

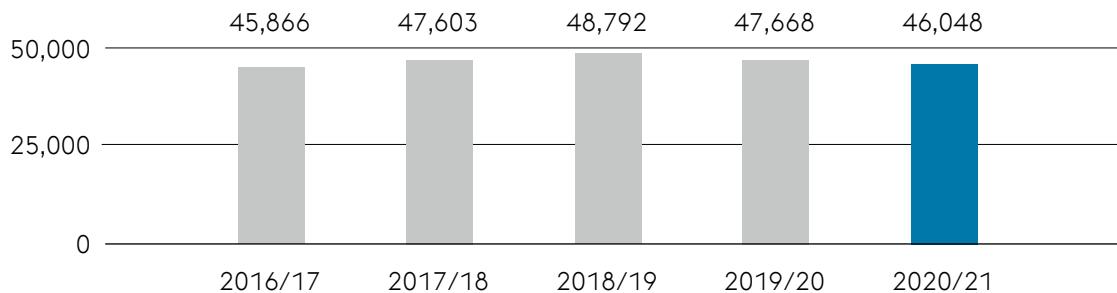
# 14.1 EMPLOYEE STRUCTURE

As of the annual reporting date (March 31, 2021), the voestalpine Group had a global workforce of 46,048 employees (head counts).

When 1,309 apprentices and 3,116 temporary employees are included, this number rises to 48,654 full-time equivalents (FTEs).

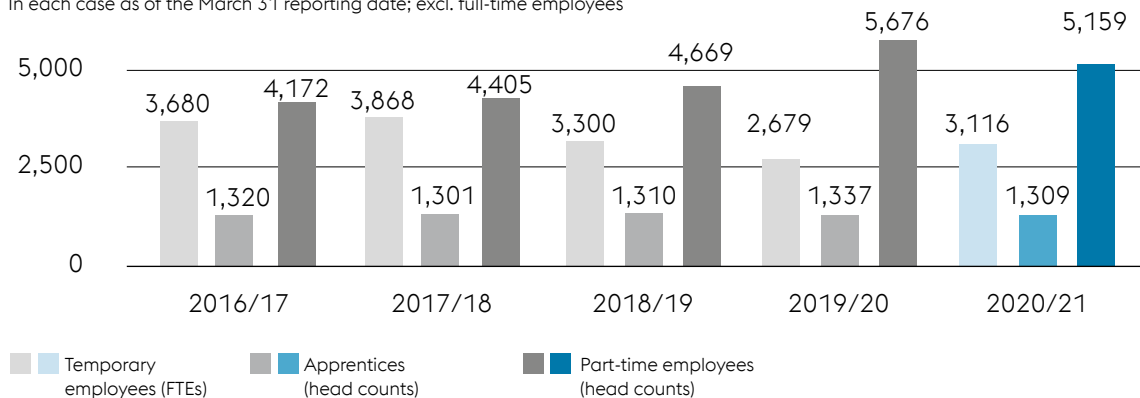
## DEVELOPMENT OF THE NUMBER OF EMPLOYEES

Personnel (excl. apprentices and temporary employees, head counts) as of the March 31 reporting date



