

# 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, the diversity and individuality of its employees as well as their qualifications—all of which is reflected in the guiding principles of our Sustainability Strategy.

## Corporate Culture

We create a respectful corporate culture in which we expect and encourage trust, diversity, self-determination, and personal responsibility. voestalpine's culture, as a symbol of our Group-wide identity, 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—and create the conditions for equal opportunities as well as work that maintains people's health and is appropriate to life's different phases.

## Training and Continuing Professional Development (CPD)

Targeted measures help voestalpine employees gain 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.



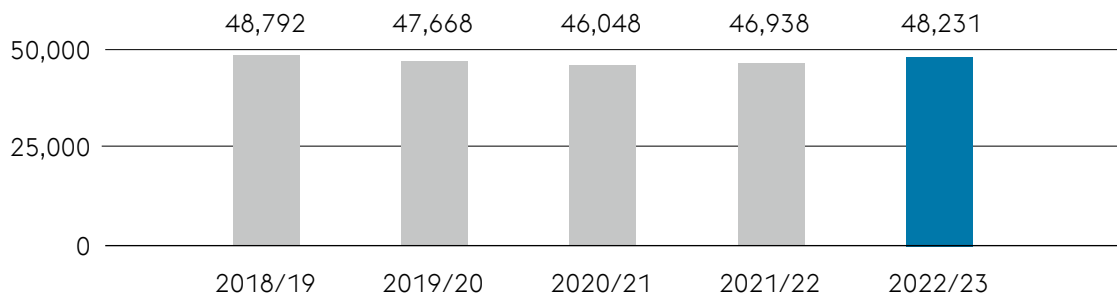
# 14.1 EMPLOYEE STRUCTURE

As of the annual reporting date (March 31, 2023), the voestalpine Group had a global workforce of 48,231 employees (head counts).

When 1,402 apprentices and 3,253 temporary employees are included, this number rises to 51,202 full-time equivalents (FTEs).

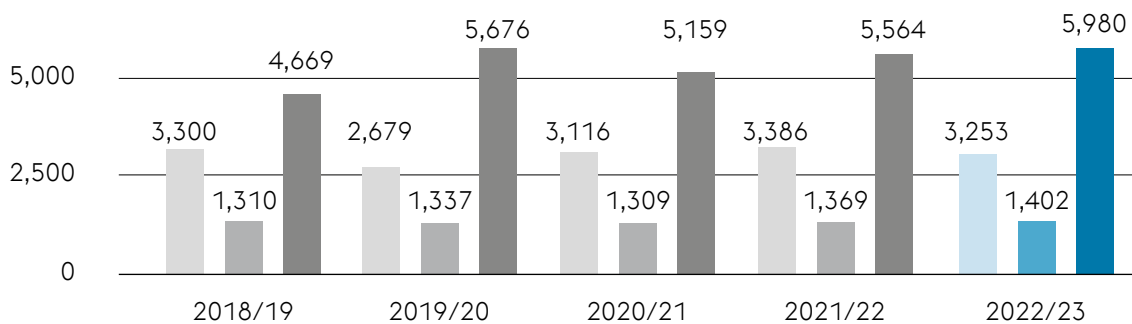
## DEVELOPMENT OF THE NUMBER OF EMPLOYEES

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

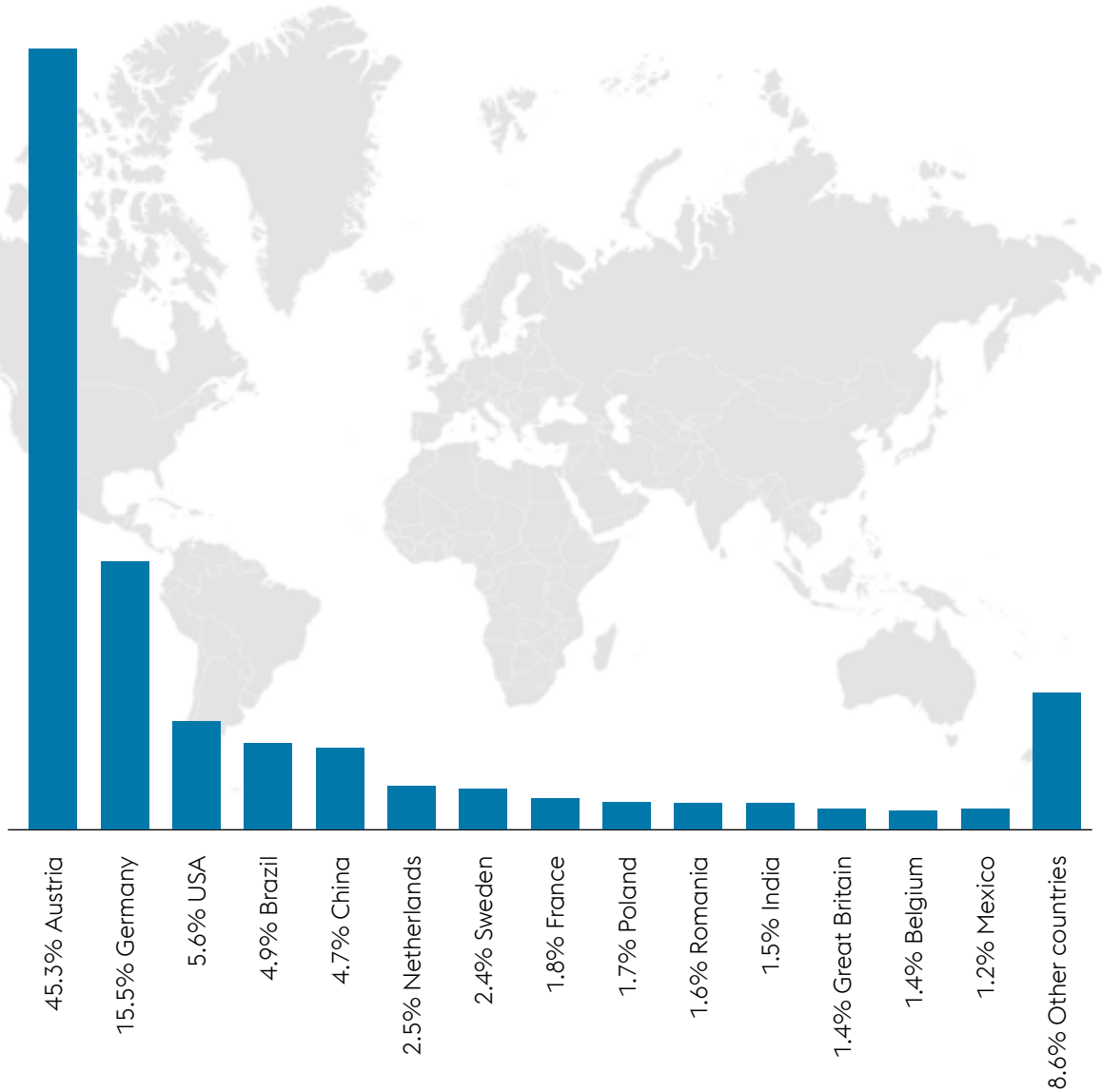


Temporary employees (FTEs)
  Apprentices (head counts)
  Part-time employees (head counts)

### 14.1.1 EMPLOYMENT BY COUNTRY AND REGION

voestalpine comprises about 500 Group companies and locations in 50 countries on five continents. A total of 45.3% of the company's em-

ployees (FTEs) are based in Austria, and 54.7% work at facilities outside of the country.



