

17. APPENDIX

17.1 GRI CONTENT INDEX

Statement of Use	voestalpine has reported in accordance with the GRI Standards for the period from 04/01/2022 through 03/31/2023.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard	None applicable

GRI Standard	Disclosure	Location	Reported	Reasons for Omission	Explanation of Omission/ Other Information
GENERAL DISCLOSURES					
1. The organization and its reporting practices					
GRI 2: General Disclosures 2021	2-1 Organizational details	pp. 8, 12-17	●		
	2-2 Entities included in the organization's sustainability reporting	p. 8; Annual Report ²	●		
	2-3 Reporting period, frequency, and contact point	pp. 10-11	●		
	2-4 Restatements of information	>>	●		No information provided in previous CR Reports needs to be restated.
	2-5 External assurance	pp. 160-164	●		
2. Activities and workers					
GRI 2: General Disclosures 2021	2-6 Activities, value chain, and other business relationships	pp. 16-17, 48, 51, 68	●		
	2-7 Employees	pp. 111-114	●	4	Given the data situation, it is not possible at this time to provide a more detailed Group-wide presentation of limited and unlimited employment contracts, nor are there consolidated data on the number of employees who do not have guaranteed hours of work. Group-wide employee data broken down by gender follows the binary system. Hence the data are broken down by women and men.
	2-8 Workers who are not employees	p. 111	●	4	The number of temporary employees is measured by full-time equivalents (FTE) and is determined based on the number of hours they worked during the entire business year. At this time, data on contractual relationships with temporary employees and the type of work they provide for voestalpine are not collected Group-wide and thus are not reported.

GRI Standard	Disclosure	Location	Reported	Reasons for Omission	Explanation of Omission/ Other Information
3. Governance					
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	pp. 21, 139; Annual Report ¹⁴	●		
	2-10 Nomination and selection of the highest governance body	Annual Report ¹⁴	●		
	2-11 Chair of the highest governance body	pp. 62-63; Annual Report ¹⁴	●		
	2-12 Role of the highest governance body in overseeing the management of impacts	pp. 21, 24, 28, 52, 56, 130-131	●		
	2-13 Delegation of responsibility for managing impacts	pp. 21, 59, 130-131	●		
	2-14 Role of the highest governance body in sustainability reporting	pp. 21, >>	●		The Management Board conducts the final internal review of the CR Report during a Management Board meeting. The Supervisory Board reviews the CR Report in a Supervisory Board meeting and releases it.
	2-15 Conflicts of interest	pp. 62-63; Annual Report ¹⁴	●		
	2-16 Communication of critical concerns	pp. 61, 82	●		Critical concerns may be reported using the whistleblower system. The Whistleblower Committee (Head of Compliance/ Head of Risk Management) regularly reports to the Management Board.
	2-17 Collective knowledge of the highest governance body	Annual Report	●		Given their functions, the members of the Management Board and those of the Supervisory Board are qualified to assess the company's effects in terms of sustainability.
	2-18 Evaluation of the performance of the highest governance body	Compensation Report	●		The performance of the Management Board is assessed pursuant to a target agreement that comprises mainly business indicators and is agreed between the Management Board and the General Committee of the Supervisory Board. The General Committee's appraisal of the Management Board's performance does not take voestalpine's impact on the economy, the environment, and people into account.
	2-19 Compensation policies	Compensation Report	●		
2-20 Process to determine compensation	Compensation Report	●			
2-21 Annual total compensation ratio	Annual Report ¹⁵	●	4	The total annual compensation of the members of the Management Board and those of the Supervisory Board is disclosed in the Annual Report. As the median income of the company's labor force is not yet collected Group-wide, no ratio can be presented.	

GRI Standard	Disclosure	Location	Reported	Reasons for Omission	Explanation of Omission/ Other Information
4. Strategy, policies, and practices					
GRI 2: General Disclosures 2021	2-22 Statement of Use on sustainable development strategy	pp. 6-7	●		
	2-23 Policy commitments	pp. 24-33, 52, 56-58, 62; CoC; BPCoC; LCoC;	●		
	2-24 Embedding policy commitments	pp. 59-61, 80-82, 84-87;	●		
	2-25 Processes to remediate negative impacts	pp. 58, 61, 82; 82; WS ¹ ; WB	●		
	2-26 Mechanism for seeking advice and raising concerns	pp. 58, 61, 82; WS ¹ ; WB	●		
	2-27 Compliance with laws and regulations	Annual Report ¹²	●		
	2-28 Membership associations	pp. 158-159	●		
5. Stakeholder Engagement					
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	pp. 18-21	●		
	2-30 Collective bargaining agreements	p. 81	●		
MATERIAL TOPICS					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	pp. 21-22	●		
	3-2 List of material topics	p. 22	●		
Economic Performance					
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 27, 42-43; Annual Report ¹³	●		

