with the objectives of the Paris Agreement.

Physical Risks
wienerberger conducted a physical climate risk analysis to determine whether climate-related hazards could pose risks to its assets and business activities over the short- (to 2030), medium- (to 2040), and long-term (to 2050). These horizons capture both immediate and long-term risks. The expected operational lifespan of wienerberger's sites extends until 2050 in the scenario analysis. This choice of time horizons reconciles with the need to investigate physical risks over extended periods to capture the effects of climate change, while using shorter, foreseeable periods for strategic planning and capital allocation. Given the importance of this information to investors and stakeholders, the Managing Board and Supervisory Board continuously monitor climate-related risks and opportunities.

wienerberger based the analysis on climate projections from the Intergovernmental Panel on Climate Change's (IPCC) latest Assessment Report (AR6). To ensure a robust and comprehensive assessment, we applied the high-emissions scenario SSP5-8.5, which represents the most severe trajectory of global greenhouse gas emissions. According to the IPCC, this pathway could lead to an estimated global warming of 4.4°C by the end of the century, making it the most risk-intensive scenario. By using this "worst-case" projection, wienerberger ensures that the physical risks identified account for the most pronounced changes in climate conditions. Adaptation measures developed under this scenario will remain effective even if the future follows a less emission-intensive trajectory.

The use of SSP5-8.5 also guarantees alignment with internationally recognized, science-based methodologies. The Shared Socio-economic Pathways (SSPs) serve as the standard framework for climate science, reflecting coherent socio-economic futures shaped by population growth, technological advancement, and economic development. SSP5-8.5, in particular, assumes continued reliance on fossil fuels, rapid technological progress, and competitive markets. As the most risk-intensive scenario, it provides valuable insights into how severe climate hazards could become, and ensures that Wienerberger's strategy remains resilient even under the most extreme conditions.

The projections of relevant climate parameters—such as temperature, wind speed, and precipitation—were used to identify potential hazards. In total, all 28 hazards prescribed by ESRS E1 AR-11(d) were analyzed and benchmarked against science-based thresholds to determine where they may become severe enough to cause material impacts. This analysis allowed us to systematically consider both acute and chronic risks. We conducted the assessment with the support of external experts and covered all geographies where wienerberger operates, including Europe, North America, and key markets across its global value chain.

The evaluation of gross physical risks followed a two-step approach. First, we assessed the exposure of wienerberger's assets and business activities to climate hazards based on their geographic location, using geospatial data and localized climate projections. We determined exposure according to the magnitude, duration, likelihood, and extent of hazards. Second, we analyzed the sensitivity of business activities to these hazards to assess whether their occurrence could significantly impair performance. We classified a hazard as a gross physical risk only when it met both the exposure and sensitivity criteria.

This methodology provides a clear picture of risks across different time horizons. Hazards up to 2030 highlight the most immediate challenges, which require near-term attention and risk management. At the same time, evaluating hazards up to 2050 ensures that we capture the increasing risks that emerge later in site lifetimes, covering the full operational span of wienerberger's production facilities. This dual perspective ensures that we address both current resilience and long-term adaptation.

Transition Risks and Opportunities
We first screened transition events for both scenario impact and business relevance. We analyzed events meeting both criteria for short- and long-term implications: the short term (to 2030), which aligns with wienerberger's planning cycles and near-term management expectations, and the long term (to 2050), consistent with the EU's net-zero strategy and global climate targets. Medium-term outcomes are reflected within these horizons, streamlining disclosures while maintaining completeness. This structure is consistent with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

The 2024 update integrated quantitative and qualitative data on markets, policies, and technological developments for each scenario, including the likelihood, magnitude, and duration of the transition events.

The magnitude of transition risks and opportunities was assessed by analysing the extent to which these transition drivers could affect wienerberger's cost structures, demand for products, asset utilisation and overall financial performance. The assessment considered how strongly the identified transition events could impact the company's operations under the NZE scenario assumptions.

The probability of occurrence of transition events was evaluated by assessing the likelihood that the policy, market and technological developments described in the NZE scenario will materialise over time. This included consideration of the expected pace of regulatory implementation, market developments and technological adoption as reflected in the scenario narrative.

In the 1.5°C scenario, wienerberger analyzed sector-specific data, macroeconomic indicators, and price metrics to understand potential impacts on operations by 2030 and 2050. We screened primary emission sources to identify high-risk areas, while a sectoral review examined technological developments and flagged potentially incompatible assets or business activities.

The transition risk assessment for wienerberger considered a defined set of transition events, including increasing greenhouse gas (GHG) emission pricing, enhanced reporting obligations, regulatory changes, and shifts in market and technology developments. These transition events were evaluated with respect to their potential impact on operating costs, market demand and financial stability across the Group's business activities.

The NZE scenario provides a detailed and coherent narrative describing a pathway to achieve net zero CO_2 emissions in the energy sector by 2050. In the context of wienerberger's analysis, the scenario assumptions were applied to the sectors in which wienerberger operates. Key scenario drivers considered in the assessment include policy measures such as increasing CO_2 pricing and energy intensity targets, market dynamics such as assumptions on GDP growth and the decline of fossil fuel use, and technological drivers, in particular the deployment of carbon capture solutions and reduced fossil fuel use in transport.

The analysis leveraged the IEA's Net Zero Emissions scenario, drawing on 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 CO2 and fossil fuel prices, were directly obtained from the IEA, while we extracted sector-specific descriptions and analyses 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. We used the IEA 1.5°C Scenario from the WEO, which includes critical assumptions about global energy demand, carbon pricing,

rapid increases in renewable energy deployment, and the pace of technological innovation needed to achieve net-zero emissions by 2050.

Supportive regulation makes renewables more attractive by cutting costs and reducing dependence on fossil fuels. We present this as an opportunity in accordance with the 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

During the mapping of our production activities for the double-materiality analysis, we identified that air pollution is material topic as part of the firing and sintering process to produce our ceramic and concrete products and microplastics as part of the production process of our plastic pipes. We detailed the methodologies, assumptions, and tools used in the double materiality analysis and conducted consultations in the Double Materiality Analysis section above. The affected communities were not consulted.

Our production sites additionally undergo regulatory screening as part of the air permit application and review process, as required by local authorities and, where applicable, in accordance with national laws. Continuous monitoring allows wienerberger to remain prepared for future developments, such as revisions to emission limit values under the Ceramic BREF. 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.

E3 - Water Resources

During the mapping of our production activities for the double-materiality analysis, we identified that water consumption is a material topic in mixing for the ceramics products and piping products. We detailed the methodologies, assumptions, and tools used in the double materiality analysis and conducted consultations in the Double Materiality Analysis section above. The affected communities were not consulted.

E4 - Biodiversity and Ecosystems

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. We recognize that activities such as quarrying, urbanization, pollution, and modification of natural systems can potentially negatively impact biodiversity-sensitive areas in or near these locations. In line with the Natura 2000 framework, the impacts identified as a result of our operations include clay and loam extraction, factories and buildings in the landscape, air pollution, and the reduction or loss of specific habitat features. These impacts affect 17 (2024: 18) biodiversity-sensitive areas governed by the European Natura 2000 network directive.

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 of 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 operates through public consultations to address potential impacts identified during the regular evaluation of quarry permits. After the double materiality analysis, no consultations with affected communities regarding shared biological resources were conducted.

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

During the mapping of our production activities for the double-materiality analysis, we identified that resource inflows, outflows and waste are material topics. Resource use is present when we produce our products from input materials, which are packaged and distributed to the customers. Waste arises from regular operational activities across all production sites, where certain materials cannot be reused or recycled internally. We detailed the methodologies, assumptions, and tools used in the double materiality analysis and conducted consultations in the Double Materiality Analysis section above. The affected communities were not consulted.

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.

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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	BP-2 – Disclosures in relation to specific circumstances	58
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	GOV-3 Integration of sustainability-related performance in incentive schemes	60
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		E1-5 Energy consumption and mix	92
		E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions	93
E2 Pollution	Pollution of air, Microplastics	SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model	95
		E2-1 Policies related to pollution	96
		E2-2 Actions and resources related to pollution	97
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Environmental information			
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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	99
		E3-1 Policies related to water and marine resources	100
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		E3-3 Targets related to water and marine resources	102
		E3-4 Water consumption	103
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	104
		Policies	105
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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	107–108
		E5-1 Policies related to resource use and circular economy	109
		E5-2 Actions and resources related to resource use and circular economy	110
		E5-3 Targets related to resource use and circular economy	111
		E5-4 Resource inflows	112
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Social information			
Standard	**Material IROs**	**ESRS Indicator**	**Page**
S1 Own workforce	Equal treatment and opportunities for all, Working conditions,	SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model	115–118
		S1-1 Policies related to own workforce	118–120
		S1-2 Processes for engaging with own workers and workers' representatives about impacts	120–121
		S1-3 Processes to remediate negative impacts and channels for own workers to raise concerns	121–122
		S1-4 Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	122–124
		S1-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	125–126
		S1-6 Characteristics of the undertaking's employees	127–128
		S1-8 Collective bargaining coverage and social dialogue	128
		S1-9 Diversity metrics	129
		S1-10 Adequate Wages	129
		S1-13 Training and Skills Development Metrics	130
		S1-14 Health and safety metrics	130
		S1-16 Remuneration metrics	131
		S1-17 Incidents, complaints and severe human rights impacts	132
S2 Workers in the value chain	Equal treatment and opportunities for all, Working conditions,	SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model	133–134
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Governance information			
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G1 Business conduct	Corporate culture, Corruption and bribery, Management of relationships with suppliers including payment practices, Protection of whistle-blowers	SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model	136
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		G1-2 Management of relationships with suppliers	140
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		G1-4 Incidents of corruption or bribery	141–142
		G1-6 Payment practices	142

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.

In 2025, the EU Taxonomy framework was amended through the Omnibus Regulation, introducing several changes to the reporting requirements. In line with the revised guidance, we adjusted our Taxonomy disclosures for CAPEX reporting, adding the "Not Assessed" category given the 10% materiality threshold.

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.
- 7.4: 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.
- 7.7: Acquisition and ownership of buildings

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.

Compliance with minimum 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.

Financial year	2025														
					Breakdown by environmental objectives of Taxonomy aligned activities										
KPI	Total (in TEUR)	Propotion of Taxonomy eligible activities	Taxonomy aligned activities	Proportion of Taxonomy aligned activities	Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity	Proportion of enabling activities	Proportion of transitional activities	Not assessed activ-ities considered non-material	Taxonomy aligned activities in previous financial year	Proportion of Taxonomy aligned activities in previous financial year
Turnover	4,566,284	55.4%	2,430,629	53.2%	53.2%	–	–	–	–	–	53.2%	–	0.0%	2,356,057	52.2%
CapEx	388,008	59.1%	197,224	50.8%	50.8%	–	–	–	–	–	50.8%	–	0.0%	930,790	79.1%
OpEx	264,396	68.9%	175,519	66.4%	66.4%	–	–	–	–	–	66.4%	–	0.0%	173,897	76.6%

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, 53.2% (2024: 52.2%) of revenue was taxonomy-aligned.

Reported KPI	Turnover												
Financial year	2025												
					Environmental objective of Taxonomy aligned activities								
Economic Activities	Code	Taxonomy eligible KPI (Pro-potion of Taxonomy eligible Turnover/CapEx/OpEx)	Taxonomy aligned KPI (mon-etary value of Turnover/ CapEx/OpEx) (in TEUR)	Taxonomy aligned KPI (Pro-potion of Taxonomy aligned Turnover/CapEx/OpEx)	Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity	Enabling activity	Transitional activity	Proportion of Taxonomy aligned in Taxonomy eligible
Manufacture of energy-efficient equipment for buildings	CCM 3.5	55.4%	2,430,629	53.2%	53.2%	–	–	–	–	–	E	–	96.1%
Sum of alignment per objective					53.2%	–	–	–	–	–			
Total KPI		**55.4%**	**2,430,629**	**53.2%**	**53.2%**	**–**	**–**	**–**	**–**	**–**	**53.2%**	**–**	**96.1%**

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.

The taxonomy-aligned share of Capex in the reporting period reached 50.8% of the total Capex (2024: 81.1%). The amount for 2024 increased as a result of the acquisition of Terreal, whose roofing production constituted a taxonomy-aligned business activity. No acquisitions were completed in 2025.

Reported KPI	CapEx												
Financial year	2025												
					Environmental objective of Taxonomy aligned activities								
Economic Activities	Code	Taxonomy eligible KPI (Propotion of Taxonomy eligible Turnover/CapEx/OpEx)	Taxonomy aligned KPI (monetary value of Turnover/CapEx/OpEx) (in TEUR)	Taxonomy aligned KPI (Propotion of Taxonomy aligned Turnover/CapEx/OpEx)	Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity	Enabling activity	Transitional activity	Proportion of Taxonomy aligned in Taxonomy eligible
Manufacture of energy-efficient equipment for buildings	CCM 3.5	52.2%	195,020	50.3%	50.3%	–	–	–	–	–	E	–	96.3%
Installation, maintenance and repair of renewable energy technologies.	CCM 7.6	0.5%	1,952	0.5%	0.5%	–	–	–	–	–	E	–	100.0%
Installation, maintenance and repair of charging stations for electric vehicles in buildings and parking spaces attached o buildings.	CCM 7.4	0.1%	251	0.1%	0.1%	–	–	–	–	–	E	–	100.0%
Transport by motorbikes, passenger cars and light commercial vehicles.	CCM 6.5	4.5%	0	0,0%	-	–	–	–	–	–	E	–	0.0%
Acquisition and ownership of buildings	CCM 7.7	1.8%	0	0,0%	-	–	–	–	–	–	E	–	0.0%
Sum of alignment per objective					51.2%	–	–	–	–	–			
Total KPI		**59.1%**	**197,224**	**50.8%**	**50.8%**	**–**	**–**	**–**	**–**	**–**	**50.8%**		**86.1%**

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 2025 financial year, 66.4% (2024: 77.6%) of operating expenses are attributable to taxonomy-aligned economic activities.

Reported KPI	OpEx												
Financial year	2025												
					Environmental objective of Taxonomy aligned activities								
Economic Activities	Code	Taxonomy eligible KPI (Propotion of Taxonomy eligible Turnover/CapEx/OpEx)	Taxonomy aligned KPI (monetary value of Turnover/CapEx/OpEx) (in TEUR)	Taxonomy aligned KPI (Propotion of Taxonomy aligned Turnover/CapEx/OpEx)	Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity	Enabling activity	Transitional activity	Proportion of Taxonomy aligned in Taxonomy eligible
Manufacture of energy-efficient equipment for buildings	CCM 3.5	68.9%	175,519	66.4%	66.4%	–	–	–	–	–	E	–	96.4%
Sum of alignment per objective					66.4%	–	–	–	–	–			
Total KPI		**68.9%**	**175,519**	**66.4%**	**66.4%**	**–**	**–**	**–**	**–**	**–**	**66.4%**	**–**	**96.4%**

E1 - Climate Change

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

wienerberger's material impacts on climate change mitigation are embedded in its strategy and stem directly from its business model. We set out mitigation measures and reduction targets for Scope 1 and 2 emissions in the Sustainability program 2026. We address scope 3 emissions from the supply chain through defined measures and targets in the same program.

Adaptation-related impacts are linked to wienerberger's strategy and business model to concentrate on sustainable and climate-friendly products, which is also underpinned in our Sustainability program 2026 in the form of the Revenues from Net-Zero buildings target. Likewise, we tie energy-related impacts to the strategy through Scope 1 and 2 mitigation measures and reduction targets in the Sustainability program 2026. In addition, the Net Zero Buildings target is a key performance indicator for its sustainability-linked bond.

wienerberger conducted a climate risk assessment in 2020 and has since regularly monitored related impacts, risks, and opportunities. This assessment ensures business resilience and integrates climate change effects into risk management and decision-making.

All disclosed risks are transition risks for wienerberger, and we identified no material physical risks.

IRO	**Impacts**			**Opportunity**
Topic	Climate change mitigation			Climate change adaptation
Subtopic	(-) GHG emissions in the supply chain, including the purchase of raw and secondary materials and the use of non-renewable energy sources during the sourcing and distribution of clay, ceramics, and PV system components, including an energy-intensive production of PV panels and upstream and downstream activities in the supply chain	(-) GHG emissions from the use of fossil-fuel-based vehicles (transportation of raw materials and product deliveries as well as emissions from employee commutes to work	(-) GHG emissions in their own operations, e.g., during the drying and firing processes, due to the use of conventional gas ovens and technology	New EU market regulations are creating sales opportunities for innovative, sustainable, and climate-friendly brick products. This may unlock additional revenue streams, attract environmentally conscious customers, and provide a first-mover competitive advantage.
Scope	Across the value chain	Across the value chain	Own Operation	Downstream value chain
Policy	Climate Change mitigation policy			NA
Action	Sustainability program 2026			Sustainability program 2026
Metrics	Calculation of Scope 1 (fuel and process emission), Scope 2 and Scope 3 emission in tCO_2e Share of renewable energy in %			Revenue from products for net zero buildings - Specific revenue KPI in %
Targets	Target of 25% reduction CO_2 emissions Scope 1 & 2 (2020-2026)[1] Target of 10% reduction CO_2 emissions Scope 3 (2022–2026) Target of 15% of renewable energy used in own operations (2023 - 2026)			75% revenue from products for net zero buildings (2023–2026)

1) For production-related energy consumption

Material impacts, risks, and opportunities currently not addressed in policies, measures, and targets:

	Climate change mitigation	
Risk	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
Risk	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
Opportunity	Reducing costs through the use of electric production using renewable energies	Own Operation
Opportunity	Reputation enhancement through compliance with climate targets	Own Operation
	Climate change adaptation	
Impact	(+) Contribution to climate change adaptation by safeguarding products against the consequences of climate change (weather-resistant products for extreme situations)	Downstream value chain
Opportunity	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	
Impact	(+) Energy efficiency in buildings can be enhanced by raising customer awareness of energy-saving measures, including thermal renovation and sustainable construction practices	Downstream value chain
Risk	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
Opportunity	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

Transition risks and opportunities

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 in line with the TCFD guidelines to assess transition and physical risks and opportunities, as well as the potential impact on the company's business model. In 2024, we updated the assessment of transition risks to align with the IEA's Net Zero Emissions 2050 and 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, they remain a key focus area under wienerberger's risk management. This focus is essential to ensuring that wienerberger can maintain its resilience.

Climate-related Transition risks and opportunities

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 – 75% of revenue from net-zero building products – constitutes a powerful strategic pillar. It comprises all product categories supporting energy-efficient buildings, including systems for roofs, exterior walls (including façades), heating, cooling, and solar energy generation. wienerberger is also working to provide innovative, ecological solutions through its durable, 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 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

E1-1 Transition plan for climate change mitigation

In light of market and technological developments, the wienerberger Group's Climate Transition Plan in accordance with ESRS E1 is currently under revision. We are taking the necessary time to comprehensively reassess and update the plan, ensuring that it reflects the latest technological advancements while safeguarding both financial and non-financial interests. The revised and more robust Climate Transition Plan is expected to be published no earlier than the end of the 2026 calendar year.

E1-2 Policies

	Climate Change Mitigation Policy

Key contents of the policy	› Covers: climate change mitigation; renewable energy
	› Objectives:
	  › Systematic reduction of greenhouse gas emissions across operations, products, and the supply chain to achieve net zero
	  › Transformation of wienerberger's energy systems from reliance on fossil fuels to sustainable and renewable energy sources
	  › Effective management of critical climate-related sustainability matters
	  › Governance on overseeing the climate change mitigation strategy and its implementation.
	› Describes how we embed climate mitigation in wienerberger's strategy by providing solutions for enhanced efficient buildings and climate resilience.
	› Implementation: via Sustainability Program & Climate Transition Plan
	› Governance: internal structures set for oversight and execution

Scope of the policy	› Applies to all fully consolidated entities
Most senior accountability	› Ownership: Managing Board › Implementation: Regional COOs of the Executive Committee
Third-party standards or initiatives	› Paris Agreement alignment › SBTi commitment is scheduled for approval in due course
Consideration of stakeholder interests	› Stakeholder feedback considered through double materiality assessment
Availability of the policy	› Distributed by the Managing Board to the Executive Committee and local MDs › Available to all affected stakeholders via internal digital channels

E1-3 Actions and resources

Key Action	Scope	Time Horizon	Progress/Outcomes
Sustainability Program 2026: Implementation of the Sustainability Program 2026 as part of the business plan to achieve climate-mitigation targets (Scope 1, 2, and 3 targets). Expected outcomes: significant reduction of operational emissions and improved competitiveness..	Company-wide: all plants & corporate functions; upstream (fuel & energy suppliers) and downstream (logistics, customers); stakeholders: employees, technical teams, suppliers, investors. Geographies: global (with focused rollout by country).	2023–2026	Planning in 2023, continuous implementation till 2026.
› **Plant design & organisation (kilns, dryers, optimizations)** Actions planned: kiln & dryer improvements, optimisation of kiln-car fleet, AI-supported operational performance, and strengthening technical teams/skills. Expected outcome: reduction in plant gas consumption up to 40%; improved energy efficiency and competitiveness; roll-out accelerates decarbonisation and can be applied to acquisitions.	Own operations (production of wall & roof solutions). Stakeholders: plant operators, technical teams, maintenance contractors.	2023–2026	Measures deployed in 2025:: - Energy-efficient technologies implemented in multiple production sites in Slovakia and Denmark; - Finalized electrification of kilns in two plants in Austria, Belgium, and one more started in the UK - On track, progress tracked by related Target (below)
› **Fuel transformation (electricity, biogas, hydrogen)** Actions planned: - Reach 100% green electricity across sites; combine PPAs and build company-owned renewables; procure green electricity certificates where required; - Evaluate and scale biogas & hydrogen use Expected outcome: Scope 2 reduction to zero; significant Scope 1 reductions from non-fossil gas substitution.	Own operations (energy consumption) and upstream suppliers (gas/hydrogen producers). Stakeholders: energy suppliers, utilities, regulators.	2023–2026	Measures deployed in 2025 - On track, progress tracked by related Target (below) - Installation of PV systems in the Czech Rep. and Croatia, green certificates procurement implemented group-wide - Use of biogas in production (Denmark)

Key Action	Scope	Time Horizon	Progress/Outcomes
Product design for efficiency, circularity & lower-carbon recipes Actions planned: increase secondary material share, reduce total material use while maintaining product performance, enable reuse/recyclability (e.g., Click-Brick-System reuse concept), decarbonise material recipes (low-carbonate clays, biogenic additives). Expected outcomes: reduced cradle-to-gate emissions, improved circularity, and material efficiency..	Own operations - Product design teams, R&D, manufacturing; downstream users (contractors, rebuild/reuse markets); suppliers of secondary materials and additives.	2023–2026	2025: Implementation options are still being analyzed
Scope 3 — Purchased goods & services (Cat. 3.1: Focus on plastics, cement, packaging, additives) Actions planned: set recycling targets for each plastic grade, secure high-quality recycled plastics & low-CO_2 options via partnerships, monitor suppliers' process-technology improvements (PVC, PP, PE) and scale adoption, and design efficiency & alternative binders to lower cement-related emissions. Expected outcome: reduce upstream emissions and achieve Scope 3 targets	Upstream value chain: plastics, cement producers, packaging & additive suppliers. Stakeholders: suppliers, procurement teams, R&D partners.	2023–2026	2025: - On track, progress tracked by related Target (below) - Partnerships initiated for recycled plastics / low-CO_2 options - Gradual implementation of the recycling targets into the production process - Recipe optimization in concrete pavers plants is being gradually implemented
Scope 3 — Fuel & energy-related upstream emissions (Cat. 3.3) Linked action: reduce Scope 1 gas consumption and increase renewable electricity, which reduces upstream fuel extraction/refining emissions. Expected outcome: decreased Scope 3.3; anticipated reduction impact to be below 30% of total Scope 3.3 emissions.	Upstream fuel & electricity value chain; energy producers/refiners; corporate procurement.	Realised progressively as Scope 1&2 fuel/electricity actions are implemented between 2023–2026.	2025: - On track, progress tracked by related Target (below) - Finalized electrification of kilns in two plants in Austria and Belgium, and its full operation in 2025. - Increase of renewable energy to 12,6% - Shift to biogas instead of gas in the production process (Denmark)

Key Action	Scope	Time Horizon	Progress/Outcomes
› **Scope 3 — Downstream transport & distribution (Cat. 3.9)** Actions planned: partner with logistics providers that invest in electrified/ non-fossil transport, optimise route planning. Expected outcome: lower downstream delivery emissions while maintaining delivery efficiency.	Downstream logistics providers, distribution networks, and customers.	Rollout during the 2023–2026; incremental improvements earlier as partners/technology become available.	2025: - On track, progress tracked by related Target (below) - Electrified transport and non-fossil fuel alternatives (HVO-100, LNG, Bio-LNG), supported by optimized route planning to cut emissions while ensuring delivery efficiency. - Exploring direct distribution for large projects to streamline logistics and reduce transport distances. - Reducing transport intensity and emissions in heavier materials by lowering the weight of ceramics and concrete products
› **Revenues from Net Zero Buildings** Action: Design, produce, and sell products for buildings that are either very energy efficient, can produce/convert or use renewable energy resources for their own operation, or have a very low CO_2 footprint when built. The definition of a net-zero building is based on the Taxonomy regulation and internal guidelines. Expected outcome: By producing net-zero-enabling solutions, contributing to the reduction of the carbon footprint of the construction industry and housing segment	Own operations - Product design teams, R&D, manufacturing; downstream users	2023–2026	2025: - Product portfolio of eligible products is defined and is marketed to consumers and end-users. In 2025, added the PV and Electro pipe product categories - Consumer demand is exceeding the target volume - On track, progress tracked by related Target (below)

E1-4 Targets

To ensure we measured progress against a fair and representative benchmark, we analyzed our business activity and external conditions. We selected 2020 as the base year for Scope 1 and 2 emissions and 2022 for Scope 3, as these years reflect stable and representative levels of activity. This thorough review of sales, production, and emissions data across multiple years confirms that our baselines are both consistent and resilient to distortions from exceptional circumstances, thereby strengthening the integrity of our target-setting process.

The inventory boundary applied for its climate targets differs from the boundary used for GHG reporting. While the Group's Scope 1, Scope 2, and Scope 3 inventory includes emission sources from all the consolidated emissions, the current decarbonization targets are limited to production-related energy consumption. Non-production-related energy consumption represents less than approximately 1.5% of total energy use and is therefore not included in the quantitative target boundary, though it remains part of the reported inventory.

The main levers contributing to the reduction in direct CO_2 emissions include the following:

Scope 1
- Reduction of process emissions through the decarbonization of raw material mixes
- Resource-efficient product design

Scope 2
- Fuel transformation and switching to Low-Carbon/Green Energy
- Reduction of energy consumption based on the implementation of the best available technology and testing of emerging technology

Scope 3
- Sustainable Procurement & Material Choices
- Supplier Engagement
- Logistics & Transport Optimization

Target	**25% reduction Scope 1 & 2 CO_2 emissions**	**10% reduction Scope 3 CO_2 emissions**	**15% renewable energy in operations**	**75% revenue from net-zero building products**
Tracking effectiveness & metrics	Tracked via CO_2 intensity KPI (kg CO_2 per ton/m^2/TNF of product); intensity	Tracked via Scope 3 category-level CO_2 KPIs (supplier invoices, transport activity); absolute	Tracked as % renewable share of electricity & gas consumption (MWh renewable vs. total)	Tracked via revenue KPI (% revenues from qualifying products vs. total)
Progress 2025	**20.7%** (2024: 18.5%)	**25.2%** (2024: 20.0%)	**12.6%** (2024: 11.2%)	**74.1%** (2024: 73.4%)
Stakeholder involvement	Internal decarbonization roadmap	Internal decarbonization roadmap	Internal decarbonization roadmap	Internal + EU Taxonomy criteria
Relation to policy objectives	Short-term target under the Sustainability Program 2026	Short-term target under the Sustainability Program 2026	Short-term target under the Sustainability Program 2026	Short-term target under the Sustainability Program 2026
Scope	Fully consolidated entities, Scope 1 & 2; own operations	Fully consolidated entities, Scope 3 categories: purchased goods, transport, energy	Fully consolidated entities, Own operations	Fully consolidated entities
Period & Baseline	2020–2026[1] 2020 =100 % 2.98m tCO_2	2022–2026[1] 2022 =100 % 3.18m tCO_2	2023–2026	2023–2026

1) Targets 2030 are in review

Target	25% reduction Scope 1 & 2 CO_2 emissions	10% reduction Scope 3 CO_2 emissions	15% renewable energy in operations	75% revenue from net-zero building products
Methodologies & assumptions	Intensity index (2020=100%); GHG Protocol Scope 1 and 2 - production-related emissions; application of the SBTi cross-sector pathway; excludes biogenic inputs; scope 2 is market-based	GHG Protocol Scope 3; supplier-based data	EU Renewable Energy Directive; renewable = renewable non-fossil sources: wind, solar, geothermal energy, etc.	EU Taxonomy + internal definitions for embodied carbon & efficiency
Scientific basis	Yes (Paris Agreement alignment)	Yes (Paris Agreement alignment)	No	Partial (Taxonomy covered, not full)
Performance & monitoring	Quarterly reporting; intensity indicator vs. production; reduction due to increased efficiency of production; target value = 1,9m tons CO_2	Quarterly tracking; category breakdown monitored, reduction due to increased usage of recycled raw materials	Monitored via energy mix in quarterly reporting	Revenues tracked quarterly via internal reporting

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	2025
Fuel consumption from coal and coal products	MWh	7,722	6,366
Fuel consumption from crude oil and petroleum products[2]	MWh	8,777	7,393
Fuel consumption from natural gas[1]	MWh	6,629,126	6,704,939
Fuel consumption from other fossil sources	MWh	29,194	26,981
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources[1]	MWh	239,912	217,280
Total fossil energy consumption	**MWh**	**6,914,732**	**6,962,959**
Share of fossil sources in total energy consumption	**%**	**88%**	**87%**
Consumption from nuclear sources	**MWh**	**73,724**	**34,837**
Share of consumption from nuclear sources in total energy consumption	**%**	**1%**	**0%**
Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.)	MWh	128,288	147,554
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources[1]	MWh	747,971	821,890
Consumption of self-generated non-fuel renewable energy[1]	MWh	24,664	27,581
Total renewable energy consumption	**MWh**	**900,923**	**997,026**
Share of renewable sources in total energy consumption	**%**	**11%**	**12%**
Total energy consumption	**MWh**	**7,889,379**	**7,994,822**

1) Prior year energy consumption volumes have been updated to reflect enhanced data accuracy following improved data validation processes. The differences to the figures reported in 2024 are:
- Fuel consumption from natural gas - an increase of 5,377 MWh
- Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources - an increase of 21,436 MWh
- Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources - an increase of 28,362 MWh
- Consumption of self-generated non-fuel renewable energy - a decrease of 3,698 MWh
2) Fuel consumption from crude oil and petroleum products comprises 8.7 million litres of diesel in 2025 (2024: 8,4 million litres), of which a portion that cannot be precisely quantified is used for internal company transportation, corresponding to aprox. 87,000 MWh (2024: 83,496 MWh).

