GENERAL INFORMATION

ESRS 2

BASIS FOR PREPARATION

BP-1 – General basis for preparation of sustainability statements

This report is a consolidated sustainability statement in accordance with Section 267a of the Austrian Business Code *(Unternehmensgesetzbuch – UGB)*, as amended, as part of the Group Management Report. This statement has been prepared in accordance with European Sustainability Reporting Standards (ESRS). The Sustainability Reporting Act *(Nachhaltigkeitsberichtsgesetz – NaBeG)* has been in force in Austria since February 2026, implementing Directive (EU) 2022/2464 (Corporate Sustainability Reporting Directive, CSRD) as regards corporate sustainability reporting. In the following text, the consolidated sustainability statement is referred to as the sustainability report. The disclosed information regarding the EU Taxonomy is in accordance with Regulation (EU) 2020/852, as well as the current delegated regulations and supporting materials.

voestalpine AG is the reporting organization. Unless otherwise stated, the information, figures, and facts published in this report refer to all fully consolidated companies within the voestalpine Group. Both the financial performance indicators and the employee data encompass all of the Group's consolidated entities.

The scope of consolidation for the financial reporting is consistent with the present sustainability reporting and forms the corresponding basis for the sustainability report. When the sustainability report was prepared, the approaches and characteristics of the subsidiaries were taken into account as part of the materiality assessment.

If material impacts, risks, and opportunities (IROs) associated with controlled entities not included in the Consolidated Financial Statements are identified at a later stage, they will be included in the scope of the sustainability report if it is appropriate and feasible to incorporate them.

Impacts along the value chain that occur outside of voestalpine's factory gates but are subject to its sphere of influence are regularly evaluated as part of supply chain management and are managed

with an eye toward sustainability. The process of the double materiality assessment described in IRO-1 also took into account impacts, risks, and opportunities along both the upstream and downstream value chain of voestalpine. The sections on topic-specific information describe the extent to which voestalpine's policies, actions, targets, and metrics are applied across the value chain.

voestalpine's business policy is based on the principle of transparency. For this reason, the option to exclude certain information from disclosure (see ESRS 1 Section 7.7) has not been exercised in this sustainability report. This report includes all relevant information; nothing has been withheld on the grounds of confidentiality, including details related to intellectual property, proprietary know-how, or innovation outcomes.

Additionally, voestalpine has fully disclosed all forthcoming developments and matters currently under negotiation.

BP-2 – Disclosures in relation to specific circumstances

In this report, no external validation of the metrics has been carried out, apart from the metrics in subsections E1-6 and E5-5. This sustainability report also includes information related to the EU Taxonomy. This information is provided in the section on environmental information in the chapter "Disclosures required by the EU Taxonomy Regulation."

The reporting time horizons used by voestalpine are in line with ESRS recommendations. The periods referred to in the sustainability report are as follows:

» short-term: reporting period of one business year
» medium-term: period from the end of the short-term horizon up to five years
» long-term: period from the end of the medium-term horizon up to ten years
» long-term (extended): more than 10 years

In addition to the periods specified by ESRSs, the long-term period has been further divided into the two categorizations listed below. The reason for this is that sector or company-specific risks and opportunities often become relevant only further in the future, beyond the ten-year horizon.

VALUE CHAIN ESTIMATION

As part of the sustainability report, estimates are used to derive metrics for the upstream and downstream value chains, where direct measurements or primary data are not available.

This primarily concerns the greenhouse gas balance, specifically the indirect emissions from the upstream and downstream value chains, which are classified under Scope 3 categories according to the Greenhouse Gas Protocol. Specifically, these categories are:

- **Scope 3 – Category 1:**
  Purchased goods and services
- **Scope 3 – Category 3:**
  Fuel- and energy-related activities
- **Scope 3 – Category 4:**
  Upstream transportation and distribution
- **Scope 3 – Category 5:**
  Waste generated in operations
- **Scope 3 – Category 9:**
  Downstream transportation and distribution

At present, external emissions databases are primarily used to calculate these emissions. The databases are based on market data as well as average company data, and are regularly updated. For instance, sector data from industry associations like EUROFER or worldsteel are utilized by this provider to regularly update the databases for the iron and steel sector. The secondary data used is based on average actual consumption and offers a reliable foundation with sufficient accuracy in greenhouse gas accounting.

At the same time, voestalpine is in direct discussions with suppliers to obtain access to primary data. The focus is on products that significantly impact the Group's indirect greenhouse gas footprint. To further improve the accuracy of these estimates, enhanced measures in supplier engagement are planned to increase the share of primary data. In addition, new emissions databases are continuously evaluated, and, where necessary, more accurate secondary data are sourced from the system provider. Any potential measurement uncertainties primarily stem from the limited availability of primary data from the upstream value chain. The assumptions, estimates, and assessments that underlie the metrics are primarily based on market, industry, and average data.

SOURCES OF ESTIMATION AND OUTCOME UNCERTAINTY

A certain degree of measurement uncertainty exists for individual parameters, particularly in high-volume measurements related to water and wastewater, as well as in the estimated costs of future environmental regulations. In order to verify the data set, which is partly based on projections for environmental and GHG metrics, a backtest was carried out using actual data from the previous year. The estimation methods used were found to be appropriate.

Information on measurement uncertainties and assumptions can be found in the respective topic-specific sections.

CHANGES IN PREPARATION OR PRESENTATION OF SUSTAINABILITY INFORMATION

The methodology for presenting the coverage of key production sites by a certified management system for occupational health and safety was adjusted in the reporting year. In the previous business year, the metric referred to the proportion of certified companies and not to the employees actually covered by the management systems.

In this year's report, the benchmark for the metric has been adjusted to meet ESRS requirements. Reporting now takes place at the employee level at material sites that are certified to ISO 45001 or an equivalent national standard.

It is not practical to retroactively adjust the comparative figures of previous reporting periods.

The difference is mainly a result of the change in methodology, which includes characteristics (e.g., employee numbers) that may change over time.

The calculation methodology for the gender pay gap has been revised to meet ESRS requirements. Average gross hourly earnings were calculated for the first time this year not at company level, but at Group level as a whole, thus avoiding an unequal weighting of the target hours.

REPORTING ERRORS IN PRIOR PERIODS

In the last reporting year, Scope 3 category 3.2 was reported in the E1-6 GHG emissions table but not taken into account. The totals have been corrected.

As a result of the abovementioned revision to the GHG emissions table, the figures for the 2024/25 business year have been revised in the GHG Intensity per net revenue table (see also E1-6).

In the last reporting year, the pollutant parameter total phosphorus was overstated (see also E2-4). A subsequent correction was possible, as a result of which the figure fell below the threshold required under Regulation (EC) No 166/2006. This emission is therefore no longer reported.

Based on occasional follow-up reports on pollutant monitoring, certain parameters for emissions to air and water were adjusted for the 2024/25 business year, and more detail was provided in the emissions overview table (see E2-4).

INCORPORATION BY REFERENCE

Please find a list of ESRS disclosure requirements that have been referenced in the report below:

Chapter	Datapoints	Reference document	Chapter in reference document
GOV-1 – The role of the administrative, management, and supervisory bodies	ESRS 2-GOV-1 21c ESRS 2-GOV-1 23 ESRS 2-GOV-1 21a GOV-1 G1 5a GOV-1 G1 5b	Consolidated Corporate Governance Report 2025/26	Composition of the Management Board/ Composition of the Supervisory Board
GOV-3 – Integration of sustainability-related performance in incentive schemes	ESRS 2-GOV-3 29 ESRS 2-GOV-3 29a ESRS 2-GOV-3 29b ESRS 2-GOV-3 29c ESRS 2-GOV-3 29d ESRS 2-GOV-3 29e GOV-3 E1 13	Compensation Report for members of the Management and Supervisory Board business year 2025/26	Remuneration of the Management Board Remuneration of the Supervisory Board

GOVERNANCE

GOV-1 – The role of the administrative, management, and supervisory bodies

GOV-1 – GENERAL INFORMATION

The governance structure of voestalpine AG is based on a dual management model. This model includes the Management Board as a management body and the Supervisory Board as a supervisory body. The Management Board takes over the management and representation of the joint stock company and is responsible for the strategic decisions. The Supervisory Board supervises the management of the Management Board and is responsible for the appointment of members of the Management Board. The Articles of Association authorize the Supervisory Board to appoint committees and to define their rights and responsibilities. In addition to the statutory Audit Committee, the Supervisory Board of voestalpine AG has formed a General Committee, a Compensation Committee, and a Nomination Committee from among its members.