GRI Standard	Disclosure	Location	Reported	Reasons for Omission	Explanation of Omission/ Other Information
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Annual Report ^{8, 9, 10}	●		
	201-2 Financial implications and other risks and opportunities due to climate change	pp. 40-43, 95-97	●		
	201-3 Defined benefit plan obligations and other retirement plans	Annual Report ¹¹	●		
Procurement Practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 44-53	●		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	p. 51	●		The percentages disclosed concern the number of suppliers and not the procurement volume per country. Data on the pro rata procurement expenditure are not disclosed due to non-disclosure agreements.
Anti-Corruption					
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 54-63	●	3	
GRI 205: Anti-Corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	pp. 58, 60-61	●	4	Due to the data situation, it is not possible at this time to provide a consolidated description of the training by region and employee category.
Anti-Competitive Behavior					
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 54-63	●		
GRI 206: Anti-Competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Annual Report ¹²	●		

GRI Standard	Disclosure	Location	Reported	Reasons for Omission	Explanation of Omission/ Other Information
Taxes					
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 64-65	●		
GRI 207: Taxes 2019	207-1 Approach to taxes	pp. 64-65	●		
	207-2 Tax governance, control, and risk management	pp. 64-65	●		
	207-3 Stakeholder engagement and management of concerns related to taxes	pp. 64-65	●		
	207-4 Country-by-country reporting	pp. 65, 152-153	●		
Materials					
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 92-97, 105	●		
GRI 301: Materials 2016	301-2 Recycled input materials used	p. 105	●		
Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 92-97, 107	●		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	pp. 107-108	●		No consumption of energy for heating and cooling, nor any consumption of steam energy. No sale of energy. Renewable energy is included in the "Other" category.
	302-3 Energy intensity	p. 108	●		
Water and Effluents					
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 92-97, 104	●		
	303-1 Interactions with water as a shared resource	p. 104	●		
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	p. 104	●	4	Total water withdrawal (item 303-3-a) is reported. The other items cannot be reported at this time due to the data situation.
	303-5 Water consumption	p. 104	●	4	Total water consumption (item 303-5-a) is reported. The other items cannot be reported at this time due to the data situation.

GRI Standard	Disclosure	Location	Reported	Reasons for Omission	Explanation of Omission/ Other Information
Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 40-43, 92-97, 98	●		
	305-1 Direct (Scope 1) GHG emissions	pp. 98-99	●		There are no biogenic emissions. Information that exceeds the disclosures required by law may be accessed at this link: https://www.cdp.net/en
	305-2 Energy indirect (Scope 2) GHG emissions	pp. 98-99	●		Information that exceeds the disclosures required by law may be accessed at this link: https://www.cdp.net/en
GRI 305: Emissions (2016)	305-3 Other indirect (Scope 3) GHG emissions	pp. 98-99	●		Information that exceeds the disclosures required by law may be accessed at this link: https://www.cdp.net/en
	305-5 Reduction of GHG emissions	pp. 95-96	●		
	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	pp. 100-103	●		The emissions data in the Report are based on measured data. Items 305-7-a-iii (hardly-degradable organic hazardous substances) and 305-7-a-v (hazardous air pollutants) cannot be reported at this time due to the data situation.
Waste					
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 92-97, 105-106	●		
	306-1 Waste generation and significant waste-related impacts	pp. 105-106	●		
	306-2 Management of significant waste-related impacts	pp. 105-106	●		
GRI 306: Waste 2020	306-3 Waste generated	p. 106	●	4	While the total weight of the waste generated is reported, it is not broken down by waste category but instead only by hazardous and non-hazardous waste. Given the data situation, it is not possible at this time to present the data by waste category.
Supplier Environmental Assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 44-53	●		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	>>	●		All new and existing raw materials suppliers related to steel production were screened using environmental criteria.

GRI Standard	Disclosure	Location	Reported	Reasons for Omission	Explanation of Omission/ Other Information
Employment					
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 110, 121-122; WS ²	●		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	pp. 114-115	●	4	The employee turnover rate relative to the total number of employees is reported. Given the data situation, it is not possible to report the employee turnover rate by age group, gender, and region, nor is it possible to disclose the new hire rate.
Occupational Health and Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 128- 131, 133	●		
	403-1 Occupational health and safety management system	p. 133	●		
	403-2 Hazard identification, risk assessment, and incident investigation	pp. 130-131	●		
	403-3 Occupational health services	p. 133	●		
	403-4 Worker participation, consultation, and communication on occupational health and safety	pp. 130, 134	●		
	403-5 Worker training on occupational health and safety	p. 134	●		
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	pp. 133, 135-136	●		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p. 137	●		
	403-8 Workers covered by an occupational health and safety management system	pp. 8, 133, 137	●		
	403-9 Work-related injuries	pp. 131-132	●	4	The number of fatalities as well as the number and rate of reportable workplace accidents are reported. Given the data situation, it is not yet possible to provide a more detailed presentation of the data on work-related injuries.