Energy intensity per net revenue	2024	2025	Chg. in %
Total energy consumption from activities in high climate impact sectors per net revenue from activities in high climate impact sectors (MWh/1 TEUR)[1]	1.75	1.75	0%

1) Prior year energy consumption volumes have been updated to reflect enhanced data accuracy following improved data validation processes.

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

Tabelle 6 GHG emissions (in tCO_2)		Base year[1]	2024	2025	Chg. in %	Target 2030	Annual % target / Base year
Scope 1 GHG emissions							
Gross Scope 1 GHG emissions	tCO2e	2,617,545	1,723,188	1,753,580	2%	NA	NA
% of Scope 1 GHG emissions from regulated emission trading schemes	%		72%	77%			
Scope 2 GHG emissions[2]							
Gross location-based Scope 2 GHG emissions	tCO2e		341,051	346,105	1%		
Gross market-based Scope 2 GHG emissions	tCO2e	361,095	76,147	63,436	-17%	NA	NA
Significant Scope 3 GHG emissions							
Total Gross indirect (Scope 3) GHG emissions	tCO2e	3,178,661	2,531,291	2,378,575	-6%	NA	NA
Category 3.1 Purchased goods and services	tCO2e	2,153,189	1,813,752	1,660,390			
Category 3.3 Fuel and energy-related activities	tCO2e	433,165	300,435	314,994			
Category 3.9 Downstream transportation and distribution[3]	tCO2e	592,307	417,104	403,192			
Total GHG emissions	**tCO2e**	**6,157,301**	**4,330,626**	**4,195,591**	**-3%**		
Total GHG emissions (location-based)	tCO2e		4,595,530	4,478,260			
Total GHG emissions (market-based)	tCO2e		4,330,626	4,195,591			

1) Base year for Scope 1+2 is year 2020, for Scope 3 it is year 2022. The base year figures do not include CO_2 emissions arising from non-production-related consumption, as retrospectively compiling this historical data was not feasible // 2) Prior year energy consumption volumes have been updated to reflect enhanced data accuracy following improved data validation processes. The differences to the figures reported in 2024 are - Gross location-based Scope 2 GHG emissions - an increase of 68,644 tCO_2e; Gross market-based Scope 2 GHG emissions - an increase of 9.240 tCO_2e; // 3) Scope 3 Category 3.9 comprises 8.7 million litres of diesel in 2025 (2024: 8.4 million litres), of which a portion that cannot be precisely quantified is used for internal company transportation, representing 23,316 tCO_2e (2024: 22,512 tCO_2e), and belong to Scope 1 emissions.

We calculated CO_2 emissions from fuels using consumption figures 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 consumption required for the calculation of process emissions are verified 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 electricity grid emissions intensity for the region where consumption occurs, based on 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% (2024: 79%), whereas PPAs make up 5% (2024: 7%), clean EECSs 69% (2024: 13%) and the remaining 5% are covered by RECs (2024: 80%).

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 2025 amounted to 221,504tCO_2 (2024: 229,524 tCO_2).

GHG intensity per net revenue	2024	2025	Chg. in %
Total GHG emissions (location-based) per net revenue (tCO2e/1 TEUR)[1]	1.02	0.98	-4%
Total GHG emissions (market-based) per net revenue (tCO2e/1 TEUR)[1]	0.96	0.92	-4%

1) Prior year energy consumption volumes have been updated to reflect enhanced data accuracy following improved data validation processes.

E2 – Pollution

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

The production process of our ceramic and concrete products entails firing them at high temperatures, and the use of microplastics in the production of our plastic pipes. 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 processes, generate air pollution, GHG emissions, and microplastics.

IRO	Impact	Impact
Topic	Pollution of air	Microplastics
Subtopic	(-) 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	(-) Contribution to the release of microplastics through the use of additives or binders that contain microplastics
Scope	Own Operation	Own Operation
Policy	Policy Related to Pollution on Production Sites	Policy Related to Pollution on Production Sites
Action	Air-cleaning systems and emissions reduction technologies Sustainable raw material selection Measurement and reporting	Implementation of OCS methodology and certifications
Metrics	Number of pollutants in tons/year from calibration tests of the Automated Measuring System and independent labs	Application of a pre-defined ratio to the amount of plastic piping produced in a year
Target	NA	NA

Material impacts, risks, and opportunities currently not addressed in concepts, measures, and targets:

	Pollution of air	
Impact	(-) 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

E2-1 Policies

	Policy Related to Pollution on Production Sites
Key contents of the policy	The policy sets out our commitment to: › Avoid air pollution as much as possible. › Minimize the release of microplastics in production and downstream transport processes. . It aims to mitigate the negative impacts of air emissions at ceramic production sites and minimize pellet loss in piping solutions.
Scope of the policy	› Applies to production sites (ceramic and piping solutions). › Covers operational impacts (production, transport, compliance with laws/regulations). › Includes upstream (raw material handling, plastics pellets) and downstream (transport). Exclusions: › The use and phasing out of substances of concern or substances of very high concern are not material for wienerberger.
Most senior accountability	› Regional COOs of the Executive Committee: allocate resources and monitor implementation. › COOs ensure Group-wide implementation. › Managing Board: approves amendments and distributes the policy.
Third-party standards or initiatives	› Best Available Techniques (BAT/BREF) reference documents. › Annex II of Regulation (EC) No 166/2006. › Operation Clean Sweep® (OCS) initiative (pellet loss prevention).
Consideration of stakeholder interests	› Plant managers and operational teams ensure compliance with local and national laws and regulations. › Policy aligns with stakeholder expectations for reducing air pollution and microplastics in the value chain.
Availability of the policy	› Distribution by the Executive Board to regional COOs. › Accessible to all affected employees and stakeholders via internal digital communication channels › Regular review and updating to reflect regulatory developments.

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E2-2 Actions

Key Action	Scope	Time Horizon	Progress / Outcomes
Pollution of air **Air-cleaning systems and emissions reduction technologies:** Installation and operation of state-of-the-art flue gas treatments, fluorine filters, and lime scrubbers; use of best available technology (BAT) standards. **Sustainable raw material selection:** Careful selection of raw and secondary raw materials to minimize air emissions at source. **Measurement and reporting:** Cooperation with environmental monitoring experts to measure air pollutants and ensure results are analyzed and reported regularly.	All production sites under IED (ceramics)	Long-term action (acc. to regulatory requirements)	Ongoing implementation of reduction systems. Raw material sourcing practices optimized for reduced emissions. Monitoring confirms compliance; no exceedances reported.
Microplastics **Implementation of OCS methodology and certification** – Adoption of Operation Clean Sweep (OCS) methodology across all piping solutions plants, to receive OCS certification: › **Plant-level preventive measures** – Risk identification and assessment, use of specialized covers on pellet containers, filters on utility holes, and industrial vacuum/sweeper systems for spill collection. › **Zero-loss containment in water management** – Installation of containment systems in stormwater drains to prevent pellets from reaching wastewater networks and water bodies. › **Employee training and awareness** – Specialized training for staff on pellet handling, spill prevention, and maintenance of containment systems.	All piping production sites.	Certification targeted in the next reporting year(s).	Waiting for the EU regulation on preventing plastic pellet losses to reduce microplastic pollution to be finalized. Regular review and implementation of mitigation measures to obtain OCS certification. Implementation of monitoring for certified plants—pilot plant certified according to OCS (AT), with more to follow in the coming years.

E2-3 Targets

No targets related to air pollution have been adopted. 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.

No 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 share of air emissions originates from combustion processes in kilns used for ceramic production, with carbon dioxide and sulfur dioxide as the primary emissions. Additional pollutants stem directly from the clay raw materials. To address this, raw materials are carefully selected to minimize pollutant content. More details on pollutants emitted are in the table below: Pollution of air – pollutants.

Air pollution measurement methodologies are prescribed by local authorities and vary across our operational regions. We performed measurements according to local standards, supported by calibration tests of Automated Measuring Systems (AMS) and verification by independent laboratories. Emission values for volatile organic compounds are assessed and confirmed under national legislation, consistently remaining below the national emission limits.

For data collection and reporting, wienerberger uses its internal Continuous Improvement Portal, where measurement results are uploaded based on the most recent available data. These practices support compliance with current requirements, provide a robust foundation for regulatory reporting, and guide ongoing R&D initiatives to improve energy efficiency and reduce environmental impacts.

Approximately half of the reported data is derived from regular and systematically conducted measurements performed across our production sites. The remaining proportion is based on estimations, which are based on measurements from previous reporting years or used the applicable emission factors issued by the relevant local authorities for air pollution.

Pollution of air – pollutants (in tons/year)		2024	2025
Non-methane volatile organic compounds (NMVOC)	Air	27	14
Chlorine and inorganic compounds (HCl)	Air	27	24
Fluorine and inorganic compounds (HF)	Air	154	146
Sulphur oxides (SOx/SO_2)	Air	1,908	904
Carbon monoxide (CO)	Air	3,849	5,445

Microplastics

Microplastics can be generated either intentionally or unintentionally. Within wienerberger's plastic piping production, no microplastics are generated intentionally. However, the unintentional generation of microplastics is an inherent outcome of specific manufacturing processes, particularly mechanical operations such as cutting, drilling, or slotting.

To estimate the annual amount of unintentionally generated microplastics, we apply a pre-defined ratio to the total volume of plastic piping produced in a given year. This ratio is determined by measuring the amount of plastic particles generated at production sites during a representative one-month monitoring period. In addition, the volume of plastic granulate purchased as a raw material serves as the basis for calculating the quantity of microplastics associated with the production of plastic piping solutions.

Microplastics (in tons)	2024	2025
Microplastics generated – Unintentionally	542	591
Microplastics generated – Intentionally	0	0
Microplastics used	283,645	315,706

E3 - Water Resources

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

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

IRO	Impact	Opportunity
Topic	Water consumption	Water consumption
Subtopic	(-) Contribution to water consumption, due to water consumption in clay and concrete mixing	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
Scope	Own Operation	Downstream value chain
Policy	Policy on water consumption	NA
Action	Centralized water monitoring and measuring Development of local improvement plans Use of alternative water sources to reduce reliance on public supply	Sustainability program 2026: Water harvested
Metrics	Index-linked specific indicator, water consumption relative to the amount of products ready for sale	Water saved in m^3 per unit of product installed
Target	15% reduction of water consumption in own operations	35 million m3 of water harvested, retained, and saved through our products in infrastructure and agriculture

E3-1 Policies

	Policy on water consumption
Key contents of the policy	The policy addresses the entire water cycle within production plants: sourcing, treatment, usage, recycling, and discharge. Objectives: › Minimize water consumption while ensuring production quality and efficiency. › Treat wastewater for re-use within plants or safe discharge into the environment. › Ensure compliance with environmental regulations. Monitoring: All production sites report on water sourcing, recycling, and storage. Consumption is defined by product category and production processes.
Scope of the policy	› Applies to all production sites. › Special focus on high water-stress areas (≈10% of sites).
Most senior accountability	› Regional COOs of the Executive Committee: implement policy, set targets, allocate resources, and monitor results. › Regional and country management: oversee compliance at production sites. › Managing Board: sets group-wide targets, monitors progress, approves amendments, and distributes policy.
Third-party standards or initiatives	› Annex II of Regulation (EU) 2023/2772 › Aqueduct Water Risk Tool › World Resources Institute guidelines
Consideration of stakeholder interests	› Plant managers and country management teams ensure compliance with local and national water regulations. › Stakeholders' interests are considered through a focus on reducing water stress in vulnerable regions and ensuring water availability for local communities.
Availability of the policy	› Distributed by the Managing Board to regional COOs. › Accessible to all relevant employees and stakeholders through internal digital communication channels. › Regularly reviewed and updated to reflect regulatory development

The Policy on Water - Product Development was put on hold and is currently under review. We will revisit the drafting process in due time.

E3-2 Actions

Key Action	Scope	Time Horizon	Remedy/ Corrections	Progress/ Outcomes
Centralized water monitoring – regular plant-level measurement and reporting, detailed monitoring of water use and recycling at the site level, with results reported quarterly. Purpose: tracking withdrawals, storage, and recycling, with a focus on high water-stress regions.	All production sites	Quarterly ongoing.	Any anomalies identified are addressed immediately at the plant level. Deviations trigger corrective adjustments and escalation to central engineering teams.	Quarterly reporting process already established; compliance confirmed; Progress tracked by target (below).
Development of local improvement plans – Creation of plant-level action plans to refine measurement systems and target the highest water withdrawal contributors	All production sites	Continuous, updated annually.	Corrective local measures are applied if excessive withdrawals are detected.	Plans under development; Smart Meters are being installed in a pilot plant; continuous tracking ensures timely improvements – progress tracked by a target (below).
Use of alternative water sources to reduce reliance on public supply – Drawing water from ponds, basins, or streams for cooling and production, minimizing energy and treatment needs.	All production sites	Already implemented; maintained as an ongoing practice.	Local sourcing adjusted if quality or availability issues arise.	Alternative sourcing applied across sites; water returned to the environment in compliance with local regulations.
Sustainability program 2026: Water harvested Action: Providing solutions that support water harvesting and groundwater retention. Leveraging smart technologies and innovative products to reduce water use in agriculture and other water-intensive applications. Driving sustainable water management through increased sales in infrastructure and agricultural innovations.	Downstream value chain (agriculture, infrastructure, customers)	2023–2026	NA	Progress tracked by target (below).

E3-3 Targets

Target	**35 million m³ of water harvested/retained/ saved through products**	**15% reduction in specific water consumption in own operations**
Tracking effectiveness & metrics	Effectiveness tracked by modeled estimates of water saved per unit of product installed; KPI: cumulative m³ water saved; absolute target	Effectiveness tracked via water intensity KPI (m³ water consumed / unit product); reported as index (2023=100%); relative target
Progress 2025	**23,2 Mio. m3** (2024: 10 Mio. m³)	**7,9%** (2024: 4,6%)
Stakeholder involvement	Voluntary target formulated internally, no external stakeholder involvement	Voluntary target formulated internally, no external stakeholder involvement
Relation to policy objectives	NA	Supports water consumption reduction policy in operations, especially in high-water-stress areas
Scope	Downstream value chain (agriculture, infrastructure customers)	Production sites (own operations, incl. high-stress areas)
Period & Baseline	2023–2026 9.2 million m³ in 2023	2023–2026 2.8 million m³ in 2023
Methodologies & assumptions	Top-down sales/product analysis; model-based savings calculation (3 years irrigation systems; 20 years infiltration systems); Key assumptions: pipe sales, system conversions, water needs reduction, and infiltrated water from eco-friendly solutions, all contributing to measurable water conservation outcomes.	Top-down analysis; withdrawals – discharged/ returns; The index-linked specific indicator, water consumption relative to the amount of products ready for sale, reflects the development of the individual product groups over time. Index-linked specific water consumption is expressed as a percentage based on m3 of water/quantity of product ready for sale (2023 = 100 %). Scope includes our production sites, some of which are located in areas with high water stress.
Scientific basis	No	No
Performance & monitoring	Quarterly internal monitoring based on product sales and modeled conservation outcomes	Quarterly internal monitoring of water withdrawals/ returns; reported as index (%)

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.

The volume of reused and recycled water is mainly driven by the operations at the piping solutions plants where a closed loop cooling system is in place. Water is supplied once from the municipal network and then continuously chilled and recirculated within the same machines instead of being discharged after single use. The reported recycled water reflects internal recirculation and not additional water withdrawals."

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.

The proportion of values obtained from direct measurement is 83% (2024: 87%), the proportion from sampling and extrapolation is 2% (2024: 1%), and the proportion from best estimates is 15% (2024: 12%).

Water consumption (in m³)	2024	2025
Water consumption	2,456,621	2,409,367
Water consumption in areas at material water risk	1,351,466	1,343,439
Water consumption in areas of high-water stress	529,828	566,332
Water recycled and reused	8,330,786	7,511,549
Water stored	95,968	105,392
Changes in water storage	--	9,424
Water intensity ratio in m³/MEUR[1)]	544	528
Water withdrawals[2]	3,718,360	3,967,400
Water discharges[2]	1,261,739	1,558,033

1) Total water consumption per net revenue // 2) The previous year's figures for water withdrawal and discharge have been adjusted to include non-production-related water consumption, which is estimated at 1%.

E4 - Biodiversity and Ecosystems

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

The identified 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 address these impacts by reducing CO_2 emissions, mitigating and restoring clay extraction sites, and enhancing biodiversity through site-specific action plans. The impact of promoting the tree population through support for various actions and initiatives stems from our strategic Sustainability Program 2026.

IRO	**Auswirkungen**			
Topic	Direct impact drivers of biodiversity loss – Land-use change		Impacts on the extent and condition of ecosystems	Impacts and dependencies on ecosystem services
Subtopic	(-) Contribution to land-use change through the extraction of raw materials (e.g., clay pits)	(+) Contribution to habitats by exploitation of natural resources (end of life to nature)	(+) Promotion of the tree population through support of different actions and initiatives	(-) 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)
Scope	Own Operation		Own Operation	Own Operation
Policy	Biodiversity and Ecosystems on quarries		NA	Biodiversity and Ecosystems on quarries Biodiversity and Ecosystems on production sites
Action	Quarry recultivation and mitigation measures		Sustainability program 2026: 100,000 trees planted	Biodiversity Action Plan Quarry recultivation and mitigation measures Training and empowerment of Biodiversity Ambassadors Monitoring and evaluation of biodiversity by Biodiversity Ambassadors
Metrics	Land use change in ha		Total trees planted	Abundance indicator Total number of biodiversity ambassadors Land use change in ha
Target	NA		100,000 trees planted	10% improvement of fauna 400 biodiversity ambassadors trained

Material impacts, risks, and opportunities currently not addressed in concepts, measures, and targets:

	Direct impact drivers of biodiversity loss		
Impact	Climate change	(-) Contribution to biodiversity loss through GHG emissions (consequences of climate change)	Own Operation
Impact	Land-use change	(+) Contribution to the reduction of land use through the provision of PV systems on-roof or in-roof	Downstream Value Chain
	Impacts on the extent and condition of ecosystems		
Impact	(+) Usage of brownfield sites for the construction of new factories/buildings		Own Operation

Policies

The biodiversity and ecosystems policy on quarries commits to protecting nature throughout the life cycle of clay pits and after mining through recultivation. We review mitigation measures annually and consider sustainable sourcing through environmental assessments and operational permits. The policy applies to all clay pits. Ownership of this policy lies within the Managing Board. Setting group and country targets, allocating resources, and monitoring results are the responsibilities of the Managing Board, with support from the CTOs.

The biodiversity and ecosystems policy on production sites focuses on enhancing habitats through Biodiversity Action Plans and annual monitoring, including fauna monitoring by biodiversity ambassadors. It applies to production sites larger than one hectare, employing at least 30 FTEs, and owned by wienerberger. Responsibility for implementation of the policy lies with the Regional COOs of the Executive Committee, with operational oversight by country management teams.

Compliance with local and national biodiversity regulations is required, and stakeholders are involved to incorporate local knowledge, though no social consequences have been identified. The policies are distributed to operational teams and regional COOs and are made accessible to employees and stakeholders through internal communication channels.

Actions

The Biodiversity Actions Catalogue and the rollout of Action Plans provide a framework, developed with ecological experts, to guide vegetation, fauna facilities, water management, planting, and costs. It has been active since 2021 and has already established measures such as insect hotels, orchards, nests, flower beds, and grassland management, which we continue to develop.

The Biodiversity Ambassadors' monitoring and evaluation of biodiversity began in 2023 and uses internal monitoring forms to track species such as birds, butterflies, and Hymenoptera. The action aims for a 10% improvement in fauna levels relative to baseline, with internal fauna monitoring forms used to track it.

The training and empowerment of Biodiversity Ambassadors equips our employees to assess local biodiversity at production sites three times a year. These are wienerberger colleagues trained externally and also internally by our biodiversity engineers. We track training through the internal HR system, MyHR. Their role is to monitor the development of fauna in the vicinity of the production plants three times per year. The training consists of learning about the specific fauna to be tracked, how to recognize them in their natural habitat, the wienerberger monitoring method, and essential elements to foster biodiversity in urban areas. We track the action with a dedicated target, mentioned below.

Quarry recultivation and mitigation measures are unique to quarry operations and involve phased extraction, preserving areas for natural succession, creating ponds and wetlands for amphibians, and suspending excavation during breeding seasons. These measures are continuous, monitored annually, and ensured through compliance reports.

The action of planting 100,000 trees is a result of our Sustainability program 2026. The program supports biodiversity, carbon sequestration, and ecosystem restoration while contributing to climate change mitigation and is realized through partnerships with local organizations.

Targets

We track the target of a 10% increase in fauna at production plants between 2023 and 2026 through biodiversity monitoring by ambassadors, who record counts of butterflies, birds, and bees three times per year at each site. We compare abundance levels with baselines established before biodiversity measures were implemented. These were established by using the initial monitoring conducted at each production site and vary by the year the respective monitoring was initially performed. Progress currently shows a 16.8% (2024: 5%) improvement, with site-specific action plans and monitoring forming the central methodology.

We have trained 422 (2024: 316) employees as biodiversity ambassadors since 2020, with a 2026 target of 400. Managed in partnership with external ecological experts, this initiative embeds biodiversity awareness and operational responsibility across all production sites.

We track the 100,000-tree target between 2022 and 2026 using the cumulative number of trees planted. To date, we have planted 179,946 (2024: 111,510) trees. The program is carried out in collaboration with local organizations worldwide, using native species projects to support ecosystem restoration, rehabilitation, and climate change mitigation.

Across all three targets, we track effectiveness through measurable indicators tied to baselines, with progress assessed annually through internal reporting. The targets are formulated internally without external stakeholder involvement and align with biodiversity policies and restoration objectives. They are not based on conclusive scientific evidence.

Targets related to Biodiversity and Ecosystems	2024	2025	Target 2026
Improvement of fauna	5%	16.8 %	10%
Total of biodiversity ambassadors trained	316	422	400
Total of trees planted	111,510	179,946	100,000

Impact metrics

As a result of the analysis of our plants and quarries in or near the biodiversity-sensitive areas (142 site, analyzed, described in General Information, IRO-1 section, 2024: 150 sites), 24 sites (2024: 25 sites) – equaling 424 hectares (2024: 475 hectares) – have been identified as negatively impacting biodiversity-sensitive areas in or near their locations.

Regarding land use change, in 2025, 89 hectares (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, 72 hectares (2024: 85 hectares) were developed into new quarries or production sites to support and strengthen our business operations, ensuring sustainable growth and continuity. We calculated conversion as the total area in m² that was converted from one land cover type to another by wienerberger action. This information is collected internally each year 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

IRO	Impact	Impact	Opportunity
Topic	Waste	Resource outflows related to products and services	
Subtopic	(-) Contribution to waste generation due to waste materials arising in the manufacturing processes	(+) Contribution to/enabling a circular economy through products designed to be durable/long-lasting, reusable, recyclable, repairable, disassemblable	Profit increase due to a change in demand from customers for durable/long-lasting, reusable, recyclable, repairable, and disassemblable products
Scope	Own Operation	Own Operation	Own Operation
Policy	Resource Use and Circular Economy Waste	NA	
Action	Waste reduction through reuse in production Process optimization programs Waste monitoring and reporting system	Sustainability program 2026: Durability/Recyclability	
Metrics	Specific waste generation (tons waste/production output); intensity-based	Sales from products with a service life of≥100 years Sales from recyclable/reusable products	
Target	15% reduction of waste in own operations (2023–2026)	>80% of sales from highly durable products (>100 years) (2023–2026) >90% of sales from recyclable and/or reusable products (2023–2026)	

Material impacts, risks, and opportunities currently not addressed in concepts, measures, and targets:

	Resources inflows, including resource use	
Impact	(-) Contribution to resource consumption through wienerberger's processes and products	Own Operation
Risk	Fluctuations in the cost of raw materials, such as aggregates, cement, or metals, can affect production costs and profit margins	Own Operation

	Resources inflows, including resource use	
Opportunity	New regulations may require retrofitting of existing buildings or infrastructure with more sustainable materials or energy-efficient technologies, which may provide opportunities to increase revenues	Downstream value chain
Opportunity	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 and providing increased revenues	Own Operation
	Resource outflows related to products and services	
Risk	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
Opportunity	Increase in sales through products contributing to the circular economy through more usage of secondary raw materials	Own Operation
	Waste	
Opportunity	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	Own Operation/ Downstream value chain
Impact	(-) Contribution to waste generation due to brittle products that leave fragments when processed by the customer	Downstream value chain

wienerberger's impacts from resource inflows arise from the need to use both virgin and secondary raw materials in our production processes. Resource outflows are linked to the use of our products by consumers and end-users and align with our Sustainability Program 2026 objective of advancing circularity. Impacts related to waste originate from resource use in production and align with our Sustainability Strategy 2026, which targets reducing waste in operations and sourcing materials more sustainably, including through urban mining.

A material risk in sourcing raw materials lies in regulatory shifts that may lead to the phasing out or restriction of certain construction materials that do not meet specific environmental standards, thereby reducing demand or necessitating the development of alternative products.

We see material opportunities related to the circular economy, including increased sales of products that contribute to the circular economy by increasing the use of secondary raw materials and reducing waste generation.

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 disassembleable.

E5-1 Policies

	Policy on Resource Use and Circular Economy – Waste
Key contents of the policy	The policy addresses waste generation and opportunities for the circular economy. Objectives: › Minimize solid and liquid waste while maintaining or enhancing production quality and efficiency. › Prepare waste for potential re-use or recycling. › Ensure waste treatment through authorized companies in compliance with environmental regulations to prevent pollution. › Reduce the use of hazardous substances Monitoring: Implementation monitored by country operational management teams, regional COOs, and the Managing Board.
Scope of the policy/exclusions	› All production sites. Exclusions: Policy focuses on waste management; it does not cover transitioning away from virgin resources, increasing recycled materials, or sustainable sourcing of renewable resources.
Most senior accountability	› COOs of the Executive Committee: overall implementation responsibility. › Regional COOs and regional/country management: set targets, allocate resources, monitor results. › Managing Board: sets group-wide targets, monitors progress, approves amendments.
Third-party standards or initiatives	› Annex II of Regulation (EU) 2023/2772 (EU Sustainability Reporting Standards). › Local environmental regulations in the countries of operation.
Consideration of stakeholder interests	› Country operational management teams and plant managers implement measures in line with group standards. › Stakeholders' interests are considered through alignment with local regulations and efficient waste management practices.
Availability of the policy	› Distributed by the Managing Board to regional COOs. › Accessible via internal digital communication channels to all affected stakeholders. › Regularly reviewed and updated to reflect the latest regulations; amendments approved by the Managing Board.

In line with our strategic priorities, the finalization of concepts addressing the impacts, risks, and opportunities across our upstream and downstream value chain is temporarily on hold and will be resumed in due course.