The dual management system ensures a clear separation between the company's operational management and the independent oversight of its activities.

DUAL voestalpine MANAGEMENT SYSTEM

MANAGEMENT BOARD

Management body
- Decision on fundamental questions of business policy and corporate strategy, as well as on medium-term business plan
- Preparation of Annual Report and Consolidated Financial Statements
- 6 members

reports and submits proposals to

appoints, advises, monitors, and approves

SUPERVISORY BOARD

Control body
- Review and approval of the Annual Reports and Consolidated Financial Statements
- 12 members (8 shareholder representatives, 4 employee representatives)
- 4 committees (executive committee, nomination committee, audit committee, compensation committee)

discharges | *reports and submits proposals to* | *reports and submits proposals to* | *selects shareholder representatives and discharges*

ANNUAL GENERAL MEETING
is responsible in particular for

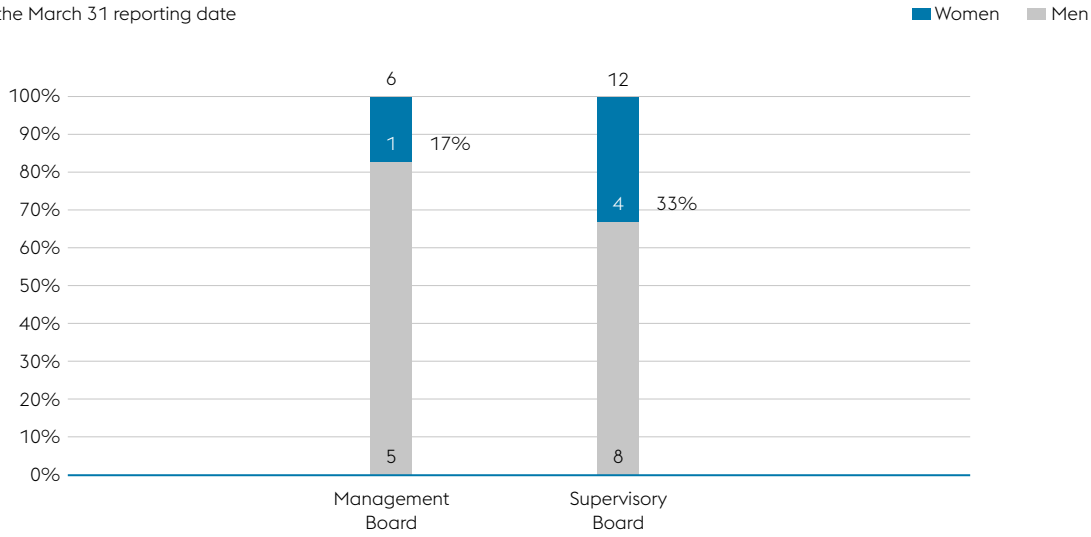
- election of Supervisory Board members
- election of the statutory auditor
- distribution of profits
- Management Board and Supervisory Board discharges

As in the previous year, the Management Board of voestalpine AG consisted of six members as of the reporting date. The percentage of female members was 16.7% while the percentage of male members 83.3%. The ratio of female to male members (gender diversity ratio) is therefore 20% or 1:5. Five Management Board members are Austrian nationals, and one is a German national.

As in the previous year, the Supervisory Board of voestalpine is made up of eight shareholder representatives and four employee representatives. The proportion of women in the Supervisory Board is 33.33%, comprising three shareholder representatives and one employee representative. With the exception of one member who holds Swiss citizenship, all Supervisory Board members are Austrian.

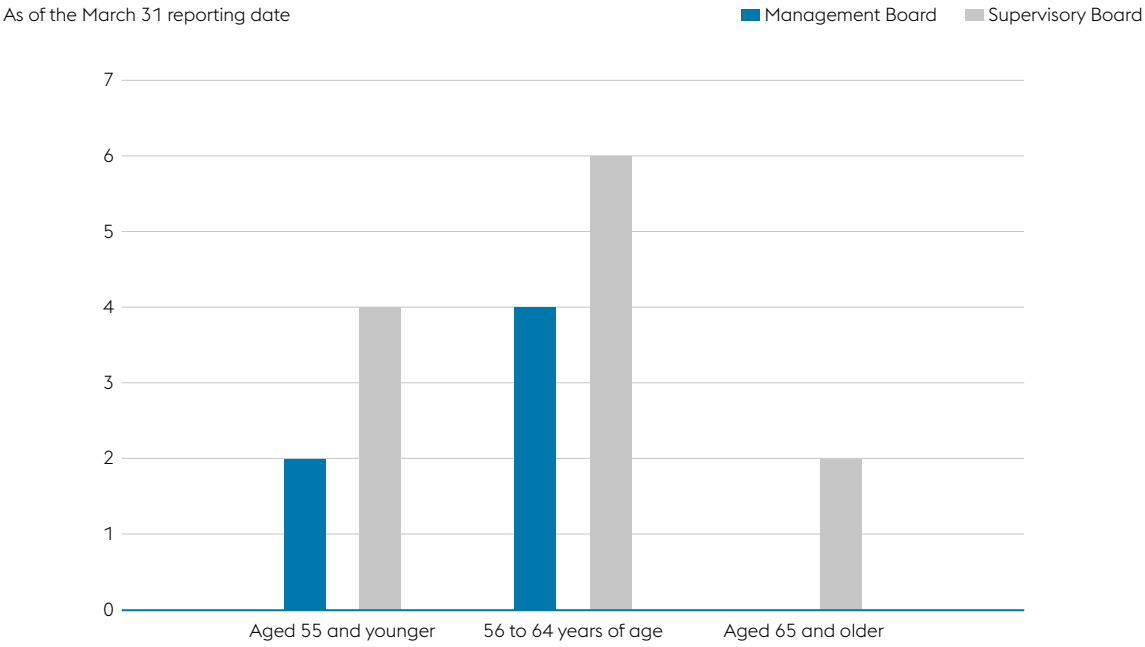
GENDER STRUCTURE OF THE MANAGEMENT BOARD AND SUPERVISORY BOARD

As of the March 31 reporting date



AGE STRUCTURE OF THE MANAGEMENT BOARD AND SUPERVISORY BOARD

As of the March 31 reporting date



Additional information on the composition of the Management Board can be found in the most recent Consolidated Corporate Governance Report 2025/26 (chapter "Composition of the Management Board").

Additional information regarding the composition of the Supervisory Board, its committees, as well as the number and key topics of meetings in the 2025/26 business year can also be found in the most recent Consolidated Corporate Governance Report 2025/26 (chapter "Composition of the Supervisory Board"). The Supervisory Board possesses a wide range of expertise, professional experience, and management skills, ensuring effective oversight and guidance of the Management Board. This expertise is particularly important in the context of the Corporate Sustainability Reporting Directive (CSRD). An overview of the specific skills and expertise of the Supervisory Board members can be found in the qualifications matrix in the Consolidated Corporate Governance Report 2025/26, in the chapter "Composition of the Supervisory Board."

The Management Board and the Supervisory Board are regularly informed and trained on relevant topics related to compliance, auditing, and sustainability during Management Board and Supervisory Board meetings. In addition, they may consult internal and external consultants and experts as required to enhance their knowledge on certain subjects. This ensures that the committees consistently possess up-to-date and well-founded expertise on sustainability.

Both the Management Board and the Supervisory Board bring together diverse competencies and experience to effectively address the material impacts, risks, and opportunities.

GOV-1 – G1 BUSINESS CONDUCT

The Code of Corporate Governance provides Austrian stock corporations with a framework for transparent, responsible, and sustainable corporate management and oversight. It is based on the provisions of Austrian stock corporation, stock exchange, and capital market law and is aligned with the OECD Guidelines for Corporate Governance.

The Austrian Code of Corporate Governance was last amended in January 2025. Compliance with the code is voluntary and aims to promote responsible corporate governance focused on sustainable and long-term value creation. Through its voluntary commitment, voestalpine adheres to these principles and promotes a high level of transparency for all stakeholders of the company.

