14. HUMAN RESOURCES

Our success as a steel and technology Group is based on our employees' particular expertise and high motivation. Hence voestalpine places great value in a respectful corporate culture, in the diversity and individuality of its employees as well as in their qualifications—all of which is also reflected in the guiding principles of our Sustainability Strategy.

Corporate Culture

We create a respectful corporate culture in which we both expect and encourage trust, diversity, self-determination, and personal responsibility. As a symbol of our Group-wide identity, the voestalpine culture is continually being refined in this sense.

Diversity

We value the individuality of all our employees and their capabilities—irrespective of gender, age, origin, religion, sexual orientation, or potential disability. We create the conditions for both equal opportunity and work that maintains people's health and is appropriate to life's different phases

Training and Continuing Professional Development (CPD)

Targeted measures help voestalpine's employees gain (additional) qualifications and thus broaden their career opportunities. We believe, furthermore, that both training young people and encouraging lifelong learning are long-term determinants of the company's success.

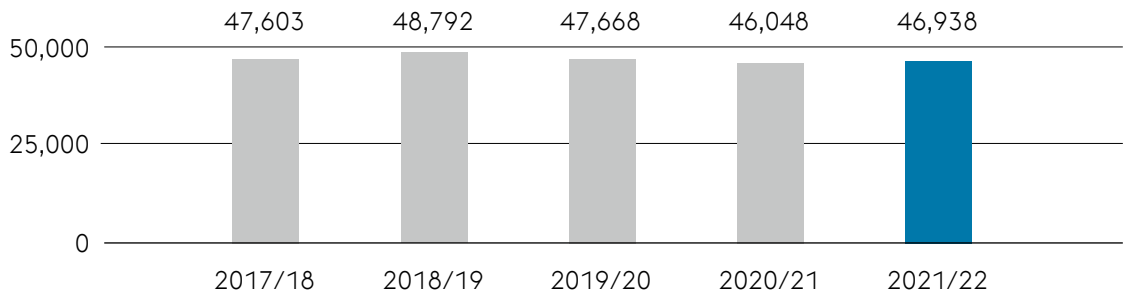
14.1 EMPLOYEE STRUCTURE

As of the annual reporting date (March 31, 2022), the voestalpine Group had a global workforce of 46,938 employees (head counts).

When 1,369 apprentices and 3,386 temporary employees are included, this number rises to 50,225 full-time equivalents (FTEs).

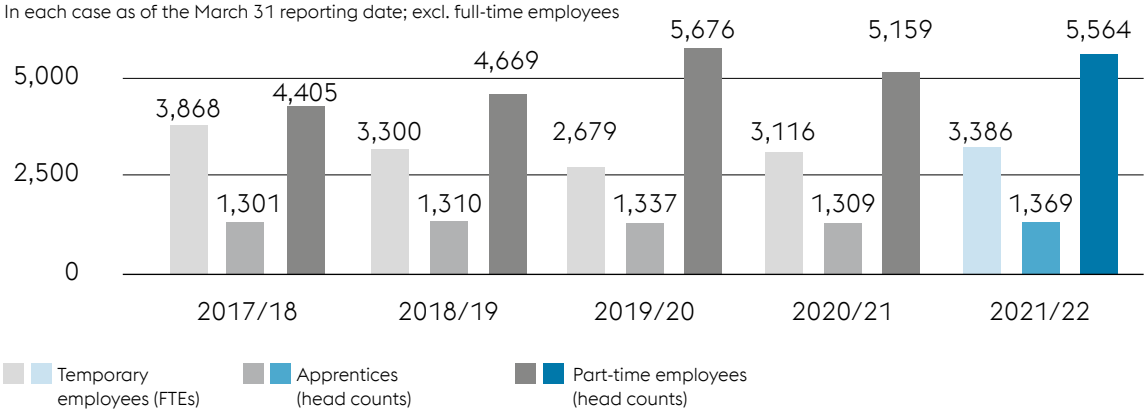
DEVELOPMENT OF THE NUMBER OF EMPLOYEES

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



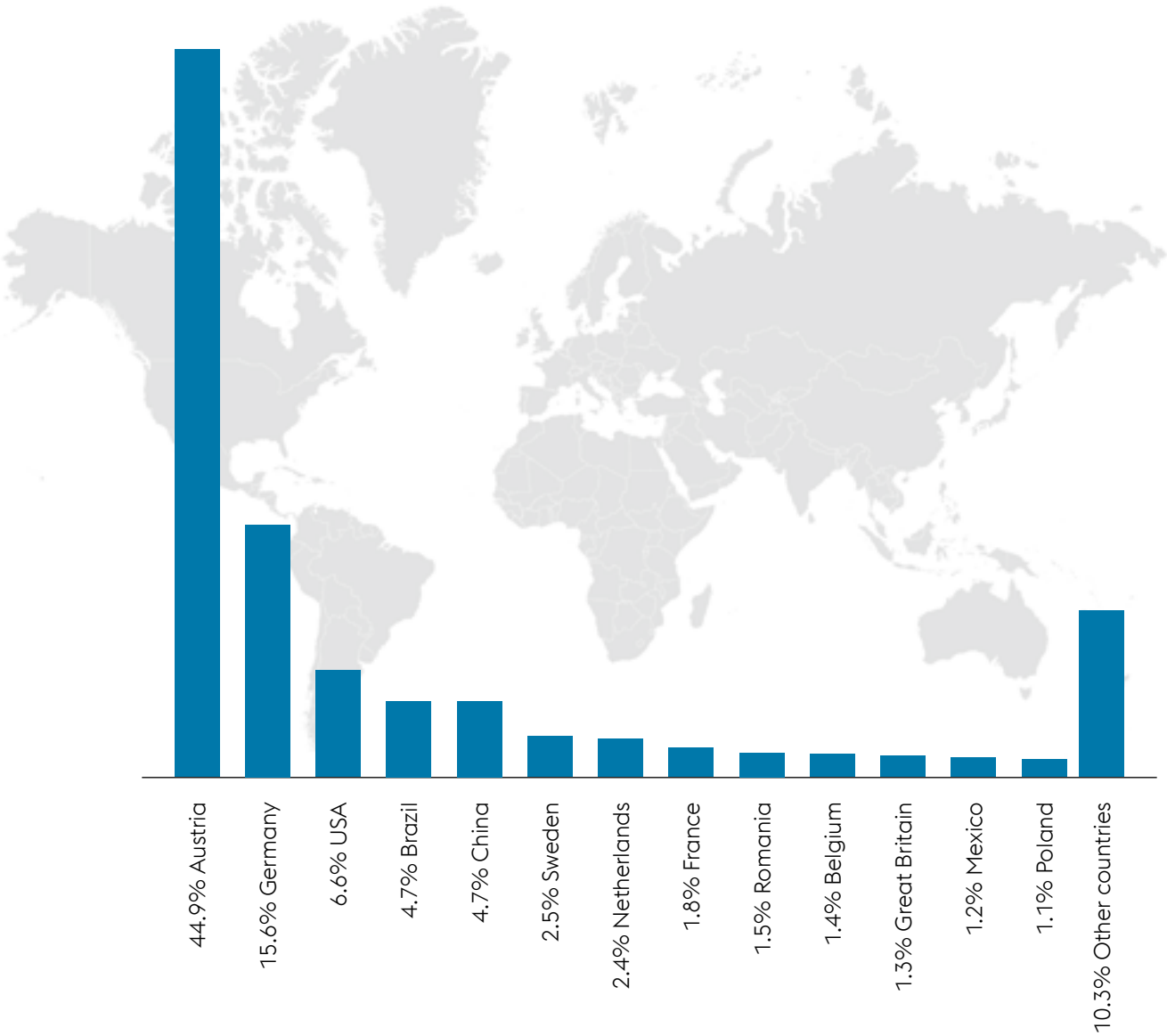
EMPLOYEE STRUCTURE BY EMPLOYMENT CONTRACT