GRI Standard	Disclosure	Location	Reported	Reasons for Omission	Explanation of Omission/ Other Information
Training and Continuing Education					
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 110, 123-125	●		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	pp. 123-125	●	4	The total number of training hours is reported. Given the data situation, the average number of hours per employee cannot be broken down by gender and employee category.
	404-2 Programs for upgrading employee skills and transition assistance programs	pp. 123-126	●		
Diversity and Equal Opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 110, 116-117	●		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	pp. 117-120; Annual Report ^{6,7}	●		
Freedom of Association and Collective Bargaining					
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 81; BPCoC	●		
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	p. 81; BPCoC	●	4	The right to freedom of association and collective bargaining is not at risk at voestalpine's companies and operating sites. The Code of Conduct for Business Partners (BPCoC) requires suppliers to honor their employees' right to collective bargaining and freedom of association. Data on precisely which suppliers and the number of suppliers where these rights could be threatened regardless is not yet being collected Group-wide and thus cannot be presented.
Supplier Social Assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 44-53	●		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	>>	●		All new and existing raw materials suppliers related to steel production were screened using social criteria.

GRI Standard	Disclosure	Location	Reported	Reasons for Omission	Explanation of Omission/ Other Information
Public Policy					
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 54-61; LCoC	●		
GRI 415: Public Policy 2016	415-1	>>	●	4	In the reporting period, voestalpine did not make any donations or other contributions to politicians or political parties.