The Management Board and the Supervisory Board of voestalpine AG resolved as early as in 2003 to recognize the Austrian Code of Corporate Governance. Currently, in addition to the mandatory "L Rules," voestalpine also complies with all "C Rules" and, with the exception of R Rule 40a, all "R Rules" (recommendations) of the Code as amended in January 2025. The Supervisory Board has defined guidelines for its independence in accordance with C Rule 53 of the Austrian Code of Corporate Governance and published them on www.voestalpine.com under Investors/Corporate Governance. All members elected by the Annual General Meeting have made a written declaration of their independence in the course of their appointment (C Rule 53 ÖCGK). Accordingly, all elected members of the Supervisory Board (100%, excluding employee representatives)—seven members at the time of their election and one member from August 2024—have declared themselves independent.

DUTIES AND RESPONSIBILITIES OF THE MEMBERS OF THE MANAGEMENT BOARD AND SUPERVISORY BOARD IN RELATION TO SUSTAINABILITY

The Management Board proactively drives progress on sustainability topics and plays a central role in monitoring, managing, and overseeing the impacts, risks, and opportunities. It is informed about sustainability topics during regular board meetings and is involved in monitoring actions, setting new targets, and addressing emerging challenges.

In close coordination with the administrative, management, and supervisory bodies, voestalpine's sustainability-related goals were defined in terms of material impacts, risks, and opportunities as part of the development of the Group Strategy 2030+ and the associated sustainability strategy. The progress and achievement of the goals is monitored as part of the annual strategy review process.

Strategic responsibility for sustainability within the Management Board lies with the CEO. The corresponding operational tasks are handled by the sustainability organization, led by the Head of Group Sustainability, and by the Corporate Development department. Further information on the composition and tasks of the Group sustainability organization can be found in sections GOV-2 and GOV-5. Regular reports to the Supervisory Board of voestalpine AG enable effective oversight. This oversight also acts as a central control procedure for the management of impacts, risks, and opportunities, and results, for example, in the Group-wide resilience analysis, which assesses the company's resilience to climate-related risks and opportunities (for more information on the resilience analysis see chapters SBM-3 E1 and IRO-1 E1).

GOV-2 – Information provided to and sustainability matters addressed by the undertaking's administrative, management, and supervisory bodies

The CEO is responsible for the sustainability strategy of voestalpine AG, while the member of the Management Board responsible for the Finance division is responsible for risk management. The Group Sustainability department, which was newly created in 2023, acts as a central coordination point for the sustainability strategy. The Management Board receives regular reports from the divisions and business units on key sustainability matters. The reports cover impacts, risks, and opportunities as well as the implementation of the sustainability due diligence. In addition, they include the results and an assessment of the effectiveness of the agreed policies, actions, metrics, and targets.

The Supervisory Board of voestalpine AG oversees the Group's risk management system and sustainability efforts. SBM-3 details the impacts, risks, and opportunities that have been identified as material to voestalpine. The objectives of the sustainability strategy are central to both day-to-day operations and long-term projects.

The material impacts, risks, and opportunities are taken into account by the Management and Supervisory Boards in strategic decisions and significant transactions such as company acquisitions.

In the business year 2025/26, the Supervisory Board and Management Board of voestalpine addressed all material IROs in accordance with SBM-3.

GOV-3 – Integration of sustainability-related performance in incentive schemes

The compensation policy for the Management Board of voestalpine AG defines the framework and principles for compensating Management Board members, implementing the requirements of the Austrian Stock Corporation Act (Sections 78 to 78b of the Austrian Stock Corporation Act *[Aktiengesetz – AktG])* as well as the Austrian Code of Corporate Governance. The compensation policy currently in effect was prepared by the General Committee, acting in its capacity as the Compensation Committee of voestalpine AG, and was formally approved by the Supervisory Board in its meeting held on June 4, 2024. It was submitted to the 32nd Annual General Meeting of the company for a vote on July 3, 2024.

The key principles of the compensation policy, along with detailed information on the compensation of the members of the Management Board and Supervisory Board, are presented in the compensation report for the Management and Supervisory Boards for the business year 2025/26. The report is audited by Deloitte Audit Wirtschaftsprüfungs GmbH and will be submitted for approval to the 34th Annual General Meeting of voestalpine AG on July 1, 2026.

Since both the compensation policy and the compensation report will be submitted to the Annual General Meeting for approval, feedback from stakeholders will also be taken into account. The voting results for the compensation report 2025/26 and the compensation policy from the 32nd Annual General Meeting of the company held on July 3, 2024, are published on the voestalpine AG website. The compensation system for the Management Board aims to ensure appropriate compensation in relation to the size and financial position of voestalpine AG and to create incentives for long-term successful corporate management. The compensation of the Management Board members consists of a fixed, non-performance-based salary and a variable, performance-based component. The latter is based on a performance agreement concluded at the beginning of the business year between the Management Board and the general committee of the Supervisory Board of the company. The agreement includes both financial targets in the form of quantitative metrics and non-financial qualitative

targets. Care is taken when determining these performance criteria to promote the long-term development of the company and avoid creating incentives for short-term effects only. The design of the quantitative targets over a three-year period ensures that the focus is on sustainable action and long-term corporate development. During the reporting period, non-financial targets included sustainability matters that are not based on performance metrics but are instead of a qualitative nature.

The shareholder representatives on the Supervisory Board receive fixed compensation without any variable components. The compensation of the members of the Supervisory Board is therefore not dependent on the achievement of specific sustainability targets. Members of the Supervisory Board appointed by the employee representatives do not receive Supervisory Board compensation (including attendance fees).

GOV-3 – E1 CLIMATE CHANGE

Climate-related considerations form part of the variable compensation of voestalpine's Management Board. Details regarding the proportion of compensation-relevant climate-related criteria and their formulation are included in the compensation report for voestalpine AG's Management and Supervisory Board members for the business year 2025/26, in the chapter "Compensation of the Management Board."

GOV-4 – Statement on due diligence

voestalpine has implemented governance processes to fulfill its due diligence obligations in order to identify, assess, and take appropriate actions regarding material actual and potential negative impacts of its business activities on people and the environment. This ongoing process extends across the entire value chain, including the company's own operations as well as upstream and downstream relationships with various stakeholder groups.

The due diligence governance processes comprise several successive steps:

1. Identifying and assessing material adverse impacts

- The materiality assessment serves as a central tool for identifying and assessing actual and potential adverse impacts on people and the environment.
- The assessment covers all business units and stages of the value chain and is based on the criteria of "severity of impact" and "likelihood of occurrence," as outlined in international guidelines (UN Guiding Principles on Business and Human Rights, OECD Guidelines for Multinational Enterprises).
- The insights gained are prioritized and serve as the basis for developing prevention and remediation measures.

2. Integrating impacts into the corporate strategy and operational processes

- The identified material negative impacts are incorporated into voestalpine's strategic planning processes.
- They are also integrated into corporate management, governance mechanisms, and internal risk management systems.
- voestalpine integrates these insights into decisions on investments, business model development, and operational processes, with the goal of minimizing or, where possible, preventing negative impacts.

3. Implementing preventive and remedial actions

» Development and implementation of specific actions to prevent, mitigate, or remedy negative impacts.
» Carrying out targeted training programs for employees on human rights and environmental due diligence responsibilities.
» Periodic supplier assessments, in particular with regard to labor and environmental standards.
» Promotion of sustainable procurement practices and initiatives to reduce CO_2 emissions in production processes.

4. Monitoring and reporting

» Regular reviews of the progress and effectiveness of the implemented actions.
» Documentation of developments and challenges covered in voestalpine's sustainability reports, including both quantitative and qualitative metrics for measuring success.
» Transparent communications on practices and results of the due diligence, including through reporting, press releases, and by posting on the company's website.

voestalpine follows a continuous improvement process to further optimize its due diligence. The insights gained are incorporated into the further development of the sustainability strategy to effectively counteract negative impacts and ensure long-term responsible business practices. Progress and challenges related to the fulfillment of our due diligence obligations are monitored on a regular basis.

The following table provides an overview of how voestalpine applies the core elements of due diligence for human rights and the environment, and where they are presented in this sustainability report.