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



14.1.1 EMPLOYMENT BY COUNTRY AND REGION

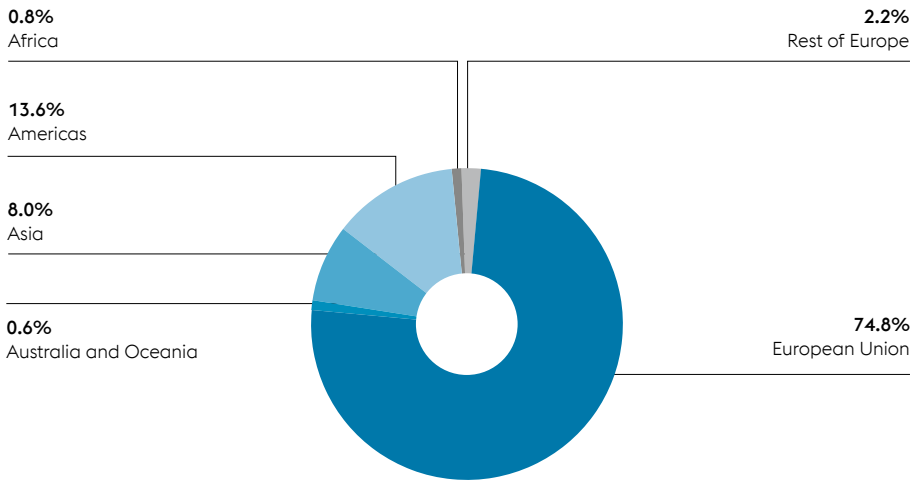
voestalpine comprises about 500 Group companies and facilities in 50 countries on five continents. A total of 44.9% of its employees (based on FTEs) work in Austria, and 55.1% at facilities outside of the country.



voestalpine is considered an attractive employer in the countries in which it works. This facilitates local recruiting, with the result that most employees at any given facility are local residents.

WORKFORCE BY REGION

As of the reporting date (March 31, 2022), based on FTEs



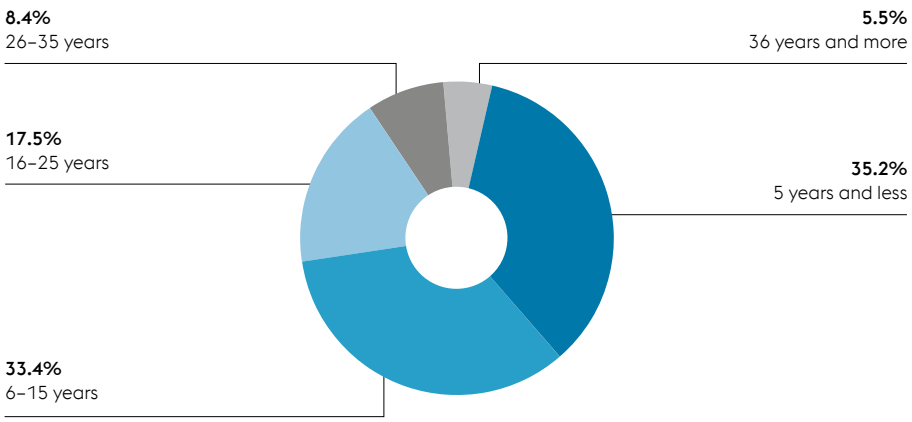
German and English are the predominant languages in the voestalpine Group. Hence voestalpine's most important publications such as the present Corporate Responsibility Report (CR Report), the Annual Report, and the quarterly reports are published in these two languages. The voestalpine Code of Conduct, the Corporate Responsibility Fact Sheet as well as brochures and magazines are translated into numerous other languages besides English.

14.1.2 YEARS OF SERVICE AND EMPLOYEE TURNOVER

In the business year 2021/22, employees who had been with the voestalpine Group for a period of up to five years constituted the largest group, followed by employees who had six to fifteen years of service with the Group.

YEARS OF SERVICE

As of the March 31, 2022, 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 reporting period, the turnover rate for employment contracts terminated by mutual agreement or by the employee was 8.2%. The collection of data regarding hires and departures takes all employees into account (managing directors, management board members, and temporary absentees are included whereas apprentices, interns, freelancers, and master's/doctoral degree candidates are excluded). On average, there were 20 applications for each job opening, thus further illustrating voestalpine's attractiveness as an employer.

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.