E5-2 Actions

Key Action	Scope	Time Horizon	Remedy/Corrections	Progress/Outcomes
Waste reduction through reuse in production – Feeding production waste (e.g., burnt brick waste, non-coated plastic waste) back into production processes to reduce scrap and raw material demand.	All production sites	Revolving 12-month cycles; supports the Sustainability Program until 2026	If reuse is not possible, waste is disposed of through certified waste companies	We introduced practices in the pilot plant in AT. On track, progress tracked by the related Target (below)
Process optimization programs – Including Plant Improvement Program (PIP+) for brick production, Production Excellence Program for concrete pavers, and Lean/Lean Six Sigma in plastic pipes to reduce scrap, resource use, and improve efficiency.	Respective segment production sites	Revolving 12-month cycles; supports Sustainability Program until 2026	Adjustments and corrective measures when targets are missed	Internal recycling of scrap implemented in a pilot plant in SK; Best practice guideline developed in pilot plant in PL; Scrap rates checked regularly; measurable efficiency improvements achieved
Waste monitoring and reporting system – Tracking waste streams according to EU Waste Framework Directive (EWC codes)	All production sites	Quarterly	Corrective actions when data gaps or inconsistencies are identified	Group-wide system established; consistent categorization and monitoring ongoing
Sustainability program 2026: Durability/Recyclability Action: Design, produce, and sell products with high durability and recyclability/reusability Expected outcome: Increase circularity - reduction of the consumption of resources and materials, waste, and ecological footprint	Own operations – Product design teams, R&D, manufacturing; downstream users	2023–2026	NA	On track, progress track by related Targets (below)

E5-3 Targets

Ziel	>80% of sales from highly durable products (>100 years) per year	>90% of sales of products recyclable and/or reusable per year	15% reduction of waste in own operations
Tracking effectiveness & metrics	KPI: % sales (net revenue) from products with service life ≥100 years per year; tracked quarterly; relative target	KPI: % sales (net revenue) from recyclable/reusable products per year; tracked quarterly; relative target	KPI: Specific waste generation (tons waste/production output); data from waste vendors (invoices, supply notes); tracked quarterly; relative target, intensity-based
Progress 2025	**83.9%** (2024: 82.9%)	**92.9%** (2024: 92.9%)	**12.3%** (2024: 0.7%)
Stakeholder involvement	Targets formulated internally, no external stakeholder involvement; voluntary target	Targets formulated internally, no external stakeholder involvement; voluntary target	Targets formulated internally, no external stakeholder involvement; voluntary target
Relation to policy objectives	Supports circular economy & efficient use of natural resources	Supports resource efficiency, waste reduction, and circular material use rate	Supports the circular economy objective by reducing operational waste
Scope	All relevant product groups (classified by durability mapping)	All relevant product groups (classified by recyclability/reusability)	Own operations; excludes wastewater & internal recycling
Period and Baseline	2023–2026; No baseline as this is an annual target.	2023–2026; No baseline as this is an annual target.	2023–2026; 91.512 tons in 2023[1]
Methodologies & assumptions	Top-down sales/product analysis; standardized mapping of product durability	Top-down sales/product analysis; standardized product mapping; definitions: recyclable = raw material recovery; reusable = direct re-use	Top-down waste analysis; vendor data (with fallback on estimates in rare cases: density, volume, mass balances)
Scientific basis	NA	NA	NA
Performance & monitoring	Quarterly internal reporting on revenue share	Quarterly internal monitoring of revenue share; ongoing innovation projects	Quarterly internal monitoring through the reporting system

1) The waste baseline values have been updated to reflect the increased data accuracy resulting from improved validation processes. For this reason, production residues that were sold as secondary material are no longer included.

E5-4 Resource inflows

The key raw materials for wienerberger's ceramic products are clay, additives, aggregates, and alternative binders. Clay is sourced either from in-house clay pits or external suppliers, while we procure other raw and packaging materials externally. Biological inputs include sawdust, paper sludge, sunflower husks, and wooden pallets. We use biofuels as pore-forming agents in ceramic production. Our plants also rely on upstream suppliers for energy and water.

For plastic pipes and systems, raw materials such as PE, PP, and PVC, as well as secondary raw and packaging materials, are supplied externally. Technical materials—such as machinery, vehicles, and buildings—are considered immaterial in relation to product weight.

Efficient resource management is a core priority. We focus on recycling residual materials, reusing waste, and integrating secondary raw materials to conserve primary resources. Residual material from ceramic production, due to its high purity, is easily recycled, while we sort construction debris to recover usable materials.

We already produce several piping solutions using secondary materials, with supplier monitoring to ensure quality and compliance with standards. In line with European regulations, external secondary raw materials are used only for non-pressurized pipes (e.g., wastewater and rainwater systems). wienerberger is also developing pipes that replace carbon-based raw materials with mineral additives and renewable sources such as biomass and used cooking oil—helping to reduce fossil dependency and Scope 3 CO_2 emissions.

Packaging is another focus area. We increasingly use secondary instead of primary raw materials, and are piloting recyclable, climate-friendly options. In addition, we are introducing plastic films with recycled content to reduce material use and environmental impact further.

The total weight of products and biological materials (including packaging) used during the reporting period was 16,238 thousand tons (2024: 17,387 thousand tons), of which 1,447 thousand tons (8.91%) (2024:1,589 thousand tons, 9.14%) were secondary, reused, or recycled materials. wienerberger applies an input-based approach, reporting the wet weight of raw materials used in production. In rare cases where direct data are unavailable, we estimate the input weight by converting the output (dry) weight using experience-based factors.

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	2025
a) Total waste generated	**89,253**	**75,801**
b) Hazardous waste diverted from disposal	**723**	**1,064**
Hazardous waste diverted from disposal due to preparation for reuse	50	15
Hazardous waste diverted from disposal due to recycling	413	595
Hazardous waste diverted from disposal due to other recovery operations	260	453
b) Non-hazardous waste diverted from disposal[2]	**69,471**	**57,406**
Non-hazardous waste diverted from disposal due to preparation for reuse	1,047	1,707
Non-hazardous waste diverted from disposal due to recycling	56,429	46,607
Non-hazardous waste diverted from disposal due to other recovery operations	11,995	9,092
c) Hazardous waste directed to disposal	**2,418**	**1,384**
Hazardous waste directed to disposal by incineration	375	188
Hazardous waste directed to disposal by landfilling	1,606	986
Hazardous waste directed to disposal by other disposal operations	437	211
c) Non-hazardous waste directed to disposal[2]	**16,641**	**15,947**
Non-hazardous waste directed to disposal by incineration	4,880	2,981
Non-hazardous waste directed to disposal by landfilling	11,071	12,103
Non-hazardous waste directed to disposal by other disposal operations	690	864
d) Non-recycled waste	**32,411**	**28,599**
d) Percentage of non-recycled waste	36%	38%

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 2,448 tons (2024: 3,141 tons[1]).

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).

1) Due to a technical error in the 2024 data, the figures for hazardous and non-hazardous waste diverted from disposal due to other recovery operations were inadvertently interchanged, resulting in an overstated share of hazardous waste. The prior year figures have now been corrected. The total amount of waste reported for 2024 remains unchanged. // 2) The previous year's figures for non-hazardous waste have been adjusted to include non-production-related waste, which is estimated to account for 1% of total waste.

S1 - Own Workforce

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

IRO	Impacts		
Topic	Working conditions: Health and safety	Equal treatment and opportunities for all: Gender equality and equal pay for work of equal value	
Subtopic	(-) Contributions to long-term health effects (increased screen time, occurrence of injuries or temporary and permanent damage to health or even death due to occupational accidents, 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	(-) Contribution to the (financial) inequality and discrimination of women through a gender pay gap	(-) 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
Scope	Own Operation	Own Operation	Own Operation
Policy	Health & Safety Policy	Equal Pay Policy	DEI and Equal Opportunity Policy
Action	Promotion of preventive measures, Health & Safety	Gender Pay Gap adjustments	DEI Action plans
Metrics	Total Visible Management Leadership (VML) hours recorded	Pay gap ratio calculation	Total number of DEI Action plans
Target	20.000 Visible Management Leadership hours per year (2023–2026)	NA	Development and implementation of an inclusion and diversity action plan in all countries (2023–2026)

IRO	Risks	Impact	Opportunity
Topic	Working conditions: Adequate wages and working time	Equal treatment and opportunities for all: Training and skills development	
Subtopic	Unattractive working conditions and workplace safety risks may hinder the recruitment and retention of skilled employees, leading to reduced capacity and potential financial risks due to lower revenue.	(+) Promoting employees' 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	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, thereby maintaining/obtaining skilled labour
Scope	Own Operation	Own Operation	
Policy	NA	NA	
Action	Adjustments to working conditions (wages, hours, shifts)	Sustainability program 2026: Skills development & career opportunities	
Metrics	NA	Training hours per employee	Total number of apprentices
Target	NA	18 hours of training per employee per year (2023–2026)	500 apprentices cumulatively trained (2023–2026)

Material impacts, risks, and opportunities currently not addressed in concepts, measures, and targets:

	Working conditions: Secure employment and livelihood	
Impact	(+) Stable income and livelihood security for employees through stable jobs/employment and attractive employment contracts (e.g., conditions that exceed the collective bargaining agreement)	Own Operation
Impact	(-) Contribution to job insecurity through the employment of workers without a permanent employment contract	Own Operation
Impact	(+) 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	Own Operation
Impact	(+) Create opportunities to increase the involvement of employees in employee-relevant matters (e.g., offering the opportunity to create a workers' council or similar associations or to participate in floor meetings to raise concerns)	Own Operation

	Working conditions: Working time	
Impact	(+/-) Influence on the health and well-being of employees through working hours (e.g., shift work, sufficient recovery time)	Own Operation
Impact	(+) 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)	Own Operation

wienerberger's impacts on working conditions stem from 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 related to our Strategy, as we have several policies in place that we designed to safeguard and uphold equal treatment and opportunities. They are also closely related to our business model, as securing a skilled workforce is crucial to maintaining our desired production level.

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 its employees by function into production, sales/commercial, marketing, logistics, and administration.

Negative impacts arising from challenging work conditions, shift work, and prolonged screen time represent systemic issues within wienerberger's operations. The 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. We also support employee well-being through occupational health services, preventive medical measures, and comprehensive safety training, which strengthen the organization's overall health and safety culture.

wienerberger invests in professional development by offering extensive training opportunities and apprenticeship programs to enhance employees' skills and foster long-term career growth. We cement this practice in our Sustainability program 2026, which serves as the guiding strategy for our social engagement.

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 work models, as well as 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.

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 climate-neutral operations can significantly affect the workforce. These initiatives may require changes to production machinery and processes, or possible restructuring, where such adjustments are not feasible.

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 dedicate ourselves 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

Human Rights

wienerberger affirms its commitment to human rights in the Social Charter, developed with the European Works Council and based on the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises.

We respect the rights of all individuals and groups affected by our operations, including employees, contractors, suppliers and their workers, agencies, partners, communities, children, future generations, and those impacted by the use or disposal of our products. Our Social Charter explicitly prohibits forced or compulsory labor, child labor, and trafficking in human beings.

As an employer, we recognize that respecting human rights means ensuring decent working conditions across our organization. Compliance with internationally recognized human rights and labor standards is monitored locally by wienerberger subsidiaries to safeguard the practice of these commitments.

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.

Own Workforce

	Diversity, Equity & Inclusion and Equal Opportunity Policy (DEI)	Equal Pay Policy	Health & Safety Policy
Key contents of the policy	› Promotes diversity, inclusion, and equal opportunity. › Eliminates discrimination and harassment. › Supports fair compensation, career development, and equitable treatment.	› Promotes and ensures equal compensation for equal work. › Eliminates gender and other forms of bias in compensation.	› Our commitment to provide safe and healthy working conditions. › Deploying and maintaining an effective Health & Safety management system. › Implements Zero Harm Principle. › Includes mental health, training, safety audits, incident investigation, and continuous improvement.
Scope/exclusions	Applies to all employees in fully consolidated legal entities.		
Most senior accountability	Managing Board		
Third-party standards or initiatives	› Article 21, Charter of Fundamental Rights of the EU. › Universal Declaration of Human Rights.	› EU Directive 2023/970 on Pay Transparency	› Complies with local H&S laws and regulations in all countries of operation.
Consideration of stakeholder interests	› Head of the Works Council participates in policy-setting discussions to represent employee perspectives.	› Head of Works Council participates in policy-setting discussions to represent employee perspectives.	› Employees engaged through training, site inspections and audits, feedback processes, and awareness campaigns.
Availability of the policy	› Distributed via internal digital communication channels, posters, flyers, training (online, hybrid, classroom), and email	› Distributed via internal digital communication channels, posters, flyers, training (online, hybrid, classroom), and email	› Communicated via internal channels, posters, training, and awareness programs.

wienerberger is engaging with our workforce in multiple ways. Leaders serve as the first point of contact for the workforce to raise any issues. Worker's Councils and Trade Unions are active representatives for workers within wienerberger, helping protect and support the workforce.

We regularly conduct an engagement survey to address potential 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. 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 whistleblowing and grievance mechanisms, and a see-something-say-something attitude), whereas the Policy on Whistleblowing Procedure (more in the section G1-1 Business Conduct Policies and Corporate Culture section) specifies the procedure to be followed and how to act when discrimination occurs. The whistleblowing procedure is in place to address complaints, handle appeals, and provide recourse when employees identify discrimination. As of 31 December 2025, wienerberger does not have a specific global hiring policy for people with disabilities or marginalized groups.

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.

Our H&S policy, along with various H&S systems, methods, and tools, are integral to our organization. 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.

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 to 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, and 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 we set out in our Policy on Whistleblowing Procedure and our Code of Conduct. Every employee is actively encouraged to report violations of the Code of Conduct regulations directly and to escalate any potential concerns. The whistleblowing hotline is equally accessible to external stakeholders and promoted on our company website.

If a 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 Workers' 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 whistleblowing service.

The WBC meets regularly and consists of senior representatives from the legal, audit, and HR departments at headquarters, as well as the Head of the European Works Council. This structure ensures that a workforce representative is involved in addressing employee concerns.

Counteractions to remedy a negative impact can range from apologies and financial or nonfinancial compensation to the prevention of harm through injunctions or guarantees of non-repetition, punitive sanctions, restitution, 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 WBC's work, on an anonymized basis.

Whistleblowers can report by telephone, e-mail, or via a web report in their 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 option to raise concerns through the Whistle-blowing process.

We track reports submitted through the external whistleblowing provider. Together with statistical data on each case's status, this information is presented to the WBC each quarter. It allows the WBC to determine the impact and effectiveness of the Policy on the Whistleblowing Procedure mechanism.

An additional separate reporting channel has been established through Internal Audit to ensure that we address any other serious human rights impacts or incidents. 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 the Whistleblowing Procedure is available on the intranet and on our homepage, and is continuously updated. In addition, during factory tours by regional HR management and audit reviews by the internal audit team, we regularly check whether the whistleblowing process and related information have been rolled out locally and whether employees have easy access to them.

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

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, we planned the roll-out of these actions in a step-by-step approach, with a strong focus on local needs and priorities.

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.

wienerberger allocates financial, human, and organisational resources to manage its material impacts on its workforce. Responsibility is assigned to management and supported by human resources functions, with dedicated resources for health and safety, employee engagement, training, and compliance with labour standards. The adequacy of these resources is reviewed periodically and adjusted as necessary. These resources are put into use via the above-mentioned policies and actions.

Key Action	Scope	Time Horizon	Remedy/Corrective Measures	Progress/Outcomes
Diversity, Equity & Inclusion (DEI) action plans – › Launch of DEI plans across the group › Workshops with diverse participants (different management levels, genders, Worker's Council representatives) › Tailored measures discussed and implemented: increase women in production, support the aging workforce, improve cultural diversity › Outcome: foster equal opportunity, align with DEI & Equal Opportunity Policy	All wiener berger entities. Planned rollout to all entities by 2026	Pilot: 2024 Full rollout: 2026 Supports Sustainability Program until 2026.	If DEI principles are violated, then the whistleblowing options are available	2025: - Launch of DEI plans in 10 countries in addition to the previous 3 pilot ones - DEI team tracks progress - Local action plans ongoing - Track by a target below
Gender Pay Gap (GPG) adjustments › Analyze data to identify drivers of the GPG › Collaborate with local teams to create action plans addressing GPG, including revising compensation policies and targeting individual cases. › Continuously recalculate GPG to assess the impact of implemented actions. › Outcome: reduce gender pay gap, fair pay practices	Group-wide, all employees	Rollout 2024–2026 Monitoring twice a year	Transparency & grievance channels open to employees	- Monitoring in place - Evaluations in progress
Sustainability program 2026: Skills development & career opportunities › MyHR training content library › Global development programs › Local training initiatives › Outcome: employee growth, retention, skill-building; development of human capital	Group-wide, all employees	Revolving 12-month cycles; supports Sustainability Program until 2026.	NA	- Programs are active - Participation tracked by HR - Track by a target below

Key Action	Scope	Time Horizon	Remedy/Corrective Measures	Progress/Outcomes
Promotion of preventive measures: Health & Safety › Implementation of preventive measures › Ongoing monitoring & corrective actions › Outcome: safe workplaces, compliance, employee well-being	Group-wide, all employees	Revolving 12-month cycles; supports Sustainability Program until 2026.	Corrective actions taken after incidents	- H&S policies implemented - Monitoring ongoing - Track by a target below

Adjustments to working conditions (wages, hours, shifts)
› Local best-practice measures:
  › Adjust shift plans
  › Monitor salary levels vs. benchmarks
  › Implement protective measures (heat, dust, noise)
› Outcome: mitigate unattractive working conditions
	Local HR & management in all entities. Stakeholders: employees, unions	Revolving 12-month cycles, location-specific	Remedies applied locally (e.g., adjustments after turnover/complaints)	Effectiveness tracked via:
				› Turnover rates
				› Exit interviews
				› Biannual employee survey

S1-5 Targets

Target	20,000 Visible Management Leadership hours (VML) per year	18 hours of training per employee per year
Tracking effectiveness & metrics	KPI: total VML hours recorded; tracking via local management logs; focus on safety dialogue; absolute target	KPI: total training hours / average headcount = training hours per employee; absolute target
Progress 2025	**54.516 hours** (2024: 48.959)	**22 hours** (2024: 23)
Stakeholder involvement	Targets formulated internally, no external stakeholder involvement	Targets formulated internally, no external stakeholder involvement
Relation to policy objectives	Linked to Health & Safety policy; addresses occupational risks	NA
Scope	Entire workforce	Entire workforce
Period and Baseline	2023–2026	2023–2026
Methodologies & assumptions	Definition of VML: 15–30 min manager-employee interactions on H&S, managers assess PPE suitability and task-related health and safety risks; they engage workers in dialogue to raise risk awareness and mitigation measures; methodology = recorded logs of VML	Training = all personnel development measures where knowledge is imparted in any form; includes internal/external courses, seminars, e-learning, coaching
Scientific basis	NA	NA
Performance & monitoring	Quarterly internal reporting	Quarterly internal reporting

Target	**500 apprentices cumulatively trained**	**DEI action plans in all countries**
Tracking effectiveness & metrics	KPI: number of young professionals/ apprentices/trainees/ interns hired in reporting period; absolute target	KPI: # of approved country-level DEI action plans; tracked by Group Responsible DEI Officer; absolute target
Progress 2025	**687 Lehrlinge** (2024: 352)	**13 Länder** (2024: 3)
Stakeholder involvement	Targets formulated internally, no external stakeholder involvement	Targets formulated internally, no external stakeholder involvement
Relation to policy objectives	NA	Linked to DEI policy; addresses equal opportunity, equal pay, and equal treatment
Scope	Workforce (apprentices, trainees, interns, working students)	All wienerberger countries
Period and Baseline	2023–2026	2023–2026 2023 baseline = 0
Methodologies & assumptions	Definition of apprentice adapted per national systems	Definition of diversity, equity, and inclusion applied group-wide; tailored per local legislation & cultural context
Scientific basis	NA	NA
Performance & monitoring	Quarterly internal reporting	Quarterly internal reporting

We set workforce-related targets at the group level as part of wienerberger's strategy - Sustainability Program 2026. We track performance through internal reporting, with results reviewed quarterly by management. We use employee feedback and lessons from performance outcomes to refine targets and improve related measures over time.

S1-6 Characteristics of employees

Employees by gender at end of period, based on headcount	**2024**	**2025**
Male	17,106	16,589
Female	3,569	3,594
Other	1	1
Not reported	0	0
wienerberger	**20,676**	**20,184**

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) that corresponds 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	**2024**	**2025**
France	2,246	2,314
USA	2,326	2,114
Germany	2,198	2,028
Rest of the world[1]	13,906	13,728
wienerberger	**20,676**	**20,184**

1) The previous year's figure has been corrected due to a calculation error.

Employees by gender and type of employment contract at end of period, based on headcount	**Female**		**Male**		**Other**		**Not disclosed**		**Total**	
	2024	**2025**	**2024**	**2025**	**2024**	**2025**	**2024**	**2025**	**2024**	**2025**
Permanent employees	3,433	3,423	16,541	16,004	1	1	0	0	19,975	19,428
Temporary employees	119	149	481	511	0	0	0	0	600	660
Non-guaranteed hours employees	17	22	84	74	0	0	0	0	101	96
wienerberger	**3,569**	**3,594**	**17,106**	**16,589**	**1**	**1**	**0**	**0**	**20,676**	**20,184**

Employees by operating segment and type of employment contract at end of period, based on headcount	**Europe West**		**Europe East**		**North America**		**wienerberger**	
	2024	**2025**	**2024**	**2025**	**2024**	**2025**	**2024**	**2025**
Permanent employees	10,537	10,483	6,736	6,542	2,702	2,403	19,975	19,428
Temporary employees	380	494	219	165	1	1	600	660
Non-guaranteed hours employees	60	42	41	54	0	0	101	96
wienerberger	**10,977**	**11,019**	**6,996**	**6,761**	**2,703**	**2,404**	**20,676**	**20,184**

Leavers at end of period, based on headcount	**2024**	**2025**
Leavers	3,961	3,437
- thereof due to restructuring	481	440
Turnover rate	19.16%	17.03%

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%			
40–59%		Europe West	
60–79%	Germany	Europe East	
80–100%	France		Germany, France

S1-9 Diversity metrics

Age structure of employees	2024	2025
< 30 years	3,139	2,554
Percentage of employees < 30 years	15%	13%
30 – 50 years	9,963	10,037
Percentage of employees 30 – 50 years	48%	50%
> 50 years	7,574	7,593
Percentage of employees > 50 years	37%	38%
Total	**20,676**	**20,184**

Number of employees top management level	2024	2025
Female	24	33
% of total at top management level	15%	19.76%
Male	138	134
% of total at top management level	85%	80%
Other	0	0
% of total at top management level	0%	0%
Total	**162**	**167**

We define top management as wienerberger Senior Managers. i.e. positions falling into job levels 1-3 on the Mercer IPE methodology, all Managing Director positions and additionally individual local senior management 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 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	
	2024	2025	2024	2025	2024	2025	2024	2025
Total amount of performance reviews	2,227	1,931	7,035	6,525	0	0	9,262	8,456
Percentage of employees that participated in regular performance and career development reviews	11%	10%	34%	32%	0%	0%	45%	42%
Average number of training hours per employee and gender	24.5	22.4	22.7	21.4	0.0	0.0	23.0	21.6

S1-14 Health and safety metrics

	Employees		Non-employees	
Health and safety data points	2024	2025	2024	2025
Percentage of own workers who are covered by health and safety management system based on legal requirements and (or) recognised standards or guidelines	96%	99%		
Number of fatalities in own workforce as result of work-related injuries and work-related ill health	2	1		
Number of fatalities in own workforce as result of work-related injuries	2	1		
Number of fatalities in own workforce as result of work-related ill health	0	0		
Number of fatalities as result of work-related injuries and work-related ill health of other workers working on undertaking's sites			1	0
Number of fatalities as result of work-related injuries of other workers working on our sites			1	0
Number of fatalities as result of work-related ill health of other workers working on our sites			0	0
Number of recordable work-related accidents for own workforce	336	346		
Rate of recordable work-related accidents for own workforce	9.36	9.52		
Number of cases of recordable work-related ill health of own workforce	1	3		
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	4,214		

The Health and Safety Management system is a structured approach the company uses to manage workplace occupational health and safety risks systematically. It involves policies, standards, and other documentation to identify, assess, and manage hazards and risks, ensuring the well-being and safety of employees, visitors, contractors, and other stakeholders. The Health & Safety Portal is a digital platform that supports the company's health and safety processes. This Safety Management System covers all workforce members.

The number of recordable work-related accidents is the total number of recordable work-related accidents and illnesses, defined as the sum 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 (hours worked).

The number of days lost due to work-related injuries is the total number of calendar days (including weekends and national holidays) during which employees are absent due to such

injuries. These are all calendar days between the day the Injury occurs and the day the injured employee resumes work-related activities. In the event of a fatality, we record 365 calendar days of lost time.

On 12 August 2025, wienerberger experienced a tragic accident with fatal consequences.

In the aftermath of the accident, the priority was to support the family and team members of the individual involved. We thoroughly investigated the accident and its causes. Transparent communication about what happened and the causes identified supported the whole wienerberger in dealing with the tragic loss of a colleague and helped learn from the accident. Our key aim is to enable further risk mitigation and the prevention of recurrence.

Our deep concerns about the fatal accident and our care for all who work with us translate into our unwavering prioritization of health and safety. We are committed to the well-being of our workforce and their loved ones. Our thoughts go out to all affected by the accident.

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.

We applied an alternative cut-off date of 30.11 due to the timing of data availability and in order to allow enough time for processing the data. This approach is consistent with the method applied in previous reporting periods, ensuring that the information remains comparable over time and it was assessed that using this cut-off date does not materially affect the accuracy or reliability of the disclosure.

Male-female pay gap	2024	2025
wienerberger	-3.04%	1.66%

Ratio between Highest paid individual and Median	2024	2025
wienerberger	83	98

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 (2024: 0). We also confirmed that no fines (2024: 0) were imposed on wienerberger as a consequence of severe human rights impacts or related complaints. Five incidents of discrimination or harassment were reported (2024: 0).

During the reporting period, 16 complaints (2024: 0) were reported.

S2 - Workers in the Value Chain

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

The identified material impacts related to workers in our value chain originate in our business model as maintaining a stable and secure value chain is a crucial factor in our production process.

IRO	**Impacts**				
Topic	Working conditions				
	Secure employment	Adequate wages (and housing)	Health and safety		
Subtopic	(-) Contribution to improper working conditions due to lack of safeguards by suppliers from abroad	(+) 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	(-) 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	(-) 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	(-) Urban mining operations can expose workers to various occupational health and safety hazards
Scope	Upstream/Downstream value chain				
Policy	Procurement Responsible Sourcing Policy				
Action	Supplier Code of Conduct (SCOC) implementation EcoVadis sustainability screening Internal desktop self-assessment (alternative to EcoVadis)				
Metrics	Number of suppliers implementing the SCOC, monitored quarterly Number of ratings and assessments, monitored quarterly				
Target	NA				

Material impacts, risks, and opportunities currently not addressed in concepts, measures, and targets:

	Working conditions: Secure employment	
Impact	(-) Contribution to job insecurity of workers in the value chain due to dependency on wienerberger as a customer	Upstream/Downstream value chain
	Equal treatment and opportunities for all: Training and skills development	
Impact	(+) Promoting knowledge of the workforce in the value chain and strengthening their employability in the labour market	Upstream/Downstream value chain

S2-1 Policies

	Procurement Responsible Sourcing Policy
Key contents of the policy	› Introduced in 2020 as part of Procurement Strategy 2020+. Embeds non-financial KPIs in sourcing decisions. › Social areas assessed: Employee rights and management, Safety of suppliers' workforce and stakeholders, Human rights, Product Quality, Data Privacy and security › Environmental: Energy management, Renewable sources, Waste reduction, water conservation, Biodiversity, Scope 1-3 reduction. Governance: Whistleblower policies, Employee pay and incentives, Ensuring compliance, Board diversity and independence, Transparency, accountability, and reporting › Objectives: responsible sourcing, fair working conditions, respect for human rights, protection of the environment, compliance with integrity & ethics. Requires supplier compliance with standards for non-financial areas, continuous improvement, and serves as a "red flag" process for non-compliance.
Scope/exclusions	› Applies to all fully consolidated entities, excluding USA, Canada, India, Komproment & Strøjer (Denmark), and Wideco (Sweden). › Covers tier 1 suppliers and their workers; encourages tier 2 adoption.
Most senior accountability	› Managing Board › The Procurement ESG Steering Committee is involved in supplier assessment and compliance monitoring.
Third-party standards or initiatives	› References: UN Global Compact (2003), UN SDGs (2019), Paris Agreement, ILO conventions, OECD Guidelines, EU and national ESG-related laws & directives. Supplier Code of Conduct aligned with UNGPs; developed with EcoVadis support.
Consideration of stakeholder interests	› Stakeholders: wienerberger procurement community, tier 1 suppliers, value chain workers, and indirectly tier 2 suppliers. The policy is shaped through supplier engagement and feedback.
Availability of the policy	› Distributed to country management teams; available via internal digital channels. Suppliers required to sign SCOC or equivalent. Non-signers flagged to the ESG Steering Committee.