DUE DILIGENCE REFERENCES

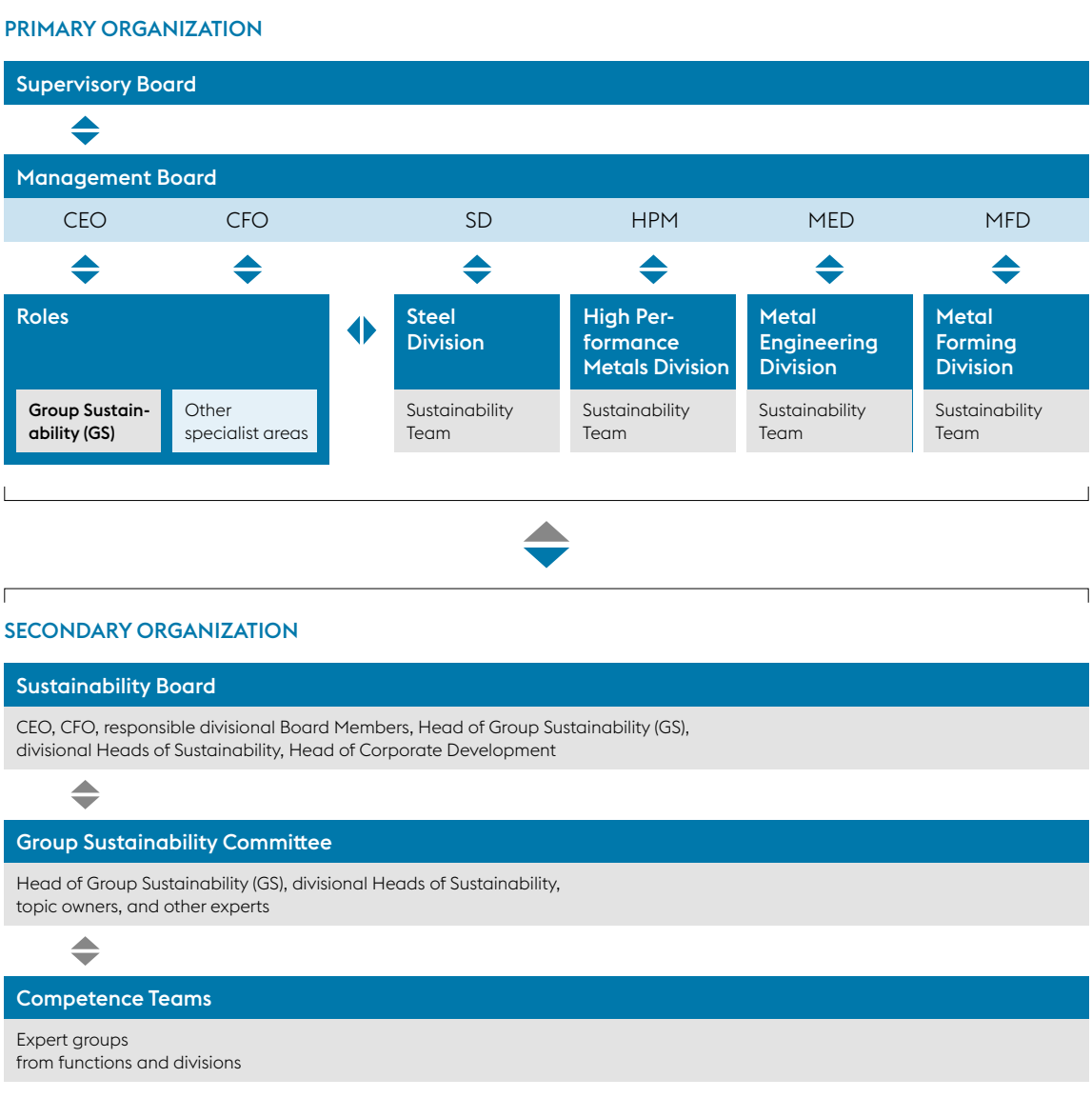
Core Elements of Due Diligence	ESRS Disclosure Requirements / References
a) Embedding due diligence in governance, strategy and business model	ESRS 2 GOV-2 Information provided to and sustainability matters addressed by the undertaking's administrative, management, and supervisory bodies
	ESRS 2 GOV-3 Integration of sustainability-related performance in incentive schemes
	ESRS 2 SBM-3 Material impacts, risks, and opportunities and their interaction with strategy and business model
	Disclosure Requirement related to ESRS 2 SBM-3: Material IROs and their interaction with strategy and business model in relation to E1, E4, S1, S2, and S3
b) Engaging with affected stakeholders in all key steps of the due diligence	ESRS 2 GOV-2 Information provided to and sustainability matters addressed by the undertaking's administrative, management, and supervisory bodies
	ESRS 2 SBM-2 Interests and views of stakeholders
	Disclosure Requirement related to ESRS 2 SBM-2: Interests and views of stakeholders in relation to S1, S2, S3
	ESRS 2 IRO-1 Description of the processes to identify and assess material impacts, risks, and opportunities
	Disclosure Requirement related to ESRS 2 IRO-1: Description of the processes to identify and assess material IROs in relation to E1, E2, E3, E4, E5, and G1
	ESRS 2 MDR-P Policies and procedures for stakeholder engagement in due diligence processes in relation to E1, E2, E3, E4, E5, S1, S2, S3, G1 and I,R&D
c) Identifying and assessing adverse impacts	ESRS 2 IRO-1 Description of the processes to identify and assess material impacts, risks, and opportunities
	Disclosure Requirement related to ESRS 2 IRO-1: Description of the processes to identify and assess material IROs in relation to E1, E2, E3, E4, and E5
	ESRS 2 SBM-3 Material impacts, risks, and opportunities and their interaction with strategy and business model
	Disclosure Requirement related to ESRS 2 SBM-3: Material IROs and their interaction with the strategy and business model in relation to E1, E4, S1, and S2
d) Taking actions to address those adverse impacts	ESRS 2 MDR-A Actions in relation to E1, E2, E3, E4, E5, S1, and S2, including transition plans to address impacts
e) Tracking the effectiveness of these efforts and communicating	ESRS 2 MDR-M Metrics in relation to E1, E2, E3, E4, E5, S1, and S2
	ESRS 2 MDR-T Targets in relation to E1, E2, E3, E4, E5, S1, and S2

GOV-5 – Risk management and internal controls over sustainability reporting

ORGANIZATIONAL ANCHORING OF SUSTAINABILITY AT voestalpine

The Group Sustainability department, which was established in 2023, is responsible for and coordinates Corporate Responsibility Management and all sustainability agendas. In addition, a secondary organization was established in the reporting period in the form of a board and committee structure including competence teams from the functions and divisions in order to ensure consistent cross-functional and cross-divisional cooperation at all levels. This structure also includes risk management processes and internal control mechanisms related to sustainability reporting.

ORGANIZATIONAL STRUCTURE—SUSTAINABILITY MANAGEMENT



Group Sustainability department
The Group Sustainability (GS) department is responsible for coordinating reporting and regularly updating report content in consultation with the relevant departments and in compliance with legal standards. GS is responsible for implementing an internal control system (ICS) as part of sustainability reporting, insofar as the processes are not already covered by an existing ICS (e.g., ICS for financial processes).

Other specialist areas

» **Internal Audit and Risk Management department**
Risk management is responsible for Group-wide risk management as well as for Internal Audit. The ICS for sustainability reporting supplements existing internal control systems (e.g., finance, sales, personnel) at voestalpine. Therefore, responsibility for monitoring the processes lies with the Internal Audit and Risk Management department.

» **Specialist departments**
All relevant departments are responsible for the correct and complete provision of the necessary data and information required for sustainability reporting. It is the responsibility of the individual departments to ensure adherence to the respective ICS requirements for sustainability reporting.

In order to meet the requirements for consistent, complete, and reliable sustainability reporting in accordance with ESRS, in the last business year the existing processes were expanded and adapted to the specific requirements of sustainability reporting. The internal control system (ICS) for the voestalpine sustainability reporting is based on the internationally recognized COSO framework (Committee of Sponsoring Organizations of the Treadway Commission – Internal Control – Integrated Framework). This framework is based on the following five key components:

1. Control environment
2. Risk evaluation
3. Control mechanisms
4. Information and communication
5. Monitoring

Control environment
The sustainability reporting processes are embedded within the overarching risk management structures, including internal control systems. The numerous Group policies, published on the intranet, define Group-wide minimum standards and provide the framework for ethical, responsible, and sustainable business conduct. They include basic ICS principles such as:

» The dual control principle
» Functional separation
» Transparency and traceability
» Need-to-know principle
» Security of property and assets

At voestalpine, risk management and internal control mechanisms are designed to identify, assess, and mitigate the risks that may affect the Group's financial and sustainability reporting. The voestalpine ICS comprises guidelines, procedures, and controls which are regularly reviewed and updated in order to be able to respond adequately to new risks, taking into account regulatory requirements.