## WORKFORCE BY REGION AND GENDER (FROM 10 HEAD COUNTS)

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

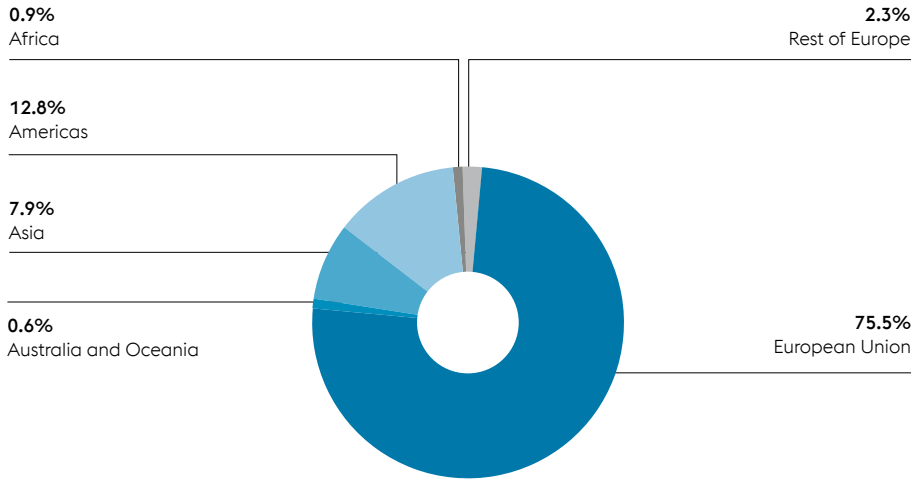
Country	Overall	Male	Female
Austria	22,617	19,357	3,260
Germany	7,537	6,377	1,160
USA	2,500	2,002	498
Brazil	2,323	2,079	244
China	2,013	1,659	354
Sweden	1,215	995	220
Netherlands	1,081	960	121
Poland	831	593	238
France	807	661	146
Romania	775	618	157
Belgium	716	664	52
Great Britain	664	556	108
Mexico	588	419	169
India	430	399	31
South Africa	417	338	79
Italy	407	326	81
Czechia	343	293	50
Spain	332	270	62
Türkiye	294	260	34
Australia	288	242	46
Hungary	273	229	44
Canada	220	179	41
Indonesia	155	136	19
Singapore	155	88	67
Bulgaria	122	103	19
Switzerland	116	101	15
Thailand	107	66	41
Taiwan	106	84	22
Peru	92	77	15
Lithuania	76	71	5
Colombia	71	51	20
Japan	69	52	17
Argentina	66	50	16
Portugal	65	55	10
Malaysia	64	38	26
Vietnam	55	34	21
Saudi Arabia	47	45	2
Republic of Korea (South Korea)	47	35	12
Ecuador	32	23	9
Slovakia	28	16	12
United Arab Emirates	22	18	4
Russia	20	10	10
Denmark	14	10	4

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 location are local residents.

## WORKFORCE BY REGION

As of the March 31, 2023, reporting date, 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 quar-

terly 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

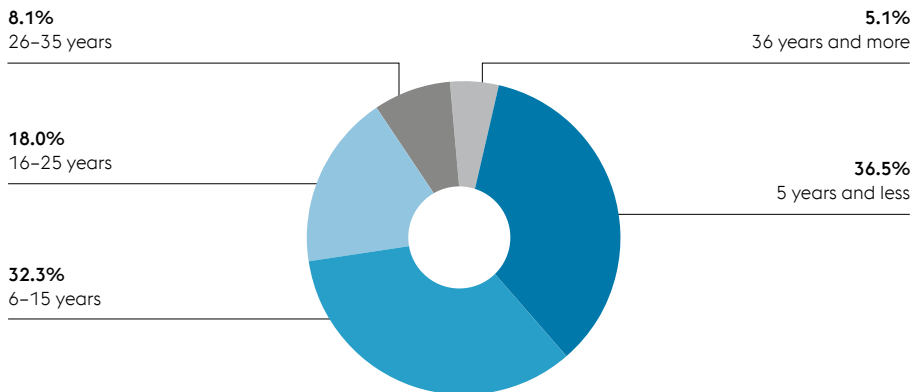
In the business year 2022/23, employees who had been with the Group for up to five years constituted the largest group, followed by em-

ployees who had been with voestalpine for six to fifteen years.

### YEARS OF SERVICE

As of the March 31 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 as low as possible. In the business year 2022/23, the turnover rate for employment contracts terminated by mutual agreement or by the employee was 8.4%. The collection of data regarding new hires and departures takes

all employees into account (managing directors, management board members, and temporary absentees are included; but apprentices, interns, freelancers, and master's/doctoral degree candidates are excluded). There were 18 applications on average for each job opening, thus illustrating voestalpine's attractiveness as an employer. The following table shows the number of departures by region, further broken down by employment contract and gender.

## DEPARTURES BY REGION

Number of employees who left the company after no more than three years of service, broken down by employment contract and gender, business year 2022/23

Region	Personnel (excluding apprentices)	Departures in the first three years (Male wage employees)	Departures in the first three years (Female wage employees)	Departures in the first three years (Male salaried employees)	Departures in the first three years (Female salaried employees)
Africa	417	8	3	1	2
Americas	5,892	889	210	136	68
Asia	3,277	74	2	62	37
Australia and Oceania	288	53	0	5	9
European Union	37,260	761	206	368	244
Rest of Europe	1,097	69	3	31	14

## 14.2 EQUALITY AND DIVERSITY

Globally, more than 51,000 people (FTEs) work for the voestalpine Group. Each and every personality is valuable and must be respected for their individual strengths and skills. The fact that voestalpine's then CEO signed the company's "Diversity Charter" in February 2018 underscores the Group's approach to both diversity and equal treatment. voestalpine is committed to respecting all people with whom it has a relationship (employees, customers, business part-

ners)—irrespective of gender, skin color, nationality, ethnicity, religion or worldview, disability, age, sexual orientation, and identity. This commitment and corresponding actions create a climate of acceptance and mutual trust. As laid out in the chapter on "Respect and Integrity" of the voestalpine Code of Conduct, the Group does not tolerate any discrimination, whatever form it may take.