Actions

Supplier Code of Conduct (SCOC) Implementation

A mandatory sign-off is required from all Tier 1 suppliers (except excluded entities) to ensure ESG alignment in the areas of human rights, health and safety, labor compliance, and business ethics. This process supports the Responsible Sourcing Policy, with any non-signatories reported to the ESG Steering Committee. A recurring annual monitoring cycle is in place, with full Tier 1 coverage achieved and no violations reported in 2025 (2024: no violations).

EcoVadis Sustainability rating

We use an external ESG and financial evaluation of suppliers conducted by EcoVadis. Their ratings provide transparency, support better risk management, and drive continuous improvement. The EcoVadis methodology is aligned with international benchmarks such as the UN Global Compact (UNGC), the International Labour Organization (ILO), and the OECD guidelines.

The EcoVadis rating is one of the tools we use to assess our Tier 1 suppliers globally. These annual assessments feed into our supplier evaluation and scoring system. A recurring annual monitoring cycle is in place to ensure ongoing oversight and performance tracking.

Internal Desktop Self-Assessment (Alternative to EcoVadis)

Annual internal ESG compliance audits of Tier 1 suppliers are conducted by the our procurement team, resulting in supplier scores and corrective actions where necessary. This process is implemented globally as an alternative to EcoVadis, supported by a corrective action tracking system and a recurring annual monitoring cycle.

G1 - Business Conduct

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

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. No material risks or opportunities were identified.

IRO	**Impacts**		
Topic	Corporate Culture	Management of relationships with suppliers including payment practices	
Subtopic	(+) Creating transparency and grievance mechanisms for stakeholders regarding corporate responsibility	(+) Contribution to social and environmental sustainability by applying sustainability criteria for selection and supporting suppliers to improve their sustainability performance	(+) Influence on economic performance/development of suppliers/business partners through contractual conditions that promote social and environmental sustainability
Scope	Across the value chain	Upstream value chain	
Policy	Policy on Whistleblowing Procedure	Procurement Responsible Sourcing Policy	

G1-1 Business conduct policies and corporate culture

With over 200 years of history, wienerberger built its corporate culture on the mission to shape the future of building construction and create a future worth living in. Guided by the principle "We care for a better tomorrow," we are committed to deve—loping innovative and sustainable building and infrastructure solutions. Our four core values—Trust, Respect, Passion, and Creativity—serve as the foundation of our actions.

A peer group comprising the Managing Board, Executive Committee members, and the Works Council regularly reviews and refines our vision, mission, and values to ensure alignment with the company's strategic direction. This collaboration ensures that wienerberger's corporate culture reflects its core strengths, developments, challenges, and opportunities.

To embed these principles across all operations, a strategic action plan promotes our corporate culture through three pillars: dialogue platforms, communication activities, and HR processes and training. Headquarters centrally tracks progress, while employee feedback collected through surveys supports continuous improvement and cultural engagement across all countries.

The policy to prevent late payments, especially for SMEs, was delayed and not implemented in 2025. It remains in the planning phase and will be implemented at a later date.

The principles in the Code of Conduct ensure that we share a common understanding, demonstrate sound judgment, and maintain high ethical standards and integrity in our dealings with all our stakeholders. It highlights the significance and the binding nature of wienerberger's corporate culture, vision, and values, reinforcing the rules and obligations concerning business conduct. We expect the same behavior from our business partners, suppliers, contractors, and customers.

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 the event of violations, we impose sanctions or take the necessary remedial steps.

wienerberger has implemented a whistleblower system operated by an external, independent service and platform provider specializing in whistleblowing services. This whistleblowing service is accessible to internal and external stakeholders to report concerns about unlawful or Code-of-Conduct-violating behavior. Internal audits during on-site visits verify whether we have implemented the whistleblowing procedures 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.

High standards of integrity and ethics in all our activities, and compliance with all applicable laws and regulations on Anti-Bribery and corruption, as well as any other prohibited business practices, are essential for wienerberger and all of our key stakeholders.

The employees of wienerberger shall receive regular training on Anti-Bribery and corruption. wienerberger requires members of administrative, management, and supervisory bodies, as well as Function-at-risk Positions, to regularly attend Anti-Bribery and corruption training.

These positions are:

- Members of administrative-, management-, and supervisory bodies of wienerberger (e.g., Country Management Team including Managing Directors, Financial Directors)
- Heads and all staff of:
  - Sales and Marketing
  - Procurement
  - Accounting, Reporting & Controlling
  - Legal & Compliance
  - HR
  - Product Management und Business Development

For more information on the procedures for investigating business conduct incidents, including corruption and bribery, please see section G1-3: Prevention and detection of corruption or bribery.

We define the Procurement Responsible Sourcing Policy in S2-1 Policies. We include the Code of Conduct policy definition in the S1-1 Policies.

	Policy on Anti-Bribery and Anti-Corruption	Policy on Trainings on Business Conduct	Policy on Whistle-blowing Procedure
Key contents of the policy	› Includes rules against corruption and bribery, their identification and reporting, prevention, incident handling, and consequences, and mandatory staff training › Focuses on reducing corruption incidents and maintaining a strong ethical culture › Ensures compliance with Anti-Bribery and Anti-Corruption laws	› Defines a standardized training framework on business conduct › Covers frequency, quality, formats, content, and documentation of ethics training › Promotes corporate culture and whistleblower protection › New employees trained within 3 months, refreshers every 2 years	› Enables confidential and anonymous reporting of misconduct and rights violations › Covers fraud, corruption, discrimination, violence, and harassment › Establishes Whistleblowing Committee, Bona Fide Rule – No Reprisal Rule, and confidentiality principles › Monitors via structured investigation and reporting process
Scope/exclusions	› Applies to all employees in fully consolidated subsidiaries and workers in the value chain and extends to suppliers via Supplier Code of Conduct	› Applies to all employees in fully consolidated subsidiaries	› Applies to all employees in fully consolidated subsidiaries › Available to employees, partners, customers, and external stakeholders
Most senior accountability	› Managing Board	› Managing Board	› Managing Board
Third-party standards or initiatives	› Consistent with Anti-Corruption laws and the UN Convention Against Corruption	› Aligned with national and international legal standards on ethics and business conduct	› Complies with EU Directive 2019/1937 (Whistleblowing) and Austrian Whistleblower Protection Act (HSchG) › Uses external platform SeeHearSpeakUp
Consideration of stakeholder interests	› Reflects input from employees, management, and suppliers via training and conduct mechanisms	› Addresses the interests of employees and leadership to ensure shared ethical standards	› Open to internal and external stakeholders, emphasizing trust, fairness, and equal treatment
Availability of the policy	› Published on internal channels and website	› Available on internal communication channels	› Available on internal communication channels

	Code of Conduct
Key contents of the policy	› Defines values (Trust, Respect, Passion, Creativity), › Sets binding guidelines for ethical behavior, integrity, and lawful conduct across all activities, responsible citizenship, corruption and bribery prevention, whistleblower protection, and supplier relations. › Addresses employee/employer conduct, safety, corporate culture, diversity, inclusion, and anti-harassment. › Internal audits verify implementation and compliance
Scope/exclusions	› Applies to all employees in fully consolidated legal entities, business partners, suppliers, contractors, and customers.
Most senior accountability	› Managing Board
Third-party standards or initiatives	› Aligned with corporate ethics, national & international legal standards, UN Guiding Principles, Social Charter, and internal compliance standards.
Consideration of stakeholder interests	› Incorporates expectations of employees, management, suppliers, and external stakeholders to uphold the Code; promotes integrity and ethical, safe, and fair workplace practices.
Availability of the policy	› Publicly available on the website in all national languages; internally via digital channels and training programs. › Distributed via the Executive Committee and local Managing Directors

Whistleblowing Procedure

The trust of our customers and business partners is based on our integrity and on the assumption that we comply 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, possible human rights or employee rights infringements, or similar actions, through any means, including but not limited to the whistleblowing platform.

wienerberger has implemented a whistleblower system (SeeHearSpeakUp platform) managed by an independent external provider specializing in whistleblowing platforms and services. We contracted this partner to ensure that information can be submitted confidentially, in a technically secure manner, and, if desired, anonymously.

All whistleblowing-related information received is treated equally, irrespective of the position or status of the whistleblower or of the persons alleged to have committed 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) treats them confidentially. No specific training is foreseen for the members of the Whistleblowing committee, as they each possess expertise in this area through their roles at wienerberger.

Corporate HR rolled out information on whistleblowing services in cooperation with Corporate Communication and 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.

wienerberger commits to promptly, independently, and objectively investigating incidents of business misconduct. The whistleblowing process undertakes the following steps:

- Reporting of whistleblower cases via the whistleblowing service or by other means
- Pre-screening
- Assignment to an investigator
- Planning, preparing, and conducting an investigation
- Reporting investigation and conclusion

wienerberger is subject to legal requirements under national law transposing Directive (EU) 2019/1937 regarding the protection of whistleblowers.

G1-2 Management of relationships with suppliers

The policy to prevent late payments, especially for SMEs, was delayed and not implemented in 2025. It remains in the pipeline of planned policies, and we will implement it as soon as feasible.

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. We embedded the policy to ensure responsible sourcing within the procurement team at wienerberger and its supplier base. The policy defines roles and responsibilities for implementing the responsible sourcing strategy and the risk management procedure.

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 across selected procurement areas. We rate suppliers on their performance and compliance with local, national, and international standards for 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 to wienerberger must 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 we use these instruments 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 requires stricter rules, those rules prevail. 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 regularly communicate the policies to all relevant employees. 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

We separate these roles from the chain of management involved in the matter. Human Resources organizes anti-corruption and anti-bribery training. Furthermore, we set out the obligatory rules in the event of a conflict of interest for members of the Whistleblowing Committee and all other parties involved (i.e., Case Manager, Investigator, et al.) 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).

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 wienerberger's administrative, management, and supervisory bodies, as well as Function-at-risk Positions at wienerberger. We will offer the training at least once per calendar year. The core contents of the training are:

- What is a business gift, and 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 of disproportionately valuable gifts
- Conflicts of interests
- Responsibility for compliance; individual responsibility of local management
- Reporting of violations

The percentage of identified Functions-at-risk trained in this scope amounts to 78% (2024: 37%).

In 20245, we provided one training on Anti-Corruption and Anti-Bribery was given to members of administrative, management and supervisory bodies (2024: one training). The training was givenWe trained the 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 2025.

At wienerberger, there were also no convictions for violation of Anti-Corruption and Anti-Bribery laws in 2025. Therefore, the fines for violating Anti-Corruption and Anti-Bribery laws in 2025 were also zero. As a result of there being no breaches in 2025, no remedies were required.

In 2025, no wienerberger employees were dismissed or disciplined for corruption or bribery-related incidents. Also, we did not terminate or choose not to renew any contracts with

business partners due to violations related to corruption or bribery in 2025.

wienerberger's performance related to data points G1-4 have remained unchanged compared to 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 2025, the percentage of wienerberger's payments aligned with standard payment terms was 80% (2024: 66%).

wienerberger had zero outstanding legal proceedings for late payments in 2025 (2024: 4).

wienerberger sets consistent organizational and technical processing standards for handling payment transactions across the group. In principle, the goal is to maximize automation through electronic payment methods. The fundamental task of creditor management within wienerberger is to optimize payment terms without impairing supplier relations and to utilize agreed discounts.

In 2025, the average number of days to pay an invoice from the date when the contractual or statutory term of payment startedthe contractual or statutory payment term began was 38 days (2024: 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 (in regards to production-related energy consumption).

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	2025
Index of specific direct (scope 1) and indirect (scope 2) CO2 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%	79.3%

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	2025
Percentage of revenue from products supporting net zero buildings (baseline year = 2020)	75%	69%	68%	70%	70%	73%	74%

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 Sustainability-linked Progress 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. 23–25	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. 15–17			Delegated Regulation (EU) 2020/1816, Annex II	
ESRS 2 GOV-4 Statement on due diligence paragraph 30	p. 61	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	p. 86				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	p. 90–91	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. 92	Indicator number 5 Table #1 and Indicator n. 5 Table #2 of Annex 1			
ESRS E1-5 Energy consumption and mix paragraph 37	p. 92	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. 92	Indicator number 6 Table #1 of Annex 1			
ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44	p. 93	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. 94	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. 98	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	p. 99–101	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	p. 100	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. 103	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. 103	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/agriculture 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 paragraph 24 (c)	not material	Indicator number 12 Table #2 of Annex 1			
ESRS E4-2 Policies to address deforestation paragraph 24 (d)	not material	Indicator number 15 Table #2 of Annex 1			
ESRS E5-5 Non-recycled waste paragraph 37 (d)	p. 114	Indicator number 13 Table #2 of Annex 1			
ESRS E5-5 Hazardous waste and radioactive waste paragraph 39	p. 114	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. 118	Indicator number 13 Table #3 of Annex I			
ESRS 2- SBM3 - S1 Risk of incidents of child labour paragraph 14 (g)	p. 118	Indicator number 12 Table #3 of Annex I			
ESRS S1-1 Human rights policy commitments paragraph 20	p. 118	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. 118			Delegated Regulation (EU) 2020/1816, Annex II	
ESRS S1-1 processes and measures for preventing trafficking in human beings paragraph 22	p. 118	Indicator number 11 Table #3 of Annex I			
ESRS S1-1 workplace accident prevention policy or management system paragraph 23	p. 119	Indicator number 1 Table #3 of Annex I			
ESRS S1-3 grievance/complaints handling mechanisms paragraph 32 (c)	p. 121–122	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. 130	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. 130	Indicator number 3 Table #3 of Annex I			
ESRS S1-16 Unadjusted gender pay gap paragraph 97 (a)	p. 131	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. 131	Indicator number 8 Table #3 of Annex I			
ESRS S1-17 Incidents of discrimination paragraph 103 (a)	p. 132	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. 132	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. 133	Indicators number 12 and n. 13 Table #3 of Annex I			
ESRS S2-1 Human rights policy commitments paragraph 17	p. 134	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	p. 134	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. 134	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. 134			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	not applicable	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	not material	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	not material	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	not material	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)	p. 136–137	Indicator number 15 Table #3 of Annex 1			
ESRS G1-1 Protection of whistle-blowers paragraph 10 (d)	p. 139–140	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. 141–142	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. 141–142	Indicator number 16 Table #3 of Annex 1			

Events after the reporting period

For events after the reporting period, see the Consolidated Financial Statements, Note 38.

Authorization of the Management Report

The present Management Report was prepared by the Managing Board of Wienerberger AG and released for submission to the Supervisory Board.

Vienna, 11 March 2026

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

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Consolidated Income Statement

in EURm	Note	2025	2024
Revenues	6	4,566	4,513
Cost of goods sold	7	–2,963	–2,902
Gross profit		**1,603**	**1,610**
Other operating income	7	148	137
Selling expenses	7	–910	–885
Administrative expenses	7	–364	–357
Impairment of assets	7, 13	–13	–51
Other operating expenses	7	–132	–160
Operating profit (EBIT)		**332**	**294**
Share of results from investments in associates and joint ventures	19	–1	–2
Interest income	14	10	19
Interest expenses	14	–108	–119
Other financial result	14	–	–41
Financial result		**–99**	**–143**
Profit before tax		**233**	**151**
Income taxes	15	–65	–67
Profit after tax		**168**	**84**
attributable to shareholders of Wienerberger AG		166	80
attributable to non-controlling interests		2	5
Earnings per share (in EUR)	16	**1.52**	**0.72**
Diluted earnings per share (in EUR)	16	**1.52**	**0.72**

Consolidated Statement of Comprehensive Income

in EURm	Note	2025	2024
Profit after tax		**168**	**84**
Revaluation of defined benefit liability	28	5	–11
Items that will not be reclassified to profit or loss		**5**	**–11**
Foreign currency translation differences	17	–115	85
Hedges of cash flows and net investments	17	15	–16
Items that may be reclassified subsequently to profit or loss	17	**–100**	**69**
Other comprehensive income, net of tax		**–94**	**58**
Total comprehensive income		**74**	**142**
attributable to shareholders of Wienerberger AG		72	137
attributable to non-controlling interests		2	4

Consolidated Balance Sheet

in EURm	Note	2025	2024 adjusted*
Assets			
Goodwill	18	593	593
Other intangible assets	18	465	479
Property, plant and equipment	18	2,902	2,923
Investment property	18	56	56
Investments in associates and joint ventures	19	14	16
Financial investments and other financial assets	20	45	36
Other receivables	23	10	14
Deferred tax assets	31	46	56
Non-current assets		**4,130**	**4,173**
Inventories	21	1,329	1,341
Trade receivables	22	248	345
Current tax assets		25	53
Other receivables	23	128	133
Securities and other financial assets	24, 33	69	112
Cash and cash equivalents	25	213	262
Current assets		**2,012**	**2,246**
Total assets		**6,142**	**6,418**
Equity and liabilities			
Issued capital		109	112
Share premium		984	1,044
Retained earnings		1,968	1,905
Other reserves		–256	–161
Treasury shares		–8	–42
Equity attributable to shareholders of Wienerberger AG		**2,797**	**2,857**
Non-controlling interests		5	26
Total equity	26	**2,802**	**2,883**
Financial liabilities	32, 33	1,582	1,522
Employee benefits	28	101	113
Other provisions	29	109	116
Other liabilities	30	42	26
Deferred tax liabilities	31	178	200
Non-current liabilities		**2,013**	**1,977**
Financial liabilities	32, 33	336	605
Trade payables		454	418
Other provisions	29	76	82
Other liabilities	30	436	431
Current tax liabilities		25	24
Current liabilities		**1,327**	**1,559**
Total equity and liabilities		**6,142**	**6,418**

** Comparative information was adjusted for a change in accounting policies (see note 2).*

Consolidated Statement of Changes in Equity

	Attributable to shareholders of Wienerberger AG							
in EURm	Issued capital	Share premium	Retained earnings	Other reserves	Treasury shares	Total	Non-controlling interests	Total equity
Balance at 1/1/2025	**112**	**1,044**	**1,905**	**–161**	**–42**	**2,857**	**26**	**2,883**
Profit after tax	–	–	166	–	–	**166**	2	168
Other comprehensive income	–	–	–	–94	–	**–94**	–	–94
Total comprehensive income	**–**	**–**	**166**	**–94**	**–**	**72**	**2**	**74**
Dividends paid	–	–	–104	–	–	**–104**	–3	–106
Effects from hyperinflation	–	–	5	–	–	**5**	–	5
Stock option plans	–	–	–	–	1	**–**	–	–
Purchase of treasury shares	–	–	–	–	–29	**–29**	–	–29
Retirement of treasury shares	–2	–60	–	–	62	**–**	–	–
Acquisition of non-controlling interest without a change in control	–	–	–4	–	–	**–4**	–21	–24
Balance at 31/12/2025	**109**	**984**	**1,968**	**–255**	**–8**	**2,797**	**5**	**2,802**

	Attributable to shareholders of Wienerberger AG							
in EURm	Issued capital	Share premium	Retained earnings	Other reserves	Treasury shares	Total	Non-controlling interests	Total equity
Balance at 1/1/2024	**112**	**987**	**1,922**	**–219**	**–146**	**2,655**	**2**	**2,658**
Profit after tax	–	–	80	–	–	**80**	5	84
Other comprehensive income	–	–	–	58	–	**58**	–	58
Total comprehensive income	**–**	**–**	**80**	**58**	**–**	**137**	**5**	**142**
Dividend payment	–	–	–100	–	–	**–100**	–3	–103
Effects from hyperinflation	–	–	4	–	–	**4**	–	4
Stock option plan	–	–1	–	–	1	**–**	–	–
Purchase of treasury shares	–	–	–	–	–34	**–34**	–	–34
Use of treasury shares	–	58	–1	–	137	**194**	–	194
Changes in non-controlling interest	–	–	–	–	–	**–**	22	22
Balance at 31/12/2024	**112**	**1,044**	**1,905**	**–161**	**–42**	**2,857**	**26**	**2,883**

For details on other reserves, see note 26.

Consolidated Statement of Cash Flows

in EURm	Note	2025	2024 adjusted*
Profit before tax		233	151
Adjustments:			
Depreciation and amortization	10	377	362
Impairment of assets	10	13	51
Changes in non-current provisions	28, 29	–14	–32
Results from investments in associates and joint ventures	19	1	2
Gains and losses from disposal of assets		–12	–27
Interest result	14	98	100
Other non-cash income and expenses		–18	48
Interest paid		–110	–103
Interest received		8	13
Income taxes paid		–50	–98
Gross cash flow		**526**	**467**
Changes in:			
Inventories		–26	56
Trade receivables		89	82
Trade payables		40	16
Other net-current assets		1	–14
Cash flows from operating activities		**630**	**606**
Proceeds from the sale of assets (including financial assets)		23	15
Payments made for property, plant and equipment and intangible assets	18	–281	–312
Payments made for investments in financial assets		–	–2
Dividend payments from associates and joint ventures		1	2
Changes in securities and other financial assets		45	–10
Net payments made for the acquisition of companies	3	–24	–634
Net proceeds from the sale of companies		–	12
Cash flows from investing activities		**–235**	**–930**
Cash inflows from the increase in financial liabilities	27	254	1,117
Cash outflows from the repayment of financial liabilities	27	–456	–745
Cash outflows from the repayment of lease liabilities	27	–77	–72
Dividends paid to the shareholders of Wienerberger AG	26	–104	–100
Dividends paid to non-controlling interests	26	–3	–3
Purchase of non-controlling interests	26	–24	–
Purchase of treasury shares	26	–29	–34
Cash flows from financing activities		**–439**	**162**
Changes in cash and cash equivalents		**–45**	**–162**
Effect of movements in exchange rates on cash held		–4	–
Cash and cash equivalents as of 1 January		262	423
Cash and cash equivalents as of 31 December		**213**	**262**

** Comparative information was adjusted for a change in accounting policies (see note 2).*

Notes to the Consolidated Financial Statements

Operating Segments

	Europe West		Europe East		North America		Eliminations		Group	
in EURm	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
Revenues from external customers	2,686	2,544	1,180	1,169	700	799			4,566	4,513
Revenues from other operating segments	28	24	39	34	5	5	–73	–63		
Total revenues	2,715	2,568	1,219	1,203	705	804	–73	–63	4,566	4,513
EBITDA	371	288	210	222	140	196			721	707
Operating EBITDA	408	350	214	219	132	191			754	760
Depreciation and amortization	–226	–221	–102	–95	–49	–46			–377	–362
Impairment of assets	–10	–42	–3	–4		–5			–13	–51
EBIT	136	25	105	123	91	146			332	294
Share of results from investments in associates and joint ventures	–1	–2							–1	–2
Net interest result	–76	–81	–27	–23	5	4			–98	–100
Income taxes	–23	–7	–21	–23	–22	–37			–65	–67
Profit after tax	61	–88	56	68	73	104	–22		168	84
Liabilities	2,302	2,323	1,061	1,125	667	628	–690	–540	3,340	3,536
Capital employed	2,679	2,819	1,155	1,129	546	635			4,380	4,583
Assets	4,049	4,167	1,804	1,781	978	1,010	–690	–540	6,142	6,418
Investments in associates and joint ventures	11	12	2	4					14	16
Maintenance capex	73	73	47	37	28	25			148	135
Growth capex	68	82	58	83	7	12			133	177
Ø Employees (in FTE)	10,913	10,800	6,875	6,997	2,580	2,665			20,368	20,462

For more information on operating segments, see Note 5.

General Information

1. Basis for the preparation of the consolidated financial statements

Company
Wienerberger AG (the "Company") is a company based in Austria. The address of the Company's registered headquarters is Wienerbergerplatz 1, 1100 Vienna. Its consolidated financial statements comprise the Company and its subsidiaries (together called "wienerberger" or the "Group").

wienerberger is an international provider of innovative and ecological solutions for the entire building envelope in the fields of new build and renovation, as well as infrastructure for water and energy management. wienerberger's business activities are grouped in three segments: Europe West, Europe East, and North America.

Statement of compliance
These consolidated financial statements as of 31 December 2025 were prepared in conformity with IFRS® Accounting Standards applicable in the European Union as well as the additional provisions of section 245a of the Austrian Business Code (UGB).

Going-concern
At the time of adoption of its financial statements, the Company's management has the justified expectation that the Group has sufficient resources to remain in operation for the foreseeable future. These consolidated financial statements were therefore prepared on a going concern basis.

Presentation
The fiscal year of the Company and its subsidiaries corresponds to the calendar year. The consolidated financial statements are presented in euros, the functional currency of the Company. Amounts in the consolidated financial statements have been rounded to million euros (EURm), unless otherwise indicated. When adding up rounded amounts and percentages, rounding differences may occur due to the use of automatic calculation tools. However, all calculations are based on non-rounded amounts in euros. The consolidated income statement was prepared using the cost-of-sales method.

Measurement
In principle, assets and liabilities are measured at amortized cost. Other measurement methods are applied to the following items:

- Inventories are measured at the lower of cost and net realizable value.
- Trade receivables are measured at amortized cost less expected credit losses.
- Provisions for pensions and severance pay are measured according to the projected unit credit method.
- Other provisions are measured at the present value of the expected settlement amount.
- Financial investments, securities, derivatives, and purchase price liabilities are measured at fair value.
- Deferred tax assets and liabilities are recognized at their nominal value and determined on the basis of the temporary differences at the balance sheet date and the tax rate applicable at the time of expected realization.

Accounting policies, judgements and estimates
Accounting policies, judgements and sources of estimation uncertainty, as well as a statement if and how elective rights are exercised within the framework of the IFRS® set of rules, are disclosed at the beginning of the respective chapters. The wording of IFRS® texts is not repeated, unless it is deemed to be important for understanding a disclosure.

In preparing the consolidated financial statements, management has to make estimates and judgements regarding the future, including climate-related risks and opportunities, which have an influence on the application of accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may deviate from these estimates. Estimates and the underlying assumptions are in line with the risk management system and the climate-related obligations of the Group. Changes in estimates are recognized prospectively.

Revision of the 2025 consolidated financial statements

wienerberger's 2025 consolidated financial statements were subject to a revision. The order of the primary tables was changed and the designations of items of the financial statements were adjusted.

Title 2025	Title 2024	References
Shareholders of Wienerberger AG	Equity holders of the parent company	Consolidated income statement, Consolidated balance sheet, Consolidated statement of changes in equity
Impairment of assets	Impairment charges to assets and specia write-offs	Consolidated income statement
Revaluation of defined benefit liability	Actuarial gains/losses	Consolidated statement of comprehensive income
Hedges of cash flows and net investments	Changes in hedging reserves	Consolidated statement of comprehensive income
Total comprehensive income after tax	Other comprehensive income, net of tax	Consolidated statement of comprehensive income, Consolidated statement of changes in equity
Financial investments and other financial assets	Other financial investments and non-current receivables	Consolidated balance sheet,
Employee benefits	Employee-related provisions	Consolidated balance sheet,
Other provisions	Current provisions	Consolidated balance sheet,
Current tax liabilities	Payables for current taxes	Consolidated balance sheet,
Other liabilities	Other current liabilities	Consolidated balance sheet,
Share of results from investments in associates and joint ventures	Income from investments in associates and joint ventures	Consolidated income statement, Consolidated statement of cash flows
Impairment of assets	Impairment charges to assets, special write-offs and other valuation effects	Consolidated statement of cash flows
Growth Capex	Special Capex	Segments, Goodwill

2. Changes in accounting policies

Voluntary changes of accounting methods

In May 2025, the Group reclassified purchased emission allowances from intangible assets to inventories. Thus reclassified, the operational characteristics of emission allowances are expressed more clearly. Emission certificates were recycled retroactively according to IAS 8. Comparative figures for the prior year have been restated.

The recycling of purchased emission certificates had an impact on the following items of the consolidated balance sheet:

31.12.2024 in EURm	**As previously reported**	**Adjustments**	**As restated**
Other intangible assets	529	–50	479
Non-current assets	**4,223**	**–50**	**4,173**
Inventories	1,291	50	1,341
Current assets	**2,196**	**50**	**2,246**
Total assets	**6,418**	**0**	**6,418**

1.1.2024 in EURm	As previously reported	Adjustments	As restated
Other intangible assets	343	–46	296
Non-current assets	**3,368**	**–46**	**3,322**
Inventories	1,154	46	1,200
Current assets	**2,075**	**46**	**2,121**
Total assets	**5,469**	**0**	**5,469**

The reclassification of purchased emission allowances had an impact on the following items of the consolidated statement of changes in equity:

2024 in EURm	As previously reported	Adjustments	As restated
Gains and losses from disposal of assets	–38	11	–27
Changes in inventories	50	6	56
Cash flows from operating activities	**590**	**16**	**606**
Proceeds from the sale of assets (including financial assets)	31	–16	15
Cash flows from investing activities	**–914**	**–16**	**–930**
Changes in cash and cash equivalents	**–162**	**0**	**–162**

Presentation of prior-year figures
In the 2025 reporting period as well as the comparative 2024 period, the Group reclassified the following items of the financial statements in order to clarify the presentation.