With regard to sustainability reporting, the identification of reporting-related risk sources and effective control mechanisms was further expanded in business year 2025/26.

Risk evaluation
Sustainability reporting is subject to risks, such as human error, incomplete data (bases), or inconsistent information. Risks relate in particular to the accuracy of data entries and manual processing steps in the reporting process. This also includes risks of incomplete or late data reporting, potential errors due to manual calculation steps, and deviations that can result from heterogeneous system landscapes.

In certain areas, such as biodiversity, there was limited reliable information available at the time of the IRO-1 – E4 assessment to accurately assess concrete impacts as well as financial risks and opportunities. voestalpine is working to systematically develop its competencies and the underlying data base in these areas.

Control mechanisms
voestalpine has implemented a series of control mechanisms to minimize the sustainability reporting risks identified in the risk evaluation to the greatest possible extent:

The CSRD project core team regularly reviews the requirements for sustainability reporting and the regulations during the reporting process. The collection of quantitative data is mainly carried out by standardized queries or IT systems including (automated) input checks, release notes, and subsequent plausibility checks. These controls are complemented by system-based access controls and automated input controls in the IT systems used for sustainability reporting. Internal experts from a wide range of specialist departments examine the topic-specific chapters, carry out cross-comparisons with other chapters (dual control principle), and review or validate subject-specific content. The Group Sustainability Committee reviews and subsequently approves the material intended for publication. In areas where data is incomplete—such as biodiversity—voestalpine systematically documents any information gaps. These then serve as the basis for the further development of the materiality assessment and reporting in future reporting periods. Central Group functions are integrated into the implementation of individual quantitative and qualitative audit mechanisms, and the Group-wide Sustainability Board is also involved.

In addition, the sustainability report is subject to an external audit with limited assurance. The appointed auditors conduct analytical audit procedures and conduct sample audits as part of the limited assurance process for the company's sustainability report. Audit activities performed by the external auditor are described in the assurance report.

Accordingly, voestalpine has preventive and detective control measures in place in relation to the production of qualitative and quantitative report content. Preventive measures include, in particular, standardized data collection templates and defined term classifications, system-side validation and automated input checks, as well as ensuring appropriate access and authorization structures in the IT systems used. Detective control activities include specialist and technical plausibility checks, deviation analyses, sample-based test procedures and formalized dual control approval processes. The proper implementation of these checks is already verified and documented in many areas by system logs, storage systems, and/or defined storage structures.

Information and communication

The responsibilities in the entire process (see organizational structure for sustainability management) are clearly defined. A reporting calendar with milestones and dependencies for financial reporting as well as Group-wide, written requirements for data collection and documentation in the form of a handbook are in place to ensure the timely dissemination of information and complete reporting. In addition, the results of the risk assessment and the internal control mechanisms related to sustainability reporting are regularly communicated to the relevant institutions. This includes reporting to the Management Board and providing additional information to the Internal Audit and Risk Management departments to ensure transparent monitoring and continuous improvement.

Monitoring

The aim is to ensure the monitoring of the reporting process by combining structured process design with clearly defined responsibilities and a multi-layered control framework. Control actions, including ongoing plausibility checks, documented controls in some areas, as well as periodic reviews of process effectiveness—such as internal checks and audits—are designed to ensure that the sustainability reporting meets regulatory requirements and that data quality, transparency and traceability are high.

STRATEGY

SBM-1 – Strategy, business model, and value chain

voestalpine is a global steel and technology group with a unique combination of material and processing expertise. The Group's organizational structure consists of a holding company and four divisions. With high-quality product and system solutions made from steel and other metallic materials, voestalpine is a leading partner in the automotive, energy, mechanical engineering, consumer goods, and aerospace industries. In addition, voestalpine is the world market leader in rail infrastructure systems, high-quality tool steel, and special sections. voestalpine does not offer products or services that are subject to bans in the respective markets. The Group's broad customer base contributes to earnings stability in a cyclical market environment overall.

The Steel Division has been setting environmental benchmarks in steel production for years and is developing hydrogen-based future technologies to achieve low-emission steel production. With its high-quality strip steel, the Steel Division is a partner to renowned automotive manufacturers and suppliers around the globe.

The High Performance Metals Division is a global leader in the production and downstream processing of metallic high-performance materials, particularly high-speed steel and other specialty steels, as well as titanium and nickel-based alloys. Customers of these products include, for example, suppliers to the automotive and consumer goods industries, the special machinery sector, as well as the aerospace industry. Following the sale of Buderus Edelstahl in Wetzlar (Germany) in the business year 2024/25, site consolidations outside Austria, capacity adjustments at voestalpine BÖHLER Bleche in Mürzzuschlag (Austria), and the sale of voestalpine BÖHLER Profil, the High Performance Metals Division has largely completed the process of restructuring its portfolio.

The Metal Engineering Division, with its Railway Systems business segment, is a global leader in providing integrated track systems. It provides customized comprehensive solutions for all rail infrastructure segments—from urban and mixed traffic to heavy freight and high-speed networks. Through its Industrial Systems business unit, the division is also the European market leader in high-quality wire and complete welding solutions. As part of the greentec steel program, the Metal Engineering Division is also intensively working on and researching various innovations, climate-friendly technologies, and production processes.

The Metal Forming Division is the center of expertise for highly advanced profile, tube, and precision strip steel products, as well as for ready-to-install system components made from pressed, stamped, and roll-formed parts. These products are used in a wide range of industries.

REVENUE BY REGION

	2024/25		2025/26	
	Total	**in %**	**Total**	**in %**
European Union (excluding Austria)	8,969.3	57%	8,784.5	58%
Austria	1,083.2	7%	1,074.4	7%
USMCA	2,192.1	14%	2,078.9	14%
Asia	1,430.5	9%	1,193.5	8%
South America	528.0	3%	447.3	3%
Rest of World	1,540.6	10%	1,484.5	10%
Total revenue by region	**15,743.7**	**100%**	**15,063.1**	**100%**

In millions of euros

REVENUE BY DIVISION

	2024/25		2025/26	
	Total	**in %**	**Total**	**in %**
Steel Division	5,799.1	37%	5,730.6	38%
High Performance Metals Division	3,182.2	20%	2,749.7	18%
Metal Engineering Division	4,167.9	27%	4,054.7	27%
Metal Forming Division	3,125.1	20%	3,030.1	20%
Holding & Group Services	1,012.4	6%	944.2	6%
Consolidation	–1,543.0	–10%	–1,446.2	–9%
Total Group	**15,743.7**	**100%**	**15,063.1**	**100%**

In millions of euros

REVENUE BY INDUSTRY

	2024/25		2025/26	
	Total	**in %**	**Total**	**in %**
Automotive	4,772.2	30%	4,560.7	30%
Energy	2,711.7	17%	2,413.1	16%
Railway systems	2,266.2	15%	2,211.0	15%
Construction	1,503.6	10%	1,480.9	10%
Mechanical engineering	1,280.7	8%	1,189.5	8%
White goods/Consumer goods	651.2	4%	624.2	4%
Aerospace	543.4	3%	603.3	4%
Other	2,014.7	13%	1,980.4	13%
Total revenue by industry	**15,743.7**	**100%**	**15,063.1**	**100%**

In millions of euros

voestalpine comprises about 500 Group companies and sites in over 50 countries on five continents. As of the reporting date (March 31, 2026), the voestalpine Group had a global workforce of 48,010 employees (2024/25: 49,298) (including apprentices). 50.1% (2024/25: 49.3%) of the employees are based in Austria, while 49.9% (2024/25: 50.7%) work at sites outside Austria.