### GENDER-SENSITIVE LANGUAGE AT voestalpine

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*voestalpine fundamentally approaches all people in an open and respectful manner. As we all know, language creates images in people's minds; voestalpine underscores its attitude by using gender-sensitive language. The aim is to use gender-appropriate greetings and wording to address all genders equally in the future—in communications with each other, in communications with business partners as well as in all of the Group's internal and external media communications. In doing so, voestalpine also emphasizes its working methods, its orientation toward diversity, and its view of humanity.*

*To ensure that this is implemented as uniformly as possible across the board, in the business year 2022/23 the company prepared a "Gender-Sensitive Language" guideline that contains mandatory standards and practical advice. This guideline also offers*

*recommendations as to visuals and gender issues in spoken language. In German, four options are available for uncomplicated, elegant, and readable "gendering":*

1. *Rephrasing*
2. *Using neutral wording*
3. *Using the [German] "gender colon," and*
4. *Pairing gender designations.*

*While the Gender-Sensitive Language guideline provides details on voestalpine's gender-appropriate communications in German, the Group has adopted the principle that all languages must be used in gender-appropriate ways as best as possible—specifically, both internally and in external communications as well as in the context of person-to-person collaboration.*

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### 14.2.1 PERSONS WITH DISABILITIES

In Austria, companies with more than 25 employees are required to make jobs available for people with disabilities. As of March 31, 2023, a total of 577 voestalpine employees in Austria reported that they were subject to the relevant "beneficiary" classification under the Austrian Disability Employment Act (Behinderteneinstellungsgesetz). For reasons related to data privacy, outside of Austria no information is

collected on employees' potential disabilities. It goes without saying that voestalpine fulfills all applicable statutory requirements regarding the employment and integration of disabled individuals that may apply at any given location. A range of measures ensures, furthermore, that everybody within the Group engages in mutually respectful conduct. 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 create the general framework for equal opportunity and aim 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 for women and seek to increase the percentage of wom-

en in both job applications and employment.” (In the English-speaking world, MINT is known as “science, technology, engineering, and mathematics” – STEM.)

voestalpine ensures through measures adapted to individual companies and regional circumstances that potential female applicants are interested in the company and that female employees are given good development opportunities.

### FEMALE EMPOWERMENT AS A STRATEGIC SPHERE OF ACTION

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*Several initiatives pertaining to female empowerment have been launched as part of this strategic sphere of action. A dedicated website was set up in voestalpine's intranet. It contains links to other websites, portraits, general information specific to women, etc. In the future, it will also publish a quarterly “Female Empowerment Newsletter.”*

*The mandatory e-learning course, “Sexual Harassment at the Workplace,” is currently being adapted to the statutory framework and requirements in Germany and Switzerland and will be rolled out in these countries in the current business year 2023/24.*

*As already in the previous business year, the nomination process for the internal leadership development “value:program” required a female quota of more than 20%; the quota for the business year 2023/24 is just under 30%.*

*In addition, the managers of all HR development programs were requested to firmly establish issues of diversity and, particularly, female empowerment in their individual programs—e.g., by raising the number of female coaches as well as establishing special training geared to women and related substantive matters.*

As of the annual reporting date (March 31, 2023), women accounted for 15.7% of all employees in the voestalpine Group. The percentage of female workers among wage employees was 6.7%; among salaried employees it was 29.7%. A total of 13.6% of all executives (including salaried employees in HR as well as forepersons, but excluding members of the Management Board) were women.

There was a slight increase in the number of women in most of these categories. The percentage of women among apprentices completing non-technical training is especially high: Fully 50.2% of all individuals in the category, “Apprentices (Other),” were female.

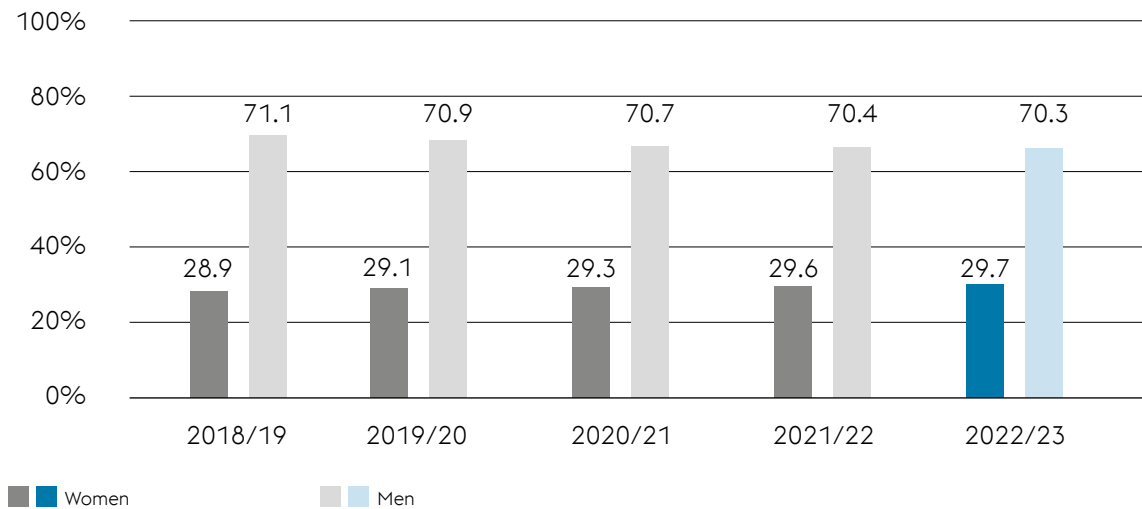
### PERCENTAGE OF FEMALE EMPLOYEES

In each case as of the March 31 reporting date

	2018/19	2019/20	2020/21	2021/22	2022/23
Women overall	14.4%	14.7%	14.8%	15.4%	15.7%
Female executives	12.5%	12.5%	13.6%	12.9%	13.6%
Female salaried employees	28.9%	29.1%	29.3%	29.6%	29.7%
Female wage employees	5.7%	5.8%	5.8%	6.4%	6.7%
Female apprentices (technical)	13.4%	15.6%	14.0%	16.5%	16.9%
Female apprentices (other)	52.7%	47.8%	50.3%	48.1%	50.2%