The item Intangible assets and goodwill shown on the consolidated balance sheet in the amount of EUR 1,122m was separated into two items now reported as Goodwill of EUR 593m and Other intangible assets of EUR 479m.

Other investments and other non-current receivables of EUR 50m were separated into Financial investments and other financial assets of EUR 36m and Other (non-current) receivables of EUR 14m.

In the consolidated statement of cash flows, Other depreciation, amortization, and valuation effects of EUR 20m, previously included in Impairment charges to assets, were reclassified to Depreciation and amortization of property, plant and equipment and intangible assets of EUR 10m and Other non-cash expenses and income of EUR 9m.

Standards applied for the first time
The amendments to IAS 21 (Effect of Changes in Foreign Exchange Rates: Lack of Exchangeability) were the only amendments adopted by the European Union and transposed into European law for fiscal year 2025. These amendments had no impact on the consolidated financial statements.

Standards to be applied in the future

The following new or amended standards, published but not yet applicable in the European Union on a mandatory basis, will be applied by the Group as of the date of their entry into force. The Group does not expect these amendments (except for IFRS 18) to have a material impact on the consolidated financial statements.

IFRS® Standards	Effective date
IFRS 19 Subsidiaries without Public Accountability: Disclosures	1/1/2027
Amendments to IAS 21 The Effects of Changes in Foreign Exchange Rates: Translation to a Hyperinflationary Presentation Currency	1/1/2027
Amendments to IFRS 19 Subsidiaries without Public Accountability: Disclosures	1/1/2027
IFRS 18 Presentation and Disclosure in Financial Statements	1/1/2027
Annual Improvements to IFRS Accounting Standards — Volume 11	1/1/2026
Contracts Referencing Nature-dependent Electricity – Amendments to IFRS 9 and IFRS 7	1/1/2026
Amendments to the Classification and Measurement of Financial Instruments – Amendments to IFRS 9 and IFRS 7	1/1/2026

When the consolidated financial statements were released for publication, the first three amendments had not yet been adopted by the European Union.

IFRS 18 Presentation and Disclosure in Financial Statements

On 1 January 2027, the new IFRS 18 Presentation and Disclosure in Financial Statements will replace the currently applicable IAS 1 Presentation of Financial Statements. The primary objective of IFRS 18 is to improve reporting on the financial performance of a business, particularly in respect of the income statement. The most important new requirements include the introduction of predefined subtotals, the categorization of income and expense items in the income statement, requirements regarding improved aggregation and the detailed presentation of items, as well as the disclosure of management-defined performance measures.

wienerberger is currently implementing IFRS 18. The amendments concern, inter alia, the reclassification of Share of results of associates and joint ventures, previously recognized in the Financial result, as well as Income from securities and other investments to the new investing category. Apart from other changes in the balance sheet and the statement of changes in equity, wienerberger intends to maintain EBIT and EBITDA as management-defined performance measures. Other topics are currently being examined.

3.Consolidation

wienerberger's consolidated financial statements comprise the financial statements of Wienerberger AG (the parent company) and its subsidiaries. Joint ventures and associates are accounted for using the equity method. Uniform accounting policies and measurement methods are applied to all Group companies. The Group applies its accounting policies, judgements, and estimates consistently across all Group companies.

Full consolidation

All companies controlled by wienerberger are included in wienerberger's consolidated financial statements. A subsidiary is included in the consolidated financial statements by way of full consolidation as of the point in time when the Group obtains power over the subsidiary until the point in time when such power ceases to exist. In the case of full consolidation, all intra-group receivables and liabilities, income and expenses as well as interim results are eliminated.

Scope of consolidation
The scope of consolidation of wienerberger is as follows:

Number of companies included	Fully consolidated	Equity accounted
Number as of 1/1/2025	**172**	**8**
Included for the first time	5	–
Merged or liquidated	–4	–
Disposed	–	–1
Number as of 31/12/2025	**173**	**7**
Thereof domestic companies	26	2
Thereof foreign companies	147	5

In fiscal 2025, six subsidiaries (2024: seven subsidiaries) were not included in the consolidated financial statements for reasons of materiality. A list of all fully consolidated companies, as well as companies accounted for at equity and non-consolidated companies, is contained in the chapter Group companies.

Acquisition of companies
According to the acquisition method applicable within the framework of a corporate acquisition, the consideration transferred is booked against 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 according to IFRS 3. Any remaining positive difference between the acquisition cost and the revalued stake in equity is recognized in local currency as goodwill in the relevant segment. Negative differences are recognized in the income statement in Other operating income.

Decisions based on management's judgement are taken in accounting for business combinations according to IFRS 3. Purchase price allocation to the assets acquired and the liabilities assumed at fair value is particularly relevant. Above all, the identification of intangible assets, such as customer relations, trademarks or technologies, demands thorough valuations and estimates.

Likewise, judgements are made 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, in particular, forecasts of customer loyalty and the churn rate play a decisive role. Acquired brands are recognized with a limited or unlimited useful life. Brands can have an unlimited useful life if they are expected to generate cash flows for an unlimited period of time. Other brands, however, are recognized with a limited useful life and are subject to straight-line depreciation. The classification of useful life depends on its measurement within the framework of the acquisition. Market analyses of comparable peer groups are taken into account. Moreover, judgements made by the management play an important role in subsequent measurement.

Acquisitions of companies in fiscal 2025
In May 2025, the pipe solutions portfolio in Ireland was expanded through the acquisition of the MFP pipe solutions business. 100% of MFP Sales Limited (share deal) as well as certain assets of MFP Plastics Limited (asset deal) was acquired. Both transactions are interlinked and were treated as a business combination (in the following called "MFP"). MFP is a leading provider of piping solutions in Ireland, specializing in drainage, rainline, and cable-duct systems for the Irish and British markets. The acquisition thus contributes to wienerberger's value-accretive growth strategy. Within the framework of purchase price allocation, goodwill of EUR 4m was determined for MFP and allocated to the Europe West reporting segment. Between 01/01/2025 and 31/12/2025, revenues of EUR 19m and EBITDA of EUR 2m were generated. Since the first-time inclusion of MFP in the consolidated financial statements on 31 May 2025,

revenues of EUR 8m and EBITDA of EUR 1m have been generated. No material incidental costs were incurred for this transaction. Goodwill from the acquisition is primarily attributable to expected synergies and the significant growth potential of the construction sector in the Irish market.

In December 2025, wienerberger acquired 80% of the shares in VETA France SAS, a producer of façade systems combined with exterior wall insulation. wienerberger holds a call option (the original shareholder holds a put option) for the remaining 20% of the shares. As the opportunities and risks associated with the minority share are assumed by wienerberger, no non-controlling interests were reported. The date of first-time inclusion in the consolidated financial statements was 31 December 2025. Within the framework of preliminary purchase price allocation, preliminary goodwill of EUR 3m was determined for VETA France, which is allocated to the Europe West reporting segment. No material incidental costs were incurred for this transaction. Preliminary goodwill from the acquisition is primarily attributable to expected synergies and growing demand for sustainable and high-performing solutions for upgrades of energy-supply systems.

The acquisitions made during the reporting period resulted in a total net payout of EUR 11m and an inflow of EUR 3m. Preliminary, non-cash purchase price components amounted to EUR 28m. Payments of EUR 16m were made for purchase price liabilities from acquisitions in prior years.

4.Currency translation

Business transactions in foreign currencies
Business transactions in foreign currencies are translated into the respective functional currency of the Group companies at the spot rate on the date of the transaction. Monetary assets and liabilities denominated in a foreign currency on the reporting date are translated into the functional currency of the Group companies at the closing rate. Non-monetary items measured at historical cost or production cost in a foreign currency are translated at the exchange rate on the date of the transaction. Currency translation differences are generally recognized in profit or loss for the period and reported within financing expenses.

Foreign operations
Assets and liabilities from foreign operations, including goodwill and fair value adjustments arising on acquisition, are translated into euros at the closing rate on the reporting date. Income and expenses from foreign operations are translated at average annual rates.

Currency translation differences are recognized in Other comprehensive income and reported in the currency translation reserve in equity, unless the currency translation difference is allocated to non-controlling interests.

In the event of complete or partial disposal of a foreign operation that results in the loss of control, significant influence, or joint management, the amount accumulated in the currency translation reserve in connection with this foreign operation up to that point in time is recycled to profit or loss as part of the gain or loss from the disposal. In the case of partial disposal without loss of control of a subsidiary that includes a foreign operation, the corresponding portion of the cumulative translation difference is allocated to the non-controlling interests.

5. Segment reporting

Basis of segmentation
The full Managing Board is the chief operating decision maker of the Company. The segments report to the Managing Board within the framework of the Group's internal reporting regime.

Operating segments
Across the Group, wienerberger provides system solutions for the 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 range of system solutions provided differs from region to region and serves the renovation, infrastructure and new-build end markets. wienerberger breaks down its business activities into three regional segments: Europe West, Europe East, and North America. wienerberger has subdivided the three operating segments into nine regions. wienerberger also refers to the nine regions in the allocation of goodwill acquired and for subsequent impairment testing of goodwill.

wienerberger has identified the following operating segments and regions:

Segment	Region
Europe West	Western Europe
	Northern Europe
	UK/Ireland
	Wioniq Group
Europe East	Central East
	South East
	Emerging Markets
North America	Bricks North America
	Pipes North America

The group formerly called Smart Hub Solutions was renamed Wioniq Group, while the segment structure remained unchanged.

The Europe West segment (except for Wioniq Group) provides the Group's complete portfolio of system solutions. The Wioniq Group comprises wienerberger's business in automation solutions for the monitoring of water and energy infrastructure and for the optimization of building operation.

The Europe East segment provides all system solutions, except for façades.

The North America segment provides ceramic façade and pipe solutions for residential and commercial construction projects. Pipes North America includes solutions for sustainable water supply, rainwater drainage, and ecological wastewater disposal.

Segment reporting
An overview of the operating segments subject to a reporting obligation can be found at the beginning of the consolidated financial statements.

wienerberger uses EBITDA and operating EBITDA to assess the performance of a segment. Moreover, maintenance capex (investments in the maintenance of the industrial base) and special capex (investments in the extension and optimization of plants, the development of new products, environment and sustainability projects, and digitalization) are reported to the Managing Board.

Intra-group eliminations comprise the elimination of income and expenses as well as receivables and liabilities arising between the operating segments.

The activities of the holding companies are allocated to the segments on the basis of capital employed.

Geographical areas
Broken down by country, revenues and non-current assets are as follows:

	Revenues		Non-current assets	
in EURm	2025	2024	2025	2024 angepasst*
USA	644	725	347	394
France	525	462	715	748
United Kingdom	522	537	477	495
Netherlands	421	384	329	318
Belgium	386	360	335	336
Germany	306	305	236	261
Poland	209	216	183	181
Austria	193	186	389	357
Czechia	168	150	168	160
Other countries	1,192	1,188	952	922
Total	**4,566**	**4,513**	**4,130**	**4,173**

** Comparative information was adjusted for a change in accounting policies (see note 2).*

Revenues are reported on the basis of the headquarters of the company issuing the invoices. For information on the breakdown of revenues by product group, see Note 6.

Notes to the Consolidated Income Statement

6. Revenues

wienerberger generates revenues from the sale of system solutions for the building envelope, pavers, and pipe solutions. As a rule, revenues are recognized at the time of delivery of the goods or services in accordance with the agreed delivery terms and the transfer of control of the goods or services to the customer. The goods are delivered to the customer by wienerberger's own means of transport or by contracted carriers. Transport-related revenues are recognized as part of external revenues.

Revenues are adjusted for expected returns as well as customer bonuses and discounts. Return obligations arise primarily from returnable packaging material, such as pallets. Expected returns are estimated on the basis of historical data.

In international project business with long-length large-diameter (LLLD) pipes, revenues are recognized over a period of time. In the brick business as well, revenues from individual contracts are recognized over a period of time. This applies, for instance, to products manufactured according to customer specifications or so-called "heritage" products. However, the production time for such contracts usually does not extend beyond a few days or weeks. Progress made in contract execution is calculated by means of output-oriented methods, for instance on the basis of the quantity produced relative to the total quantity ordered.

To a minor extent, wienerberger also provides digital services to customers.

The period of time between the transfer of goods or services to the customer 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 financing component. The time of settlement of the receivables depends on the agreed payment terms.

The breakdown of external revenues by product group and operating segment is as follows:

2025 in EURm	**Europe West**	**Europe East**	**North America**	**Total**
Wall	241	449	28	717
Façade	669	17	487	1,173
Roof	937	242	35	1,214
Pavers	–	114	–	114
Pipes	839	359	149	1,347
Total	**2,686**	**1,180**	**700**	**4,566**

2024 in EURm	**Europe West**	**Europe East**	**North America**	**Total**
Wall	231	416	32	679
Façade	656	6	558	1,220
Roof	859	244	31	1,135
Pavers	–	124	–	125
Pipes	798	378	178	1,354
Total	**2,544**	**1,169**	**799**	**4,513**

Information on future revenues from contractual performance obligations not yet fulfilled on the balance sheet date is not disclosed, as customer contracts are generally executed within one year. For the same reason, wienerberger makes use of the practical expedient not to capitalize any contract costs, but to recognize them in expenses as incurred.

In fiscal year 2025, revenues included production orders of EUR 3m (2024: EUR 1m).

7. Income and expenses by nature

In the income statement, income and expenses are broken down by functional areas according to the cost-of-sales method. In the total-cost method, income and expenses are reported by nature and corrected for changes in inventories of semi-finished and finished products as well as capitalized own work. Changes in inventories and borrowing costs are recognized in Material expenses.

The reconciliation of income and expenses by functional areas to income and expenses by nature is as follows:

2025 in EURm	**Functional areas total**	**Other operating income**	**Cost of materials**	**Personnel expenses**	**Depreciation and amortization**	**Impairment of assets**	**Cost of energy**	**Cost of freight**	**Other operating expenses**
Note		**8**	**9**	**11**	**10**	**13**			**12**
Cost of goods sold	2,963	–3	1,429	773	241	–	375	–	149
Other operating income	–148	–149	–	–	–	–	–	–	–
Selling expenses	910	–5	37	366	57	–	6	270	180
Administrative expenses	364	–7	–	236	30	–	1	–	103
Impairment of assets	13	–	–	–	–	13	–	–	–
Other operating expenses	132	–	–	–	49	–	2	–	81
Total	**4,235**	**–163**	**1,466**	**1,375**	**377**	**13**	**384**	**270**	**514**

2024 in EURm	**Functional areas total**	**Other operating income**	**Cost of materials**	**Personnel expenses**	**Depreciation and amortization**	**Impairment of assets**	**Cost of energy**	**Cost of freight**	**Other operating expenses**
Note		**8**	**9**	**11**	**10**	**13**			**12**
Cost of goods sold	2,902	–8	1,486	718	232	–	315	–	159
Other operating income	–137	–125	–	–	–	–	–	–	–12
Selling expenses	885	–5	42	354	53	–	5	263	174
Administrative expenses	357	–4	2	223	29	–	1	–	105
Impairment of assets	51	–	–	–	–	51	–	–	–
Other operating expenses	160	–	–	–	48	–	2	–	111
Total	**4,219**	**–143**	**1,530**	**1,296**	**362**	**51**	**323**	**263**	**536**

8. Other operating income

In fiscal year 2025, other operating income amounted to EUR 163m (2024: EUR 143m), primarily including income from the disposal of property, plant and equipment, income from the sale of emission allowances, income from rental and lease contracts, and income from insurance claims.

9. Material expenses

Material expenses are as follows:

in EURm	2025	2024
Cost of materials	849	781
Cost of merchandise	423	426
Maintenance expenses	205	193
Changes in inventories	–2	139
Capitalized own work	–8	–9
Total	**1,466**	**1,530**

Material expenses primarily include expenses for plastics, aggregates, packaging material, clay, sand, gravel, cement, and pallets.

Own use exemption
Contracts for the purchase of non-financial items that can be settled net in cash and that were entered into for the purpose of the Company's usage requirements, and that continue to be held for that purpose, are not within the scope of IFRS 9 (own use exemption). Such contracts are classified as pending transactions and are not recognized.

wienerberger minimizes the risk of energy price fluctuations through the conclusion of forward transactions in order to secure a sufficient supply of energy for production. Prices and quantities are fixed on a medium- and long-term basis. In wienerberger's opinion the own use exemption applies to such contracts. The assumptions are made to the best of management's knowledge. They are based on empirical values and take appropriate account of the remaining uncertainties.

10. Depreciation and amortization

Depreciation and amortization is shown in the following table:

in EURm	2025	2024
Planned depreciation and amortization	374	352
Special write-offs related to ordinary business operations	2	10
Depreciation and amortization	**377**	**362**

11. Personnel expenses

Personnel expenses are as follows:

in EURm	2025	2024
Wages	450	430
Salaries	547	525
Social security contributions	239	222
Temporary personnel	62	47
Expenses for pensions	26	23
Expenses for statutory and voluntary severance payments	6	6
Expenses for long-term incentive programs	3	2
Anniversary bonuses and other employee benefits	42	41
Personnel expenses	**1,375**	**1,296**

Number of employees

The average numbers of employees are show in the following table:

in FTE	2025	2024
Production	12,773	12,905
Sales	5,336	5,383
Administration	2,258	2,174
Total	**20,367**	**20,462**

Share-based payments

The Group grants share-based payments to its employees and the members of the Managing Board. These arrangements include share-based payments settled with equity instruments, share-based payments settled in cash, and mixed forms of remuneration, and are accounted for according to IFRS 2. Share-based payments settled in equity instruments are measured at the fair value of the equity instruments on the date they are granted. Fair value is determined using appropriate valuation methods and observable market parameters and excludes the effects of non-market-related vesting conditions, which are instead taken into account by adjusting the expected number of equity instruments vested. For the Group's long-term remuneration programs, the fair value of the equity-based component is determined based on the average share price of Wienerberger AG over the defined period prior to the date of granting, which is used to determine the number of share equivalents at the beginning of the vesting period. The fair value determined on the date of granting is recognized over the vesting period as an expense based on the best estimate of the number of presumably vested equity instruments. This estimate is updated on each reporting date with a view to non-market-related vesting conditions. Share-based payments settled in cash are measured at the fair value of the liability on the date of initial recognition and re-measured at each

reporting date until settlement; changes in fair value are recognized in profit or loss. In the re-measurement of share-based payments settled in cash, expected dividends are taken into account. For the 2024-2026 LTI tranche, the dividend of fiscal 2024 is included in the calculation of the fair value as of 31 December 2025. For share-based payments for which the counterparty has a settlement option, the transaction is classified according to the economic substance of the company's current obligation to settle in equity instruments or cash.

The targets set for the Employee Share Participation Program ESPP) for fiscal 2025 were not attained. Therefore, no vested rights to receive shares under the 2025 ESPP (2024: 132,916 shares) were granted to wienerberger employees. According to IFRS 2, the ESPP is accounted for as share-based payment settled in cash. Based on individual arrangements of all participating Group companies, no compensation payments (2024: EUR 4m in other social charges) were made to the Mitarbeiterbeteiligungs-Privatstiftung in connection with the ESPP.

The Group operates multi-year long-term incentive programs (LTI) for the members of the Managing Board, which are structured as performance share plans with a three-year vesting period. These programs include financial and sustainability-related performance conditions. At least 50% of the final entitlement is to be fulfilled in shares of Wienerberger AG and the remaining portion in cash. The programs therefore constitute mixed share-based payments within the meaning of IFRS 2. For the LTI tranches 2024–2026 and 2025–2027, the proportion of the remuneration to be paid in equity instruments and in cash is already known before the balance sheet date on the basis of the declarations submitted by the members of the Managing Board. For the 2023–2025 tranche, however, the choice of the settlement portion (at least 50% in shares) will only be made after the auditor's opinion for the last year of the vesting period has been received. Therefore, as of 31 December 2025, the minimum enforceable settlement portion according to IFRS 2 was classified as 50% equity instruments and 50% cash.

In fiscal year 2025, expenses (excluding non-wage labor costs) of TEUR 396 were recognized for the LTI 2025–2027 tranche, TEUR 877 for LTI 2024–2026, and TEUR 784 for the LTI 2023–2025. This resulted in total LTI expenses of TEUR 2,057 (2024: TEUR 1,859), of which 65% (2024: 62%) was attributable to the equity-based component and 35% (2024: 38%) to the cash-settled component. In connection with the fulfillment of the 2023 LTI tranche, 17,102 shares are earmarked for transfer in 2026.

The CEO participates in a performance share unit (PSU) program established in 2020, which is a share-based payment with cash settlement, the associated liability being re-measured at fair value at each reporting date over the five-year vesting period. An expense of TEUR 993 (2024: TEUR 305) was recognized for the PSU program in fiscal year 2025.

In fiscal year 2025, expenses resulting from long-term remuneration programs in a total amount of TEUR 2,785 (2024: TEUR 1,783) concerned LTI programs of TEUR 2,057 (2024: TEUR 1,859), the PSU program of TEUR 993 (2024: TEUR 305), and the reversal of provisions for entitlements not claimed by senior management below Managing Board level of TEUR 265 (TEUR 381).

Liabilities from cash-settled share-based payments amounted to TEUR 5,629 as of 31 December 2025 (2024: TEUR 5,548) and were recognized under provisions.

12. Other operating expenses

Other operating expenses are as follows:

in EURm	2025	2024
Purchased services	169	171
Internal transport expenses	58	55
Other taxes	48	48
License and patent expenses	43	40
Restructuring expenses	42	66
Rental and leasing charges	27	24
Research and development costs	23	24
Expenses for environmental protection measures	19	15
Expenses for commissions	13	14
Expenses for employee education and training	12	12
Expenses for consumables, office materials	11	9
Expenses to economic associations	7	7
Losses on the disposal of fixed assets, excluding financial assets	2	2
Miscellaneous	41	50
Other operating expenses	**514**	**536**

Expenses for services primarily included costs of legal and other advisory services, advertising, insurance, travel, and telecommunication.

In fiscal year 2025, restructuring expenses included personnel expenses of EUR 30m (2024: EUR 40m), inventory write-downs in the amount of EUR 8m (2024: EUR 18m), and other restructuring expenses of EUR 4m (2024: EUR 9m). Restructuring costs resulted from the mothballing of plants, plant closures, the relocation of plants, and headcount reductions (Fit-for-Growth program). For special write-offs from restructuring, see Note 13.

In the reporting year, expenses for the external auditor and all members of the network of component auditors amounted to TEUR 3,500 (2024: TEUR 3,689) for the audit of the consolidated financial statements, TEUR 195 (2024: TEUR 271) for assurance services, TEUR 20 (2024: TEUR 22) for tax advisory services, and TEUR 3 (2024: TEUR 0) for other services.

For details on rental and leasing expenses, see Note 32.

Miscellaneous expenses included maintenance, cleaning, and security expenses as well as incidental transaction costs in connection with the Employee Share Participation Program.

13. Impairment

Impairment

wwienerberger has to perform impairment tests on its non-current (non-financial) assets, i.e. goodwill, other intangible assets, property, plant and equipment, and real estate held as investment property. If the recoverable amount is lower than the carrying amount of an asset, impairment charges have to be booked. Impairments are recognized in a separate item of the consolidated income statement. Impairments include expenses for impairment testing as well as special write-offs from restructuring. For restructuring measures, the recoverable amount was determined on the basis of the fair value less costs of disposal.

Material impairments are shown in the following table:

in EURm	2025	2024
Europe West	**10**	**42**
UK	3	–
Steinzeug Group	3	2
Germany	1	25
France	1	10
Other	2	4
Europe East	**3**	**4**
Poland	3	–
Other	–	4
North America	**–**	**5**
Total	**13**	**51**

In fiscal year 2025, impairments included special write-offs from restructuring measures in the amount of EUR 13m (2024: EUR 32m). Impairments booked on account of restructuring measures primarily concerned factory buildings as well as technical equipment and machinery.

In fiscal year 2024, assets were impaired by EUR 17m in CGU Germany and by EUR 2m in CGU Steinzeug Group on account of their lower value in use.

14. Financial result

According to the categories defined in IFRS 9, the financial result comprises the following items:

in EURm	2025	2024
Share of results from investments in associates and joint ventures	**–1**	**–2**
Interest income from loans given – amortized cost (AC)	7	9
Interest income from derivatives	4	9
Interest expenses on financial liabilities AC	–89	–102
Interest expenses on derivatives	–4	–3
Interest expense on lease liabilities	–12	–10
Net interest on pensions, severance and anniversary bonus plans	–4	–3
Interest result	**–98**	**–100**
Income from investments – fair value through profit or loss (FVPL)	2	1
Result from disposal of financial instruments at FVPL	–2	–
Result from disposal of investments FVPL	–	1
Valuation of derivatives	–2	2
Reversal of impairments of investments FVPL	5	2
Recycling of foreign currency effects from deconsolidation	–	–42
Foreign exchange differences	2	–3
Bank charges	–4	–5
Other	1	4
Other financial result	**–**	**–41**
Financial result	**–99**	**–143**

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. 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 fiscal year.
- All items 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 as of 1 January 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 of 31/12/2025, the price index stood at 3,513.9 (2024: 2,684.5).

Gains from the net position of monetary items according to IAS 29 in the amount of EUR 1m (2024: EUR 4m) are recognized in the Other financial result

15. Income taxes

in EURm	2025	2024
Current tax expense	–79	–73
Deferred tax expense and income	14	6
Income taxes	**–65**	**–67**

The reconciliation from the expected Austrian corporate tax rate of 23% (2024: 23%) to the Group's effective tax rate is shown in the following table:

in EURm	2025	2024
Profit before tax	**233**	**151**
Tax expense at tax rate of 23 %	–54	–35
Deviating foreign tax rates	2	7
Tax income and expense from prior periods	2	5
Change in unrecognized deferred tax assets	–20	–40
Permanent differences	5	–4
Effective tax expense	**–65**	**–67**
Effective tax rate in %	**27.9%**	**44.3%**

For details on deferred taxes, see Note 31.

16. Earnings per share

Earnings per share are as follows (shares being weighted pro-rata-temporis):

Number of shares	2025	2024
Outstanding shares as of 1.1	111,732,343	111,732,343
Treasury shares	–1,465,834	–6,339,332
Shares outstanding as of 1.1	**110,266,509**	**105,393,011**
Purchased shares (weighted)	–1,019,305	–282,427
Allocated shares (weighted)	17,038	5,170,858
Weighted average shares as of 31.12	**109,264,242**	**110,281,442**
Profit after tax attributable to shareholders of Wienerberger AG (in EUR)	165,764,811	79,755,604
Weighted average outstanding shares (number of shares)	109,264,242	110,281,442
Earnings per share (in EUR)	**1.52**	**0.72**

Pursuant to the provisions of the Austrian Stock Corporation Act (AktG), the dividend payout is based on the separate financial statements of Wienerberger AG as of 31 December 2025, prepared in accordance with Austrian accounting rules. These financial statements show a net profit of EUR 115m (2024: EUR 109m). The Managing Board proposes to the Annual General Meeting that a dividend of EUR 0.95 per share is to be paid out from the net profit.

In fiscal year 2025, weighted allocated shares for the 2022-2024 LTI program came to a total of 17,038 (2024: 20,852 shares for the 2021-2023 LTI program, 5,147,541 shares for the acquisition of Terreal, and 2,465 shares for the ESPP in the USA).

Notes to the Consolidated Statement of Comprehensive Income

17. Other comprehensive income

Income taxes

wienerberger reports Other comprehensive income after deferred taxes (in the following called "tax"). Tax expenses are shown with a negative sign, whereas tax income is unsigned.

in EURm	2025			2024		
	Before tax	Tax	Net of tax	Before tax	Tax	Net of tax
Revaluation of defined benefit liability	6	–1	5	–15	4	–11
Items that will not be reclassified to profit or loss	**6**	**–1**	**5**	**–15**	**4**	**–11**
Foreign currency translation differences	–119	4	–115	88	–3	85
Hedges of cash flows and net investments	20	–5	15	–22	5	–16
thereof cash flows	4	–1	3	–13	2	–11
thereof net investments	16	–4	12	–8	3	–5
Items that may be reclassified subsequently to profit or loss	**–99**	**–1**	**–100**	**67**	**2**	**69**
Other comprehensive income, total	**–93**	**–2**	**–94**	**51**	**6**	**58**

Notes to the Consolidated Balance Sheet

18. Non-current assets

Goodwill

Goodwill arising within the framework of business combinations is measured at acquisition cost less cumulative impairment charges.