EMPLOYEES BY REGION

In each case as of the March 31 reporting date	2024/25		2025/26	
	Total	**in %**	**Total**	**in %**
European Union (excluding Austria)	13,732	29%	13,211	28%
Austria	24,323	49%	24,039	50%
USMCA	3,388	7%	3,220	7%
Asia	3,190	6%	3,121	6%
South America	2,694	5%	2,530	5%
Rest of World	1,971	4%	1,889	4%
Total employees	**49,298**	**100%**	**48,010**	**100%**

The Group Strategy 2030+ sets the course for voestalpine for the years ahead and is our answer to the challenges and opportunities arising from a dynamic, constantly changing environment. The fundamental core objectives of our strategy are sustainable, value-enhancing growth in the attractive fields of the further processing of steel and metallic materials as well as long-term sustainability and the Group's resilience.

According to the guiding principle, "We are shaping a better, safer and more sustainable future," as a steel and technology Group, we have set ourselves the objective of being an economic leader, with sustainable, innovative product and system solutions made of high-quality steel and high-performance materials. We use our unique blend of materials and processing expertise to create innovative solutions that give our customers a real competitive advantage. The decentralized, divisional organizational structure of voestalpine increases the customer proximity, speed, flexibility, and adaptability of our specialized business segments, while the broad diversification across segments, regions, and products ensures additional stability. Networking and leveraging synergies between the business segments create added value in the Group. In addition, our stable ownership structure leads to strategic independence in the interest of all stakeholders. In line with our overarching strategic objective of adding value and thus increasing the value of the Group, focused growth in attractive, high-yield sectors such as rail infrastructure, aerospace, special profiles, and warehouse technology is an essential strategic pillar. We are further developing our product portfolio with innovative solutions, strengthening the factors that set us apart in our core markets and focusing on further targeted internationalization in growth markets and regions.

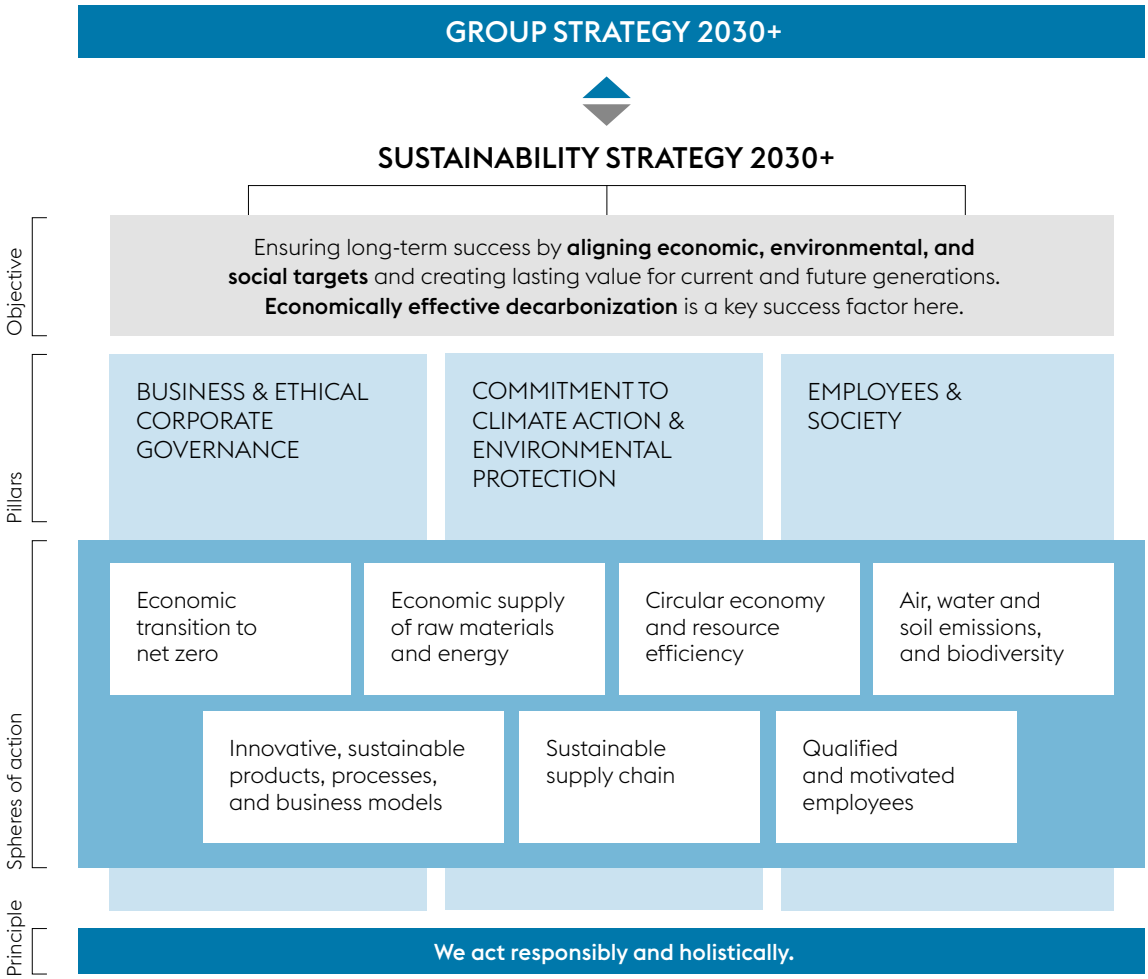
Active and consistent management of our portfolio, focusing on efficiency in all areas and strengthening the competitiveness of our (production) sites as well as the reorganization of low-return business units, also ensures the sustainability and resilience of the Group and thus constitutes the second essential pillar of our strategy. The economically successful decarbonization of blast furnace-based steel production with the clear target of achieving net-zero emissions by 2050 and the further development and expansion of the circular economy is the third essential pillar of our strategy. As an international Group, voestalpine is committed to the global climate targets and is working intensively on technologies to reduce GHG emissions as well as on long-term decarbonization.

SUSTAINABILITY STRATEGY AND TARGETS

The sustainability strategy of voestalpine forms an integral part of the Group's corporate strategy and is operationalized within the individual divisional, business unit, and functional strategies. With its comprehensive sustainability strategy, voestalpine pursues an integrated approach and has formulated strategic principles and targets for each sphere of action. The sustainability strategy is based on the three pillars of the business & ethical corporate governance, a commitment to climate action & environmental protection, and employees & society.

As part of stakeholder management, voestalpine communicates its policy and related progress both internally and externally. For this purpose, voestalpine maintains contact with all relevant stakeholders by engaging in a responsible, solution-oriented, and transparent dialogue with them. This is facilitated through numerous platforms such as professional discussions, roundtables, conferences, and trade shows, as well as analyst and investor meetings. In line with its Code of Conduct, voestalpine actively participates in a wide variety of bodies serving advocacy groups, trade associations, and lobbying campaigns. For more information on stakeholder management, please refer to SBM-2. More information on stakeholder management is provided in section SBM-2. The Group Sustainability department, which was newly created in 2023, acts as the central coordination point for the implementation and further development of the sustainability strategy.

SUSTAINABILITY STRATEGY—STRATEGIC SPHERES OF ACTION



Faced with increasing pressure to reduce GHG emissions and the need to curb climate change, steel producers must find alternative methods to achieve more environmentally friendly production. voestalpine is investing in hydrogen-based and pioneering technologies to enable low-emission production.

voestalpine is committed to clear sustainability goals and has net-zero emissions by 2050. Within the scope of the Science Based Targets initiative (SBTi), the voestalpine Group is committed to reducing total Scope 1 and Scope 2 emissions by 30% and Scope 3 emissions by 25% by 2029 compared to the reference year 2019. This planned reduction corresponds to a "well below 2 °C" scenario. This target was set at the Group level and relates to the gradual decarbonization of the production sites. The target has not been rolled out for customer groups, specific products or regions. Achievement of the target is also subject to external factors and influencing variables, such as the availability of raw materials and renewable energy as well as the economic situation. For more information, see chapter E1.

In order to meet the challenge of decarbonizing steel production while maintaining cost-effectiveness and competitiveness, and achieve the net-zero target by 2050, voestalpine has developed the ambitious greentec steel climate protection program as a core element of the Group and sustainability strategy. Blast furnace-based steel production in the Steel Division and the Metal Engineering Division will be gradually decarbonized by 2050.

