

12. EMPLOYEES

Highest quality and innovation can only be achieved with excellently educated and highly motivated employees. For that reason voestalpine places great value in a respectful corporate culture, which reflects the diversity and individuality of our employees and their qualifications, and which is mirrored in the guiding principles of the CR strategy.

Corporate culture

We create a respectful corporate culture in which we support and encourage trust, diversity, self-determination, and personal responsibility. To this effect the voestalpine culture, as a symbol of our Group-wide identity, is constantly developing.

Diversity

We value the individual character of all our employees and their abilities, irrespective of gender, age, background, religion, sexual orientation, or any impairment, and create the preconditions for equal treatment, health promotion, and work which reflects the various phases of life.

Training and continuing education

Targeted measures are implemented to support voestalpine employees in gaining qualifications which will widen their career opportunities. Furthermore, we regard both the training of young people and lifelong learning as long-term determinants of the company's success.





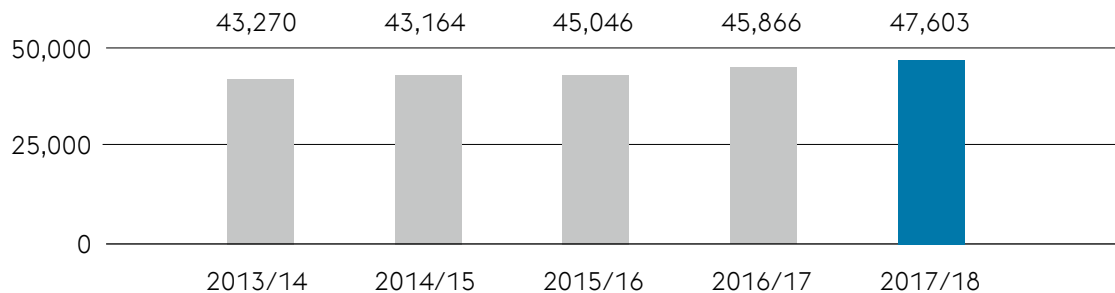
12.1 EMPLOYEE STRUCTURE

As of the reporting date of March 31, 2018, the voestalpine Group had a global workforce of 47,603 employees. Including 1,301 apprentices

and 3,868 temporary employees, this number rises to 51,621 FTEs (full time equivalents).

DEVELOPMENT OF THE NUMBER OF EMPLOYEES

Persons (excl. apprentices, headcount) per business year



STRUCTURE OF THE WORKFORCE ACCORDING TO TYPE OF EMPLOYMENT

(without full time employees) per business year