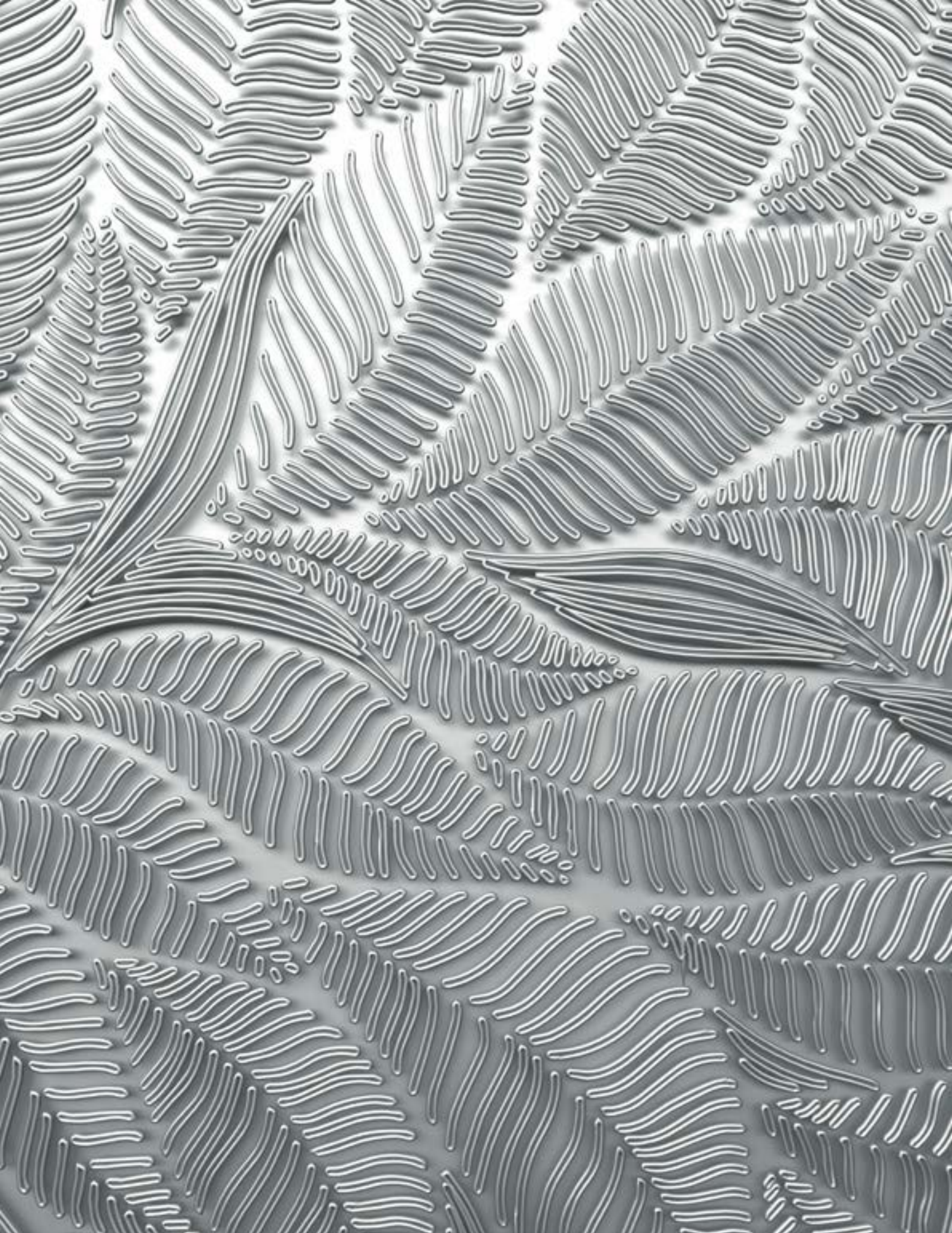
LEGEND

p. 10	See page 10 of this Corporate Responsibility Report for information on this disclosure.
>>	Information on this disclosure is contained directly in the column, "Explanation of Omission/Other Information," of the GRI Content Index.
	● Fully reported / No omissions
Reported	● Partially reported / Omission of individual items of the disclosure
	○ Not reported / Disclosure omitted
Reasons for Omission	1 Not applicable 2 Explicit legal prohibitions 3 Limited due to non-disclosure agreements 4 Information not available/incomplete
	Link to the Annual Report 2022/23: https://reports.voestalpine.com/2223/ar/_assets/downloads/entire-va-ar2223.pdf
Annual Report	1 voestalpine is a global company 2 Investments 3 Development of the Key Financial Indicators 4 Overview of the Group 5 Basis of Consolidation 6 Supervisory Board of voestalpine AG 7 Management Board of voestalpine AG 8 Group Management Report 2022/23 9 Consolidated Statement of Cash Flows 2022/23 10 Consolidated Statement of Comprehensive Income 2022/23 11 Pensions and other employee obligations 12 Provisions 13 Outlook 14 Consolidated Corporate Governance Report 2022/23 15 Related Party Disclosures

Compensation Report	Link to the Compensation Report 2021/22 for Management Board Members and Supervisory Board Members: https://www.voestalpine.com/group/static/sites/group/.downloads/en/share/agm/agm2022/2022-agm-compensation-report-for-members-of-the-management-board-and-supervisory-board.pdf
CoC	Link to the Code of Conduct: https://www.voestalpine.com/group/static/sites/group/.downloads/de/konzern/compliance/Code-of-Conduct-EN.pdf
BPCoC	Link to the Code of Conduct for Business Partners; https://www.voestalpine.com/group/static/sites/group/.downloads/de/konzern/compliance/Code-of-Conduct-for-voestalpine-Business-Partners-EN.pdf
LCoC	Link to the Code of Conduct for Lobbyists: https://www.voestalpine.com/group/static/sites/group/.downloads/de/konzern/2023_Lobbying-Verhaltenskodex.pdf
WS	Links to the website of voestalpine AG 1 https://www.voestalpine.com/group/en/group/compliance/reporting-misconduct/ 2 https://www.voestalpine.com/group/en/jobs/working-at-voestalpine/
WB	Link to the whistleblower system: https://www.bkms-system.net/bkwebanon/report/clientInfo?cin=21valp15&c=-1&language=eng

17.2 TCFD INDEX

TCFD Index		
Recommendations and recommended disclosures		
	Governance	CDP Climate Change 2022
Disclose the organization's governance around climate-related risks and opportunities	a) Describe the Management Board's oversight of climate-related risks and opportunities.	C1.1b
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	C1.2 C1.2a
Strategy		
Disclose the actual and potential impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning (where such information is material).	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	C2.1a C2.3 C2.3a C2.4 C2.4a
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	C2.3a C2.4a C3.1 C3.1b C3.1d
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	C3.1a C3.1b
Risk Management		
Disclose how the organization identifies, assesses, and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks.	C2.1 C2.2 C2.2a
	b) Describe the organization's processes for managing climate-related risks.	C2.1 C2.2
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	C2.1 C2.2
Metrics and Targets		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities (where such information is material)	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	C2.4 C4.1 C4.2
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	C5.1 C6.1 C6.3 C6.5
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	C4.1



17.3 TAXES: COUNTRY-BY-COUNTRY REPORTING

Tax jurisdiction	Main activity	Number of employees ¹	Revenue from third-party transactions ²	Revenue from intra-Group transactions with other tax jurisdictions ³	Profit before tax ⁴
ARE	Sales	22	29,002	343	20
ARG	Sales	72	23,028	0	5,573
AUS	Production, sales	320	158,753	0	18,778
AUT	Production, sales, services	23,192	9,687,661	2,000,804	2,990,358 ⁹
BEL	Production	693	315,396	37,867	30,631
BGR	Production	121	13,499	2,979	1,458
BRA	Production	2,519	630,630	77,217	35,232
CAN	Production, sales	259	115,976	3,837	-4,563
CHE	Sales	118	94,624	234	4,009
CHN	Production, sales	2,385	597,227	12,574	61,173
COL	Sales	72	7,248	10	1,140
CZE	Production, sales	387	80,968	95,174	10,414
DEU	Production, sales	7,915	2,024,361	527,733	49,932
DNK	Sales	14	10,716	14	1,514
ECU	Sales	32	3,393	15	217
ESP	Production, sales	321	101,488	19,802	3,915
FIN	Sales	10	12,328	2	718
FRA	Production, sales	932	295,394	22,414	19,132
GBR	Production	713	295,961	4,842	53,598
GRC	Sales	5	2,458	0	-92
HKG	Sales	7	995	37	-1,614
HUN	Production, sales	269	56,323	537	4,397
IDN	Production, sales	184	10,992	11,707	-949
IND	Production, sales	758	122,891	6,167	7,559
ITA	Production, sales	431	243,501	44,836	18,752
JPN	Sales	81	34,140	722	277
KOR	Sales	49	10,518	1	-259
LTU	Production	77	5,639	8,449	1,109
LVA	Production	6	5,537	89	68
MEX	Production	614	82,580	15,672	7,768
MYS	Sales	73	6,669	101	133
NLD	Production, sales	1,281	621,190	9,985	54,462
NOR	Sales	3	15,426	0	1,351
PER	Sales	91	11,174	0	1,831
POL	Production, sales	854	319,401	5,219	5,593
PRT	Production, sales	72	6,745	1,800	-348
ROU	Production, sales	823	215,697	29,132	32,474
RUS ¹⁰	Sales	20	7,949	0	-1,057
SAU	Production	49	4,066	0	-457
SGP	Sales	158	74,214	218,329	41,322
SVK	Sales	25	6,725	0	867
SWE	Production, sales	1,234	95,654	337,474	48,797
THA	Production, sales	119	12,513	221	-1,426
TUR	Production, sales	325	60,217	1,108	3,348
TWN	Sales	111	12,124	636	1,819
USA	Production, sales	2,889	1,609,877	39,732	104,131
VNM	Sales	67	3,528	0	-286
ZAF	Production	433	68,721	0	4,986