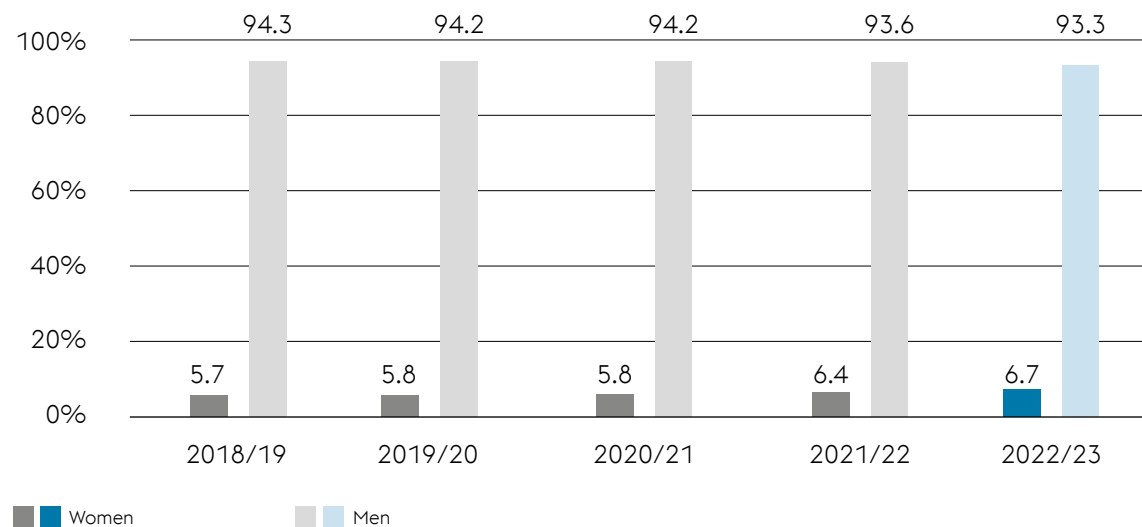
### SALARIED EMPLOYEE STRUCTURE BY GENDER

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, 2023), the average age of employees in the Group was 41.7 years. The following table shows

the average age by employment contract and gender.

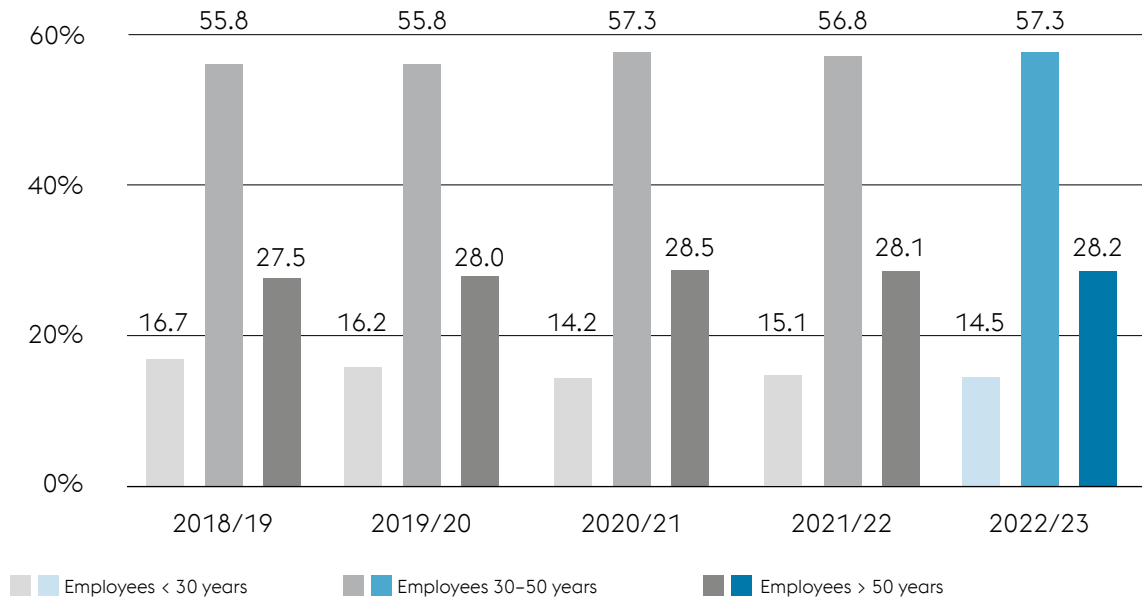
#### AVERAGE AGE OF EMPLOYEES

In each case as of the March 31 reporting date

	2018/19	2019/20	2020/21	2021/22	2022/23
Wage employees	40.4	40.8	40.9	40.8	40.9
Female salaried employees	42.3	42.6	42.8	42.8	42.8
Women	39.9	40.1	40.6	40.3	40.2
Men	41.4	41.7	41.8	41.8	41.9

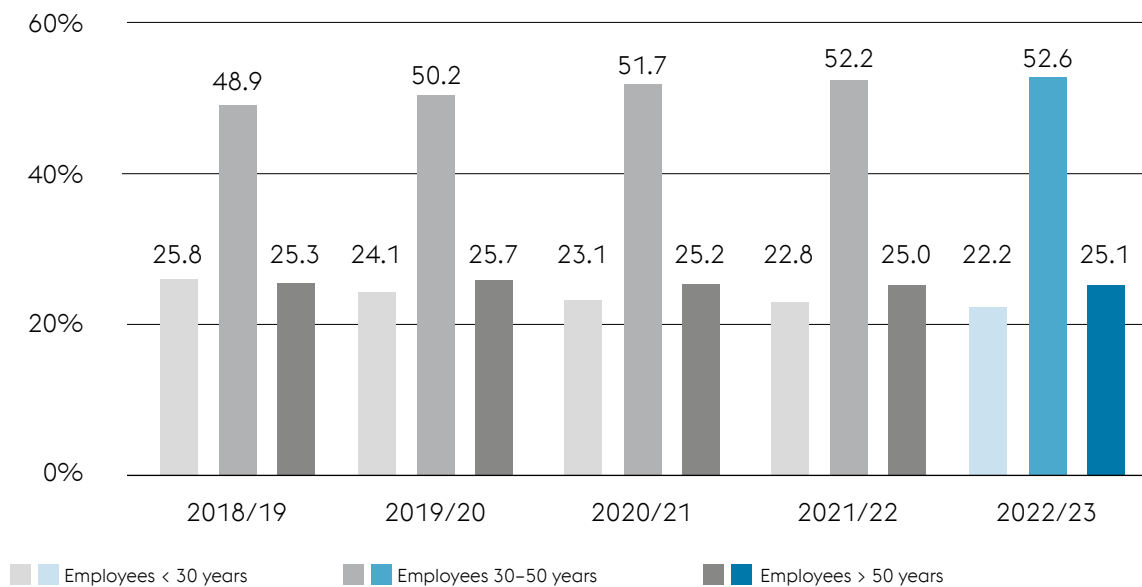
### SALARIED EMPLOYEE STRUCTURE BY AGE GROUP

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

In the Northern fall of calendar year 2022, some 48,000 employees in 50 countries were invited to participate in the voestalpine employee survey. The very high response rate of 77% provides representative findings. Employees' level of commitment, which describes the degree to which they identify with the company, is the key parameter.

