

## 12.2 EQUALITY AND DIVERSITY

Globally, just under 52,000 people (FTEs) work for voestalpine. Each and every employee is valuable on account of their individual strengths and abilities and must be respected. The fact that voestalpine's CEO signed the company's Diversity Charter in February 2018 underscores the Group's approach to both diversity and equal treatment. voestalpine is committed to respecting all people with whom it has a relationship (employees, customers, business partners)—irrespective of gender, skin color, nationality, ethnicity, religion or worldview, impairment, age, sexual orientation, and identity.

This commitment and corresponding actions create a climate of acceptance and mutual trust. As laid out in the chapter "Respect and Integrity" of the voestalpine Code of Conduct, the Group does not tolerate any form of discrimination.

### 12.2.1 DIFFERENTLY-ABLED INDIVIDUALS

In Austria, companies with more than 25 employees are required to make jobs available for differently-abled individuals. For reasons related to data protection, outside of Austria no

information is collected on employees' potential impairment. voestalpine fulfills all statutory obligations at all of its locations in this respect.

### 12.2.2 WOMEN AT voestalpine

As of the annual reporting date (March 31, 2019), women made up 14.4% of all employees in the voestalpine Group. The percentage of female workers among wage employees is 5.7%; among salaried employees it is 28.9%. As of March 31, 2019, women accounted for 12.5% of female executives (salaried employees with permanent staff responsibility, including forepersons, but

excluding members of the Management Board). There was a slight increase in the percentage of women in most of these categories. At 52.7%, the percentage of women among apprentices completing non-technical training (shown in the "Female apprentices (other)" category) is particularly high.

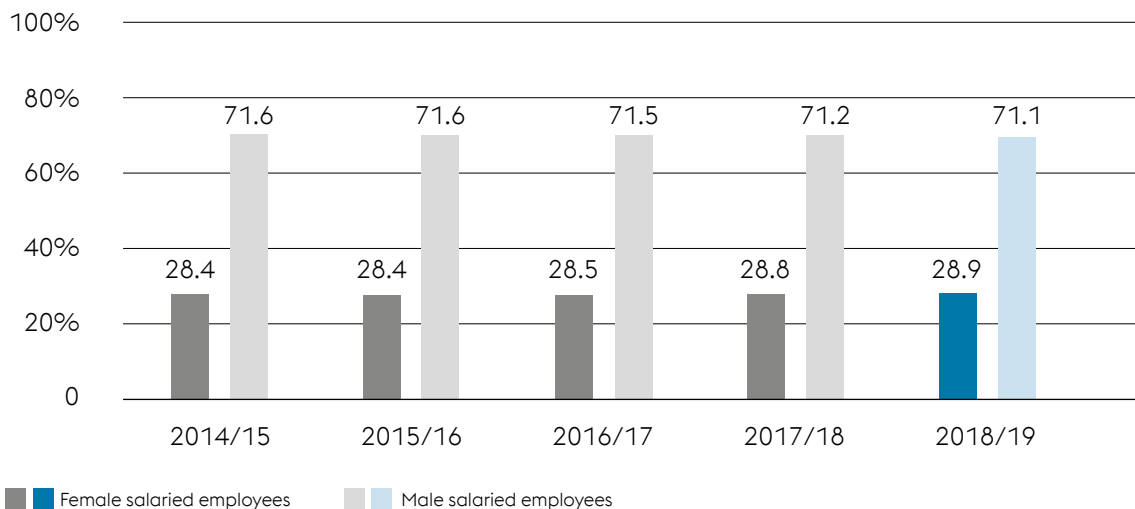
## PERCENTAGE OF FEMALE EMPLOYEES

In each case as of the March 31 reporting date

	2014/15	2015/16	2016/17	2017/18	2018/19
Women overall	13.3%	13.1%	13.5%	13.8%	14.4%
Female executives	11.0%	12.0%	11.5%	12.3%	12.5%
Salaried female employees	28.4%	28.4%	28.5%	28.8%	28.9%
Wage female employees	4.1%	3.9%	4.5%	4.9%	5.7%
Female apprentices (technical)	12.1%	11.8%	12.4%	13.5%	13.4%
Female apprentices (other)	55.9%	55.2%	50.8%	47.4%	52.7%