Property, plant and equipment ⁵	Income tax paid ⁶	Tax expense incurred ⁷	Reasons for the difference between the tax incurred and the tax expense determined by application of the standard tax rate on the profit before tax ⁸
516	0	0	
558	109	1,464	
18,835	-7,273	6,105	
3,776,002	196,192	176,088	a), b), f)
52,168	7,759	7,626	
3,020	118	167	
116,991	12,579	12,646	
26,007	205	37	
13,888	208	556	
160,227	20,017	12,647	d), e)
1,651	-169	278	
32,872	1,761	1,596	
582,726	6,475	14,537	
806	458	318	
498	-81	54	
17,930	387	603	
1,209	268	136	
65,123	3,315	4,177	
33,331	4,813	5,462	a)
80	0	0	
92	0	0	
11,184	366	450	
3,480	151	211	
27,129	2,137	2,113	
50,170	8,893	5,956	f)
6,799	713	208	
4,533	149	41	
3,706	107	159	
199	0	0	
30,292	1,704	3,255	
4,258	65	27	
132,058	5,267	8,725	a)
679	111	180	
2,238	758	566	
43,054	590	964	
1,909	-7	78	
36,662	3,267	4,337	
388	304	-106	
2,918	297	299	
13,734	2,285	2,820	a), f)
1,269	178	170	
142,211	20,070	8,329	a)
4,300	41	0	
4,245	656	592	
5,076	772	340	
200,582	2,567	24,923	
2,062	29	-4	
24,970	1,142	1,042	

- 1 The “Number of employees” metric refers to the total number of employees in all business units within a tax jurisdiction. The number of employees is based on full-time equivalents (FTEs). The number of employees refers to the status as of the end of the respective business year.
- 2 The “Revenue” metric concerns the total revenue generated by all business units within a tax jurisdiction. There are no deviations from the revenue shown in the Consolidated Financial Statements.
- 3 This metric includes revenue from intra-Group transactions of all business units within a tax jurisdiction with those in other tax jurisdictions.
- 4 The “Profit before tax” metric concerns the total profit before tax of all business units within a tax jurisdiction. Deviations from the Consolidated Financial Statements arise, in particular, from the fact that the metric contains figures added country by country, whereas the Consolidated Financial Statements contain consolidated figures.
- 5 The “Property, plant and equipment” metric equates to the net carrying amount of all property, plant and equipment belonging to the business units within a tax jurisdiction as of the end of the respective business year. There are no deviations from the property, plant and equipment shown in the Consolidated Financial Statements.
- 6 The metric referring to the income tax paid concerns the total income tax paid by all business units within a tax jurisdiction.
- 7 The metric referring to the income tax incurred concerns the total of all income taxes of all business units within a tax jurisdiction, excluding deferred taxes and provisions for uncertain tax items.
- 8 An expected tax expense may be determined based on the regular tax rate applicable to the “Profit before tax” metric. Temporary differences and effects from prior periods may result in differences between the actual tax expense and the expected tax expense. Key differences between the actual tax expense and the expected tax expense in individual countries arise from:
 - a) Tax-exempt income (e.g., investment income)
 - b) Non-deductible expenses
 - c) The GRI metric, “Profit before tax,” includes the total of all earnings of all business units, but the tax assessment is carried out by business unit (excluding any offsetting of all subsidiaries’ gains and losses).
 - d) Special tax assessment regime / tax incentives
 - e) Use of tax loss carryforwards and/or carrybacks
 - f) Temporary differences and effects from prior periods
- 9 This metric contains a large percentage of tax-exempt investment income, in part multi-level, especially in Austria.
- 10 Significant reduction in revenue relative to the previous business year. Revenue volume consistent with sanctions.