Compared with the most recent survey in the Northern fall of 2019, the level of commitment dropped by two percentage points to 54%. Among other topics, ten additional questions addressed "Professional Development Options," "Work/Life Balance," "Working with Colleagues," and feedback about direct supervisors. voestalpine's approval ratings improved in seven categories and remained the same in two. The "Innovation" question cannot be compared with the

one asked in calendar year 2019 because of the fundamental changes since then. As regards the important categories, "Reputation" and "Working with Colleagues," however, already high values from previous years rose yet further, surpassing the global benchmark.

All Group companies received the findings at the end of November 2022 and have started to analyze them and develop action packages. Every company must report the two most important measures it plans to take to Group management by June 2023.

The next Group-wide employee survey will be conducted in the Northern fall of 2024. Group companies may conduct interim surveys directly in collaboration with Kincentric, an external provider, until then.

### 14.3.2 EMPLOYER BRANDING

Its positioning as an attractive employer is very important to voestalpine. The Group can drive innovation and compete successfully in the market only if it has committed and professionally competent employees. The regular employee survey serves as a barometer of employee satisfaction and results in the development of pertinent internal measures. To further enhance its employer branding, voestalpine also under-

takes numerous external personnel marketing activities such as collaborations with (primarily technical) universities, participation in job fairs and career expos as well as sponsoring. A strong presence in relevant online and social media channels as well as proactive reporting from and about the company boost voestalpine's visibility among target groups.

## INDUSTRY WINNER AND FIFTH PLACE IN OVERALL BEST RECRUITERS RANKING

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*In the 2022/23 study conducted by BEST RECRUITERS (an Austrian company), voestalpine was ranked first among 561 major employers in Europe's German-speaking region for its above-average recruiting skills; this was its 13th consecutive win. voestalpine placed 5th in the overall ranking. The study collected data on 287 criteria in ten categories along the*

*candidate journey, including companies' career websites, mobile recruiting, social web programs as well as job ad content and usefulness. Direct contacts with applicants were also examined. Applications as well as job inquiries were sent to every surveyed company, and the responses were analyzed as to both timeframe and content.*

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### 14.3.3 ANNUAL EMPLOYEE PERFORMANCE REVIEW

The annual employee performance review has already become a key HR resources development tool in many voestalpine companies and is a material component of the Group's management culture. A structured, annual conversation between supervisor and employee provides the basis for constructive, respectful collaboration. Careful preparation, regularity, and documentation distinguish these reviews from other kinds of meetings. To use a visual analogy: The individuals concerned take a "time-out" from the "playing field" of daily routines and move to the "edge of the pitch" to reflect jointly on their "teamwork" and discuss basics. Annual employee performance reviews of salaried employees

are mandatory throughout the Group. A recommendation has been made to introduce suitable instruments of this nature (e.g., team assessment dialogues) 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 2022/23, a total of 30,554 employee performance reviews were conducted Group-wide either in one-on-one meetings or in teams; 16,263 of these concerned wage employees and 14,291 salaried employees.

## 14.4 TRAINING AND CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

Innovation and high quality are not conceivable absent continuing employee training and 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 locations. Besides customary face-to-face training sessions, by now digital learning formats as well as blended learning approaches that combine live online sessions and self-directed learning phases have been firmly established.

The total expenditure for human resources development in the business year 2022/23 exceeded EUR 60 million. Fully 81.2% of all Group employees took part in training and CPD programs. The training volume in the business year 2022/23 comes to 797,671 hours in all, which equates to an average of 20.4 hours per trained employee.

### TRAINING IN VOESTALPINE VALUES

*Common values (see the "Sustainability Strategy" chapter) are an important and positive factor in the success of voestalpine's corporate culture and define the company as such. In their capacity as "ambassadors," so to speak, both internal HR managers and external coaches tasked with training and continuing professional development play a key role in bringing these values to life.*

*Hence all individuals in the company's HR management worldwide have been trained in voestalpine's values. Simple and standardized internal communications are facilitated through a dedicated area in voestalpine's intranet where a range of communications materials (banners, icons, visuals, etc.) is available for download. A coaching campaign being carried out for all of the company's trainers aims to help them enrich and flesh out the content of their training programs.*

#### 14.4.1 MANAGEMENT TRAINING

voestalpine relies on its in-house "value: program" to train current and future executives. It was possible in the business year 2022/23 to once again carry out this multi-stage leadership program without major pandemic-related restrictions. While participants from particular countries were still unable to attend in person, they were pre-registered for later iterations of the program. Program modules that could not take place due to pandemic-related developments were either repeated later on in a face-to-face format or shifted to digital delivery.

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 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-wide interest in ensuring that employees possess advanced qualifications make the value: program extremely successful and unique. Another one of the program's cornerstones is the participating executives' international make-

up and diversity, which enables them to build personal networks across national boundaries and corporate divisions. The fact that the value:program participants also work on internal projects gives project mentors, in particular, insight into the benefits of having international teams from the most divergent corporate units and cultures.

Two hundred and fifteen employees from 19 countries participated in this multi-level leadership program during the business year 2022/23. Given that the nominating process as such now prescribes a female quota, the percentage of women participants in the value:program has risen to 23.3%.

## INTERNATIONAL NETWORKING THROUGH value:digital TALKS

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*The value:program was expanded by an online format named "value:digital" in calendar year 2021. It offers participants an exclusive learning-on-demand solution because lifelong learning is indispensable to voestalpine. The program's successful launch and continual expansion through e-learning modules and video nuggets was followed by steps to facilitate international networking among value:program alumni.*

*To this end, a moderated live talk is conducted about every four months with experts and trainers on a wide variety of topics in cooperation with LIMAK Austrian Business School. The roughly 90-minute talk comprises a lecture, an interview, and a Q&A session during which the participants have the opportunity to ask questions using the chat function. Key topics focused largely on questions of leadership as well as issues of health and energy management and were ascertained in a target group survey.*

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### 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. The given employees expand their professional expertise in this context and enhance key 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.

## EARLY CAREER PROGRAM (ECP) AND THE HR ACADEMY

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*The Early Career Program (ECP) is a unique training program for Group companies in Canada, Mexico, and the United States. The fourth iteration of the ECP started in February 2023 through an online kick-off via Webex. The next three modules will comprise face-to-face training at different locations in North America. Some program components will continue into the following business year (2024/25).*

*The voestalpine HR Academy was also carried out again in the business year 2022/23. It trains HR man-*

*agers to serve as proactive links between executives and employees so that they can help the company achieve its goals to the best of their ability. The HR Academy structures the focus of its curriculum accordingly. Course offerings range from intensifying participants' knowledge of the Group's HR strategy and relevant tools, to practical applications of consulting methods, all the way to advanced topics such as HR trends, communications, finance for HR, and leadership. The three face-to-face modules are supplemented by webinars.*

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## 14.5 APPRENTICES/TRAINEES

As of the annual reporting date (March 31, 2023), the voestalpine Group was training 1,402 apprentices in about 50 skilled trades, the majority thereof (67.0%) at locations in Austria. A total of 17.0% 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 an employment contract. voestalpine clearly believes that it has the duty to invest in the training of young, skilled workers. In addition to excellent professional training, the focus also is on developing personal and social skills. On average, the Group invests more than EUR 90,000 on training a single apprentice.