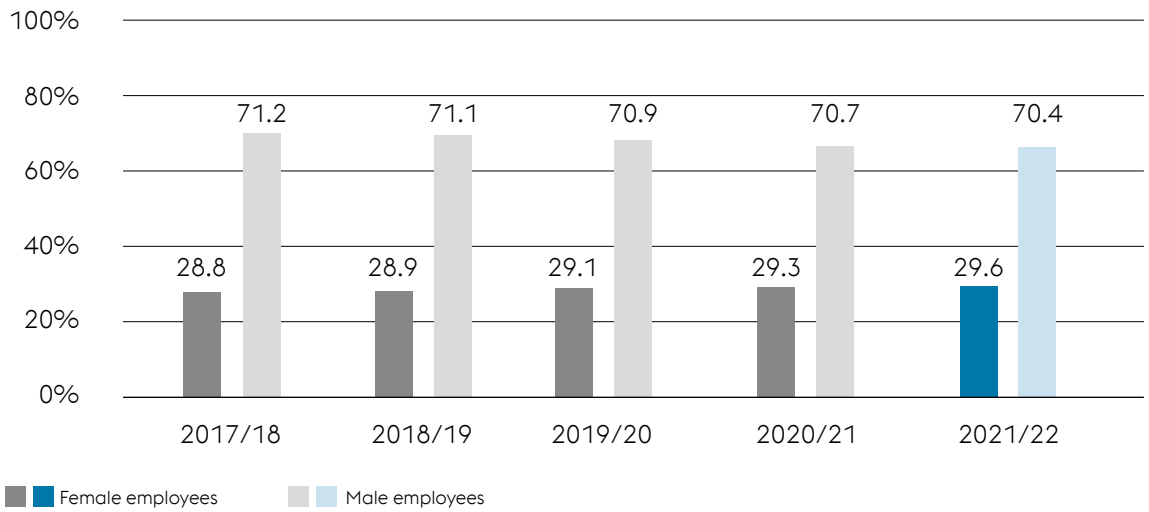
PERCENTAGE OF FEMALE EMPLOYEES

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%

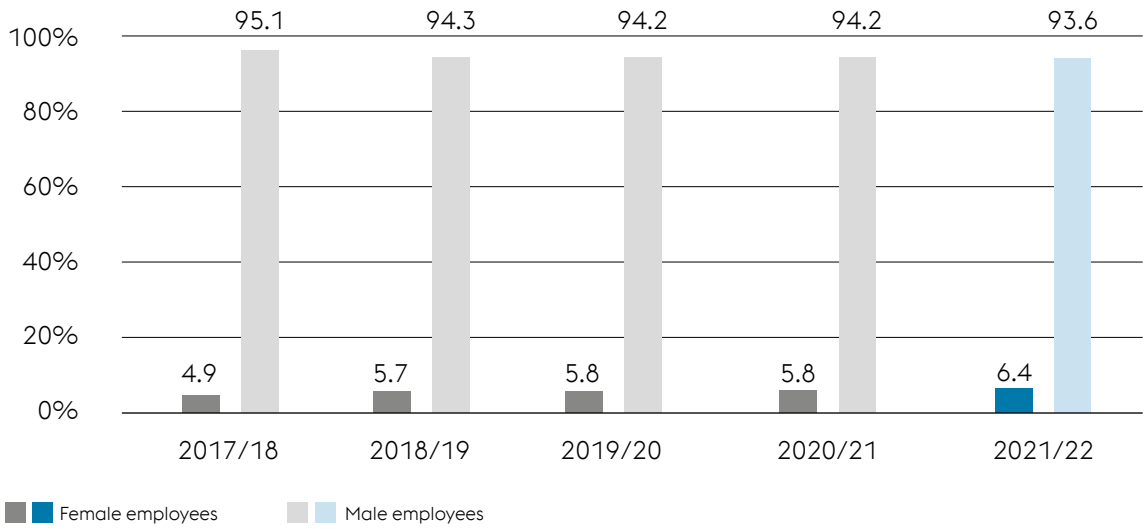
SALARIED EMPLOYEE STRUCTURE BY GENDER

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.