## EMPLOYEE STRUCTURE BY EMPLOYMENT CONTRACT

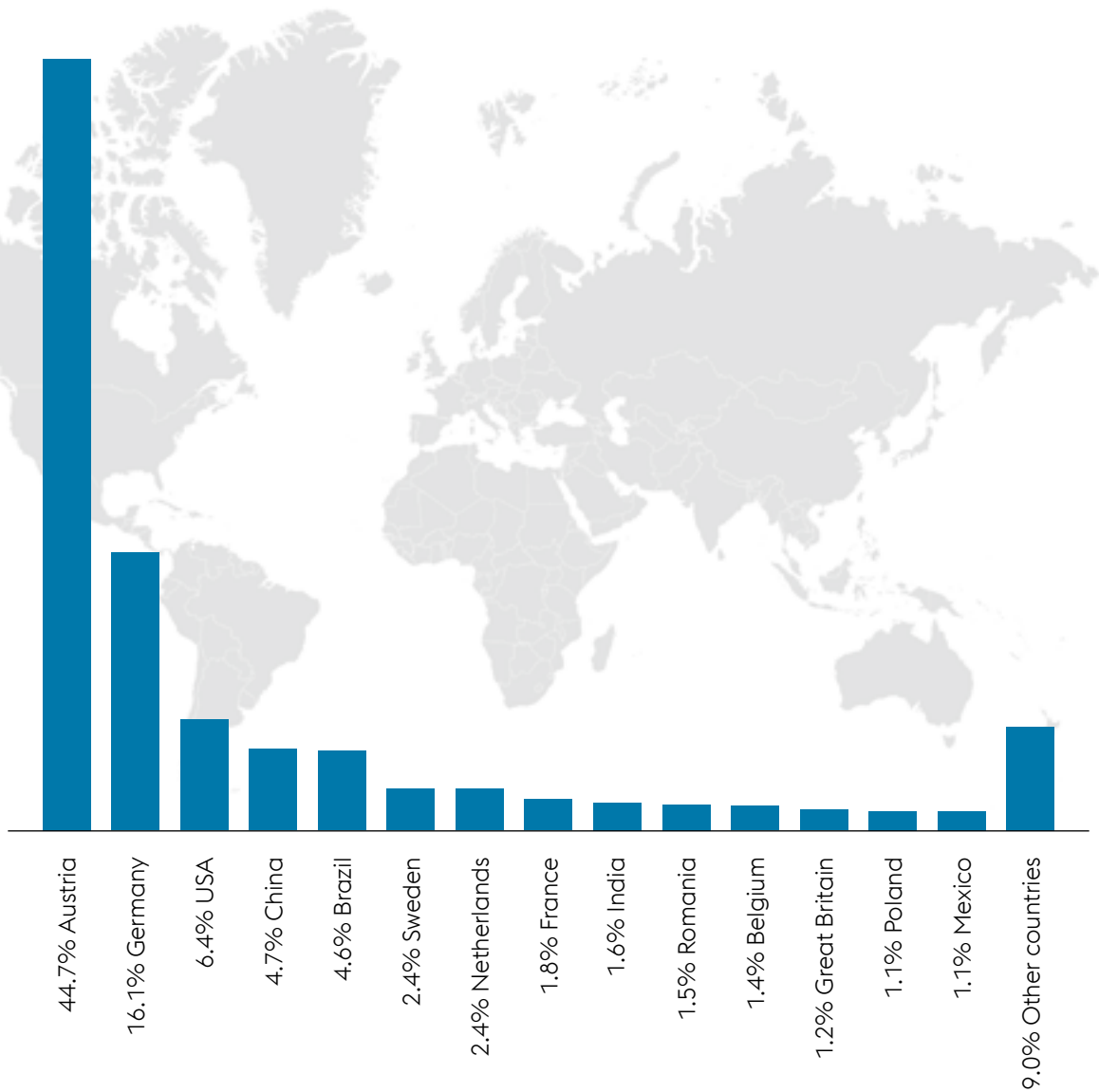
In each case as of the March 31 reporting date; excl. full-time employees



### 14.1.1 EMPLOYMENT BY COUNTRY AND REGION

voestalpine comprises about 500 Group companies and sites in 50 countries on five continents. A total of 44.7% of the company's

employees (FTEs) are based in Austria, and 55.3% work at facilities outside of the country.