Broken down by CGU groups, goodwill is reported as follows:

Goodwill in EURm	**2025**	**2024**
Western Europe	289	286
UK/Ireland	190	194
Central East	60	59
Northern Europe	41	41
South East	10	10
Wioniq Group	3	3
Total	**593**	**593**

Estimation uncertainty

Impairment testing of assets involves estimates and forward-looking assumptions by management concerning the expected cash surpluses and the cost of capital rates for the Group and its cash-generating units in the planning periods. Planning for future cash surpluses also comprises assumptions on capital expenditure, carbon emission costs, and similar factors regarding 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.

Cash-generating unit (CGU)

wienerberger has defined its cash-generating units (CGUs) at country level. Thus, each country represents a CGU. Moreover, nine CGU groups corresponding to the regions of the operating segments have been formed (see Note 5).

wienerberger performs annual impairment tests of goodwill and trademarks (with an indefinite useful life) at CGU group level. Impairment tests of other intangible assets (with a definite useful life), property, plant and equipment, as well as investment property are performed at country level whenever need arises.

Estimate of the recoverable amount

The recoverable amount is defined as the higher of the value in use and the air value less costs of disposal. In order to determine the recoverable amount through impairment testing, wienerberger, in principle, refers to the value in use. If the value in use is lower than the carrying amount of the asset tested, wienerberger also determines the fair value less costs of disposal.

In the event of restructuring (plant closures, mothballing, or capacity reductions), wienerberger determines the recoverable amount on the basis of fair value less costs of disposal, reporting it as a special write-off from restructuring. The value in use of a CGU is determined in the functional currency and translated into the Group currency at the exchange rate applicable at the end of the reporting period.

In the event of impairment of individual CGUs, wienerberger does not write down goodwill, but the carrying amounts of the other assets. If a CGU group is impaired, the carrying amount of the allocated goodwill is written down, followed by the write-down of the other assets.

The value in use of a CGU is determined by means of a capital-oriented procedure by discounting the expected future cash flows at the weighted average cost of capital after tax (WACC). The WACC was derived from external sources in accordance with generally recognized methods of financial mathematics. For the purposes of disclosure, the WACC after tax was recalculated and translated into the WACC before tax.

The WACC (before tax), weighted by country within the regions, and the growth rate are as follows:

	Pre-tax WACC		Growth rate	
in %	2025	2024	2025	2024
Western Europe	9.7	10.1	1.2	1.2
Northern Europe	9.0	9.5	1.7	1.7
UK/Ireland	9.9	10.3	1.6	1.7
Wioniq Group	8.8	9.6	1.4	1.6
Central East	10.5	10.8	2.3	2.2
South East	11.7	11.9	2.2	2.1
wienerberger	**10.3**	**10.4**	**1.7**	**1.7**

Planning assumptions

The expectation of future cash surpluses is based on current management plans for the period from 2026-2029. These plans do not include any earnings potential of future strategic growth investments, such as potential acquisitions. Planned investments for expansions and innovations (growth capex) concerning individual production lines, together with their contributions to earnings, were eliminated for the determination of the values in use.

The quality of planning data is reviewed on a regular basis by way of a variance analysis comparing the projected data with actual results and taken into account in the subsequent planning process in the form of corrections. The calculation is based on four detailed planning periods (2026-2029). Based on the going-concern assumption, the surplus cash inflows in the following planning period (2030) are assumed to be sustainably achievable over the long term and used as the basis for determining the present value of a perpetual annuity. These perpetual cash flows are based on the assumption of country-specific growth rates derived from an external source (IMF, October 2025, World Economic Outlook Database).

Goodwill and intangible assets with unlimited useful lives are allocated to the respective CGU group and tested at least annually for potential impairments in connection with the corporate planning process. If projections or analyses during the reporting year indicate a significant negative deviation from the original plan, this triggers a further impairment test of the cash-generating unit concerned. In such cases, the impairment tests are recalculated on the basis of updated planning data and supplemented by stress tests. Likewise, impairment tests are updated in the event of significant changes in external factors.

Assumptions regarding the future development of local markets, sales volumes and prices constitute the decisive factors for determining the value in use. Hence, 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 empirical values and incorporate macroeconomic forecasts for the most important factors of production, 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 in effect. wienerberger's assumptions on raw material prices and the costs of emission allowances 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.

Geopolitical risks and associated uncertainties

Price and availability risks relating to raw materials and additives
The performance of the plastic pipe business is largely influenced by the development of 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 in recent years. Major fluctuations within a single month call for a flexible pricing policy to keep such price fluctuations under control or to adjust to the market. In price management, fast reactions are crucial in order to secure sustainable profitability. Alongside the price risk, this segment is also exposed to a risk of insufficient raw material supplies. Any interruption of supply inevitably leads to distortions in production. However, with few exceptions, alternative raw material suppliers are available to counter the supply risk.

Risks associated with energy supply and consumption
The cost of energy for the firing of bricks represents a significant portion of wienerberger's total costs. In 2025, the Group's energy costs totaled EUR 384m (2024: EUR 323m) or 8.4% (2024: 7.2%) of revenues. 55% of these expenses are accounted for by natural gas, 39% by electricity, and 6% by other energy sources. Energy prices are dependent on international and local market developments and subject to fluctuations. wienerberger therefore minimizes the risk associated with rising energy prices in liberalized markets (in total, roughly 70% of energy costs) by concluding forward contracts or fixed-price contracts with national and international suppliers. Prices and quantities are fixed on a medium- or long-term basis. In a few Eastern European countries (roughly 7% of total energy costs), 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 also exposed to an energy supply risk (natural gas and electricity). An interruption of supply inevitably results in an interruption of production and can 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 broad international portfolio that are more resilient in the event of 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.

Sensitivity analysis
For CGU groups to which goodwill has been allocated, the following table shows which isolated parameter changes would lead to a reduction of the existing headroom to zero, provided such changes are regarded as possible.

CGU group	Headroom (in EURm)	Increase in pre-tax WACC (in % points)	Decrease in free cash flow in terminal value (in %)
Western Europe	1,035	4.0	40.0
Northern Europe	322	6.2	56.7
Central East	306	2.7	31.4
UK/Ireland	144	1.7	21.1

Other intangible assets
Intangible assets acquired are recognized at acquisition cost less scheduled straight-line amortization and impairment charges. Capitalized trademarks that have already been established for a long period of time at the date of acquisition and will continue in use; they can have an indefinite useful life and are therefore subject to annual impairment testing.

Research and development expenses include costs of product development, process engineering, the improvement of environmental standards, and laboratory activities. Development costs, provided they meet the criteria for recognition according to IAS 38, are capitalized in the respective category of non-current assets.

Trademarks with unlimited useful lives, broken down by CGU group, are as follows:

	Trademarks	
in EURm	2025	2024
Central East	25	25
Northern Europe	13	13
UK/Ireland	8	8
Western Europe	7	7
South East	1	1
Bricks North America	–	2
Total	**55**	**57**

In the Bricks North America region, the useful life of a trademark was changed from unlimited to limited and written off over the residual useful life in 2025. This represents a change in estimate.

Property, plant and equipment
Upon first-time recognition, items of property, plant and equipment are measured at cost. For subsequent measurement, the acquisition cost model is applied. Consequently, items of property, plant and equipment are to be recognized at acquisition or production cost less cumulative depreciation and cumulative impairment charges.

For internally produced plant and equipment, the Group capitalizes appropriate portions of material and manufacturing overheads as well as borrowed capital costs.

Subsidies are recognized at fair value, provided there is reasonable assurance that all conditions for receiving them are met. Assessing whether all prerequisites for receiving a subsidy are met requires estimates based on empirical values. wienerberger has elected to report subsidies on a net basis. Hence, subsidies are deducted in determining the carrying amounts of assets shown on the balance sheet. In fiscal 2024, wienerberger prospectively changed over from the gross method to the net method. Other liabilities therefore still contain deferral items for subsidies (see Note 30).

Earnings-related subsidies are deducted from the corresponding expenses.

Land and buildings in a total amount of EUR 1,373 (2024: EUR 1,375) include land with a value of EUR 577m (2024: EUR 586m).

Investment property
Land and buildings not used in wienerberger's current business operations are classified as investment property held for sale on a medium- to long-term basis. Investment property is measured at amortized cost and subject to straight-line depreciation.

Depreciation
Items of property, plant and equipment are subject to straight-line depreciation over the expected useful life of the respective asset. Clay pits are subject to usage-based depreciation.

The depreciation rates depend on the useful economic lives of the respective assets, which are subdivided into components (component approach). Determining the useful lives of property, plant and equipment requires estimates based on empirical values derived from the operation of comparable plant and equipment.

Useful live

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

To attain its climate-related targets, wienerberger is gradually replacing selected production lines, machinery, and other plant and equipment with more efficient and sustainable alternatives. As a rule, such measures are taken toward the end of a plant's useful life. wienerberger therefore does not expect such climate-related replacement investments to have a significant impact on the valuation of property, plant, and equipment. Hence, the useful lives of property, plant and equipment as well as intangible assets remain unchanged. The impacts of climate-related factors on useful life continue to be evaluated on an ongoing basis.

Other disclosures
Costs of repairs that do not prolong the useful life of plant and equipment are booked as expenses incurred.

When property, plant or equipment is sold, the gain or loss arising from the difference between the net proceeds on sale and the residual carrying amount is recognized in other operating income or expenses.

As of the balance sheet date, commitments to purchase property, plant and equipment came to a total of EUR 45m (2024: EUR 27m).

Schedule of non-current assets

The development of non-current assets is shown in the following table:

	Acquisition or construction costs							Depreciation and amortization							
in EURm	Balance on 1/1/2025	Change in scope of consolidation	Foreign exchange incr./decr.	Additions	Disposals	Transfers	Balance on 31/12/2025	Balance on 1/1/2025	Foreign exchange incr./decr.	Depreciation/ amortization	Impairments	Disposals	Transfers	Balance on 31/12/2025	Carrying amount 31/12/2025
Goodwill	1,038	7	–38	–	–	–	1,008	445	–31	–	–	–	–	414	593
Other intangible assets	806	27	–11	14	7	4	834	327	–5	54	–	7	–	369	465
Intangible assets and goodwill	**1,844**	**34**	**–48**	**14**	**7**	**4**	**1,841**	**772**	**–35**	**54**	**–**	**7**	**–**	**783**	**1,058**
Land and buildings	2,188	–	–27	49	19	66	2,258	813	–7	81	4	10	5	885	1,373
Machinery and equipment	3,366	3	–57	63	25	130	3,479	2,284	–36	163	6	25	5	2,398	1,081
Fixtures, fittings, tools and equipment	426	–	–7	76	40	19	474	258	–4	77	3	37	–	296	177
Assets under construction	301	–	–3	185	–	–209	274	3	–	–	–	–	–	3	271
Property, plant and equipment	**6,281**	**3**	**–95**	**374**	**85**	**7**	**6,485**	**3,358**	**–47**	**321**	**13**	**73**	**10**	**3,582**	**2,902**
Investment property	**121**	**–**	**–**	**–**	**8**	**4**	**117**	**66**	**–**	**2**	**–**	**3**	**–4**	**61**	**56**
Intangible assets and property, plant and equipment	**8,246**	**37**	**–143**	**388**	**100**	**14**	**8,443**	**4,195**	**–82**	**377**	**13**	**83**	**7**	**4,427**	**4,016**

	Acquisition or construction costs							Depreciation and amortization							
in EURm	Balance on 1/1/2024	Change in scope of consolidation	Foreign exchange incr./decr.	Additions	Disposals	Transfers	Balance 1/1/2024 adjusted*	Balance on 1/1/2024	Foreign exchange incr./decr.	Depreciation/ amortization**	Impairments**	Disposals	Transfers	Balance 1/1/2024 adjusted*	Carrying amount 31/12/2024 adjusted*
Goodwill	941	74	22	–	–	–	1,038	429	16	–	–	–	–	445	593
Other intangible assets	589	217	4	14	20	2	806	293	–	50	2	19	–	327	479
Intangible assets and goodwill	**1,530**	**291**	**26**	**14**	**20**	**2**	**1,844**	**722**	**16**	**50**	**2**	**19**	**–**	**772**	**1,072**
Land and buildings	1,843	297	11	63	25	–1	2,188	771	4	76	7	20	–25	813	1,375
Machinery and equipment	3,043	172	26	78	73	120	3,366	2,130	18	169	36	72	4	2,284	1,081
Fixtures, fittings, tools and equipment	368	26	3	63	41	6	426	226	2	67	–	36	–1	258	168
Assets under construction	240	26	1	195	2	–159	301	2	–	–	1	–	1	3	298
Property, plant and equipment	**5,494**	**522**	**41**	**399**	**142**	**–34**	**6,281**	**3,129**	**23**	**312**	**44**	**128**	**–22**	**3,358**	**2,923**
Investment property	**81**	**4**	**–**	**–**	**2**	**38**	**121**	**37**		**–**	**5**	**2**	**26**	**66**	**56**
Intangible assets and property, plant and equipment	**7,105**	**817**	**68**	**413**	**164**	**6**	**8,246**	**3,887**	**39**	**362**	**51**	**148**	**5**	**4,195**	**4,051**

** Comparative information was adjusted for a change in accounting policies (see note 2).*
*** Including special write-offs from ordinary business activities in the amount of EUR 10m (previously reported under impairments).*

Exchange rate changes comprise differences from the translation of assets and liabilities of subsidiaries preparing their accounts in foreign currencies, which result from the application of different exchange rates at the beginning and the end of the year.

Non-cash additions to property, plant and equipment primarily concerned rights-of-use assets from leases in the amount of EUR 96m (2024: EUR 94m) and costs of the renaturing of clay pits of EUR 7m (2024: EUR 7m).

Other intangible assets primarily comprise an acquired customer bases in a total amount of EUR 210m (2024: EUR 220m), acquired trademarks in the amount of EUR 161m (2024: EUR 166m), thereof EUR 57m (2024: EUR 57m) with an indefinite useful life, as well as patents and licenses. Self-generated intangible assets in the amount of EUR 4m (2024: EUR 4m) were capitalized in fiscal year 2025.

As of 31 December 2025, the fair values of investment property amounted to EUR 104m (2024: EUR 108m). The fair values of investment property were derived from comparable transactions and allocated to level 2 in the fair value hierarchy according to IFRS 13. The fair value was determined mainly on the basis of purchase offers from third parties or on the basis of prices observable in the market for similar properties. In fiscal year 2025, investment property generated rental and other income of EUR 1m (2024: EUR 2m). Expenses for investment property that generated no rental income in the reporting year amounted to EUR 3m (2024: EUR 2m). Investment property with a carrying amount of EUR 4m (2024: EUR 1m) was sold during the 2025 fiscal year.

19. Investments in associates and joint ventures

Investments in associates and joint ventures are shown in the following table:

in EURm	2025	2024
Shares in Schlagmann	11	12
Shares in other joint ventures	3	4
Total	**14**	**16**

wienerberger holds 50% of the shares and voting rights in Schlagmann Poroton GmbH und Co KG, Germany ("Schlagmann"). For wienerberger, Schlagmann is a strategically relevant brick producer based in Germany.

Financial information regarding Schlagmann is summarized in the following table:

in EURm	2025	2024
Non-current assets	61	62
Cash and cash equivalents	10	17
Other current assets	26	27
Non-current financial liabilities	50	54
Non-current other liabilities	9	9
Current financial liabilities	3	8
Current other liabilities	12	10
Net assets (100%)	**23**	**24**
Group's share of net assets (50%)	12	12
Carrying amount of interest in joint venture	**11**	**12**

in EURm	2025	2024
Revenues	80	73
Depreciation	–7	–7
Interest expense	–1	–1
Profit before tax	–2	–1
Profit after tax	–1	–2
Total comprehensive income (100%)	**–1**	**–2**
Group's share of total comprehensive income (50%)	**–1**	**–1**

As of 31 December 2025, the carrying amount of shares in other joint ventures totaled EUR 3m (2024: EUR 4m).

20. Financial investments and other financial assets

Financial investments and other financial assets are shown in the following table:

in EURm	2025	2024
Financial assets	34	31
Long-term loans	10	5
Total	**45**	**36**

Financial investments concern participating interests in other companies and are measured at fair value through profit or loss.

Long-term loans are measured at amortized cost less impairments for expected credit losses.

21. Inventories

Inventories are measured at the lower of acquisition or production cost and net realizable value. Acquisition or production costs of inventories are based on the moving average price method. In the case of manufactured goods, production costs include an appropriate portion of production overheads based on normal operating capacity (85%-100% utilization), including depreciation. Risks arising from prolonged storage time or diminished usability were taken into account through appropriate discounts.

Emission allowances are measured at acquisition cost or lower market values.

Inventories comprise the following:

in EURm	2025	2024
Raw materials and consumables	310	331
Semi-finished goods	172	166
Finished goods and merchandise	832	792
Emission allowances	12	50
Prepayments	2	3
Inventories	**1,329**	**1,341**

In fiscal year 2025, pallets in the amount of EUR 45m (2024: EUR 49m) were included in raw materials and consumables. Clay purchased from third parties and clay from wienerberger's own clay pits in the amount of EUR 140m (2024: EUR 136m) was reported under semi-finished goods.

Impairments of inventories in the amount of EUR 18m (2024: EUR 14m) were booked in fiscal year 2025.

22. Trade receivables

In fiscal year 2025, trade receivables amounted to EUR 248m (2024: EUR 345m).

Trade receivables included contract assets of EUR 2m (2024: EUR 2m) from customer-specific production orders. Contract assets represent a contingent right to consideration for complete execution of the contractual obligations by wienerberger.

A financial asset is derecognized when the contractual rights to cash flows from the asset expire. According to the derecognition criteria of IFRS 9, receivables sold (factoring) are derecognized. By 31/12/2025, trade receivables in the amount of EUR 245m (2024: EUR 165m) were sold to third parties. Trade receivables of EUR 6m (2024: EUR 11m) are secured by notes payable.

23. Other receivables

Other receivables are shown in the following table:

in EURm	2025	2024
Prepaid expenses and deferred charges	2	2
Miscellaneous receivables	7	12
Non-current other receivables	**10**	**14**
Prepaid expenses and deferred charges	23	26
Tax receivables	28	24
Right-of-return asset	23	17
Miscellaneous receivables	55	65
Current other receivables	**128**	**133**
Total	**138**	**147**

In fiscal 2025, other short-term receivables concerned refunds of energy-related taxes of EUR 22m (2024: EUR 19m), a purchase price receivable of EUR 7m (2024: EUR 3m), capex subsidies of EUR 4m (2024: EUR 5m), and the disposal of non-current assets of EUR 2m (2024: none).

24. Securities and other financial assets

Securities and other financial assets comprise the following:

in EURm	2025	2024
Securities	13	20
Loans granted - short term	30	75
Derivatives hedge accounting	26	18
Securities and other financial assets	**69**	**112**

Securities

Securities are measured at fair value through profit or loss. The Group holds securities for short-term investment of liquidity. Changes in the values of securities are recognized in the financial result.

Securities are shown in the following table:

in EURm	2025	2024
Shares in funds	5	6
Stock	7	14
Securities	**13**	**20**

Loans

Loans are measured at amortized cost less impairments for expected credit losses. Cash transactions of financial assets are accounted for at the settlement date.

In fiscal year 2025, loans amounted to EUR 30m (2024: EUR 75m). The reduction was primarily due to the redemption of a loan granted in the prior year in connection with the acquisition of the Terreal Group.

Loans included receivables from a joint venture of EUR 19m (2024: EUR 21m).

Derivatives

Derivatives with a positive market value are measured at fair value through profit or loss, as shown in the following table:

in EURm	2025	2024
Derivatives designated in cash flow hedges	10	14
Derivatives designated in net investment hedges	15	2
Other derivatives	1	3
Derivatives	**26**	**18**

25. Cash and cash equivalents

Cash and cash equivalents include cash on hand, checks received, sight deposits, short-term investments, and short-term term deposits with financial institutions.

In fiscal year 2025, cash and cash equivalents came to EUR 213m (2024: EUR 262m), comprising EUR 7m (2024: EUR 6m) in restricted cash and cash equivalents of EUR 7m (2024: EUR 6m). See also Note 29.

26. Group equity

Issued capital
As of 31 December 2025, the issued capital (share capital) of Wienerberger AG totaled EUR 109,497,697, divided into 109,497,697 no-par value shares that all carry the same rights. All shares were fully paid in. A dividend of EUR 0.95 per share was paid out in fiscal year 2025, i.e. a total dividend of EUR 104m.

The 155th Annual General Meeting of Wienerberger AG 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 shares; the issue price must not 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 sum total of shares issued subject to the exclusion of shareholders' subscription rights must not exceed 5% of the share capital.

There was no capital increase in fiscal year 2025 or in the previous year.

Other reserves
The development of other reserves attributable to the shareholders of Wienerberger AG is shown in the following table:

in EURm	Defined benefit obligations reserve	Currency translation reserve	Cash flow and net investment hedges reserve	Other reserves total
Balance on 1/1/2025	**–64**	**–180**	**82**	**–161**
Actuarial gains/losses	5	–	–	5
Foreign exchange adjustments	–	–115	–	–115
Changes in hedging reserves	–	–	15	15
Other comprehensive income	**5**	**–115**	**15**	**–94**
Balance on 31/12/2025	**–58**	**–295**	**98**	**–255**

in EURm	Defined benefit obligations reserve	Currency translation reserve	Cash flow and net investment hedges reserve	Other reserves total
Balance on 1/1/2024	**–52**	**–265**	**99**	**–219**
Actuarial gains/losses	–11	–	–	–11
Foreign exchange adjustments	–	85	–	85
Changes in hedging reserves	–	–	–16	–16
Other comprehensive income	**–11**	**85**	**–16**	**58**
Balance on 31/12/2024	**–64**	**–180**	**82**	**–161**

The reserve for defined-benefit obligations included actuarial gains and losses from the valuation of pension and severance plans on a cumulative basis and was recognized as part of other comprehensive income.

Currency translation differences recognized in other comprehensive income were reported on a cumulative basis in the currency translation reserve.

Changes in the valuation of derivatives in hedge accounting were reported on a cumulative basis in the hedging reserve. The hedging reserve comprises hedges of net investments in foreign operations in the amount of EUR 15m (2024: EUR -5m).

Stock Option Plan
A stock option plan (also called Long-Term-Incentive Plan – LTI) has been established for the members of the Managing Board of Wienerberger AG. Details regarding the stock-option-plan line in the Consolidated Statement of Changes in Equity are as follows:

In fiscal year 2025, capital reserves included the result from the allocation of treasury shares in the amount of TEUR -14 (difference between the historical cost of treasury shares and the market value of these shares at the time of allocation to the Managing Board members). Revenue reserves included outflows of TEUR -1,506 for payout of the 2022 LTI and additions of TEUR 643 for the appropriation of the 2023-2025 LTI, which resulted in a total of TEUR -202. Treasury shares included outflows of TEUR 643 for the allocation of 23,343 shares to Managing Board members within the framework of the 2022 LTI. Equity attributable to the shareholders of Wienerberger totaled TEUR 441, corresponding to the sum total of the cash flows described above.

Treasury shares
In fiscal year 2025, wienerberger bought back 1,087,986 treasury shares for a price of EUR 29m, for which transaction costs of TEUR 19 were incurred. In the course of implementation of the 2022 long-term incentive program, a total of 23,343 treasury shares for TEUR 658 were transferred to members of the Managing Board (see above, Stock Option Plan).

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 treasury shares of up to 10% of the share capital at a minimum price of one euro per share and a maximum price not more than 20% above the average unweighted closing price of the ten trading days prior to 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 treasury 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).

A total of 2,234,646 of treasury shares bought back, representing a carrying amount of EUR 62m, were cancelled on 11 March 2025. The cancellation resulted in a reduction of the subscribed capital by EUR 2m and a corresponding reduction of capital reserves by EUR 60m.

Non-controlling interests
As of 31 December 2025, non-controlling interests amounted to EUR 5m (2024: EUR 26m). The reduction was primarily due to the acquisition of the remaining 49% of the non-controlling shares in GSE Integration SAS of EUR 25m, of which EUR 21m were recognized in non-controlling interests and EUR 4m in retained earnings.

Capital management
wienerberger aims at maintaining a strong capital position in order to preserve the confidence of investors, lenders, and markets and to ensure the sustainable development of the Company. As of 31 December 2025, the equity ratio stood at 46% (2024: 45%). The Managing Board regularly monitors the return on investment and the level of dividend paid out to holders of common shares. In monitoring the return on investment, wienerberger takes its net debt and the leverage ratio into account.

As of 31 December 2025, net debt and the leverage ratio are as follows:

Net debt

in EURm	2025	2024
Non-current financial liabilities	1,582	1,522
Current financial liabilities	336	605
Securities and other financial assets	–69	–112
Cash and cash equivalents	–213	–262
Net debt	**1,637**	**1,753**
Total equity	2,802	2,883
Gearing	**58%**	**61%**

27. Financial liabilities

Financial liabilities (except for derivatives) are measured at amortized cost by means of the effective interest rate method. Derivatives are measured at fair value through profit or loss. Foreign currency liabilities are translated at the exchange rate in effect on the balance sheet date.

Financial liabilities are shown in the following table:

2025 in EURm	Long-term	Short-term	Total
Loans	1,004	255	1,258
Bonds	346	4	350
Lease liabilities	232	73	305
Derivates	–	4	4
Other	–	1	1
Financial liabilities	**1,582**	**336**	**1,918**

2024 in EURm	Long-term	Short-term	Total
Loans	951	107	1,058
Bonds	344	410	754
Lease liabilities	225	73	298
Derivates	–	14	14
Other	1	1	2
Financial liabilities	**1,522**	**605**	**2,127**

As of 31 December 2025, bonds comprised a non-convertible, five-year sustainability linked bullet bond at an interest rate of 4.875% with a nominal value of EUR 350m. The non-convertible, five-year bullet bond with a nominal value of EUR 400m, issued on 4 June 2020 at an interest rate of 2.75%, was completely redeemed on 4 June 2025.

Derivatives

Derivatives with negative market values are shown in the following table:

in EURm	2025	2024
Derivatives designated in cash flow hedges	4	12
Derivatives designated in net investment hedges	–	2
Derivatives with negative market value	**4**	**14**

Maturity analysis

The non-discounted contractual cash flows (redemptions and interest) from financial liabilities are shown in the following table. The rates of interest for financial liabilities with floating interest rates were established at the end of the reporting period.

2025 in EURm	Carrying amount as at 31/12/2025	Total	< 6 months	6–12 months	1–2 years	2–5 years	> 5 years
Bonds	350	–401	–	–17	–17	–367	–
Liabilities to banks	1,258	–1,398	–62	–217	–376	–421	–321
Lease liabilities	305	–320	–42	–38	–63	–86	–91
Liabilities to non-banks	1	–1	–	–1	–	–	–
Financial instruments	**1,914**	**–2,120**	**–104**	**–273**	**–456**	**–875**	**–412**
Interest rate derivatives	4	–5	–2	–1	–1	–1	1
Derivative financial instruments	**4**	**–5**	**–2**	**–1**	**–1**	**–1**	**1**

2024 in EURm	Carrying amount as at 31/12/2024	Total	< 6 months	6–12 months	1–2 years	2–5 years	> 5 years
Bonds	754	–829	–411	–17	–17	–384	–
Liabilities to banks	1,058	–1,273	–34	–101	–191	–451	–496
Lease liabilities	298	–312	–40	–36	–57	–88	–91
Liabilities to non-banks	2	–2	–1	–	–1	–1	–
Financial instruments	**2,113**	**–2,416**	**–486**	**–154**	**–266**	**–924**	**–586**
Interest rate derivatives	12	–16	–1	–2	–5	–6	–3
Forward exchange contracts and swaps	2	–3	–2	–1	–	–	–
Derivative financial instruments	**14**	**–19**	**–3**	**–3**	**–5**	**–6**	**–3**

Reconciliation of financial liabilities

Changes in financial liabilities, broken down by cash flows from financing activity and non-cash changes, are shown in the following table:

in EURm	2025	2024
Balance on 1/1	**2,127**	**1,701**
Cash inflows from the increase in financial liabilities	254	1,117
Cash outflows from the repayment of financial liabilities	–456	–745
Cash outflows from the repayment of lease liabilities	–77	–72
Total change considered in cash flows from financing activities	**–279**	**299**
New and amended lease contracts	89	84
Change in scope of consolidation	1	24
Market value changes of derivatives	–10	12
Currency translation differences and other effects	–9	7
Balance on 31/12	**1,918**	**2,127**

28. Provisions for employee benefits

Provisions for employee benefits are shown in the following table:

in EURm	2025	2024
Pensions	53	62
Severance payments	35	37
Anniversary bonuses	13	14
Sum	**101**	**113**

Provisions for pensions and severance pay are part of post-employment benefits (defined-benefit plans). Provisions for anniversary bonuses are included in other long-term employee benefits. Provisions for pensions, severance pay and anniversary bonuses were measured by external experts (actuaries).

Estimation uncertainty
The actuarial valuation of pension plans and severance pay claims was based on assumptions regarding the expected discount factor, salary and pension increases, rates of staff turnover, and the trend of medical treatment costs.