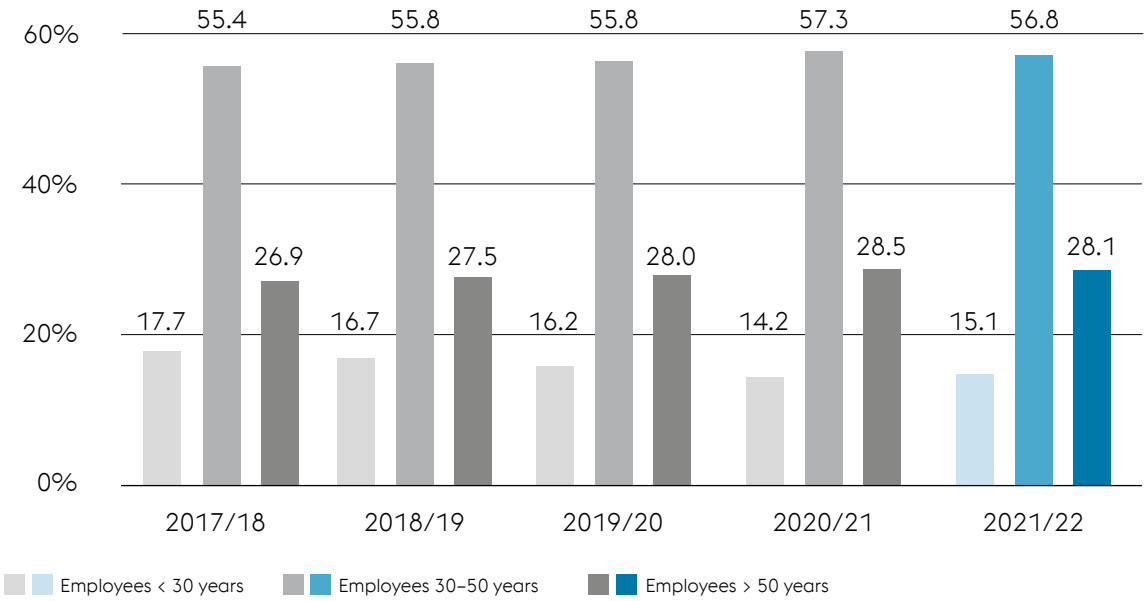
AVERAGE AGE OF EMPLOYEES

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

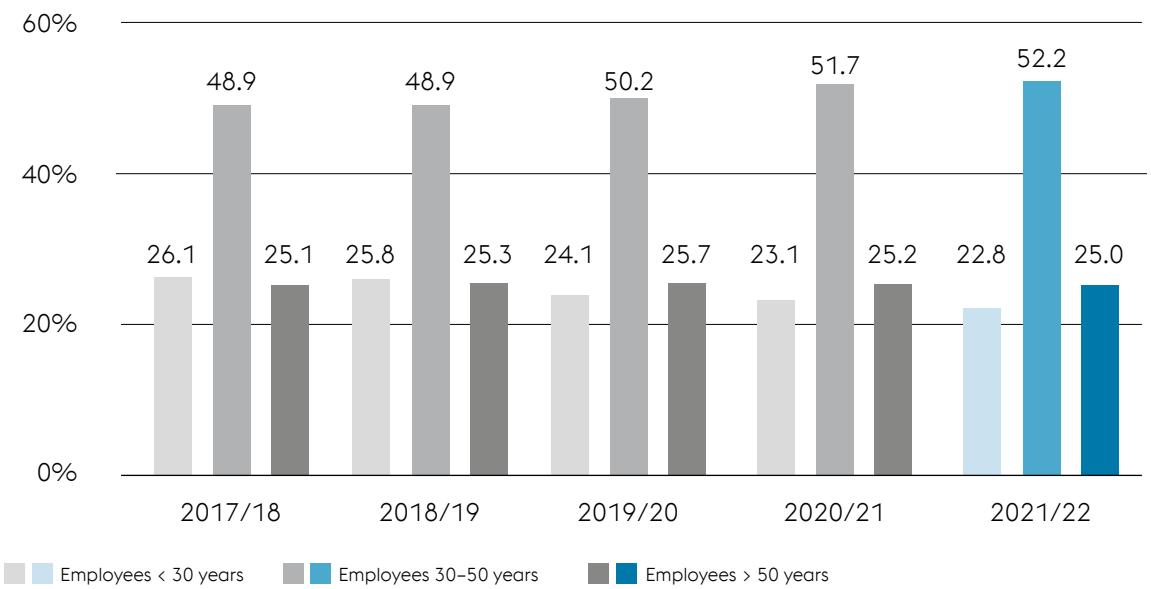
SALARIED EMPLOYEE STRUCTURE BY AGE GROUP

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



14.3 ATTRACTIVENESS AS AN EMPLOYER

14.3.1 EMPLOYEE SURVEY

voestalpine regularly conducts a Group-wide survey to ascertain employee satisfaction. The most recent one took place in the Northern fall of 2019. Since then, its findings have been processed and analyzed, suitable actions have been defined, and implementation thereof has been tracked. The two most important action steps that were stipulated for each company were reported by the end of September 2020 using a Group-wide reporting tool (total of 428 measures in 215 companies). As of March 31, 2022, fully 90% of all these measures were being implemented or could be considered as having been put into practice.

The next Group-wide employee survey will take place in the Northern fall of 2022. It will be carried out in 233 Group companies in 47 countries and will be available in 25 languages. Data on employees' level of commitment—i.e., the degree to which employees identify with their company—will once again be collected. There will be ten additional questions. Among other things, they concern career opportunities, work/life balance, collaboration with colleagues and coworkers as well as feedback regarding supervisors.

14.3.2 EMPLOYER BRANDING

voestalpine's positioning as an attractive employer is very important to the Group, because it can drive innovation and compete successfully in the market only if it has committed and professionally competent employees. In this connection, the regular employee survey serves as a barometer of employee satisfaction and results in the development of pertinent internal responses. Numerous external personnel marketing activities such as collaborations with (primarily technical) universities, participation in job fairs and career expos as well as sponsoring are pursued to further enhance voestalpine's employer branding. A strong presence in all of the relevant online and social media channels as well as proactive reporting from and about the company boost voestalpine's visibility among the target groups.

WORLDWIDE TRAINING IN RETENTION MANAGEMENT

In the business year 2021/22, a number of keynote speeches on the issue of employee loyalty were given as part of our CPD program for all employees who work in Human Resources (HR) Group-wide. Experts introduced various tools that serve to develop the employer/employee relationship to strengthen it over the long term in ways satisfactory to both sides. The HR personnel learned how retention management works, and how they themselves can foster individual employees' loyalty to the company through appropriate advice and support. This program was aimed at conveying a realistic sense of how successful management of the relationship between the human being and the organization can help all parties fully realize their potential.

14.3.3 ANNUAL EMPLOYEE PERFORMANCE REVIEW

By now, the annual employee performance review has become a key HR development tool in many voestalpine companies. A structured conversation between supervisor and employee once a year outside of daily routines provides the basis for positive collaboration. Careful preparation, regularity, and documentation distinguish these reviews from other kinds of meetings. They involve having both parties take time out to discuss important matters. To describe the process metaphorically: The people involved move from the "pitch," where daily activity takes place, to the "stadium seating," where it's possible to jointly reflect on things at a remove.

Annual employee performance reviews of all salaried employees are mandatory throughout the Group. A recommendation has been made to introduce suitable instruments of this nature (e.g., team performance reviews) for wage employees also, but the binding standards do not provide relevant guidance. While corporate headquarters offers standardized questionnaires and manuals, adjustments specific to companies and countries may be made.

In the business year 2021/22, a total of 28,959 employee performance reviews were conducted Group-wide.

14.3.4 PROTECTION OF EMPLOYEES DURING THE COVID-19 PANDEMIC

Even the business year ended (2021/22) was marked by the COVID-19 pandemic and associated local and national measures and thus posed a challenge for our workforce. The health and safety of our employees has the highest priority for us. The COVID-19 ("coronavirus") task forces that were established back in 2020 at the level of both the divisions and the Group thus continued their work so that steps can be taken operationally in close coordination with the Group's Management Board and are continually adjusted to current requirements. voestalpine has also been in constant contact with both government agencies and employee representatives.

