14.2 EQUALITY AND DIVERSITY

Globally, just under 50,000 people (FTEs) work for the voestalpine Group. Each and every one of them is valuable on account of their individual strengths and abilities and must be respected. The fact that voestalpine's then CEO signed the Group's Diversity Charter back in February 2018 underscores the company'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, disability, age, sexual orientation, and identity. This commitment and corresponding actions foster a climate of acceptance and mutual trust. As laid out in the chapter of the voestalpine Code of Conduct on "Respect and Integrity," the Group does not tolerate any discrimination, whatever form it may take.

FOSTERING RESPECTFUL CONDUCT: E-LEARNING COURSE ON SEXUAL HARASSMENT IN THE WORKPLACE

voestalpine has always placed the greatest importance on respectful relationships. All employees—regardless of their sex or gender—must at all times be able to feel respected, appreciated, and safe at their workplace within the voestalpine Group. We at voestalpine do not tolerate discrimination, intimidation, or sexual harassment. An e-learning course entitled "Handling Sexual Harassment in the Workplace" was created pursuant to the parameters of Austrian law in order to further sharpen people's awareness of appropriate and respectful relationships within our Group, create clarity as to responsibilities, and further entrench knowledge of legal requirements. For the time being, the multi-stage rollout of this online training course, including a version tailored to apprentices, has been limited to the voestalpine Group's Austrian entities. Taking the course is binding on all employees.

14.2.1 PERSONS WITH DISABILITIES

In Austria, companies with more than 25 employees are required to make jobs available for individuals with disabilities. As of March 31, 2022, a total of 580 voestalpine employees in Austria reported that they were subject to the beneficiary classification under the Austrian Act on the Employment of People with Disabilities *(Behinderteneinstellungsgesetz)*. For reasons related to data protection, outside of Austria no information is collected on employees' potential disabilities. It goes without saying that voestalpine fulfills all statutory requirements regarding the employment and integration of people with disabilities that may apply at any given location. A variety of action steps over and above the foregoing ensures that everybody within the Group engages in mutually respectful treatment. voestalpine also supports integration measures outside of the Group's purview.

14.2.2 WOMEN AT voestalpine

It is voestalpine's stated goal to increase the percentage of women on all levels—from apprentices to executives—and it is fleshed out in the company's Sustainability Strategy.

We ensure that the general framework for equal opportunity is in place and work to raise the percentage of women in technical fields and/or among technical apprentices by 2025. We help to make mathematics, informatics, natural sciences, and technology (MINT) more attractive to women and seek to increase the percentage of women in both job applications and employment in these fields. (In the English-speaking world, MINT is known as science, technology, engineering, and mathematics – STEM.)

Measures adapted to the given entities and the regional contexts are taken to ensure that voestalpine is attractive to potential female applicants and that female employees are given good development opportunities.

As of the annual reporting date (March 31, 2022), women accounted for 15.4% of all employees in the voestalpine Group. The percentage of women among wage employees was 6.4%; among salaried employees it was 29.6%. Women comprised 12.9% of all executives (salaried employees with permanent responsibility for human resources, including forepersons, but excluding members of management boards).

There was a slight increase in the number of women in most of these categories. The number of women among apprentices completing non-technical training (shown in the "Female apprentices (other)" category) was particularly high and reached 48.1% in the reporting period for the very first time.

REQUIREMENT REGARDING WOMEN IN EXECUTIVE DEVELOPMENT PROGRAM

As regards the nomination process for the "value: program" (the Group's internal executive development program), a requirement was put in place for the current business year 2022/23 that the percentage of women must be 20% at minimum; the actual number stands at 28%, substantially surpassing the requirement. This is designed to ensure that, from the current business year, more women will be prepared for leadership roles or will receive additional training so that they can enhance their capabilities in their existing leadership roles and will be supported through international networking.