Our apprentices' numerous successes highlight the quality of the training we offer. For example, these include 16 awards at the 2022 Upper Austria Apprentice Award or a medal for Excellence in Electrical Systems at the 46th WorldSkills Competition in 2022 (aka the "World Championships of Professions"). The fact that the United States Secretary of Labor visited the Linz, Austria, training center in January 2023 further underscores the excellent reputation of the Group's training program. Given the increasing lack of skilled labor, the U.S. is intensifying its cooperation and exchanges with Austria in matters related to dual education. This shows yet again that voestalpine is the industry's showcase for successful skilled worker training. The company will offer some 500 trainee slots in the next training year (which starts in September 2023) in Austria, Germany, and Switzerland.

### "I CHOOSE voestalpine" APPRENTICE CAMPAIGN

*In October 2022, voestalpine AG launched an advertising campaign geared specifically to young people and their parents that presents the roughly 50 skilled trades being taught at the company's 40 training facilities in Germany, Austria, and Switzerland. The aim is to support the Group companies as best as possible in their search for future young skilled workers. Geographically speaking, our campaign focuses on the areas where the given voestalpine sites are located, but it is promoted on TikTok, Snapchat, YouTube, and Instagram—i.e., precisely the social media young people use. The campaign directed at parents is broadcast via Facebook and Google as well as in print*

*media, but the focus in all this is on the young people. Both the visuals and the wording were developed in cooperation with voestalpine apprentices, who also are the main actors in the visuals and testimonials. The campaign slogan, "I choose," stands for self-determination, but it also embodies its youth-centered focus and serves as its lynchpin, creatively speaking. The website—[www.voestalpine.com/ichoos](http://www.voestalpine.com/ichoos)—has the same look and feel as the large number of short videos and photographs it features and is the starting point for submitting an apprenticeship application to voestalpine.*

## TENTH ANNIVERSARY OF THE GROUP APPRENTICE DAY

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*The voestalpine Group Apprentice Day celebrated its tenth anniversary in calendar year 2022. So far, the ten events have drawn some 4,000 apprentices and trainees. The Group Apprentice Day is a special event in an apprenticeship. In the program's final year, all trainees and apprentices are invited to the Group's headquarters in Linz to spend an eventful day that includes a talk with Management Board members, a tour of the plant, team challenges along with a lot of other fun and action. Often enough, this day is the first opportunity for many apprentices and trainees to meet the entire Management Board of the voestalpine Group and to tour the Linz plant. Every year's event has featured a different slogan to inspire the young target audience, yet one thing has stayed the same throughout: voestalpine's pride and respect for its young skilled workers, for they are the backbone of the Group and its production plants.*

*Some 450 voestalpine apprentices from 40 training facilities in Austria, Germany, and Switzerland participated in the 10th Group Apprentice Day on November 29, 2022. The event was livestreamed from voestalpine Stahlwelt in Linz. Many different activities imbued the digital event with a spirit of commonality and connection. This included a live question-and-answer session with the Management Board, a selfie video of the participants, and a team challenge following the "Escape the Room" format with questions to voestalpine. The slogan for the Group Apprentice Day—"I choose voestalpine"—matches that of the current apprenticeship campaign.*

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## 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 2022/23, about 86% of the participants looking for work were able to develop a new professional perspective with the help of the Stahlstiftung. This raised the success rate by 6%, largely bringing it back to the level prevailing in the business year 2019/20, i.e., before the COVID-19 crisis affected the labor market.

As of the March 31, 2023, reporting date, Stahlstiftung assisted 247 individuals, 74.5% of whom were former employees of the voestalpine Group. The total number of active Stahlstiftung participants in the business year 2022/23 was 462, which equates to a decrease of 21.8% compared with the previous business year (694 individuals).

The activities of 12 individuals related to an educational leave were also supported during the reporting period over and above the participants covered by the Stahlstiftung in its capacity as a classic employee fund. Additionally, individual consultations were provided in the business year 2022/23 to a total of 115 employees of the member companies of the Stahlstiftung to ensure their employability.

## 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 Belgium, Czechia, Germany, Great Britain, Italy, Netherlands, Poland, Romania, Spain, Sweden, and Switzerland 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, 2023, a total of about 25,500 employees have a stake in voestalpine AG. They hold about 25.5 million shares which, due to the general

bundling of voting rights, represent 14.3% of the company's share capital (previous business year: 14.2%).

In addition, former employees of voestalpine hold approximately 0.9 million "private shares" via the foundation, i.e., 0.5% 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, 2023, 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 highest priority. We continually work on lowering the accident frequency rate and raising the health of all employees—wherever they work, whatever their position in the voestalpine Group. 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 refine them. We thus treat issues of health & safety with the same consistency and passion as we treat 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.

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**OUR VISION:** *Zero workplace accidents and no occupational illnesses*

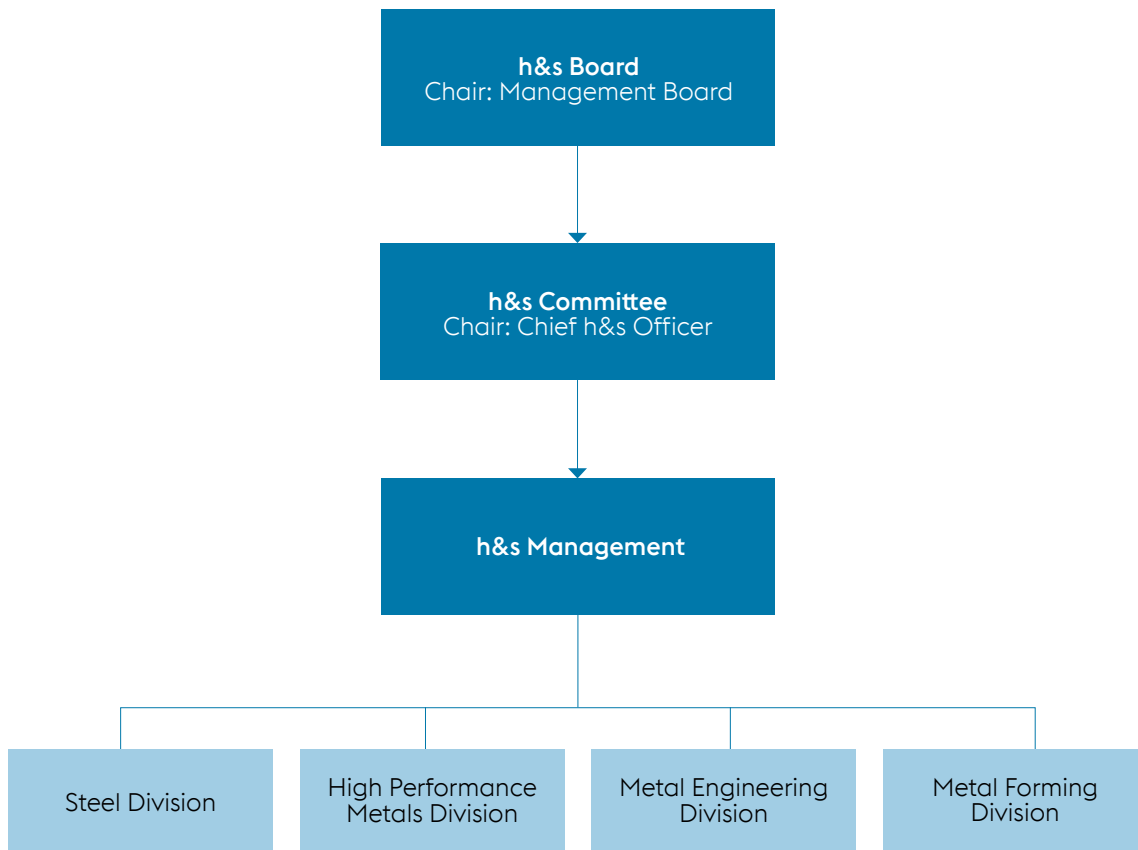
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## 15.1 THE health & safety ORGANIZATION

