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 2023/24, over 84% of the participants looking for work were able to develop a new professional perspective with the help of the Stahlstiftung.

As of the March 31, 2024, reporting date, Stahlstiftung has assisted 229 individuals, 67.7% of whom were former employees of the voestalpine Group. The total number of active Stahlstiftung participants in the business year 2023/24 was 379, which equates to a decrease of 17.9% compared with the previous business year (462 individuals).

The activities of 30 individuals on 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 2023/24 to a total of 154 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 in the intervening years. In addition to all Austrian employees, employees in United Kingdom, Germany, the Netherlands, Poland, Belgium, Czechia, Italy, Switzerland, Romania, Spain, and Sweden also have a stake 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, 2024, a total of about 26,550 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 year: 14.3%).

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, 2024, the voting rights of 14.8% of the share capital of voestalpine AG are pooled in the foundation.