Among other things, the teleworking options for employees whose work makes it possible to do so were expanded, and face-to-face meetings and business travel were reduced to the absolute minimum and/or shifted to digital options where feasible. The company ensures that comprehensive hygiene measures are in place and continues to make protective gear and disinfectants available. At many facilities, vaccination campaigns have been carried out with the help of in-house medical personnel. voestalpine has also contributed to several national public service campaigns in favor of vaccination. We have communicated absolutely all steps of this nature to our employees, across the board and in real time.

The fact that both operations at our manufacturing facilities and the Group's day-to-day business are running so smoothly despite all restrictions and risks is owed largely to the commitment and flexibility of each and every employee.

RECRUITING IN THE AGE OF COVID-19

The COVID-19 pandemic also brought about challenges in personnel recruiting and made it necessary to adjust the process accordingly. Where possible, meetings were conducted by telephone or video conferencing. Face-to-face interviews were held subject to compliance with all safety precautions such as wearing masks or face coverings and maintaining minimum physical distances. Besides sanitizers and disinfectants being on hand, plexiglass partitions were installed as well to protect all parties.

14.4 TRAINING AND CONTINUING PROFESSIONAL DEVELOPMENT

Innovation and high quality are inconceivable absent ongoing employee training and continuing professional development (CPD). Hence training courses are an important prerequisite for voestalpine's success. In addition, they promote employees' career opportunities at the personal level as well as their ability to network across departments and facilities.

The total expenditure for HR development in the business year 2021/22 exceeded EUR 52 million. Fully 76.9% of all Group employees took part in training and CPD programs. The training volume in the reporting period came to a grand total of 630,587 hours, which equates to an average of 17.5 hours per trained employee.

Training programs that used to be conducted face to face prior to the outbreak of the COVID-19 pandemic were shifted online yet again during the business year ended. By now, some of them have been converted into a permanent digital format. Blended learning approaches—i.e., combinations of livestreamed online sessions and self-directed learning phases—enable participants to study and practice at their own pace.

SINDBAD MENTORING PROGRAM

voestalpine Stahl GmbH has been participating in the so-called Sindbad program in Linz, Austria, since November 2021. The company launched a one-on-one mentoring program. It serves to help socially disadvantaged youth choose a training program or school that offers CPD and supports them on their development journey.

Currently, pre-stage graduates are participating in the pilot program as part of their elective modules. Hence three voestalpine employees are serving as mentors, so to speak, to three middle school students in Linz and Wels, Austria, for a year. During this time, the mentors put their course learning into practice as part of a social project by developing trusting relationships and good communication skills and by providing specific guidance to the young people in question as to their individual professional or educational journey. The mentors themselves are supported in their challenging work through seminars on social leadership, workshops, and coaching sessions.

Direct insight into the young participants' lives gives not only the mentors but also the company an opportunity to experience other ways of living and enhance their positive views of diversity.

14.4.1 MANAGEMENT TRAINING

voestalpine relies on the so-called value:program it developed in-house to train current and future executives. We succeeded in carrying out this multi-stage leadership program in the business year 2021/22 after all, despite the limitations associated with the COVID-19 pandemic. Given travel restrictions or lockdowns, however, in many cases individual aspects of the program had to be switched to digital formats.

What makes this program special (aside from the wide range of methods that leading international experts use to teach relevant skills) is the intensive participation by voestalpine's top management (whether as presenters, project managers, or sparring partners, so to speak) in exchanges of experience. This mixture of external and internal know-how along with the Group's interest in ensuring that our employees possess

advanced qualifications help to make the value: program successful and hence unique. The international make-up and diversity of the participating executives is another one of the program's cornerstones. It enables them to build personal networks across national boundaries and the company's divisions. Furthermore, the participants are required to work on internal projects. This has the added benefit of allowing the project mentors, in particular, to gain insight into the advantages of having international teams from the most divergent corporate units and cultures at the Group's disposal.

In the business year 2021/22, only 131 employees from 14 countries were able to participate in this multi-stage executive development program owing to international travel restrictions; women accounted for 12.2% of the total.

value:digital – THE DIGITAL ERA IS HERE

Lifelong learning is indispensable. In order to do justice to our ambition to always be one step ahead, the value:program described above was expanded by an online counterpart named value:digital. It offers value:program graduates an exclusive learn-on-demand solution that enables them at any time to refresh what they learned or acquire new skills. The pandemic gave us the opportunity to combine the best of both worlds—analog and digital—and to supplement the tried and tested face-to-face value: program with online offerings.

In terms of content, the value:digital library concerns the topics already addressed during the relevant stage of the value:program; it is made available to the alumni of that program via this platform. Access to the unique value:digital library is an optional add-on that enables us to take the next step in the direction of the digital transformation within executive development programs also. Since its launch in September 2021, the value:digital database has amassed more than 410 regular users.

14.4.2 PROFESSIONAL ACADEMIES

In addition to its proven programs for executives and specialists, voestalpine also offers training programs for wage and salaried employees. These programs not only expand these employees' professional qualifications and expertise, they also boost soft skills such as teamwork, self-reflection, and agility. Topics such as guiding values and corporate responsibility are explored as well. The voestalpine Group believes that these competencies besides high levels of professional expertise are important factors in employees' successful future advancement.

REGIONAL TRAINING PROGRAMS AND THE HR ACADEMY

Our two regional training programs—the Early Career Program (ECP) in North America and the Young Professionals Training Program (YPTP) in China—had to be suspended for yet another year on account of the pandemic. The next iterations are planned for the current business year (2022/23) and will extend in part into the business year 2023/24. We used the time to digitalize particular processes, e.g., the nomination form, and to revise or newly design some of the underlying concepts.

The HR Academy will also be restarted in the current or next business year. This program serves to train HR managers with respect to their active role as a link between executives and employees, working as best they can to help the company achieve its goals.

14.5 APPRENTICES/TRAINEES

As of the annual reporting date (March 31, 2022), the voestalpine Group was training 1,369 apprentices in about 50 skilled trades, the majority (62.9%) at locations in Austria. A total of 19.8% of apprentices were being trained in Germany under the dual system applicable in that country. Because this training is based on defined needs, almost all of the apprentices who successfully complete their training are offered full-time positions. voestalpine believes that it has the duty to invest in the training of young, skilled workers. The development of personal and social skills is equally important over and above excellent professional training. On average, the Group invests more than EUR 90,000 on training a single apprentice.