As regards the valuation of provisions for employee benefits, wienerberger is exposed not only to pension-related actuarial risks resulting from higher life expectancy or interest-rate risks, but also to currency risks and investment risks in capital markets.

Pensions
wienerberger has undertaken pension commitments to blue-collar and white-collar workers in the Netherlands, Great Britain, Scandinavia, the USA, Canada, Germany, and Belgium, as well as to individual members of senior management in Austria. As far as possible, defined-benefit pension arrangements are converted to defined-contribution pension models, and previously earned entitlements are transferred to pension funds.

The length of service is the basis for retirement benefits under pension plans. Pension obligations are netted against plan assets held to cover such obligations. According to IAS 19, actuarial gains and losses, with deferred taxes taken into account, 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.

The country-specific discount rate, which is used for calculating the pension provision in accordance with the projected unit credit method, is based on the average return on senior fixed-interest industrial bonds with a term to maturity corresponding to the average maturity of the obligations to employees.

The calculations are based on the following weighted average parameters:

Parameters	2025	2024
Discount rate	4.3%	4.1%
Expected salary increases	0.6%	0.1%
Expected pension increases	1.4%	1.5%
Average employee turnover	1.0%	0.2%
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.H-2012 Fully Generational with Scale MP 2021
Great Britain	100% of SAPS "S4" Combined / CMI 2022	100% of SAPS "S4" Combined / CMI 2022
Belgium	MR-5/FR-5	MR-5/FR-5
Sweden	DUS23	DUS23
Canada	CPM Improvement Scale B	CPM Improvement Scale B
Netherlands	AG Prognosetafel 2020	AG Prognosetafel 2020

Total pension expenses in 2025 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 interest result.

in EURm	2025	2024
Defined contribution plans	**24**	**21**
Defined benefit plans		
Service cost for defined benefit plans	3	3
Net interest cost	2	2
Expenses for defined benefit plans	**5**	**5**
Total expenses for pensions	**28**	**25**

The gross pension obligations are reconciled to net pension obligations, as shown on the balance sheet, by deducting the market value of plan assets. Of the total net pension obligations, an amount of EUR 6m (2024: EUR 6m) concerns the US (retirement) health insurance plan.

The composition of pension obligations and their coverage by plan assets is shown below:

	Defined benefit pension obligations		Fair Value of plan assets	
in EURm	2025	2024	2025	2024
Value as of 1/1	**212**	**174**	**151**	**141**
Change in scope of consolidation	–	27	–	6
Foreign exchange increase/decrease	–5	4	–4	4
Service cost for defined benefit pension plans	3	3	–	–
Interest cost	8	8	–	–
Expected income from plan assets	–	–	6	6
Actuarial gains/losses	–6	8	–3	–4
Payments to retirees	–12	–11	–12	–11
Payments received from employers	–	–2	9	8
Value as of 31/12	**200**	**212**	**148**	**151**
Fair value of plan assets	–148	–151		
Net pension obligations	**52**	**62**		
Actuarial gains/losses resulting from pension plans				
Actuarial gains/losses from changes in demographic assumptions	–	3		
Actuarial gains/losses from changes in financial assumptions	–7	–4		
Actuarial gains/losses from experience adjustments	–	10		
Deviation of return on plan assets	3	4		
Actuarial gains (-)/losses (+) in other comprehensive income	**–4**	**13**		

Pension plan assets primarily result from unit-linked defined-benefit pension plans in Great Britain and Pipelife's pension plan in the Netherlands. 38% (2024: 37%) of the plan assets is invested in equities, 14% (2024: 26%) in bonds, and 49% (2024: 37%) in other assets.

The sensitivity of the gross pension obligation was tested by modifying the essential 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 EURm	Decrease of parameter in EURm
Discount rate	+/- 25 BP	–5	6
Pension increases	+/- 100 BP	3	–3
Employee turnover	+/- 100 BP	–	–
Life expectancy	+/- 1 J	7	–6

Payments to severance plans are expected to total EUR 2m (2024: EUR 1m) in fiscal year 2026. As of 31/12/2025, the weighted average duration of severance obligations is 10.3 years (2024: 10.5 years)

Severance pay

According to Austrian law, Austrian employees who entered the company before 01/01/2003 are entitled to a one-off payment upon retirement or termination of employment by the employer, the amount being dependent on the length of service. Provisions for severance pay are set up for such future obligations. Similar obligations apply, for instance, in France, Italy, Poland, and Turkey.

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. The employer contributions are recognized in personnel expenses

Provisions for severance pay are calculated on the basis of an actuarial procedure in accordance with the projected unit credit method.

The country-specific discount rate used to calculate the severance obligations under the projected unit credit method is based on the same yield curve that is used to calculate the pension obligations. The calculations are based on the following weighted average parameters:

Parameters	2025	2024
Discount rate	3.3%	3.6%
Expected salary increases	2.7%	3.0%
Average employee turnover	2.2%	2.1%

The current and past service cost and the effects of settlement payments from defined-benefit severance plans are recognized in the operating result, while the net interest effect is recognized in the financial result.

in EURm	2025	2024
Defined contribution plans	**2**	**2**
Defined benefit plans		
Service cost for defined benefit plans	2	1
Net interest cost	1	1
Expenses for defined benefit plans	**3**	**3**
Expenses for severance payments	**5**	**5**

Severance obligations in France are covered by plan assets, 13% (2024: 13%) of which is held in equities, 80% (2024: 78%) in bonds, and 7% (2024: 9%) in other assets.

The following table summarizes the composition of severance obligations and their coverage through plan assets:

	Defined benefit severance obligation		Fair value of plan assets	
in EURm	2025	2024	2025	2024
Value as of 1/1	**40**	**26**	**3**	**3**
Service cost for defined benefit severance obligations	2	1	–	–
Interest cost	1	1	–	–
Actuarial gains/losses	–2	3	–	–
Payments	–2	–2	–	–
Payments received from employers	–1	–1	–	–
Value as of 31/12	**38**	**40**	**3**	**3**
Fair value of plan assets	–3	–3		
Net severance compensation obligations	**35**	**37**		
Actuarial gains/losses resulting from severance payment plans				
Actuarial gains/losses from changes in demographic assumptions	–1	–		
Actuarial gains/losses from changes in financial assumptions	–1	2		
Actuarial gains/losses from experience adjustments	–1	–		
Actuarial gains (-)/losses (+) in other comprehensive income	**–3**	**3**		

The sensitivity of the gross severance obligation was tested by modifying the relevant 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 EURm	Decrease of parameter in EURm
Discount rate	+/- 25 BP	–1	1
Salary increases	+/- 100 BP	4	–3
Employee turnover	+/- 100 BP	–	–

Payments to severance plans are expected to total EUR 2m (2024: EUR 1m) in fiscal year 2026. As of 31/12/2025, the weighted average duration of severance obligations is 10.3 years (2024: 10.5 years)

29. Other provisions

Other provisions are shown in the following table:

in EURm	Warranties	Site restorations	Restructuring	Other	Other
Balance on 1/1/2025	**45**	**55**	**39**	**59**	**198**
Foreign exchange incr./decr.	–	–2	–	–1	–3
Reversal	–4	–3	–3	–6	–15
Use	–9	–9	–18	–33	–69
Addition	10	10	20	34	74
Balance on 31/12/2025	**42**	**53**	**38**	**53**	**185**
thereof non-current provisions	42	53	–	15	109
thereof current provisions	–	–	38	38	76

Non-current provisions expected to be released after a period of twelve months are discounted and reported at their present value.

Provisions for site renaturation are recognized at the time of removal of the top layer of soil of a clay pit. As of 31 December 2025, net cash in the amount of EUR 7m (2024: EUR 6m) was put up as collateral for renaturing provisions.

Restructuring provisions primarily concern personnel costs.

Other provisions primarily concern personnel and environmental costs.

Estimation uncertainty
The valuation of renaturation provisions is based on the best estimate of the expected future costs of the renaturation 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 renaturing techniques and requirements. The impacts of climate-related risks on the most important assumptions made in projections and in the disclosure of such obligations are still too uncertain to allow for a more specific estimate of the provisions required. The specification of such risks and their impacts on the Group will be an area of increased management attention in the coming reporting periods.

The valuation of provisions for restructuring costs requires decisions based on management's judgement. The estimates made are based on empirical values and take appropriate account of the remaining uncertainties.

wienerberger grants various types of product warranties, depending on the respective product category and on market conditions. In principle, the recognition of provisions for warranties relates to estimates of the frequency and amount of losses. These estimates

are based on historical records of the occurrence and amount of warranty claims as well as the best possible management estimates of payments to be made in warranty cases. Provisions are adjusted regularly to reflect new information becoming available.

30. Other liabilities

Other liabilities are shown in the following table:

in EURm	2025	2024
Earn-out liabilities	18	4
Deferred income	2	7
Other liabilities	22	15
Other non-current liabilities	**42**	**26**
Acrruals from bonuses and other customer deductions	171	160
Liabilities due to employees	95	90
Tax and social security liabilities	91	99
Refund liabilities	28	22
Contract liabilities	17	17
Purchase-price liabilities	13	17
Deferred income	9	5
Other liabilities	12	22
Other current liabilities	**436**	**431**
Total	**478**	**457**

Refund liabilities primarily concern rights of return associated with pallets.

Contract liabilities concern advance payments received from customers.

In fiscal year 2025, deferred income included subsidies in the amount of EUR 8m (2024: EUR 8m). For subsidies received up to fiscal 2023, deferred income items continue to be reversed through profit or loss in accordance with the useful lives of the corresponding property, plant and equipment.

Supplier financing arrangements
wienerberger makes use of supplier financing arrangements in which a financial service provider makes payments to suppliers on behalf of the Group, and the Group repays the amounts on the originally agreed (or slightly amended) payment terms.

As of 31 December 2025, trade liabilities that were subject to supplier financing arrangements amounted to EUR 11m, for which suppliers received payments of EUR 7m from financial service providers.

The payment terms for material supplier liabilities that are subject to supplier financing arrangements, as well as for comparable liabilities not subject to supplier financing arrangements, were 10–14 days.

Obligations arising from supplier financing arrangements are recognized under trade liabilities. Given the limited scope and the availability of alternative financing sources, the Group does not regard supplier financing arrangements as a material liquidity risk.

31. Deferred taxes

Under the balance sheet approach, the calculation of deferred taxes is based on all temporary differences between the carrying amounts of assets and liabilities as reported in consolidated IFRS financial statements and the tax base. Deferred tax assets also include tax credit entitlements arising from the expected utilization 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. To calculate deferred taxes, the tax rate expected to be in effect in the future when these differences are reversed is applied, taking the local tax rate applicable to the individual Group company into account. Future changes in tax rates are taken into account, provided the relevant change in law has been adopted by the end of the reporting period.

The calculation of deferred tax assets involves assumptions regarding the future taxable income and the point in time when deferred tax assets are realized. Hence, the valuation of deferred taxes is subject to uncertainty.

Deferred taxes are shown in the following table:

	Assets		Liabilities	
in EURm	2025	2024	2025	2024
Intangible assets	3	4	–88	–107
Property, plant and equipment and financial assets	7	6	–230	–248
Inventories	8	10	–8	–7
Receivables	6	20	–14	–15
Miscellaneous receivables	3	4	–	–1
	26	**44**	**–341**	**–378**
Provisions	27	39	–4	–10
Liabilities	72	76	–7	–8
Prepayments received	–	–	–2	–1
	100	**115**	**–13**	**–20**
Tax losses carried forward	370	352	–	–
Deferred tax assets/liabilities	**497**	**510**	**–353**	**–398**
Unrecognized deferred tax assets	–276	–256	–	–
Offset toward the same taxation authority	–175	–198	175	198
Recognized tax assets/liabilities	**46**	**56**	**–178**	**–200**

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% (2024: 23%) is applied.

For foreign companies, deferred taxes are calculated on the basis of the respective country-specific tax rates, which in fiscal year 2025 ranged from 0% to 30%.

Deferred tax assets include an amount of EUR 4m (2024: 21m) for companies with a negative tax result in fiscal year 2025. Given the underlying mid-term plan, the recognition of this item is justified.

Moreover, at Group level deductible temporary differences and tax loss carryforwards (including interest carryforwards and seven-year pro-rata amortization) amounted to EUR 1,041m (2024: EUR 950m). Thereof EUR 43m (2024: EUR 23m) are accounted for by deductible temporary differences and EUR 998m (2024: EUR 927) by tax loss carryforwards (including interest carryforwards and seven-year pro-rata amortization). No deferred tax assets were recognized for these amounts, as their recoverability is not yet fully evidenced by mid-term planning. This corresponds to non-recognized deferred tax assets in a total of EUR 276m (2024: 256m). Thereof EUR 9m (2024: EUR 5m) are accounted for by temporary differences and EUR 267m (2024: EUR 252m) by 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 EURm	2025	2024
Expiry date ≤ 5 years	64	30
Expiry date 6–10 years	8	–
Unlimited carryforward	926	897
Total	**998**	**927**

For Wienerberger AG, seven-year pro-rata amortization, which is tax-deductible under Austrian law, amounts to EUR 200m (2024: EUR 147m).

On 31 December 2025, taxable differences relating to investments in subsidiaries amounted to EUR 458m (2024: EUR 404m), for which no deferred tax liabilities were recognized according to IAS 12.39 (outside basis differences).

In accordance with the "Amendments to IAS 12: Income Taxes" published by the IASB in May 2023, wienerberger makes use of the temporary exemption from the accounting requirements for deferred taxes in connection with Pillar 2.

Effective as of 1 January 2024, 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 no national top-up tax is collected. wienerberger is currently implementing Pillar 2 and has carried out a temporary safe harbor calculation for fiscal year 2025. 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 in the amount of EUR <1m (2024: EUR <1m for Bulgaria and Ireland).

The following table shows the amounts of non-recognized deferred tax assets according to Article 9.1.1 of the OECD model rules, accounted for by tax loss carryforwards, seven-year pro-rata amortization, and interest carryforwards:

in EURm		2025	
Country	**Tax rate**	**Gross**	**Net**
Germany	30%	573	172
Austria	23%	124	29
France	26%	84	21
Spain	25%	34	9
Netherlands	26%	33	8
Poland	19%	33	6
Belgium	25%	30	7
Hungary	9%	29	3
Denmark	22%	24	5
Others		34	7
Total		**998**	**267**

Other Disclosures

32. Leases

Lease contracts frequently include extension or termination options. The Group's assessment of the possibility of exercising an extension or termination option is based on management discretion. In principle, long contract terms are assumed, with due consideration given to contractual and economic factors.

wienerberger recognizes right-of-use assets within the relevant classes of Property, plant, and equipment. Lease contracts are negotiated individually with varying terms and conditions.

The development of right-of-use assets is shown in the following table:

in EURm	1/1/2025	Foreign exchange incr./decr.	Change in scope of consolidation	Additions	Depreciation	Disposals	31/12/2025
Land and buildings	176	–2	–	25	–26	–3	170
Machinery and equipment	12	–	–	5	–4	–3	9
Fixtures, fittings, tools and equipment	101	–2	–	67	–50	–2	113
Right-of-use asset leases	**288**	**–4**	**–**	**96**	**–80**	**–8**	**292**

in EURm	1/1/2024	Foreign exchange incr./decr.	Change in scope of consolidation	Additions	Depreciation	Disposals	31/12/2024
Land and buildings	159	1	12	32	24	5	176
Machinery and equipment	5	–	5	7	5	–	12
Fixtures, fittings, tools and equipment	91	1	3	55	45	4	101
Right-of-use asset leases	**255**	**2**	**20**	**94**	**74**	**9**	**288**

Land and buildings comprise office space, storage facilities, and showrooms. Fixtures, fittings, tools, and equipment also comprise vehicles.

For a maturity analysis of lease liabilities, see Note 27. Interest expenses are shown in Note 14.

Payments for short-term leases as well as leases of low-value assets are recognized on a linear basis as expenses over the term of the lease concerned.

In fiscal year 2025, cash outflows for capitalized leases came to a total of EUR 89m (2024: EUR 83m).

Rental and leasing expenses recognized in other operating expenses are shown in the following table:

in EURm	2025	2024
Expenses for short-term leases	11	7
Expenses for leases of low-value assets	3	4
Expenses for variable lease payments	–	1
Expenses for other lease payments	13	13
Rental and leasing charges	**27**	**24**

Other lease payments relate to non-lease components and assets not within the scope of IFRS 16.

Leases concluded but not yet commenced on the balance sheet date will result in an increase in right-of-use assets and lease liabilities in the subsequent year by EUR 2m (2024: EUR 1m).

33. Financial instruments

Financial instruments are subdivided into financial assets and financial liabilities accounted for either at amortized cost or at fair value. In the case of financial assets and financial liabilities accounted for at amortized cost, fair value must be disclosed.

Fair value measurement
To measure the fair value of financial instruments, wienerberger uses input factors on the following hierarchy levels:

- 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 exclusively derived from valuation parameters observable on the market
- Level 3: Valuation based on models with significant valuation parameters that cannot be observed on the market

No items were reclassified between hierarchy levels in fiscal 2025.

Financial instruments accounted for at amortized cost
In principle, financial assets and financial liabilities are accounted for at amortized cost.

The fair value of trade receivables and liabilities as well as short-term loans is not reported, as in the Group's opinion the carrying amount of such short-term items represents a reasonable approximation of their fair value.

The carrying amounts, fair values, and levels of the valuation hierarchy are shown in the following table:

	Fair Value			
in EURm	Level 1	Level 2	Level 3	Carrying amount as at 31/12/2025
Assets				
Loans granted	**–**	**40**	**–**	**40**
Liabilities				
Long-term loans	–	958	–	1,004
Roll-over	–	5	–	5
Short-term loans	–	249	–	249
Financial liabilities owed to financial institutions	**–**	**1,213**	**–**	**1,258**
Bonds	372	–	–	350
Short-term loans	–	1	–	1
Lease liabilities	–	305	–	305
Financial liabilities owed to non-banks	**372**	**306**	**–**	**656**
Purchase price liability	**–**	**8**	**–**	**8**

	Fair Value			
in EURm	Level 1	Level 2	Level 3	Carrying amount as at 31/12/2024
Assets				
Loans granted	**–**	**79**	**–**	**79**
Liabilities				
Long-term loans	–	950	–	951
Roll-over	–	12	–	12
Short-term loans	–	95	–	95
Financial liabilities owed to financial institutions	**–**	**1,057**	**–**	**1,058**
Bonds	776	–	–	754
Long-term loans	–	1	–	1
Short-term loans	–	1	–	1
Lease liabilities	–	298	–	298
Financial liabilities owed to non-banks	**776**	**300**	**–**	**1,055**
Purchase price liability	**–**	**17**	**–**	**17**

Purchase price liabilities refer to unconditional, current liabilities from corporate acquisitions. For contingent purchase price liabilities, see below: Financial instruments accounted for at fair value.

Financial instruments accounted for at fair value

The following table shows all financial assets and liabilities accounted for at fair value by wienerberger:

in EURm	Level 1	Level 2	Level 3	Carrying amount as at 31/12/2025
Assets				
Investments	–	–	34	34
Stock	7	–	–	7
Shares in funds	5	–	–	5
At fair value through profit or loss	**13**	**–**	**35**	**48**
Derivatives designated in cash flow hedges	–	10	–	10
Derivatives designated in net investment hedges	–	15	–	15
Other derivatives	–	1	–	1
Derivatives with positive market value	**–**	**26**	**–**	**26**
Liabilities				
Derivatives designated in cash flow hedges	–	4	–	4
Derivatives with negative market value	**–**	**4**	**–**	**4**
Contingent purchase price liability	**–**	**–**	**23**	**23**

in EURm	Level 1	Level 2	Level 3	Carrying amount as at 31/12/2024
Assets				
Investments	–	–	31	31
Stock	14	–	–	14
Shares in funds	6	–	–	6
At fair value through profit or loss	**19**	**–**	**31**	**51**
Derivatives designated in cash flow hedges	–	14	–	14
Derivatives designated in net investment hedges	–	2	–	2
Other derivatives	–	3	–	3
Derivatives with positive market value	**–**	**18**	**–**	**18**
Liabilities				
Derivatives designated in cash flow hedges	–	12	–	12
Derivatives designated in net investment hedges	–	2	–	2
Derivatives with negative market value	**–**	**14**	**–**	**14**
Contingent purchase price liability	**–**	**–**	**4**	**4**

The fair value of investments is determined by means of discounted cash flows on the basis of planned earnings.

Contingent purchase price liabilities concern liabilities from corporate acquisitions depending on the attainment of certain earnings targets.

The following table shows the development of the fair values of financial instruments carried at fair value with input factors allocated to level 3:

	Investments		Contingent purchase price liability	
in EURm	2025	2024	2025	2024
Balance on 1/1	**31**	**29**	**4**	**14**
Additions	–	1	21	3
Results from valuation in income statement	3	1	–2	–1
Disposals	–	–	–	–11
Balance on 31/12	**34**	**31**	**23**	**4**

34. Risk management

Within the framework of its global operations, wienerberger is exposed to a variety of risks that are inseparable from business activities. These risks have an impact on the operating segments of the Group and on its assets, liabilities and planned entrepreneurial decisions.

Across the Group, wienerberger focuses on the early identification and active management of risks in its operating environment. To this end, regular surveys are being performed by the Managing Board in cooperation with the chief operating officers of the regions as well as those responsible for the product segments and corporate function heads in order to update the existing risk catalogue and 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 flows is assessed and appropriate risk mitigation strategies and measures are adopted and implemented.

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 downgrade 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 3.9x. 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, which in turn would 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 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 50% of its revenues in currencies other than the euro, predominately Eastern European currencies (15%), the US dollar (14%) and the British pound (11%). 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 intra-group dividends or loans and the sale of goods and services. These intra-group cash flows are steered by the Group financing 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. Non-realized currency translation differences from long-term intra-group loans are net-income-neutral and included in miscellaneous reserves from currency translation. Likewise, currency translation differences between the exchange 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 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 euros. 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 of 31 December 2025. 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 to this principle are income and expense items of subsidiaries in hyperinflationary economies, which are translated at the mid-market rate on the cut-off date for the consolidated financial statements.

However, the translation of the financial statements of foreign companies into euros results in currency translation differences (translation risk), which are recognized in the Group's 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.

In accordance with the wienerberger risk strategy, the translation risk arising from net investments in foreign subsidiaries is to be monitored and, if necessary, fully or partially hedged.

The following table shows Group revenues and capital employed by currency, the calculation of capital employed including the effects of forward exchange contracts and cross-currency swaps:

Revenues	**2025**		**2024**	
	in EURm	Share in %	in EURm	Share in %
Euro	2,294	50.2	2,137	47.3
Eastern European currencies	674	14.8	656	14.5
US dollar	644	14.1	725	16.1
British pound	522	11.4	537	11.9
Other	433	9.5	459	10.2
Total	**4,566**	**100**	**4,513**	**100**

Capital employed	**2025**		**2024**	
	in EURm	Share in %	in EURm	Share in %
Euro	2,850	65.1	2,984	65.1
Eastern European currencies	569	13.0	560	12.2
US dollar	380	8.7	467	10.2
British pound	299	6.8	288	6.3
Other	281	6.4	285	6.2
Total	**4,380**	**100**	**4,583**	**100**

The effects of hypothetical changes in foreign exchange rates on the consolidated income statements 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. According to 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 provide 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 EURm	2025			2024		
	Annual volatility	if the euro depreciates	if the euro appreciates	Annual volatility	if the euro depreciates	if the euro appreciates
EUR/GBP	4.91%	1	–1	4.03%	1	–1
EUR/PLN	4.24%	–	–	4.89%	–	–
EUR/TRY	8.83%	–	–	7.42%	–	–
EUR/HUF	4.65%	–	–	5.75%	–	–
EUR/USD	7.93%	–	–	5.96%	–	–
EUR/CZK	2.66%	–	–	3.58%	–	–
EUR/RON	3.01%	–	–	0.56%	–	–

Sensitivity of the consolidated statement of comprehensive income

in EURm	2025			2024		
	Annual volatility	if the euro depreciates	if the euro appreciates	Annual volatility	if the euro depreciates	if the euro appreciates
EUR/SEK	5.65%	3	–3	5.70%	2	–2
EUR/PLN	4.24%	3	–3	4.89%	3	–3
EUR/GBP	4.91%	–3	3	4.03%	–1	1
EUR/HUF	4.65%	2	–2	5.75%	1	–1
EUR/TRY	8.83%	2	–2	7.42%	2	–2
EUR/NOK	7.82%	1	–1	7.03%	–	–
EUR/CZK	2.66%	1	–1	3.58%	2	–2

Interest-rate risks

The interest-rate risk comprises two components: the relevant value of the average time to maturity of all the Group's financing transactions, and the type 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 floating 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 floating interest rates are presented in the breakdown shown below.

In order to analyze the risk of interest-rate changes (fixed and floating interest rates), financial liabilities are adjusted for the effects of derivative instruments (hedging), and short-term fixed-interest financial liabilities are shown as floating-interest items.

in EURm	2025		2024	
	Fixed interest rate	Variable interest rate	Fixed interest rate	Variable interest rate
Interest-bearing loans	698	1,220	1,066	1,060
Reclassification of short-term fixed interest rate loans	–46	46	–417	417
Effects of derivative instruments (hedging)	537	–537	537	–537
Financial liabilities after hedging effects	**1,188**	**730**	**1,186**	**941**

Sensitivity analyses are carried out on fixed-interest and floating-interest financial liabilities, financial investments, and securities in order 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 EUR 4m (2024: decrease by EUR 2m) and in equity by the same amount. A decrease of the level of interest would have a corresponding effect to the contrary.

Credit risks

For its financial transactions, wienerberger has established strict requirements as regards the creditworthiness of its counterparties, which are laid down in internal financial and treasury policies. Given that wienerberger only works with counterparties whose credit rating implies a sound financial standing and counterparty limits are set based on the credit rating, the credit risk inherent in the investment of liquidity and securities is limited. 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 maximum risk of default of trade receivables is represented by their carrying value.

Trade receivables, broken down by segment, are shown in the following table:

Credit risk	2025		2024	
	in EURm	Share in %	in EURm	Share in %
Europe West	150	60	193	56
Europe East	53	21	67	19
North America	45	18	85	25
Total trade receivables	**248**	**100**	**345**	**100**
thereof insured against default	44		82	

In the prior year, trade receivables insured against default, including receivables subject to factoring, were reported at EUR 247m, i.e. higher by EUR 168.

The following table shows the age structure of trade receivables and impairments:

	2025			2024		
in EURm	Gross receivable	Loss - allowance	Carrying amount	Gross receivable	Loss - allowance	Carrying amount
Not due	209	–3	206	297	–3	293
Up to 30 days overdue	32	–1	31	39	–2	37
31 to 60 days overdue	8	–	7	9	–	9
61 to 90 days overdue	3	–	2	3	–	3
More than 90 days overdue	13	–12	1	15	–13	3
Trade receivables	**264**	**–16**	**248**	**363**	**–19**	**345**

Loans granted and other non-current receivables primarily comprise receivables from financing activities as well as receivables from companies included at equity and non-consolidated affiliated companies. In fiscal year 2025, impairments were calculated mainly for defaults expected to occur within 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 (2024: 0) for which an expected credit loss was assumed over the residual term.

Impairments of trade receivables and loans granted can be reconciled as follows:

Loss allowance	2025		2024	
in EURm	Trade receivables	Loans and other non-current receivables	Trade receivables	Loans and other non-current receivables
Balance on 1/1	**19**	**–**	**20**	**–**
Foreign exchange translation	–1	–	–	1
Provision for expected credit losses	3	–	–1	–
Change in scope of consolidation	–3	–	–2	–
Disposals	–2	–	2	–1
Balance on 31/12	**16**	**–**	**19**	**–**

Liquidity risks

Preserving liquidity and safeguarding a healthy financial basis are at the center of wienerberger's corporate strategy. The most important parameters are the preservation of an adequate liquidity reserve, maximization of free cash flow through original growth measures and cost reductions, active working capital management, and a cutback in capital expenditure to the necessary minimum.

Liquidity risks arise, above all, when cash inflows 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 insufficient or can only be implemented with a certain delay.

Liquidity is managed through revolving quarterly liquidity planning as well as regular analyses of the cash conversion cycle, which is calculated on the basis of the average values of payment targets, inventory turnover, and receivables conversion.

In fiscal year 2025, the cash conversion cycle was 89 days (2024: 107 days). In fiscal year 2024, a cash conversion cycle of 100 days was reported, as acquisitions were not factored in. The improvement of the cash conversion cycle is mainly due to more efficient collection of receivables (number of days outstanding reduced from 28 to 21). Moreover, higher costs of goods manufactured, with stable inventories of finished goods and merchandise, resulted in faster inventory turnover (reduction from 119 to 107 days). For a description of liquidity risks arising from financial liabilities, see Note 32.

As of the balance sheet date, credit lines in the amount of EUR 750m (2024: EUR 750m) were committed, all of which were undrawn.