17.4 RESPONSIBLESTEEL



voestalpine commits itself to the 12 Principles of ResponsibleSteel, an advocacy organization. Furthermore, the production entities of the Steel Division completed their certification as sustainable steelmaking facilities in the business year

2021/22. Experts from voestalpine and many other companies along the steel supply chain as well as civil society representatives and other stakeholders actively participated in the preparation of this Standard.

Principle 1: Corporate governance

ResponsibleSteel certified sites are led responsibly.

Principle 2: Social, Environmental, and Governance Management Systems

ResponsibleSteel certified sites have an effective management system in place to achieve the social, environmental, and governance objectives to which they are committed.

Principle 3: Occupational Health and Safety

ResponsibleSteel certified sites protect the health and safety of workers.

Principle 4: Labor Rights

ResponsibleSteel certified sites respect the rights of workers and support worker well-being.

Principle 5: Human Rights

ResponsibleSteel certified sites respect human rights wherever they operate, irrespective of their size or structure.

Principle 6: Stakeholder Engagement and Communication

ResponsibleSteel certified sites engage effectively with stakeholders, report openly on issues of importance to stakeholders, and remediate adverse impacts they have caused or contributed to.

Principle 7: Local Communities

ResponsibleSteel certified sites respect the rights and interests of local communities, avoid and minimize adverse impacts, and support community well-being.

Principle 8: Climate Change and Greenhouse Gas Emissions

The corporate owners of ResponsibleSteel certified sites are committed to the global goals of the Paris Agreement, and both certified sites and their corporate owners are taking the actions needed to demonstrate this commitment.

Principle 9: Noise, Emissions, Effluents, and Waste

ResponsibleSteel certified sites prevent and reduce emissions and effluents that have adverse effects on people or the environment, manage waste according to the waste management hierarchy, and take account of the full life cycle impacts of waste management options.

Principle 10: Water Stewardship

ResponsibleSteel certified sites demonstrate good water stewardship.

Principle 11: Biodiversity

ResponsibleSteel certified sites protect and conserve biodiversity.

Principle 12: Decommissioning and Closure

ResponsibleSteel certified sites minimize the adverse social, economic, and environmental impacts of full or partial site decommissioning and closure.

For further information, see <https://www.responsiblesteel.org/>

17.5 UN GLOBAL COMPACT — THE 10 PRINCIPLES

Since 2013, voestalpine has supported the UN Global Compact (UNGC) and its principles regarding human rights, labor standards, climate action, and the fight against corruption.

HUMAN RIGHTS

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2: make sure that they are not complicit in human rights abuses.

LABOR STANDARDS

- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4: the elimination of all forms of forced and bonded labor;
- Principle 5: the effective abolition of child labor; and
- Principle 6: the elimination of discrimination in respect of employment and occupation.

ENVIRONMENT

- Principle 7: Businesses should support a precautionary approach to environmental challenges;
- Principle 8: undertake initiatives to promote greater environmental responsibility; and
- Principle 9: encourage the development and diffusion of environmentally friendly technologies.

ANTI-CORRUPTION

- Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.



17.6 SUSTAINABLE DEVELOPMENT GOALS



The Sustainable Development Goals (SDGs) were drawn up by a United Nations working group, together with thousands of stakeholders, and adopted by a UN General Assembly Resolution during the United Nations Sustainable Development Summit in New York on September 25, 2015. A total of 193 UN member states committed to the 17 goals and 169 targets for global sustainable development and the related specific objectives.

The SDGs were put into effect as of January 1, 2016, and are designed to cover a period of 15 years (up to 2030). Particular emphasis was placed on the private sector's role in reaching these goals.

In its daily business activities, voestalpine contributes significantly to achieving the following 12 SDGs:

- Goal 3: Good health and well-being
- Goal 4: Quality education
- Goal 5: Gender equality
- Goal 6: Clean water and sanitation
- Goal 7: Affordable and clean energy
- Goal 8: Decent work and economic growth
- Goal 9: Industry, innovation, and infrastructure
- Goal 11: Sustainable cities and communities
- Goal 12: Responsible consumption and production
- Goal 13: Climate action
- Goal 16: Peace, justice, and strong institutions
- Goal 17: Partnerships for the goals

17.7 MEMBERSHIPS

voestalpine AG and its Group companies belong to numerous federations, associations, and special interest groups and participate in working groups or work on projects through their employees. The following provides a selection of the memberships that are relevant with respect to corporate responsibility (CR).