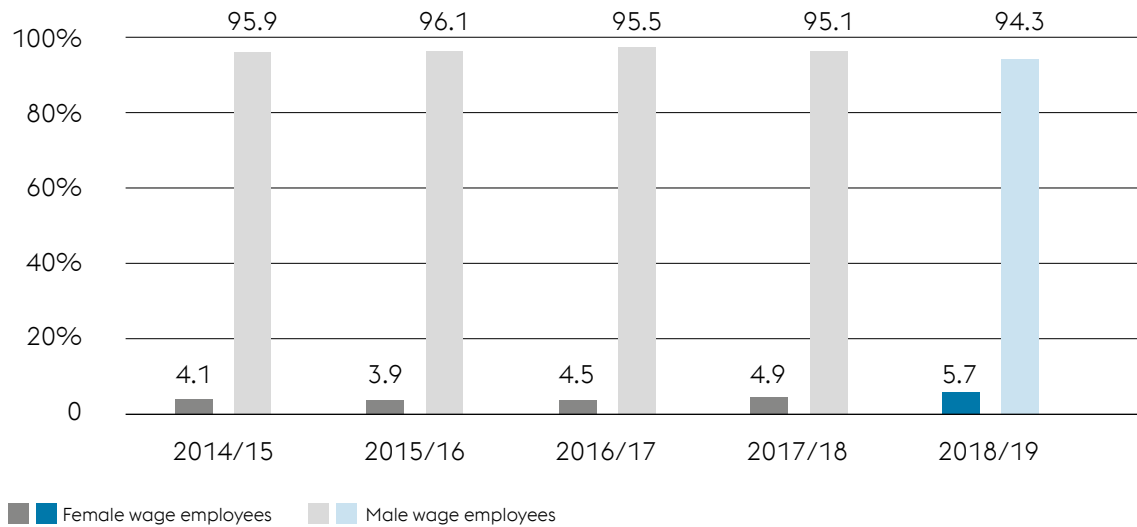
## SALARIED EMPLOYEE STRUCTURE BY GENDER

In each case as of the March 31 reporting date



## WAGE EMPLOYEE STRUCTURE BY GENDER

In each case as of the March 31 reporting date



### 12.2.3 AGE STRUCTURE OF EMPLOYEES

As of the annual reporting date (March 31, 2019), the average age of employees in the Group was 41.1 years.

The following table shows the average age by employment contract and gender.

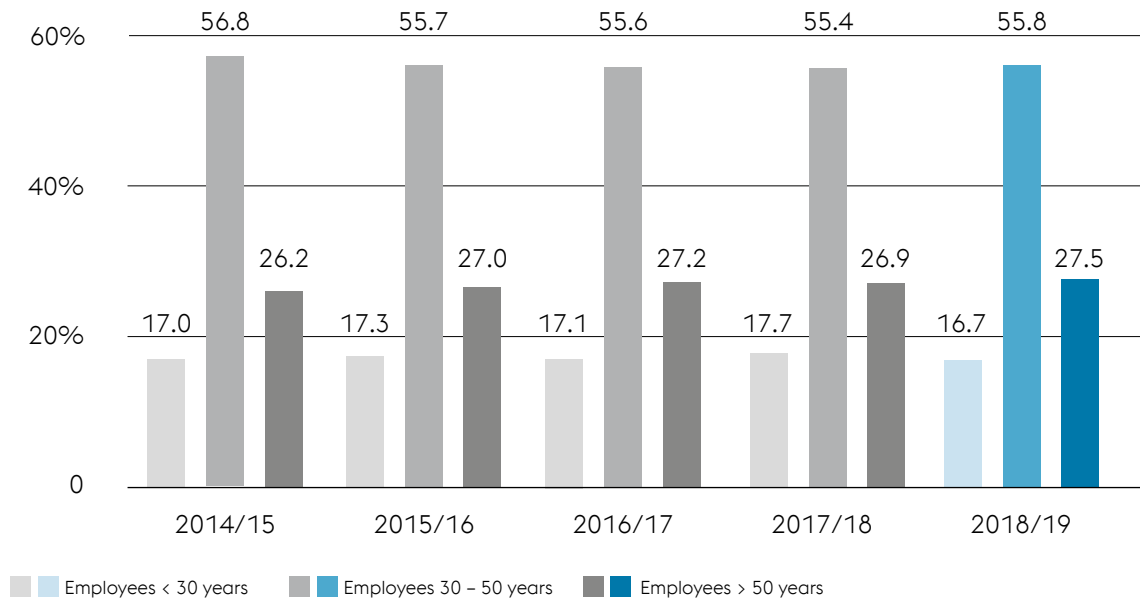
#### AVERAGE AGE OF EMPLOYEES

In each case as of the March 31 reporting date

	2014/15	2015/16	2016/17	2017/18	2018/19
Wage employees	40.4	40.5	40.5	40.4	40.4
Salaried employees	42.1	42.3	42.2	42.4	42.3
Women	39.7	39.8	39.5	39.7	39.9
Men	41.3	41.4	41.4	41.3	41.4

### SALARIED EMPLOYEE STRUCTURE BY AGE GROUP

In each case as of the March 31 reporting date



### WAGE EMPLOYEE STRUCTURE BY AGE GROUP

In each case as of the March 31 reporting date