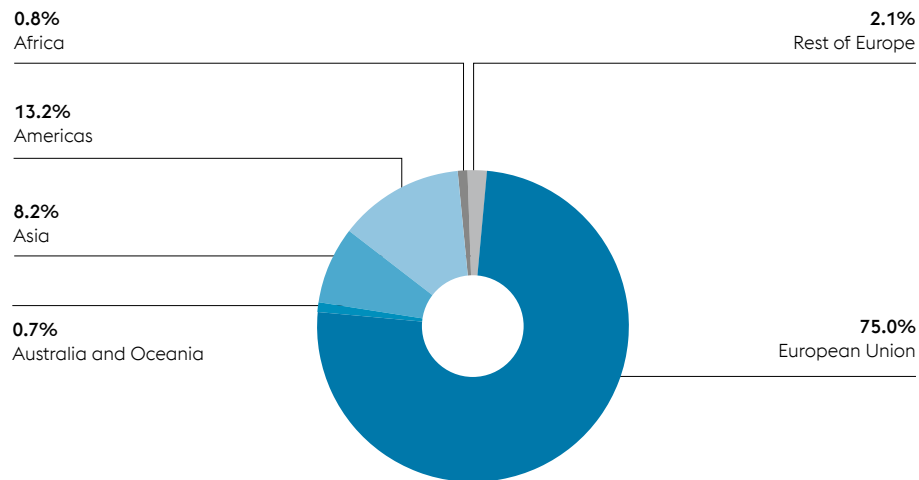


voestalpine is considered an attractive employer in the countries in which it works. This facili-

tates local recruiting, with the result that most employees at any given site are local residents.

## WORKFORCE BY REGION

As of the annual reporting date (March 31, 2021), based on FTEs



German and English are the predominant languages in the voestalpine Group. The Group's most important publications are published in these two languages, but they are translated

into multiple other languages also; this applies to the Code of Conduct, the Corporate Responsibility Factsheet as well as the Employee Magazine.

## 14.1.2 YEARS OF SERVICE AND EMPLOYEE TURNOVER

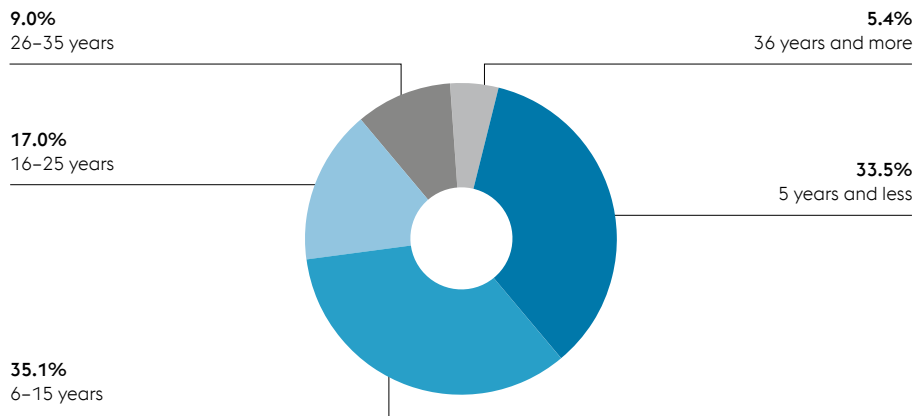
In the business year 2020/21, employees who had six to fifteen years of service with the Group constituted the largest group, followed by em-

ployees who had been with voestalpine for a period of five years or less.

### YEARS OF SERVICE

As of the March 31, 2021, reporting date

All employees excluding apprentices, interns, freelancers, and master's/doctoral degree candidates



Numerous measures ensure that both the knowledge and the experience of our employees are put to the best use possible, thus continually enhancing voestalpine's attractiveness as an employer. This also keeps the employee turnover rate low. In the business year 2020/21, the turnover rate for employment contracts terminated by mutual agreement or by the employee was 7.7%. The collection of data regarding new

hires and departures takes all employees into account (managing directors, management board members, and temporary absentees are included; but apprentices, interns, freelancers, and master's/doctoral degree candidates are excluded). There were 24 applications for each job opening, thus illustrating voestalpine's attractiveness as an employer.