New ways had to be found during the COVID-19 pandemic to meet with potential apprentices for the company's roughly 500 trainee slots. Online formats such as a digital open house, digital presentations by the company at schools, or participation in digital trade shows took the place of in-person trade shows, in-person open houses, and face-to-face applicant interviews. The Group's HR departments continually review their options in their given regions in order to determine whether face-to-face meetings with applicants are possible.

HYBRID GROUP APPRENTICE DAY

Even the annual voestalpine Group Apprentice Day had to take place in a completely new format due to the limitations arising from the COVID-19 pandemic. This event enables apprentices to network Group-wide and gives them insights beyond their own workplace. Apprentices thus met on October 5, 2021, for a hybrid event: The Management Board as well as select representatives of the Linz facility spoke via livestream from Stahlwelt to approximately 500 apprentices and their trainers from Austria, Germany, and Switzerland. Individuals at locations outside of these three countries connected with trainers and apprentices interactively and provided insights into the apprenticeship activities and environmental management at their given facilities. The Group's apprentices also learned yet again in this connection that climate action is integral to voestalpine's corporate philosophy. Their professional and private environmental engagement was honored during the "voestalpine goes green" apprentice contest. The festive award ceremony was held during the digital Group Apprentice Day and showcased our future skilled workers' pronounced awareness of sustainability.

14.6 THE STAHLSTIFTUNG

The Stahlstiftung (Steel Foundation) was founded in Linz, Austria, in 1987. Its aim was to provide employees of the VOEST-ALPINE Group (as it was called at the time), who had to leave the company due to a crisis, as well as employees of companies outside of the Group with opportunities for reorienting themselves professionally.

Up to four years of training and continuing professional development are funded for this purpose. In the business year 2020/21, about 76.3% of the participants looking for work were able to develop a new professional perspective with the help of the Stahlstiftung. The fact that this metric declined by 10.6 percentage points relative to the business year 2019/20 is yet another consequence of the COVID-19 pandemic.

As of the March 31, 2021, reporting date, a total of 546 individuals were receiving assistance from the Stahlstiftung, 73.1% of whom were former employees of the voestalpine Group. The total number of active Stahlstiftung participants in the business year 2020/21 was 888, i.e., 62.6% more than a year earlier (546 individuals).

In addition to the participants covered by the Stahlstiftung in its capacity as a classic employee fund, the activities of 68 individuals on a sabbatical leave were supported during the reporting period.

14.7 EMPLOYEE SHAREHOLDING SCHEME

voestalpine has had an employee shareholding scheme since 2001, which has been continually expanded since then. Besides the company's workforce in Austria, employees in Great Britain, Germany, the Netherlands, Poland, Belgium, the Czech Republic, Italy, Switzerland, Romania, Spain, and Sweden also have a share in "their" company. The voting rights associated with stock issued to employees are combined in the voestalpine Mitarbeiterbeteiligung Privatstiftung (employee foundation for the Group's employee shareholding scheme), making this entity a stable, key shareholder of voestalpine AG.

As of March 31, 2022, a total of about 24,500 employees have a stake in voestalpine AG. They hold about 25.4 million shares which, due to the general bundling of voting rights, represent 14.2% of the company's share capital (previous business year: 14.1%). In addition, former and active employees of voestalpine hold approximately 1.0 million "private shares" of voestalpine AG via the foundation, which equates to 0.6% of the voting shares. The foundation exercises the voting rights of these shares, too, as long as the given employees do not exercise their right to freely dispose of the shares. On the whole, therefore, as of March 31, 2022, the voting rights of 14.8% of the share capital of voestalpine AG are pooled in the foundation.

15. health & safety

Safety at the workplace and the health of its employees are core voestalpine values and thus have the highest priority. We work to further reduce the frequency of accidents and to improve the health of all employees of the voestalpine Group—wherever they work, whatever their position. Safety standards that apply Group-wide are at the root of an effective health & safety culture.

voestalpine's health & safety Values

Protecting its employees and their health is a central element of voestalpine's Sustainability Strategy. What matters, day in and day out, is to implement the Group's high standards at all facilities and to continually refine them. Hence we treat health & safety (h&s) with the same consistency and passion as we ensure the quality of our products and processes. Because: Sustainable success is predicated on a healthy workforce in a safe environment.

- >> Safety and health have the highest priority.
- >> Our executives stand for these core values, ensure consistent compliance with them, and assume leadership roles in doing so.
- >> Safe work practices (SWP) are a prerequisite for employment with voestalpine.
- >> Our employees' personal conduct at the workplace affects everybody's safety and health.
- >> Conscientious and responsible employees pay attention to themselves as well as to their co-workers.
- >> We also expect our contractors and partners to give priority to the safety and health of their employees.
- >> Healthy, unharmed employees are the foundation of a healthy and successful company.
- >> Every occupational accident is one too many and preventable.