In the first phase, EUR 1.5 billion is already being invested in one green-powered electric arc furnace in Linz and one green-powered electric arc furnace system in Donawitz to replace one blast furnace at each location. The materials used involve a mix of scrap, liquid pig iron, and hot briquetted iron (HBI), with the mix adjusted according to the specific quality requirements. These electric arc furnaces, which are already under construction, will go into operation in 2027 and significantly reduce Scope 1 and Scope 2 CO_2 emissions by a total of 30% by 2029 by increasing the use of electricity instead of coal and coke. This represents almost 5% of Austria's entire annual CO_2 emissions, making greentec steel the country's largest climate protection program.

Further information about the greentec steel climate protection program is provided in chapter E1 and I,R&D.

Other challenges for voestalpine in the context of climate change lie in securing the necessary raw materials and energy sources, demand for which will change as steel production is transformed. In order to address these challenges, voestalpine has set itself the strategic objectives of economically securing the supply of the production sites with the required raw materials and energy in the long term, as well as further expanding the circular economy and increasing the use of scrap as a secondary raw material in steel production by 50% by 2030. These packages of actions are already being implemented and will continue to be developed. For more information, see chapters E1 and E5.

Another strategic challenge for voestalpine in the context of sustainability is to continue to attract and retain qualified and motivated employees in line with its requirements as the basis for economic success. To this end, voestalpine relies on various policies and actions—based on its already high level of commitment and above-average employee retention. For more information, see chapter S1.

In addition, the health of employees and the ongoing assurance and enhancement of occupational safety are core values at voestalpine and are given top priority. Continuous efforts are therefore being made to further reduce the frequency of accidents and increase the health index in order to move closer to the vision of "zero accidents." Strategically, the accident frequency rate is to be reduced by 5.5% by 2030. Group-wide safety standards form the basis of a successful corporate culture rooted in health and safety. For more information, see chapter S1.

Moreover, voestalpine addresses sustainability in its supply chain and works to counter the material negative impacts identified. For more information, see below and chapter S2.

VALUE CHAIN AND BUSINESS MODEL

At the heart of voestalpine's business model is the efficient production and processing of high-quality steel products and other high-performance metallic materials for applications subject to high quality and technology requirements, while adhering to stringent sustainability standards throughout the entire value chain. This covers the mining of raw materials, production, use, and recycling of products. The following figure illustrates voestalpine's comprehensive value chain in consideration of upstream value added, in-house activities, and downstream value added.

In the upstream value chain, voestalpine relies on essential raw materials such as iron ore, various alloys, steel scrap, coal, and coke, which are sourced from North America, South America, Europe, Africa, Australia, and parts of Asia. In the course of the transition to low-emission production, demand for raw materials is changing in response to technological transformation. For example, in addition to the gradual reduction in the use of coal and coke, the strategic increase in the use of recycled steel scrap reduces the need for iron ore. This recycled scrap comes from both industrial and post-consumer sources.

In addition to the raw materials, the supply of energy, which is provided by regional and international energy suppliers, is crucial. This also applies to the necessary supply of water. Other materials, machinery, and equipment procured by global suppliers are also essential. Global logistics service providers as well as some of the company's own logistics manage the transport of raw materials and other goods to the production sites.

The combination of material and processing expertise as a key factor in voestalpine's success is reflected in the broad value chain in the Group's own business activities. This ranges from the steel production and the further processing and refinement of the products to the production of ready-to-install components, system solutions, and services. Steel production takes place at sites in Austria, Sweden, and Brazil, while further production steps are distributed globally. The specific activities and final products of the divisions vary depending on the business unit. The undertaking's own logistics ensures the transport of materials and semi-finished products to and between the undertaking's sites. At its large production sites, voestalpine generates electricity from process gases and uses it to power both the production process and the downstream processing steps. This enables the Group to cover a large part of its electricity requirements from its own generation.

voestalpine manufactures various flat and long products, but also further-processed products and ready-to-install components, e.g., for tool making, the automotive and energy industry, aerospace, construction and mechanical engineering, the consumer goods and food industry, as well as system solutions, for example for railway infrastructure or storage technology.

Research and development is pursued along all production activities of voestalpine, especially with regard to decarbonizing steel production. The increased expansion of the circular economy, in particular with the use of recycled materials such as steel scrap, or the reprocessing of by-products, will make production more sustainable. At the same time, state-of-the-art technologies and optimized processes make it possible to increase efficiency along the entire production chain and significantly improve the Group's environmental footprint.

In its own operations, voestalpine attaches great importance to the safety and well-being of its employees in order to ensure sustainable and responsible production. Employees can express their interests to the company in various ways and trust that their needs will be taken into account in decision-making processes.

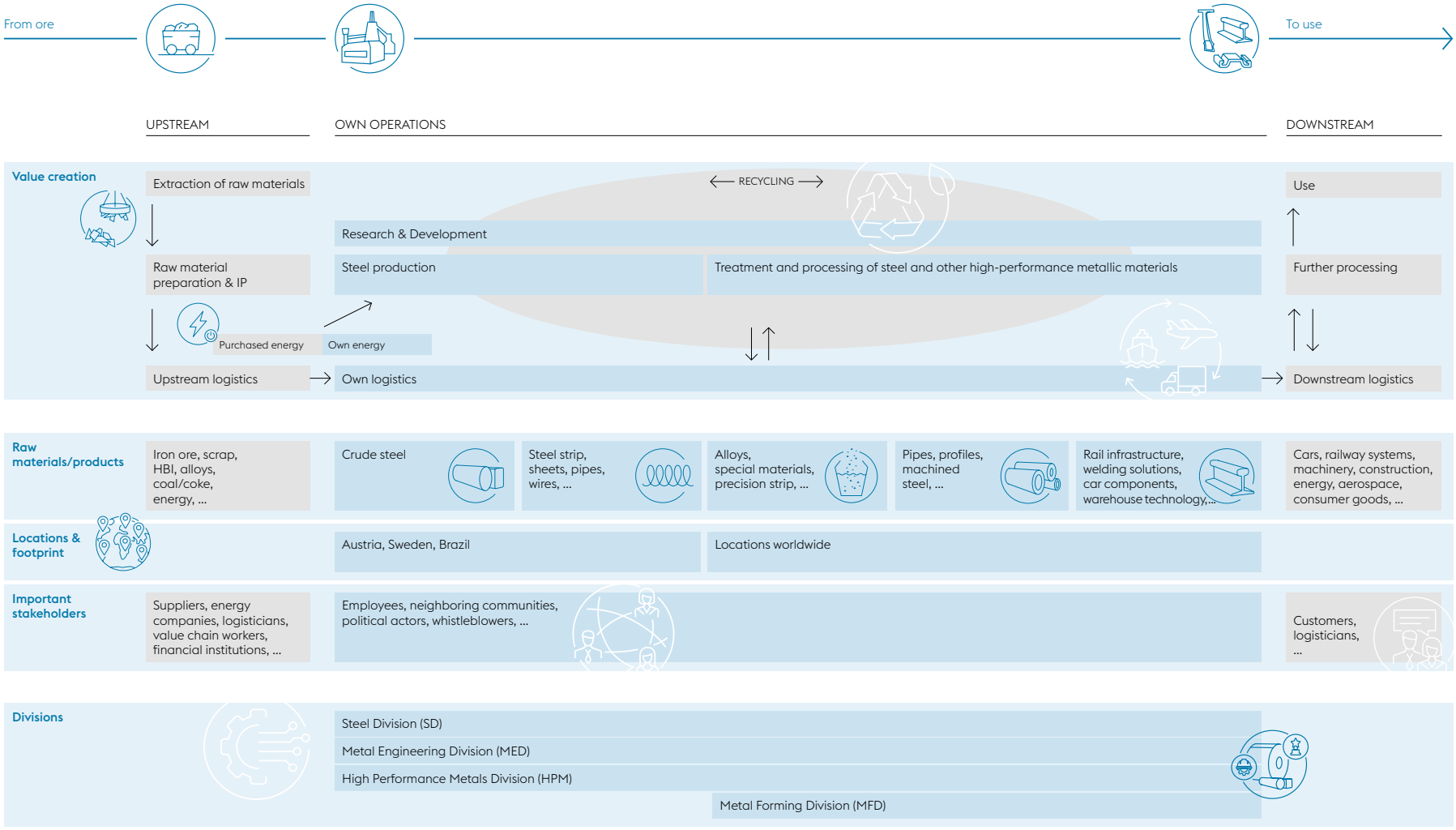
The downstream value chain includes the worldwide transportation of voestalpine products to business customers, their industrial processing, and final use by end customers. At the end of their useful life, a proportion of the products are recycled. This promotes a circular economy and contributes to the company's sustainability goals. In the event of planned operational changes at the sites, the neighboring communities, political actors, and other stakeholders are involved in order to take local requirements into account and promote social acceptance.