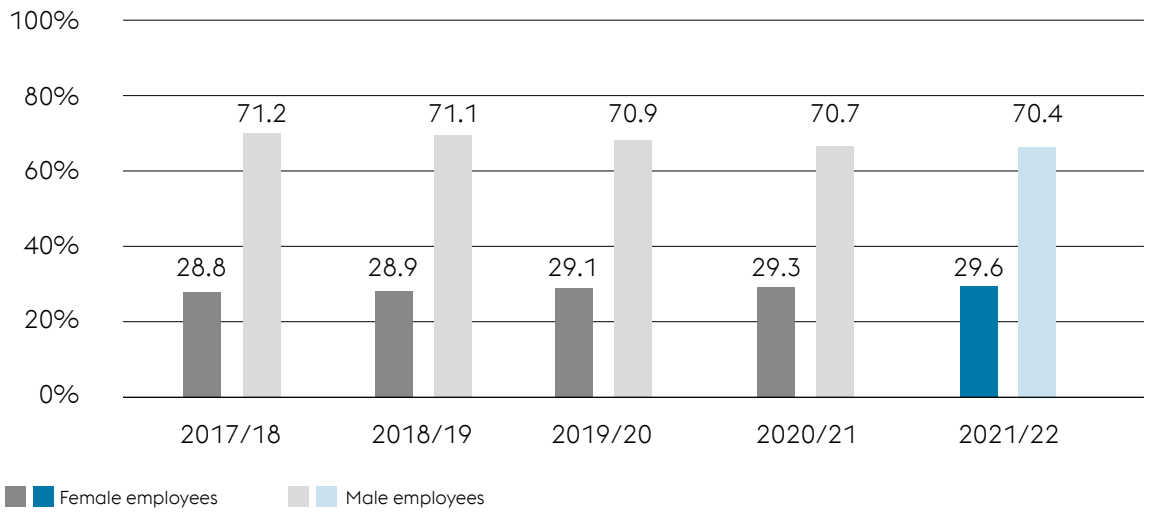
PERCENTAGE OF FEMALE EMPLOYEES

In each case as of the March 31 reporting date

	2017/18	2018/19	2019/20	2020/21	2021/22
Women overall	13.8%	14.4%	14.7%	14.8%	15.4%
Female executives	12.3%	12.5%	12.5%	13.6%	12.9%
Female salaried employees	28.8%	28.9%	29.1%	29.3%	29.6%
Female wage employees	4.9%	5.7%	5.8%	5.8%	6.4%
Female apprentices (technical)	13.5%	13.4%	15.6%	14.0%	16.5%
Female apprentices (other)	47.4%	52.7%	47.8%	50.3%	48.1%

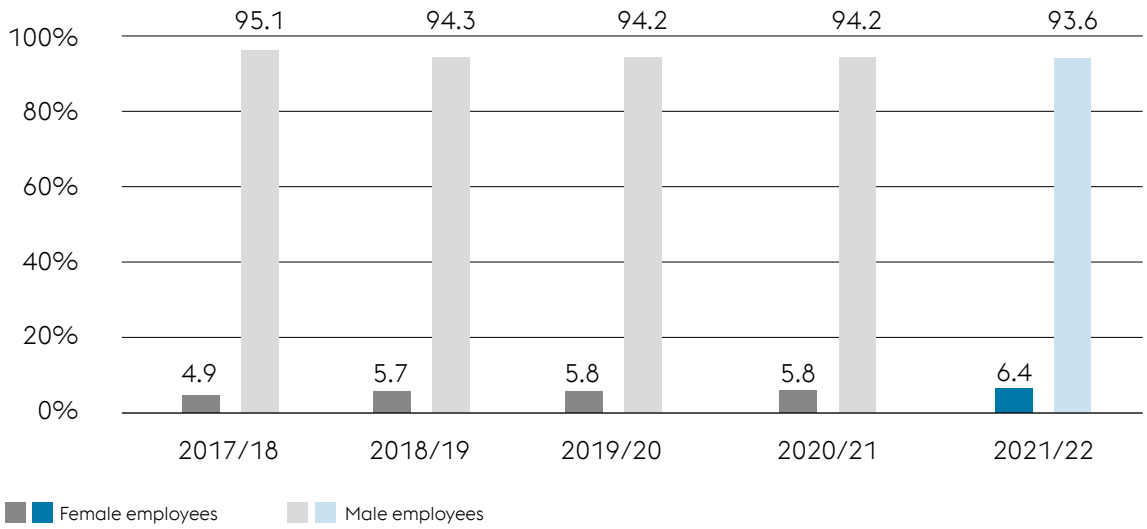
SALARIED EMPLOYEE STRUCTURE BY GENDER

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



14.2.3 AGE STRUCTURE OF EMPLOYEES

As of the annual reporting date (March 31, 2022), the average age of employees in the Group was 41.6 years. The following table shows the average age by employment contract and gender.

