

12.3 ATTRACTIVENESS AS AN EMPLOYER

12.3.1 EMPLOYEE SURVEY

voestalpine regularly conducts a Group-wide employee survey. To date, it has done so every three years; in the future, it will take place every two years. Currently, the survey is being converted to an online-only format with a much shorter questionnaire. These adjustments will lead to simpler processing of the survey, quicker preparation of the results, and a less complex process of analyzing the survey's findings. In the future, interim surveys conducted at the level of

individual companies, i.e., separately from the Group-wide survey, will offer greater flexibility and autonomy. But the key indicator—"commitment"—will be measured in the future too. It describes the emotional and intellectual degree of loyalty to a group or organization and is compiled from a number of different questions. As in the past, actions resulting from the findings of the survey will be consistently implemented.

12.3.2 EMPLOYER BRANDING

Its positioning as an attractive employer is very important to voestalpine. We can drive innovation and compete successfully in the markets only if we have committed and professionally competent employees.

The regular voestalpine employee survey serves as a barometer of employee satisfaction and results in the development of internal measures aimed at improving it. Numerous external

personnel marketing activities such as collaborations with (primarily technical) universities, participation in job fairs and career expos, and sponsoring are carried out to enhance voestalpine's employer branding. A strong presence in all of the relevant online and social media channels as well as active reporting about the company increase voestalpine's visibility among the target groups.

APPLICANT MANAGEMENT SYSTEM (FABIS)

The FABIS applicant management system is a platform for both potential employees and voestalpine itself that makes it possible to electronically process and track job openings and applications as well as the entire application process including all related communications. Switching to a new software provider in October 2018 helped us to take additional steps to

improve the system. The new version of FABIS ensures better linking with other portals (including those of external providers), a visually more pleasing design as well as an application form that is easier to use. The fact that all processes, including data processing, conform to the General Data Protection Regulation (GDPR) is particularly important.