The physical and mental health of all employees along with safety at the workplace are core voestalpine values. This is underscored by the fact that the corporate health & safety (h&s) 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 consists of employees from all four divisions and one Works Council representative, collaborate intensely on lowering the frequency of accidents.

voestalpine's health & safety unit is developing a health & safety culture that all employees throughout the Group embrace in actual practice. Managers in each division also have a role to play in this connection over and above the Chief health & safety Officer, the h&s Board (comprising Management Board members from all divisions), and the h&s Committee. 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, analyzed, and documented. Appropriate actions must be devised and implemented based thereon.

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 is required to perform annual safety audits in the given divisional entities. The given member of the executive management responsible for workplace safety at the defined entities is required to 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.

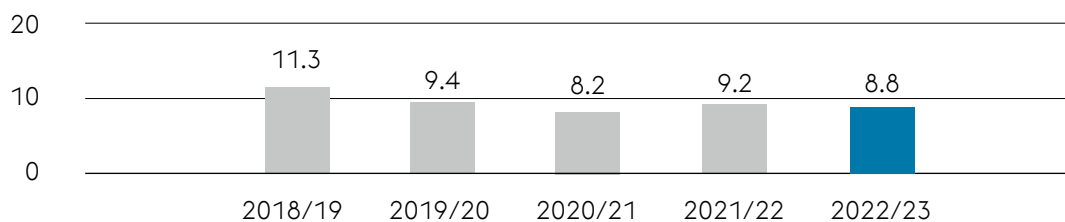
The number of workplace accidents has dropped sharply in recent years thanks to consistent h&s measures in the divisions. There were 737 re-

portable workplace accidents in the voestalpine Group during the business year 2022/23. Unfortunately, there were also two fatal accidents among voestalpine's employees.

Once the preventive COVID-19 measures were lifted in many countries, it was once again possible to carry out face-to-face training on the issue of workplace safety at all of voestalpine's locations, as previously. This is one reason for the slight decline in the LTIFR during the business year 2022/23.

### 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 h&s Web-based tool. If compliance at a facility with the required processes is insufficient, the facility must report planned improvement measures along with the envisioned completion date in this Web-based tool.

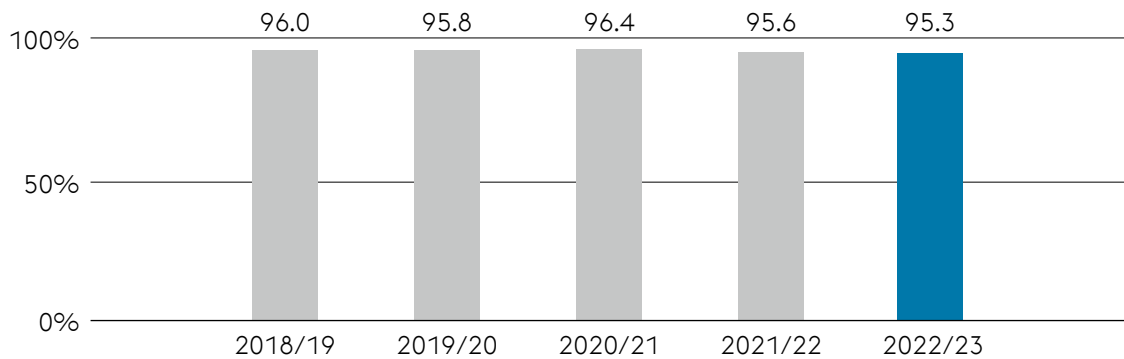
## 15.3 HEALTH STATUS

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 physical instruction. voestalpine's employees can use this medical support structure to avail themselves of the company's measures to promote employee health that surpass the statutory occupational health programs. At smaller facilities, occupational medical services are provided by select external partner entities.

There is no Group-wide guidance for such voluntary measures to promote employee health; instead, they are actively 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 (with 44,100 employees) have a health & safety management system, and 76% of them are certified pursuant to ISO 45001 or an equivalent, national health & safety standard. This means that some 35,200 employees (80%) working in production are employed at a facility that has a certified occupational safety system.

About 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 h&s 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
- >> Implementation responsibility

*Ninety percent of the relevant companies will be certified under ISO 45001 (or an equivalent, national h&s standard) by the business year 2024/25.*

## 15.6 health & safety TRAINING

voestalpine Group companies regularly hold safety meetings with all of their employees. A meeting between the respective master crafts-person and their staff is scheduled monthly. 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. Furthermore, physical safety inspections are conducted once every quarter by management and once a year jointly with members of the Management Board.

In the business year 2022/23, all employees Group-wide were required to complete the h&s safety training, which is available in 14 languages. Both voestalpine's h&s values and its safety standards are imparted in this online training, which supplements the face-to-face training.