OUR VISION: *Zero workplace accidents.*

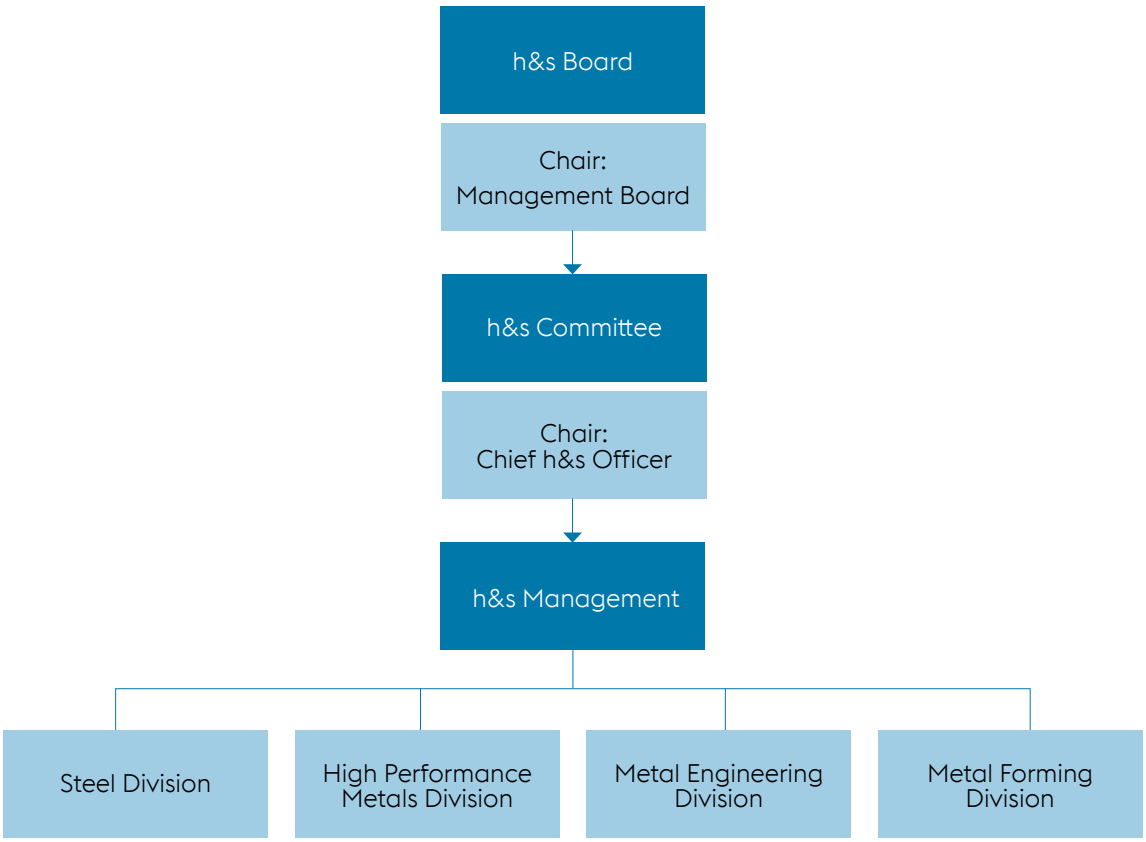
November, 10

World Science Day for Peace and Development

15.1 THE health & safety SYSTEM

The physical health and psychological well-being of all employees and safety at the workplace are core voestalpine values. This is underscored by the fact that the corporate health & safety unit reports directly to one of the members of voestalpine AG's Management Board. It is run by the Chief health & safety Officer and fosters cooperation across the Group. This unit and a health & safety Committee, which is made up of employees of all four divisions as well as a Works Council, collaborate intensely on lowering the frequency of accidents.

voestalpine's health & safety unit works to develop a health & safety culture that all employees throughout the Group can embrace. Managers in each division—in addition to the Chief health & safety Officer, the h&s Board (comprising all Management Board members), and the h&s Committee—also have a role to play in this connection. Safety projects that serve to prevent accidents and strengthen people's awareness of safety issues are carried out in all divisions.



The voestalpine Group has defined the following safety standards:

>> Every production company must put in place a safety system appropriate to its size and the nature of its activities.
>> Safety audits are measures aimed at checking the lived reality of the safety culture and must be conducted by production company executives.
>> Near misses must be reported and then documented by way of event analyses, and appropriate actions must then be devised and implemented.

The effectiveness of the Group-wide safety standards is reviewed annually using a Web-based tool and improved as necessary through appropriate action.

voestalpine's Management Board member responsible for workplace safety has been required to perform annual safety audits since the business year 2018/19. The managing directors responsible for workplace safety at the production companies, in turn, must carry out quarterly safety audits. The lost time injury frequency rate (LTIFR) and the health status are the two key safety indicators that the companies compile uniformly throughout the Group.

15.2 LOST TIME INJURY FREQUENCY RATE

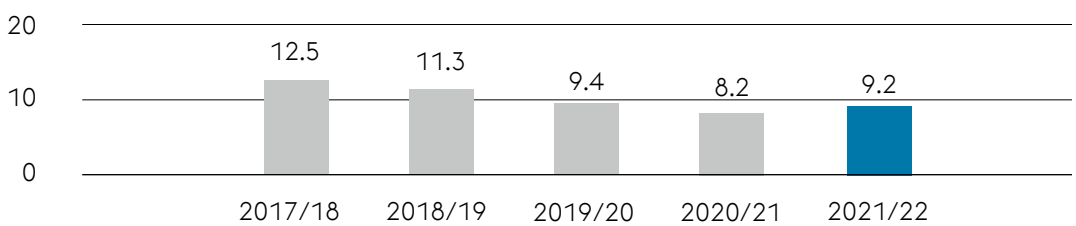
The LTIFR indicates the frequency of accidents based on the number of reportable workplace accidents entailing more than three sick days per one million hours of work performed. Given stark differences in the rules and regulations that apply in individual countries, the Group has established uniform definitions of reportable workplace accidents, sick days, and working hours.

The number of workplace accidents has dropped sharply in recent years thanks to consistent h&s measures in the divisions. In the business year 2021/22, there were 759 reportable workplace accidents but not a single fatal accident among employees of the voestalpine Group.

Owing to the COVID-19 pandemic, it was not possible to conduct an adequate amount of face-to-face training on the topic of workplace safety at all production plants. This explains the slight increase in the accident frequency rate during the reporting period.

DEVELOPMENT OF THE LOST TIME INJURY FREQUENCY RATE (LTIFR)

As of the March 31 reporting date



The accident reports are recorded in a central database system for the purpose of carrying out event analyses and filing the information with the authorities. Appropriate improvement measures are adopted and communicated based on the findings of the event analyses.

The number of near misses is recorded in accordance with voestalpine's safety standards using a Group-wide, Web-based health & safety tool. If compliance at a facility with the required processes is insufficient, the facility in question must report planned improvement measures along with the completion date in this Web-based tool.

