

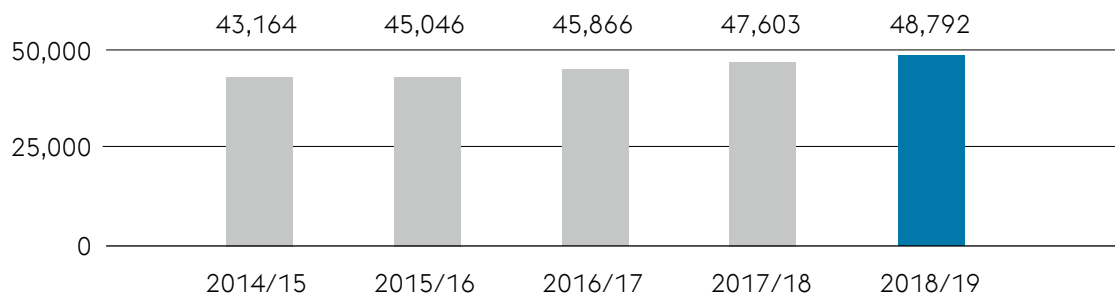
12.1 EMPLOYEE STRUCTURE

As of the annual reporting date (March 31, 2019), the voestalpine Group had a global workforce of 48,792 employees. Including 1,310

apprentices and 3,300 temporary employees, this number rises to 51,907 full time equivalents (FTEs).

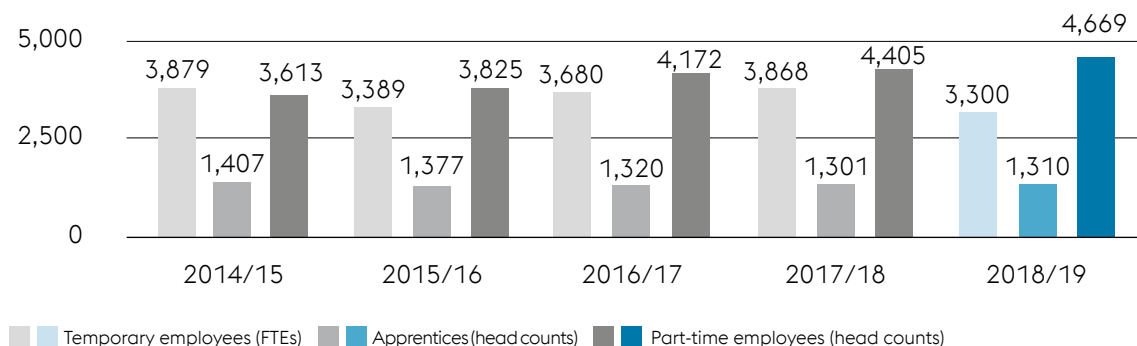
DEVELOPMENT OF THE NUMBER OF EMPLOYEES

Personnel (excl. apprentices and temporary employees, head counts), per business year



EMPLOYEE STRUCTURE BY EMPLOYMENT CONTRACT

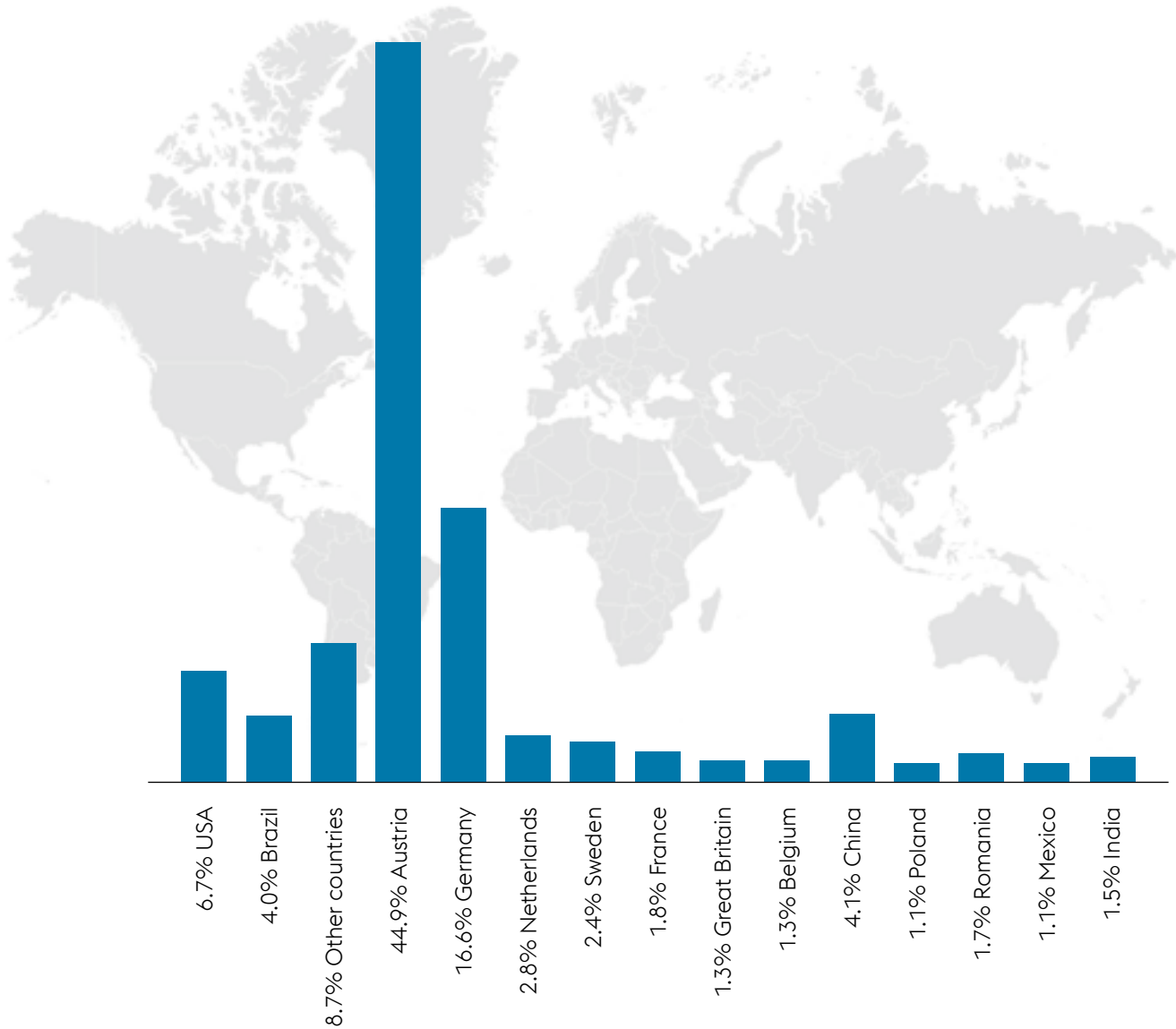
In each case as of the March 31 reporting date; excl. full time employees