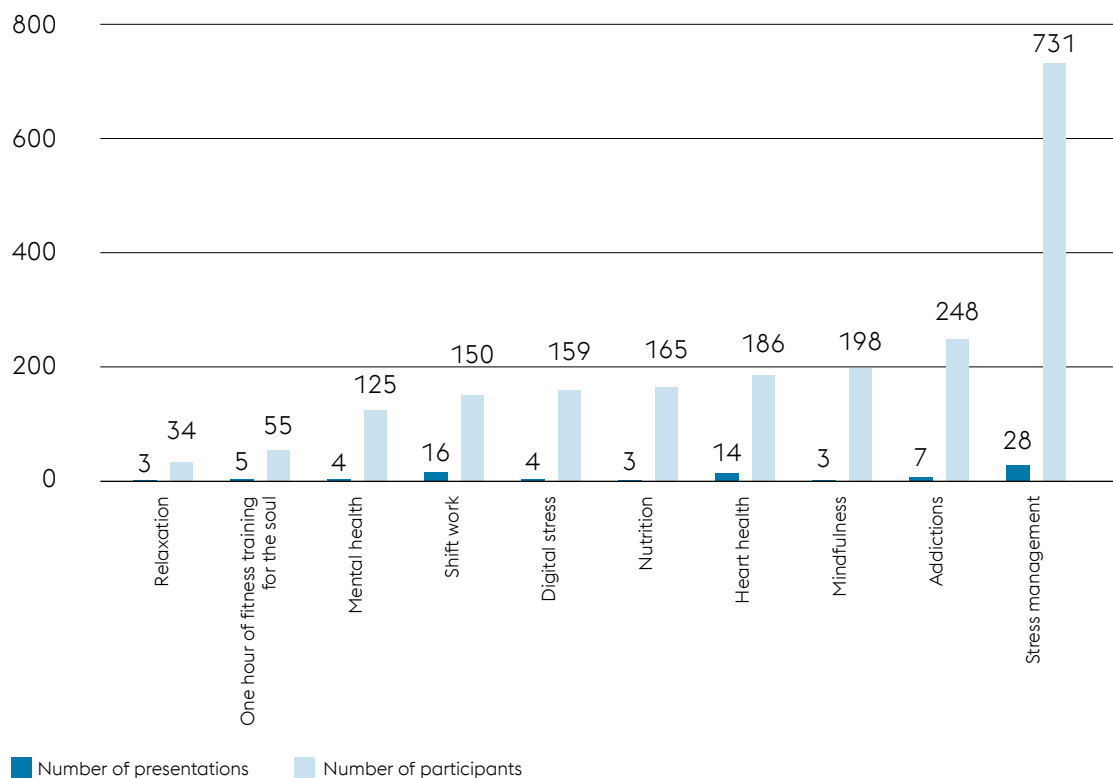
These training sessions vividly demonstrate to employees how voestalpine's safety culture is developed and practiced. Training sessions are also conducted for management and master craftspeople.

## 15.7 OCCUPATIONAL SUPPORT — FOCUS ON HEALTH

A “COVID hotline” serving all employees was established at the plant in Linz, Austria, shortly after the outbreak of the COVID-19 pandemic; it was maintained throughout the business year 2022/23 even though the crisis gradually receded. People are free to share their insecurities, worries, or concerns with a clinical and health psychologist, who makes low-threshold, individual recommendations.

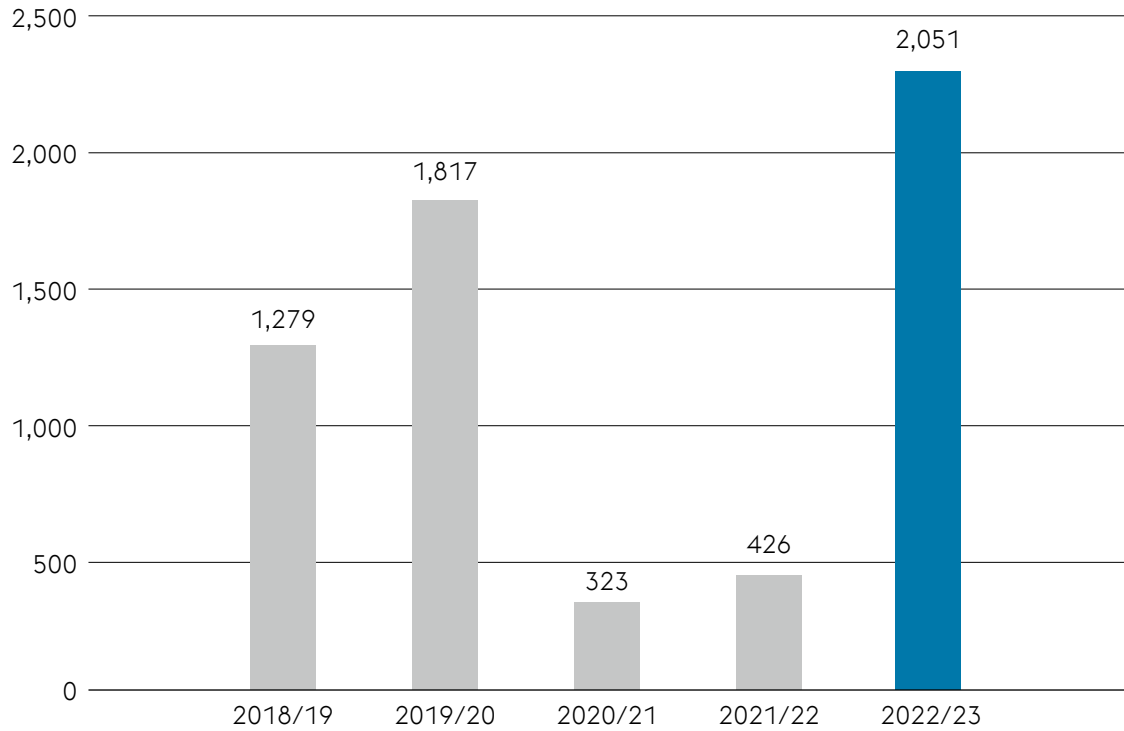
voestalpine has been offering the “Focus on Health” portfolio of short presentations for six years already. A total of 2,051 employees attended these events during the reporting period, online and on site. These presentations focused on mental health, especially stress management strategies. The record number of participants confirms employees’ great interest in these topics and their need for such offerings.

### PRESENTATIONS IN 2022/23



## DEVELOPMENT OF THE TOTAL NUMBER OF PARTICIPANTS

As of 1/16/2023



An online course named “Strong Back,” which is conducted twice a week under the guidance of a certified physical therapist, has also become a well-established fixture. In the business year

2022/23, a total of 2,184 log-ins were registered for 66 events, making it possible to integrate more physical fitness into employees’ day-to-day work routines.

## 15.8 WORKPLACE SAFETY AT CONTRACTORS/THIRD-PARTY ENTITIES

voestalpine also works to protect the health and safety 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. At the company's locations in Austria, all employees of third-party entities who have completed voestalpine's safety training are given a badge that must be attached visibly to their clothing.

This training, which 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 also 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

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*In the business year 2022/23, 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, the HR managers of the divisions, and representatives of the occupational medical services. It acted in timely fashion to coordinate all measures required for protecting our employees' health & safety in affected regions and met biweekly.*

*A COVID-19 prevention package was made available to all Group companies. Current information was communicated Group-wide via email newsletter, board notices, and articles in the intranet, along with links to relevant information published by national government agencies. Various other intra-company means of communication are also used in both German and English.*

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