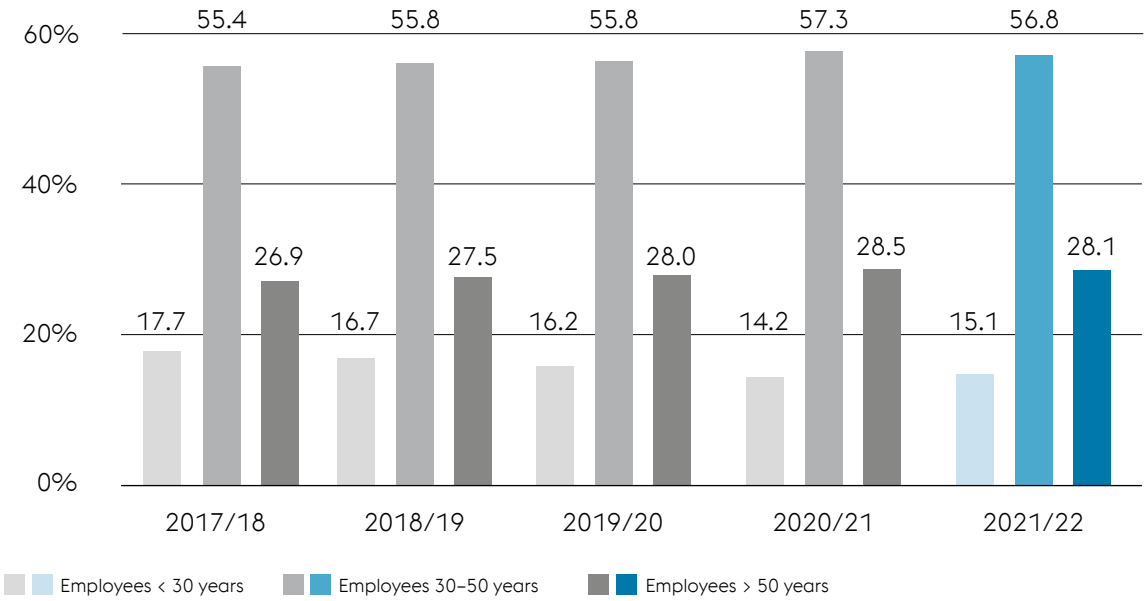
AVERAGE AGE OF EMPLOYEES

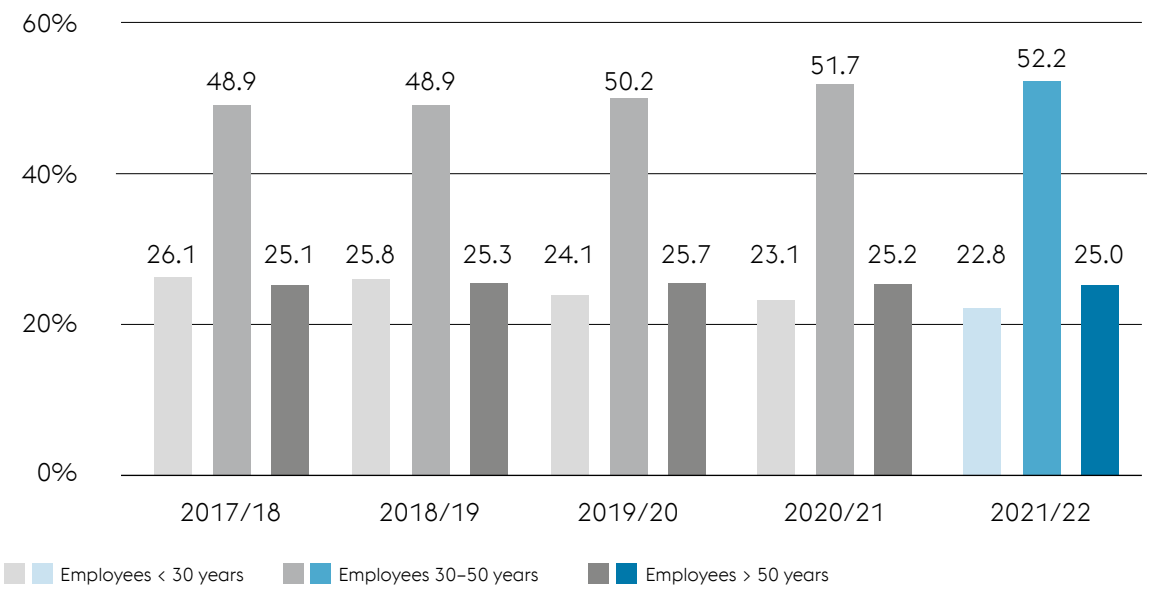
In each case as of the March 31 reporting date

	2017/18	2018/19	2019/20	2020/21	2021/22
Wage employees	40.4	40.4	40.8	40.9	40.8
Salaried employees	42.4	42.3	42.6	42.8	42.8
Women	39.7	39.9	40.1	40.6	40.3
Men	41.3	41.4	41.7	41.8	41.8

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