13.6 THE STAHLSTIFTUNG

In 1987, the so-called *Stahlstiftung* (Steel Foundation) was founded in Linz as an employee fund with the aim of providing not only employees of the VOEST-ALPINE Group (as it was called at the time), who had to leave the company due to a crisis, but also employees of companies outside of the Group the opportunity to reorient themselves professionally while undergoing up to four years of training and continuing education in order to offset or at least alleviate the impact of the job loss.

In the business year 2019/20, about 87% of the participants looking for work were able to develop a new professional perspective with the help of the Stahlstiftung.

As of the annual reporting date (March 31, 2020), a total of 334 individuals were receiving assistance from the Stahlstiftung, 69.2% of whom were former employees of the voestalpine Group. The total number of active Stahlstiftung participants in the business year 2019/20 was 546, i.e., 2.5% less than a year earlier (560 individuals). Aside from the participants covered by the Stahlstiftung in its capacity as a classic employee fund, in the business year 2019/20 a total of 62 individuals were supported in connection with educational leave activities.

13.7 EMPLOYEE SHAREHOLDING SCHEME

voestalpine has had an employee shareholding scheme since 2001, which has been continually expanded since then. The employee foundation is a stable, key shareholder of voestalpine. In addition to all Group employees in Austria, personnel in Great Britain, Germany, the Netherlands, Poland, Belgium, the Czech Republic, Italy, Switzerland, Romania, Sweden, and Spain have a stake in voestalpine too. As of March 31, 2020, a total of 25,300 employees held about 23.1 million shares through the voestalpine Mitarbeiterbeteiligung Privatstiftung, which constitutes 12.9% of the company's share capital due to the general bundling of voting rights. Furthermore, the voting rights of about 3.3 million "private shares" owned by former and current Group employees, who may freely dispose of their shares at any time, have been transferred to the foundation; this equates to an additional 1.9% of the voting shares. In toto, as of March 31, 2020, 14.8% of voestalpine AG's share capital was owned by employees.