ABA – Arbeitsgemeinschaft für betriebliche Altersversorgung e.V. (German Association for Occupational Pensions)	Germany
ARA – Altstoff Recycling Austria Verein	Austria
ARGE OÖ Arbeitsstiftungen (Upper Austria Employee Funds for Senior Homes)	Austria
ARH Serrana – Associação de Recursos Humanos	Brazil
ASMET – The Austrian Society for Metallurgy and Materials	Austria
ASI – Austrian Standards Institute	Austria
AUVA – Allgemeine Unfallversicherungsanstalt (General Accident Insurer)	Austria
B.C. Human Resources Management Association	Canada
BBRZ – Berufliches Bildungs- und Rehabilitationszentrum (Vocational Training and Rehabilitation Center)	Austria
Beijing HR Association	China
Bergmännischer Verband Österreichs (Austrian Miners Association)	Austria
BSI – British Standards Institution	Great Britain
CDG – Christian Doppler Forschungsgesellschaft (a research institute)	Austria
Certified Human Resources Professional	Canada
CISA – Compliance Institute of Southern Africa	South Africa
COMET / K1-MET	Austria
Compliance Link	Great Britain
Compliance Praxis – Compliance Netzwerk Austria	Austria
Dachverband der arbeitsmedizinischen Zentren Österreichs (Umbrella Organization of Austria's Occupational Health and Safety Centers)	Austria
DGFP – Deutsche Gesellschaft für Personalführung e.V. (German Society for HR Management)	Germany
EGVIA – European Green Vehicles Initiative Association	Belgium
EMAS – Eco-Management and Audit Scheme	Austria
ESTEP – European Steel Technology Platform	Belgium
EUROFER – The European Steel Association	Belgium
European Wind Energy Association (EWEA), renamed WindEurope	Belgium
FFG – Austrian Research Promotion Agency	Austria

FOSTA – Forschungsvereinigung Stahlanwendung e.V. (Research Association for Steel Applications)	Germany
Hong Kong People Management Association	China
HSS Forum – International High Speed Steel Research Forum	Germany
Informelle Plattform österreichischer Arbeitsstiftungen (Informal Platform of Austrian Labor Funds)	Austria
Institute of Safety Management	USA
Kepler Society JKU	Austria
Korean Employers Federation	South Korea
LIMAK – Austrian Business School GmbH	Austria
Montanhistorischer Verein Österreich (Historical Mining Association Austria)	Austria
NARBW – National Association of Railway Business Women	USA
NEASA – National Employers Organisation of South Africa	South Africa
Nederland CO ₂ Neutraal	Netherlands
ÖGA – Österreichische Gesellschaft für Arbeitsmedizin (Austrian Society for Occupational Safety and Health)	Austria
Österreichische Vereinigung für Qualitätssicherung (Austrian Society for Quality Assurance)	Austria
Österreichs Energie – Austria's Energy	Austria
Photovoltaic Austria Federal Association (PV Austria)	Austria
Physio Austria – Bundesverband der PhysiotherapeutInnen Österreichs (Federal Association of Austria's Physiotherapists)	Austria
respACT – Austrian Business Council for Sustainable Development	Austria
ResponsibleSteel	Australia
RFCS – Research Fund for Coal and Steel	Belgium
RFE – Rail Forum Europe	Belgium
RFT OÖ – Rat für Forschung und Technologie für Oberösterreich (Council for Research & Technology in Upper Austria)	Austria
RoSPA – Royal Society for the Prevention of Accidents	Great Britain
Shanghai Institute of Labor and Social Security	China
SNEF – Singapore National Employers Federation	Singapore
SPIRE – Sustainable Process Industry through Resource and Energy Efficiency	Belgium
The Employers Association of Indonesia	Indonesia
The Women Secretaries & Administrative Professionals Association of Thailand (WSAT)	Thailand
Technology and Society Forum of the TU Graz	Austria
UNGC – United Nations Global Compact	USA
Verein Deutscher Eisenhüttenleute	Germany
VFFI – Verein zur Förderung von Forschung und Innovation (Association for the Promotion of Research & Innovation)	Austria
VÖSI – Verband Österreichische Sicherheits-Ingenieure (Association of Austrian Safety Engineers)	Austria
WIFI OÖ GmbH, Forum Arbeit & Personal (Forum on Work & Personnel)	Austria
WingNet TU Wien	Austria
World Steel Association (worldsteel)	Belgium
WTCM – Forschungsgesellschaft für die technologische Industrie (Research Association for the Technological Industry)	Belgium

17.8 INDEPENDENT ASSURANCE REPORT

Deloitte.

To the management board of
voestalpine AG
Linz

Courtesy Translation of the Audit Report of the Independent Assurance on Non-Financial Reporting*

Introduction

We have performed procedures to obtain limited assurance as to whether any matters have come to our attention that cause us to believe that the consolidated non-financial report as of March 31, 2023 has not been prepared, in all material respects, in accordance with the reporting criteria. The reporting criteria consist of the GRI-Standards issued by the Global Sustainability Standards Board (GSSB) and the reporting requirements mentioned in §267a UGB (NaDiVeG).

Furthermore, we have performed procedures to obtain limited assurance as to whether any matters have come to our attention that cause us to believe that the EU taxonomy information disclosed is not prepared, in all material respects, in accordance with Art. 8 of Regulation (EU) 2020/852 (Taxonomy Regulation).