35. Derivative financial instruments and hedge accounting

The market value of derivative financial instruments corresponds to the value the company would receive or be required to pay upon settlement on the balance sheet date. Current market conditions – above all current interest rates, foreign exchange rates, and the creditworthiness of the counterparties – are taken into account. These parameters are observable on the market and available to all relevant market participants. The fair value of the respective derivative instruments as shown in the financial statements corresponds to the present value determined by means of recognized methods of financial mathematics, 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 classified as 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 reflected in the income statement and consists primarily of the CVA/DVA adjustments as defined in IFRS 13. Upon maturity, the cumulative effective market value differences are recycled from other comprehensive income to the income statement.

wienerberger also held currency swaps that are used to hedge cash pool and bank account balances in foreign currencies. As the foreign currency differences on the account balances hedged through these instruments are recognized in the income statement, 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 were used to partially hedge the interest expense and measured through cash flow hedge accounting through 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 used are derivatives that hedge the Group's net investments in various currencies (US dollar, British pound, Canadian dollar) and are therefore classified as net investment hedges. 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, while the ineffective portion is recognized in the income statement.

The derivatives are shown in the following table:

Hedging Instruments 31/12/2025 in EURm		Book Value	
	Nominal Value	**Positive market values**	**Negative market values**
Interest rate hedging instruments	525	10	–3
Foreign currency hedging instruments	563	1	–1
Interest rate and foreign currency hedging instruments	187	15	–
	1,275	**26**	**–4**

Hedging Instruments 31/12/2024 in EURm		Book Value	
	Nominal Value	**Positive market values**	**Negative market values**
Interest rate hedging instruments	537	12	–9
Foreign currency hedging instruments	617	4	–2
Interest rate and foreign currency hedging instruments	202	2	–2
	1,356	**18**	**–14**

Derivatives with positive market values are reported under Securities and other financial assets. Derivatives with negative market values are reported under Non-current financial liabilities.

In fiscal year 2025, no ineffective portions of derivatives designated as hedging instruments were reported in the consolidated income statement (2024: EUR -3m).

36.Contingent liabilities

In fiscal year 2025, contingent liabilities amounted to EUR 13m (2024: EUR 9m).

In respect of these contingent liabilities, wienerberger regards the possibility of an outflow of resources as unlikely.

Together with other, significantly larger market participants, PipeLife Jet Stream, Inc. was named as a defendant in several class actions filed before the United States District Court for the Northern District of Illinois. The charges refer to violations of antitrust laws. An investigation by the Department of Justice (DOJ) has been initiated in connection with the same matter. PipeLife Jet Stream denies the plaintiffs' allegations and will defend itself accordingly.

37. Related-party disclosures

Key management personnel compensation are presented as follows:

in EURk	Managing board		Supervisory board	
	2025	2024	2025	2024
Short-term employee benefits	4,663	4,780	1,069	1,069
Post-employment benefits	692	760	–	–
Share-Based payments	3,050	2,164	–	–
Total	**8,405**	**8,167**	**1,069**	**1,069**

Related-party transactions are shown in the following table. Receivables and income are unsigned, whereas liabilities and expenses are shown with a negative sign.

in EURm	Transactions		Outstanding balances	
	2025	2024	2025	2024
Associates and joint ventures	4	2	23	24
Other related parties	–	1	–	–
Total	**5**	**3**	**22**	**24**

Related-party transactions are conducted on the same terms and conditions as transactions with independent counterparties.

In fiscal year 2025, transactions with associates and joint ventures concerned deliveries of bricks. Transactions with other related parties concerned the re-invoicing of services.

As of 31 December 2025, balances outstanding from associates and joint ventures included a loan of EUR 19m (2024: EUR 21m) at an Interest rate of 5.0% per year.

38. Events after the balance sheet date

On 24 February 2026, wienerberger signed an agreement to acquire Italcer Group, a leading manufacturer of high-end ceramic tiles with production sites in Italy and Spain. The transaction involves the acquisition of 50% plus one share with an option to buy the remaining shares in the first half of 2027. Closing is expected to take place in the second quarter of 2026, subject to merger control clearance and other approvals. Italcer generates annual revenues of EUR 350m and will contribute over EUR 100m to the Group's EBITDA on a mid-term basis, strengthening wienerberger's position in the growing renovation segment. The acquisition will be financed through cash on hand and bank loans.

On 28 February 2026, a military conflict broke out in the Middle East. Since then, higher volatility in the global raw material and energy markets has been observed. wienerberger is continuously monitoring the situation. Owing to the dynamic development of the conflict, potential impacts cannot yet be quantified at this point in time.

39.Release of the Consolidated Financial Statements for publication

These Consolidated Financial Statements were prepared by the Managing Board of Wienerberger AG and released for submission to the Supervisory Board.

Vienna, 11 March 2026

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

As of 31 December 2025, group companies of wienerberger consisted of fully consolidated (VK), equity accounted (EQ) and not consolidated companies (NK) as follows:

Company	Head-quarters	Share capital	Currency	Interest in %	Type of con-solidation
Wienerberger International N.V.	**Zaltbommel**	**50,001**	**EUR**	**100**	**VK**
Wienerberger TOV ("in liquidation")	Kyiv	3,000,000	UAH	100	VK
Wienerberger Ceramika Budowlana Sp. z o.o.	Warszawa	374,324,808	PLN	100	VK
Handel Ceramika Budowlana Sp. z o.o.	Warszawa	50,000	PLN	100	NK
Wienerberger d.o.o.	Sarajevo	2,000	BAM	100	VK
Wienerberger d.o.o.	Križevci pri Ljutomeru	951,986	EUR	100	VK
Opekarna Pragersko d.o.o.	Križevci pri Ljutomeru	1,022,743	EUR	100	VK
Semmelrock International GmbH	**Wien**	**3,000,000**	**EUR**	**100**	**VK**
Semmelrock Baustoffindustrie GmbH	Wien	1,000,000	EUR	100	VK
Semmelrock Stein + Design GmbH	Wien	35,000	EUR	100	VK
Semmelrock Industriebeteiligungsverwaltung GmbH	Wien	35,000	EUR	100	VK
Semmelrock Stein & Design Sp. z o.o.	Warsaw	46,000,000	PLN	100	VK
Semmelrock Stein und Design EOOD	Sofia	11,500,000	BGN	100	VK
Wienerberger GmbH	**Hannover**	**9,500,000**	**EUR**	**100**	**VK**
Schlagmann Beteiligungs GmbH	Zeilarn	26,000	EUR	50	NK
Schlagmann Poroton GmbH & Co KG	Zeilarn	10,300,000	EUR	50	EQ
Schlagmann Poroton Vertriebs GmbH	Zeilarn	25,000	EUR	50	
Tongruben Verwaltungs GmbH	Hannover	26,000	EUR	100	NK
Argeton GmbH	Hannover	100,000	EUR	100	VK
Wienerberger Deutschland Service GmbH	Hannover	1,000,000	EUR	100	VK
RM 2964 Vermögensverwaltungs GmbH	Zeilarn	25,000	EUR	50	
MR Erwerbs GmbH & Co. KG	Zeilarn	50,000	EUR	50	
Redbloc Elemente GmbH	Zeilarn	25,000	EUR	50	
Redbloc Systems Deutschland GmbH	Zeilarn	25,000	EUR	25	
Mayr Dachkeramik GmbH	Salching	25,565	EUR	100	VK
Ammonit Vermögensverwaltungs GmbH	Hannover	25,000	EUR	100	VK
Ammonit GmbH. & Co. KG	Hannover	2,500,000	EUR	100	VK
Wienerberger Deutschland Grundstücksverwaltungs GmbH	Wertingen	17,920,000	EUR	100	VK
EL-Tec GmbH	Wassenberg	100,000	EUR	51	VK
Oberlausitzer Tonbergbau GmbH	Vierkirchen	25,565	EUR	50	EQ
Creaton Wattwerk GmbH	Wertingen	300,000	EUR	100	VK
Wienerberger S.p.A.	**Mordano**	**10,000,000**	**EUR**	**100**	**VK**
Fornaci Giuliane S.r.l.	Cormons	100,000	EUR	30	EQ

Company	Head-quarters	Share capital	Currency	Interest in %	Type of con-solidation
Wienerberger NV	**Kortrijk**	**52,797,798**	**EUR**	**100**	**VK**
Creaton Benelux NV	Mechelen	1,573,245	EUR	100	VK
Deva-Kort NV	Kortemark	247,894	EUR	100	VK
Maatschap Vanheede-Wienerberger	Kortrijk	0	EUR	50	QU
Struxura BV	Poperinge	20,000	EUR	100	VK
Struxys BV	Poperinge	18,600	EUR	100	VK
Preflexibel NV	Ninove	312,000	EUR	100	VK
Preflexibel France SAS	Salindres	370,000	EUR	100	VK
Preflex France SAS	Salindres	46,500	EUR	100	VK
Wienerberger B.V.	**Zaltbommel**	**36,778,680**	**EUR**	**100**	**VK**
Van Hesteren & Janssens B.V.	Zaltbommel	363,024	EUR	100	VK
BrickTrading Holland B.V.	Zaltbommel	18,000	EUR	100	VK
German Brick Trading B.V.	Zaltbommel	249,700	EUR	100	VK
Aberson B.V.	Zwolle	60,000	EUR	100	VK
Aberson SmartBuild BV	Zwolle	1	EUR	100	VK
DEKO B.V.	Elst	18,000	EUR	100	VK
Bricks GBMH	Rhede	25,000	EUR	100	VK
Steinzentrale Nord Leeuwis GmbH	Rellingen	52,500	EUR	100	VK
EXA IP B.V.	The Hague	100	EUR	100	NK
EXA-License BV	The Hague	50	EUR	100	NK
Wienerberger Limited	**Cheadle**	**81,120,552**	**GBP**	**100**	**VK**
Galileo Brick Limited (in Liquidation)	Cheadle	2,000,000	GBP	100	VK
Chelwood Group Unlimited (in Liquidation)	Cheadle	1	GBP	100	VK
The Brick Business Limited (in Liquidation)	Cheadle	900,002	GBP	100	VK
Sandtoft Roof Tiles Limited	Cheadle	11,029	GBP	100	VK
Building Product Design Limited	Sale	612,720	GBP	100	VK
Richmond GmbH	Königswinter	25,000	EUR	100	VK
WIENERBERGER PARTICIPATIONS SAS	**Achenheim**	**87,748,250**	**EUR**	**100**	**VK**
WIENERBERGER SAS	Achenheim	63,000,000	EUR	100	VK
Veta France SAS	Ruitz	360,000	EUR	80	VK
Briqueterie de Rouffach SAS	Achenheim	336,120	EUR	100	VK
Terreal Holding SAS	Suresnes	98,263,612	EUR	100	VK
Ludowici Roof Tile Inc.	New Lexing-ton	250,000	USD	100	VK
Terreal Ohio Mining, LLC	New Lexing-ton	150,000	USD	100	VK
Terreal SAS	Suresnes	87,176,320	EUR	100	VK
Achard et Cie SAS	Genay	240,000	EUR	100	VK
Lahéra Production SAS	Mazamet	56,406	EUR	100	VK

Company	Head-quarters	Share capital	Currency	Interest in %	Type of con-solidation
GSE Intégration SAS	Saint-Ouen	330,200	EUR	100	VK
Terreal Services SAS	Suresnes	10,000	EUR	100	VK
Terreal Italia S.r.l.	Valenza	18,076,000	EUR	100	VK
Terreal Espana de Ceramics S.A.U.	Girona	1,263,302	EUR	100	VK
Terreal Singapore PTE ltd	Singapore	1,000,000	SGD	100	VK
Egernsund Wienerberger A/S	**Frederiks-berg**	**11,765,882**	**DKK**	**100**	**VK**
Wienerberger AS	Oslo	43,546,575	NOK	100	VK
Komprement Holding ApS	Støvring	126,000	DKK	100	VK
Komprement ApS	Støvring	125,000	DKK	100	VK
Komprement Danish Building Design ApS	Støvring	50,000	DKK	100	VK
Wienerberger AB	Malmö	17,550,000	SEK	100	VK
Egernsund Wienerberger Production A/S	Frederiks-berg	1,606,000	DKK	100	VK
Egernsund Tegl a.m.b.a.	Egernsund	9,000,000	DKK	100	VK
General Shale Brick Inc.	**Johnson City**	**1,000**	**USD**	**100**	**VK**
General Shale Building Materials, Inc.	Johnson City	1,000	USD	100	VK
Watsontown Brick Company	Watsontown	72,050	USD	100	VK
Pipelife Jet Stream, Inc.	Siloam Springs	0	USD	100	VK
Meridian Brick LLC	Alpharetta	0	USD	100	VK
Arriscraft Canada Inc.	**Cambridge, Ontario**	**4,300,000**	**CAD**	**100**	**VK**
Wienerberger EOOD	**Sofia**	**12,500,000**	**BGN**	**100**	**VK**
Uspeh AD	Sofia	2,141,220	BGN	99,66	VK
Wienerberger OY AB	**Helsinki**	**1,000,000**	**EUR**	**100**	**VK**
Wienerberger AS	**Aseri**	**50,048**	**EUR**	**100**	**VK**
UAB Wienerberger Statybine Keramika	**Vilnius**	**2,925**	**EUR**	**100**	**VK**
Wienerberger Finance Service B.V.	**Zaltbommel**	**18,151**	**EUR**	**100**	**VK**
Wienerberger India Private Limited	**Bangalore**	**990,000,000**	**INR**	**100**	**VK**
WBI Industries Private Limited	Chennai	1,000,000	INR	100	VK
Wienerberger Österreich GmbH	**Wien**	**5,000,000**	**EUR**	**100**	**VK**

Company	Head-quarters	Share capital	Currency	Interest in %	Type of con-solidation
Wienerberger Bausysteme GmbH	Wien	35,000	EUR	100	VK
PIPELIFE International GmbH	**Wien**	**29,000,000**	**EUR**	**100**	**VK**
PIPELIFE Austria GmbH & Co KG	Wien	4,360,370	EUR	100	VK
Pipelife Logistik GmbH	Wien	35,000	EUR	100	VK
PIPELIFE Austria GmbH	Wien	36,337	EUR	100	VK
Pipelife Pipes for Life GmbH	Wien	35,000	EUR	100	VK
Pipelife Belgium NV	Kalmthout	5,922,654	EUR	100	VK
Pipelife Bulgaria EOOD	Botevgrad	1,985,000	BGN	100	VK
Pipelife Czech s r.o.	Otrokovice	202,971,000	CZK	100	VK
PIPELIFE Deutschland Asset Management GmbH	Bad Zwis-chenahn	26,000	EUR	100	VK
PIPELIFE Deutschland GmbH & Co. KG Bad Zwischenahn	Bad Zwis-chenahn	5,000	EUR	100	VK
PIPELIFE Deutschland Verwaltungs-GmbH Bad Zwischenahn	Bad Zwis-chenahn	5,726,469	EUR	100	VK
Pipelife Eesti AS	Harjumaa	25,024	EUR	100	VK
Pipelife Finland OY	Oulu	33,637	EUR	100	VK
Talokaivo Oy	Vantaa	2,000,000	EUR	100	VK
Slatek OY	Oulu	25,000	EUR	52	VK
PIPELIFE-HRVATSKA cijevni sustavi d.o.o.	Sveta Nedelja	6,260,730	EUR	100	VK
Vargon d.o.o	Kukuljanovo	1,089,650	EUR	100	VK
Pipelife Hungaria Kft.	Debrecen	3,123,520,000	HUF	100	VK
QUALITY PLASTICS HOLDINGS LTD	Cork	635,000	EUR	100	VK
Cherry Blossom Avenue Limited	Cork	343,503	EUR	100	VK
MFP Sales Limited	Dublin	127,101	EUR	100	VK
Pipelife Ireland Solutions Limited	Cork	487,500	EUR	100	VK
FloPlast Limited	Sittingbourne	30,000	GBP	100	VK
Pipelife UK Ltd	Cork	244,001	GBP	100	VK
Pipelife UK Ltd	Cheadle	94	GBP	100	VK
Pipelife Latvia SIA	Riga	426,600	EUR	100	VK
Pipelife Nederland B.V.	Enkhuizen	11,344,505	EUR	100	VK
Pipelife Finance B.V.	Enkhuizen	18,000	EUR	100	VK
Wioniq B.V.	Apeldoorn	1	EUR	100	VK
Wioniq Benelux B.V.	Apeldoorn	20,000	EUR	100	VK
TeleControlNet B.V.	Apeldoorn	20,000	EUR	100	VK
Wioniq DACH GmbH	Nordhorn	25,000	EUR	100	VK
I-Real B.V.	Doetinchem	18,000	EUR	100	VK
Grain Plastics B.V.	Leeuwarden	57,199	EUR	100	VK
Pipelife Norge AS	Surnadal	50,000,000	NOK	100	VK
QPS AS	Levanger	400,000	NOK	100	VK
Ulmo AS	Ørskog	60,000	NOK	100	VK
Pipelife Polska S.A.	Kartoszyno	112,243,963	PLN	100	VK

Company	Head-quarters	Share capital	Currency	Interest in %	Type of con-solidation
Pipelife Romania S.R.L.	Bucuresti	7,323,115	RON	100	VK
Pipelife Hafab AB	Haparanda	3,000,000	SEK	100	VK
Pipelife Nordic AB	Ljung	167,000,000	SEK	100	VK
Pipelife Sverige AB	Ljung	100,000	SEK	100	VK
Isoterm AB	Stenkullen	200,000	SEK	100	VK
Wioniq Nordic AB	Borås	100,000	SEK	85	VK
Wioniq France SAS	Lyon	21,000	EUR	100	NK
Pipelife Slovenija d.o.o.	Trzin	843,258	EUR	100	VK
Pipelife Slovakia s r.o.	Piestany	6,700	EUR	100	VK
Preflexibel Invest NV	Ninove	1,200,000	EUR	100	VK
Wienerberger Dach Beteiligungs GmbH	**Wien**	**500,000**	**ATS**	**100**	**VK**
WIBRA Tondachziegel Beteiligungs-GmbH	Wien	500,000	ATS	100	VK
Wienerberger Roof Asset Management GmbH	Wien	35,000	EUR	100	VK
Tondach Beteiligungs GmbH	**Wien**	**200,000**	**EUR**	**100**	**VK**
Tondach Gleinstätten GmbH	Gleinstätten	500,000	EUR	100	VK
Wienerberger zRt.	Budapest	5,000,000	HUF	100	VK
TONDACH Ingatlanhasznosító Zrt.	Budapest	5,000,000	HUF	100	VK
TONDACH ROMANIA SRL	Sibiu	36,137,155	RON	100	VK
Wienerberger s.r.o.	České Budě-jovice 1	50,000,000	CZK	100	VK
Cihelna Kinský, spol. s r. o.	Kostelec nad Orlicí	2,000,000	CZK	68,8	VK
Wienerberger eurostroj, spol. s r. o.	České Budě-jovice 1	32,100,000	CZK	100	VK
Silike keramika, spol. s r.o	České Budě-jovice 1	100,000	CZK	50	EQ
Wienerberger s.r.o.	Zlaté Moravce	3,319,392	EUR	100	VK
Wienerberger d.o.o.	Karlovac	1,192,900	EUR	100	VK
WIENERBERGER S.R.L.	Bucuresti	39,147,100	RON	100	VK
Wienerberger doo Kanjiza	Kanjiza	605,394,000	RSD	100	VK
Wienerberger DOOEL Vinica	Vinica	349,460,010	MKD	100	VK
Semmelrock s.r.o.	Sered	3,027,286	EUR	100	VK
Semmelrock d.o.o.	Otok Oštari-jski (Grad Ogulin)	3,035,300	EUR	100	VK
Semmelrock S.R.L.	Bolintin-Vale	1,328,400	RON	100	VK
Wienerberger Anteilsverwaltung GmbH	**Wien**	**35,000**	**EUR**	**100**	**VK**
Tondach Holding GmbH	Wien	35,000	EUR	100	VK
Wienerberger Industriebeteiligungsverwaltung GmbH	Wien	35,000	EUR	100	VK
Soluforce B.V.	Enkhuizen	10,000	EUR	100	VK

Company	Head-quarters	Share capital	Currency	Interest in %	Type of con-solidation
SoluForce RTP Production BV	Enkhuizen	100	EUR	100	VK
SoluForce Holding BV	Enkhuizen	100	EUR	100	VK
Wienerberger Construction Automation & Robotics Holding GmbH	Wien	10,000	EUR	100	VK
GreenBuild s.r.o.	České Budě-jovice 1	1,000,000	CZK	50	EQ
Wienerberger Finanz Service GmbH	Wien	25,435,492	EUR	100	VK
Wienerberger West European Holding GmbH	Wien	35,000	EUR	100	VK
Pipelife Always Part of your Life GmbH	Wien	35,000	EUR	100	VK
WiTa Social Business Venture Holding GmbH	Wien	35,000	EUR	49	EQ
TMBP Technologies GmbH	Mattersburg	36,000	EUR	49	
Dryfix GmbH	Wien	35,000	EUR	100	VK
Wienerberger Gamma Asset Management GmbH	Wien	35,000	EUR	100	VK
Wienerberger International Beteiligungs GmbH	Wien	10,000	EUR	100	VK
Arili Plastik Sanayii A.S.	Pendik/Istan-bul	1,039,616,800	TRY	100	VK
Wienerberger Infra GmbH	**Frechen**	**18,408,000**	**EUR**	**100**	**VK**
Steinzeug - Keramo NV	Hasselt	9,400,000	EUR	100	VK
Keramo-Wienerberger Immo NV	Hasselt	14,068,558	EUR	100	VK
SOCIETA DEL GRES S.p.A.	Sorisole	2,000,000	EUR	100	VK
Steinzeug Keramo s.r.o.	České Budě-jovice	40,000,000	CZK	100	VK
Steinzeug - Keramo SARL	Marolles-en-Hurepoix	38,125	EUR	100	VK
Steinzeug-Keramo Sp. z.o.o.	Piekary Slaskie	2,000,000	PLN	100	VK

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 financial position, performance and cash flows of the Group as required by the applicable accounting standards and that the Management Report (including the 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 financial position, performance and cash flows 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, 11 March 2026

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

AUDITOR'S REPORTS

Report on the Audit of the Consolidated Financial Statements

Opinion

We have audited the attached consolidated financial statements of Wienerberger AG, Vienna, and its subsidiaries (the Group), which comprise the consolidated balance sheet as at December 31, 2025, 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, 2025, 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 the 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 other intangible assets and property, plant, and equipment

1. Assessment of the carrying value of goodwill

Description and Issue

Goodwill represents a significant amount on the balance sheet EUR 593m. 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 the notes to the consolidated financial statements in the section "Notes to the consolidated balance sheet" in note 18 "Non-current assets" and in the section "Notes to the consolidated income statement" in note 13 "Impairment".

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:

- Assessment of the appropriateness of the valuation models used;
- 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;
- 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 expected cash surpluses 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 other intangible assets and property, plant and equipment

Description and Issue
The carrying value of other intangible assets amounts to EUR 465 million and that of property, plant and equipment amounts to EUR 2,902 million, which represents 55% of the total assets shown on the consolidated balance sheet of Wienerberger AG. Impairment losses of EUR 13 million were recognized in the financial year. The company assesses whenever triggering events are identified, if there are indications that a permanent impairment may exist, the value of other intangible assets and property, plant and equipment. For purposes of the impairment testing within a division plants are aggregated to groups of cash generating units. The carrying amount of the other intangible assets and property, plant and equipment are 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 impairment of other intangible assets and property, plant and equipment as well as the assumptions and valuation in the notes to the consolidated financial statements in the section "Notes to the consolidated balance sheet" in note 18 "Non-current assets" and in the section "Notes to the consolidated income statement" in note 13 "Impairment".

The impairment tests involve complex calculations and the assumptions include a degree of uncertainty regarding the future development of expected cash surpluses 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 other intangible assets and 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.

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 16, 2025 and commissioned by the supervisory board on August 26, 2025 to audit the consolidated financial statements for the financial year ending December 31, 2025. 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.

Auditor responsible for the contract
The auditor responsible for the audit of the financial statements is Marieluise Krimmel.

Vienna, 11 March 2025

Deloitte Audit Wirtschaftsprüfungs GmbH

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 2025

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 (hereinafter "the company") for the fiscal year ending December 31, 2025.

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 "Consolidated non-financial statement" 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 "Impact, risk and opportunity management",
- 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 Information

The legal representatives are responsible for the other information. The other information comprises all information in the 2025 annual report 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 and
- 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 "Consolidated non-financial statement" 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, 11 March 2026

Deloitte Audit Wirtschaftsprüfungs GmbH

Alfred Ripka

Certified Public Accountant

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 broad-based 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 23, 2026	*Start of the quiet period*
April 27, 2026	Record date for participation at the 157th Annual General Meeting
May 07, 2026	157th Annual General Meeting
May 12, 2026	Ex-day 2025 dividend
May 13, 2026	Results for the First Quarter of 2026
May 13, 2026	Record date 2025 dividend
May 18, 2026	Payment day 2025 dividend
July 23, 2026	*Start of the quiet period*
August 12, 2026	Results for the First Half-Year of 2026
October 23, 2026	*Start of the quiet period*
November 12, 2026	Results for the First Three Quarters of 2026

Information on the Company and the wienerberger Share

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annualreport.wienerberger.com/2025

Ten-Year Review

Corporate Data in EURm	2016	2017 2)	2018 2)	2019	2020	2021	2022	2023	2024	2025
Revenues	2,974	3,120	3,305	3,466	3,355	3,971	4,977	4,224	4,513	4,566
EBITDA	404	415	443	610	558	694	1,026	783	707	721
EBITDA margin (in %)	13.6	13.3	13.4	17.6	16.6	17.5	20.6	18.5	15.7	15.8
Operating EBITDA 1)						694	1,021	811	760	754
EBIT	191	179	240	363	192	420	721	477	294	332
Operating EBIT 2)						443	734	522	398	377
Profit before tax	159	145	195	315	149	374	688	424	151	233
Profit after tax	115	141	147	263	100	312	569	335	84	168
Free cash flow 3)	246	179	273	286	397	421	598	258	417	474
Total investments 4)	181	163	216	255	201	280	353	272	312	281
Net debt 5)	632	566	632	871	882	1,134	1,079	1,215	1,753	1,637
Capital employed	2,460	2,459	2,537	2,912	2,594	3,248	3,493	3,822	4,583	4,380
Gearing (in %) 6)	34	30	33	42	50	53	44	46	61	58
Return on equity 7)	6.2	7.4	7.6	12.7	5.7	14.5	22.8	13.1	2.6	6.0
ROCE (in %) 8)	5.8	7.3	7.5	10.6	8.9	12.2	22.6	14.3	9.5	8.4
Ø Employees	15,990	16,297	16,596	17,234	16,619	17,624	19,078	18,913	20,462	**20,367**

Condensed Balance Sheet in EURm	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Non-current assets 9)	2,355	2,290	2,378	2,727	2,476	3,036	3,176	3,300	4,089	4,057
Inventories 9)	718	742	762	828	729	883	1,036	1,154	1,341	1,329
Other assets	564	628	604	578	1,122	984	987	1,014	988	756
Total assets	3,637	3,660	3,743	4,133	4,327	4,904	5,199	5,469	6,418	6,142
Equity 10)	1,849	1,911	1,939	2,077	1,749	2,149	2,450	2,658	2,883	2,802
Provisions	278	271	272	280	251	243	238	250	311	286
Liabilities	1,510	1,478	1,532	1,776	2,327	2,511	2,496	2,561	3,225	**3,054**

Stock Exchange Data in EURm	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Earnings per share	0.70	1.05	1.15	2.18	0.79	2.75	5.17	3,17	0,72	1.52
Dividend per share	0.27	0.30	0.50	0.60	0.60	0.75	0.90	0.90	0.95	0.95
Dividend	32	35	57	68	67	86	95	95	105	105
Equity per Share	13.5	14.1	14.4	16.1	15.5	19.0	22.3	25.2	26.1	25.7
Share price at year-end	16.5	20.2	18.0	26.4	26.1	32.3	22.6	30.2	26.8	30.6
Shares outstanding (weighted)	117	117	116	114	113	113	110	106	110	109
Market capitalization at year-end	1,939	2,371	2,115	3,074	3,004	3,725	2,521	3,377	2,992	**3,353**

1) EBITDA, adjusted for sale of non-core assets and structural adjustments // 2) EBIT, adjusted for sale of non-core assets, structural adjustments, and impairments of assets // 3) Cash flows from operating activities, decreased by cash flows from investing activities, and cash outflows from the repayment of lease liabilities, adjusted for growth capex and M&A capex // 4) Maintenance capex and growth capex // 5) Financial liabilities less cash and cash equivalents, and less securities and other financial assets // 6) Net debt divided by Equity // 7) Profit after tax divided by Equity // 9) In 2024, emission allowances of EUR 50m were reclassified from intangible assets to inventories // 10) until 2019 including hybrid capital.

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Photos & Illustration
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Cover: Wienerberger UK, Wienerberger nv/sa, K-FK/Adobe Stock

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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