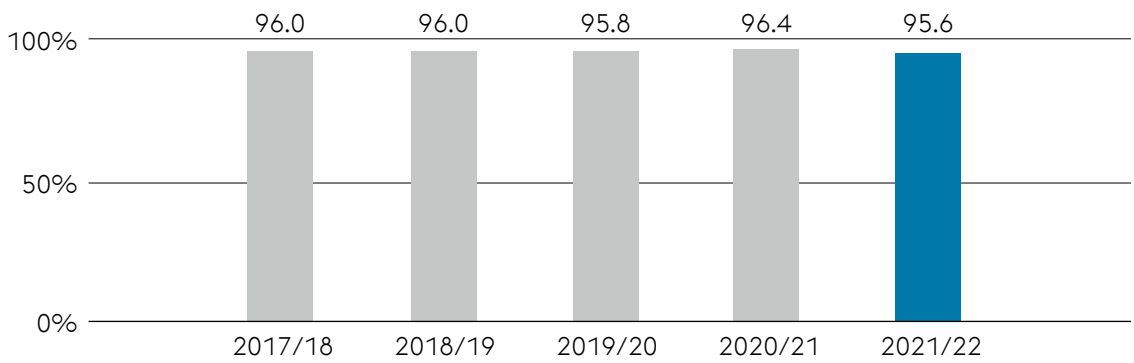
15.3 HEALTH STATUS

The health status shows the percentage of prescribed working hours during which all employees were actually present during a pre-defined period.

A high health status is not only good for the employees, it is also good for the company. It demonstrates the outcome of an effective health policy as well as the company's responsible and respectful attitude toward its employees. No matter how important it is to achieve a high health status, it is equally important to ensure that employees do not come to work when they are sick.

DEVELOPMENT OF THE HEALTH STATUS

As of the March 31 reporting date



15.4 OCCUPATIONAL health & safety AND HEALTH PROMOTION

voestalpine's larger facilities—for example, Linz and Donawitz in Austria—have dedicated occupational health & safety centers that offer not only acute medical care but also preventive care, physical therapy, vaccination campaigns, and basic psychological interventions. Employees can use this medical support structure to avail themselves of voestalpine's employee health programs that exceed the scope of statutory occupational health programs. At smaller facilities, occupational medical services are provided by select external partners.

There is no Group-wide guidance for such voluntary measures aimed at promoting employee health; instead, they are planned and carried out by the individual companies themselves. Such measures focus on movement and ergonomics; medical tests and exams; mental health; vaccinations; and healthy nutrition.

15.5 health & safety MANAGEMENT SYSTEMS

Absolutely all of voestalpine's production companies have a health & safety management system, and 50% are certified pursuant to ISO 45001 (previously OHSAS 18001). This means that some 30,500 employees (72%) working in production are employed at a facility that has a certified occupational safety system.

Some 80% of the safety experts and/or health & safety officers are employees of voestalpine; at smaller facilities, external experts are hired to provide these services. voestalpine implements absolutely all laws pertaining to the protection of employees in all countries in which it works. In addition, compliance with the health & safety Group guideline that the Management Board of voestalpine AG adopted in April 2021 is mandatory.

This guideline regulates the following issues:

>> Our health & safety values
>> Group-wide safety standards
>> Reality check
>> Safety for new employees
>> Responsibility for implementation

All relevant companies are certified under ISO 45001 up to the business year 2024/25.

15.6 health & safety TRAINING

voestalpine Group companies regularly hold safety meetings with all of their employees. There is a monthly meeting between the master craftsmen and their respective staff. The safety experts and health & safety officers at the production plants explain occupational safety rules and regulations during the monthly 15-minute safety training modules. These regular meetings, which are also attended by the Works Council, serve to discuss safety-related topics and to adopt action steps aimed at improving workplace safety. The frequency of the meetings is contingent on the size of the given entity and the participation of people from various levels of the hierarchy. In addition, physical safety inspections are conducted once every quarter by management and once a year by the Management Board.

health & safety training was rolled out Group-wide in the business year 2020/21. It is available in 14 languages, and all employees are required to take the course and complete it. voestalpine's h&s values and safety standards are imparted in this online training, which supplements face-to-face training.

These training sessions vividly demonstrate to employees how voestalpine's safety culture is developed and practiced. The online module can be accessed from any PC via a learning portal. Additional training is carried out for managers as well as for master craftsmen in connection with their qualification program.

FOCUS ON HEALTH

A hotline serving all employees was established right at the start of the COVID-19 pandemic during the very first lockdown at the Linz facility. People were free to share their insecurities, worries, or concerns with a psychologist, who provided low-threshold assistance.

The "Focus on Health" portfolio of short lectures was adjusted as well. In the past five business years, this format has been used directly on site to train small groups of employees on a variety of topics. Due to the pandemic, this format was expanded in the business year 2021/22 to include online training also. Among other things, the focus was on tried and tested content such as shift work or nutrition, as well as on current issues such as stress management or a round of fitness training for the soul. A total of about 400 employees participated in 26 events.

These offerings were supplemented by an online course named "Strong Back," which by now has become a regular feature and is conducted twice a week under the guidance of a certified physical therapist. A total of 1,851 log-ins were registered for 56 event dates without requiring a major investment, making it possible to integrate more fitness into employees' day-to-day work routines.

15.7 WORKPLACE SAFETY AT CONTRACTORS/ THIRD-PARTY ENTITIES

voestalpine also works to protect the life and health of third-party employees. Binding guidelines, which the employees of contractors and third-party companies must comply with, have been issued to this end.

Both compliance with voestalpine's safety standards and participation in safety training events are mandatory. In Austria, a badge that attests to completion of the safety training must be worn visibly. The training that is conducted as part of the Safety Training Environment (SATRE) is prescribed in the company's General Terms and Conditions. Compliance with implementation of the training is reviewed in connection with supplier assessments.

Temporary employees are treated in the same way as regular employees and thus are also trained and instructed with respect to occupational safety.

MEASURES TO PROTECT OUR EMPLOYEES AGAINST COVID-19

In the business year 2021/22, voestalpine's management once again took all necessary steps to manage the COVID-19 pandemic with the help of a task force. This task force comprises the CEO, senior managers of voestalpine AG, the HR managers of the divisions, and representatives of the company's occupational medical services. It acts in timely fashion to coordinate all measures required for protecting our employees' health & safety in different regions and has been meeting once a week since the onset of the pandemic.

A COVID-19 prevention package was made available to all Group companies. Current information is communicated Group-wide via email newsletters, board notices, and articles in the intranet, along with links to relevant information published by national government agencies. Various publications have been disseminated in both German and English.