Responsibility of the management

The legal representatives of voestalpine AG are responsible for the preparation of the report content in accordance with the reporting criteria and for the selection of the disclosures to be verified. The reporting criteria consist of the GRI-Standards issued by the Global Sustainability Standards Board (GSSB) and the reporting requirements mentioned in §267a UGB (NaDiVeG). Furthermore, they are responsible for reporting the disclosed information on the EU taxonomy in accordance with Art. 8 of Regulation (EU) 2020/852 (Taxonomy Regulation).

Deloitte.

This responsibility includes the selection and application of appropriate methods for preparing the report, making assumptions and estimates of individual non-financial disclosures that are plausible under the given circumstances. The responsibility further includes the internal controls, which have been determined as necessary by the management to enable the preparation of a consolidated non-financial report that is free from misstatement, whether due to fraud or error.

Responsibility of the auditor

Our responsibility is to express a limited assurance opinion as to whether any matters have come to our attention that cause us to believe that the consolidated non-financial report as of March 31, 2023 has not been prepared, in all material respects, in accordance with the reporting criteria. The reporting criteria consist of the GRI-Standards issued by the Global Sustainability Standards Board (GSSB) and the reporting requirements mentioned in §267a UGB (NaDiVeG).

Furthermore, it is our responsibility to express a limited assurance opinion as to whether any matters have come to our attention that cause us to believe that the EU taxonomy information disclosed is not prepared, in all material respects, in accordance with Art. 8 of Regulation (EU) 2020/852 (Taxonomy Regulation).

We conducted our engagement in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised), "Assurance Engagements Other Than Audits or Reviews of Historical Financial Information" issued by the International Auditing and Assurance Standards Board (IAASB) in order to obtain limited assurance on the subject matters.

ISAE 3000 (Revised) requires us to plan and perform the engagement in a way that enables us to obtain limited assurance that nothing has come to our attention that causes us to believe that the consolidated non-financial report has not, in any material aspect, been prepared in accordance with the GRI-Standards and §267a UGB (NaDiVeG), and that the disclosed information on the EU taxonomy has not been prepared in accordance with Art. 8 of Regulation (EU) 2020/852 (Taxonomy Regulation).

In a limited assurance engagement, the evidence-gathering procedures are more limited than in a reasonable assurance engagement and therefore, less assurance can be obtained. The choice of audit procedures lies in the due discretion of the auditor.

Deloitte.

As part of our audit, we have performed, inter alia, the following audit procedures and other activities as far as they are relevant to the limited assurance engagement:

- Interview of the employees named by voestalpine AG regarding the sustainability strategy, the sustainability principles and the sustainability management
- Interviews of employees of voestalpine AG to assess the methods of data collection, data processing and internal controls
- Matching the non-financial disclosures shown in the consolidated non-financial report with the documents provided
- Conducting a media analysis
- Review of the disclosed information according to §267a UGB and GRI-Standards
- Review of the disclosed information on the EU taxonomy for compliance with Art. 8 of Regulation (EU) 2020/852 (Taxonomy Regulation)

We believe that the audit evidence we have obtained is sufficient and appropriate to serve as a basis for our assessment.

The objective of our engagement is neither an audit of financial statements nor an auditor's review of financial statements. Likewise, neither the detection and clarification of criminal offences, such as embezzlement or other acts of breach of trust and administrative offenses, nor the assessment of the effectiveness and efficiency of the management is the object of our engagement.

Summarized Conclusion

Based on our work, nothing has come to our attention that causes us to believe that the consolidated non-financial report of voestalpine AG as of March 31, 2023, has not, in any material aspects, been prepared in accordance with GRI-Standards.

Furthermore, nothing has come to our attention that causes us to believe that the reporting requirements of §267a UGB (NaDiVeG) are not met by the consolidated non-financial report, although it should be noted that the key figures on energy consumption and emissions are reported by calendar year instead of fiscal year.

Additionally, based on our audit procedures, nothing has come to our attention that causes us to believe that the disclosed information on the EU taxonomy has not been prepared in accordance with Art. 8 of Regulation (EU) 2020/852 (Taxonomy Regulation).

Deloitte.Conditions of Contract

The basis for this engagement are the “General Conditions of Contract for the Public Accounting Professions”, as issued by the Chamber of Tax Advisers and Auditors in Austria (according to appendix). In accordance with chapter 7 of these terms and conditions, our liability shall be limited to intent and gross negligence. In cases of gross negligence, the maximum liability is limited to a maximum of five times the fee. This amount constitutes a total maximum liability cap, which may only be utilized once up to this maximum amount, even if there is more than one claimant or more than one claim has been asserted.

Vienna

May 26, 2023

Deloitte Audit Wirtschaftsprüfungs GmbH

Gerhard Marterbauer m.p.
Certified Public Accountant (Austria)

Marieluise Krimmel m.p.
Certified Public Accountant (Austria)

*) **Attention:** This report has been translated from German to English for referencing purposes only. Please refer to the officially legally binding version as written and signed in German. Only the German version is the legally binding version.