12.1.1 EMPLOYMENT BY COUNTRY AND REGION

voestalpine has about 500 Group companies and sites in 50 countries on five continents. A total of 44.9% of the company's employees

are based in Austria, and 55.1% work at sites outside of the country.

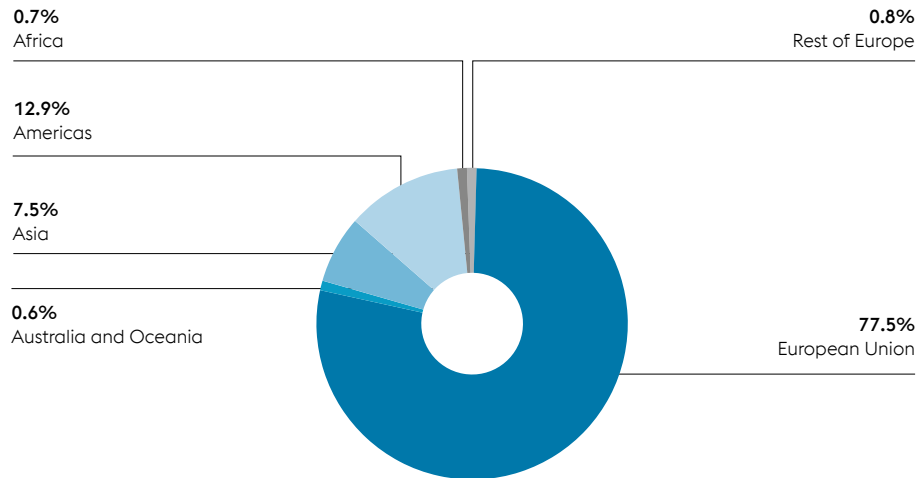


voestalpine is considered a particularly attractive employer in the countries in which it works. This facilitates local recruiting, with the result

that most employees at any given site are local residents.

WORKFORCE BY REGION

As of the March 31, 2019, reporting date, based on FTEs



German and English are the predominant languages in the voestalpine Group. The Group's most important publications are issued in these two languages, but in multiple other languages

as well. For example, the Code of Conduct, the Corporate Responsibility Factsheet, and the Employee Magazine are available in a total of 14 languages.

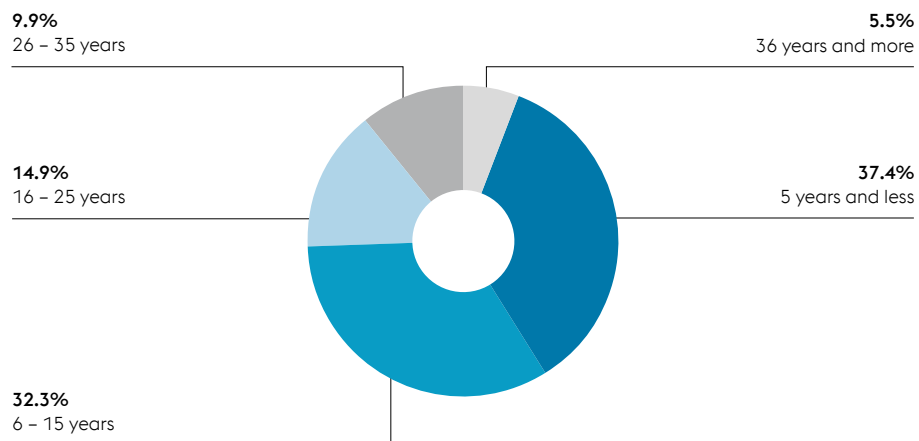
12.1.2 YEARS OF SERVICE AND EMPLOYEE TURNOVER

As in years past, in the business year 2018/19 employees who had up to five years of service with the Group were the largest employee group,

followed by employees who had been with voestalpine for a period of six to 15 years.

YEARS OF SERVICE

As of the March 31, 2019, reporting date



In the business year 2018/19, the turnover rate for employment contracts terminated by mutual agreement or by the employee was 7.5%. There were 33 applications for each

job opening, which reflects the rising trend in recent years and illustrates the attractiveness of voestalpine as an employer.