The customers of voestalpine are made up of business customers from various industries and geographical markets, in particular from the automotive, energy, and aerospace industries, rail infrastructure, mechanical engineering, and the construction and consumer goods industry. The main geographical markets are located in Europe, North and South America, Asia and, depending on the business unit, in additional complementary markets.

A close dialogue is maintained between voestalpine and its customers, who are placing increasingly high demands on reducing the carbon footprint in their supply chains. This demand for "green steel" has led to an uptick in the development of solutions produced in collaboration with customers to increase efficiency and reduce emissions throughout the product lifecycle. These include innovative recycling processes and energy-efficient production technologies.

Additionally, voestalpine attaches great importance to transparency in the value chain. Environmental impacts and adverse social impacts, such as labor and human rights violations, need to be minimized to the greatest possible extent. In cooperation with suppliers, attention is paid to compliance with environmental and social standards.

voestalpine VALUE CHAIN

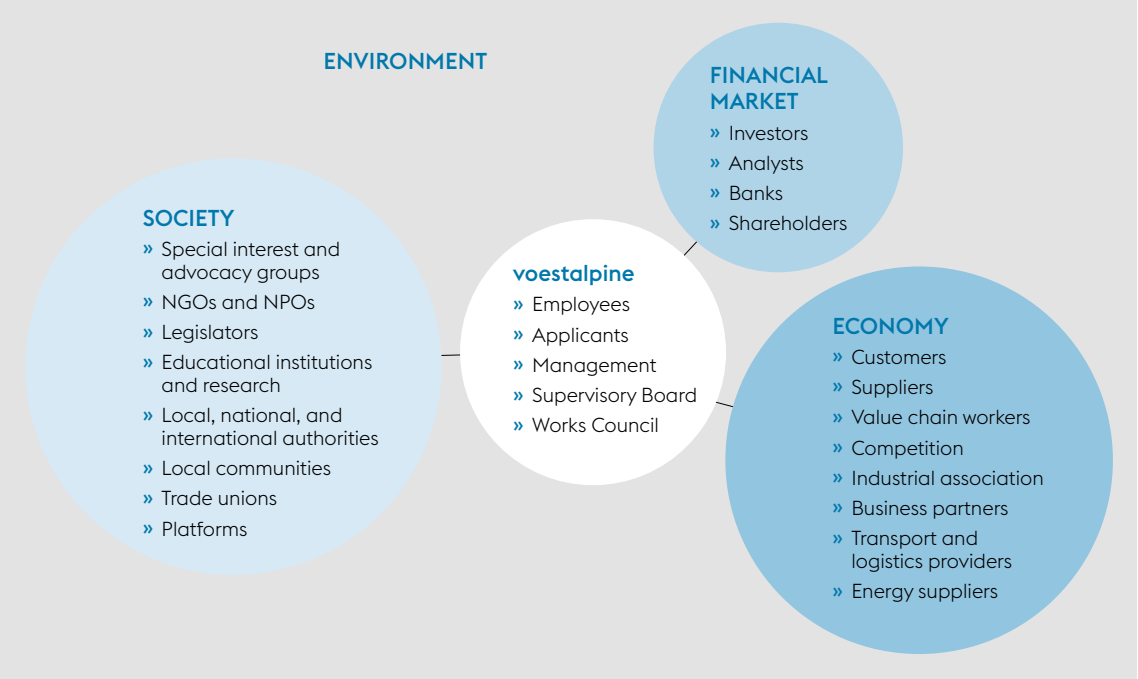


SBM-2 – Interests and views of stakeholders

Stakeholders are persons or groups who can affect or be affected by voestalpine. They can be broken down into affected and interested stakeholders.

Identifying the relevant stakeholders and analyzing their requirements, interests, and expectations were core tasks to which voestalpine devoted itself in a structured and comprehensive manner in the business year 2023/24 as part of its double materiality assessment. The list of stakeholders is reviewed at regular intervals to ensure that it is complete and up to date. The following table shows an overview of key stakeholders.

STAKEHOLDER CATEGORIZATION



The involvement of stakeholders includes representatives of affected groups such as trade unions, works councils, local communities, non-governmental organizations, suppliers, business partners, customer representatives, and industry associations. In addition, voestalpine works with sustainability experts from the world of academia and actively engages in a dialogue with users of the sustainability report, such as public authorities, banks, and investors. The undertaking takes into account their information needs with regard to the policies, actions, metrics, and targets of voestalpine in relation to material sustainability matters. Exchanges with the various stakeholder groups take place regularly in different formats and address the issues of relevance to them.

The selected and most important stakeholders were involved in the double materiality assessment in two ways: through face-to-face interviews and a large-scale anonymous online survey (see also IRO-1). In addition, the administrative, management, and supervisory bodies were informed about the views and interests of stakeholders with regard to voestalpine's sustainability-related impacts during sustainability board meetings.

Sustainability matters are increasingly becoming a main topic in voestalpine's communications with customers and suppliers, as well as with analysts, investors, NGOs, platforms, and advocacy groups. As far as the topic of sustainability is concerned, greenhouse gas emissions and climate-related risks, human rights in both the undertaking and the supply chain, as well as the EU Taxonomy Regulation, are often relevant concerns that are frequently discussed with stakeholders such as analysts and investors, for example. These frequently long-term relationships with customers and suppliers provide the basis for trusting and transparent partnerships.

As a global steel company, voestalpine pursues a sustainable business model with a clear focus on decarbonization, resource efficiency, and circular economy. The shift towards more climate-friendly technologies and the focus on employees are central elements of the corporate strategy. The interests of relevant stakeholders are actively taken into account. In this way, voestalpine not only strengthens its long-term competitiveness, but also assumes responsibility for the interests of its stakeholders.

The suggestions, proposals, and expectations of voestalpine's stakeholders are taken into account in strategic deliberations. This approach ensures transparent decision-making and strengthens trust in the undertaking. Taking into account different stakeholders helps to develop and implement a responsible and sustainable business strategy.

The following section outlines how communication with key stakeholders is structured. The examples given include the main stakeholder groups as well as the platforms most commonly used by voestalpine for dialogue and reconciling interests with them. voestalpine is in regular contact with a wide range of stakeholder groups through its Management Board, as well as its executive and non-executive personnel. Numerous opportunities are used for this, such as expert discussions and expert groups, events, conferences, trade fairs, and customer surveys.

EMPLOYEES

The voestalpine Group currently has a global workforce of 48,010 employees. Both the annual employee performance review and the regular Group-wide employee survey are key tools for engaging in structured communications. Employees' feedback is analyzed by management and flows into any action plans the company develops—for example, with respect to personnel development.

In many voestalpine Group companies, a works council represents employees' interests. Local works councils are superseded by a European Works Council and a Group Works Council, both of which hold regular discussions with management. Through internal audits and training courses—for example, on the topics of compliance, health and safety, IT security, or data privacy and protection—voestalpine ensures not only that its employees abide by and implement a range of requirements, but also that their knowledge is current.

CUSTOMERS AND SUPPLIERS

voestalpine maintains open and close-knit relationships with all its business partners. These frequently long-term relationships with customers and suppliers provide the basis for trusting and transparent partnerships. Together, processes and products are developed that satisfy the requirements of all parties involved and ensure low-impact utilization of resources.

Sustainability matters are increasingly becoming the focus. Besides conventional supply chain management issues such as quality, costs, availability, and delivery dates, a greater role is increasingly played by climate change mitigation, energy and resource efficiency, as well as compliance with labor and human rights. The voestalpine Code of Conduct is binding for all suppliers and business partners.

ANALYSTS AND INVESTORS

Institutional investors and analysts are a key stakeholder group of voestalpine in its capacity as a listed company. The members of the Management Board and the Investor Relations and Group Treasury departments maintain close contact with representatives of the owners and providers of capital, including through investor conferences, road shows, and individual meetings. Discussions with analysts and investors focus on the latest developments and the market situation as well as sustainability issues. In particular, the focus is on climate-relevant emissions and risks, respect for human rights in the company and in the supply chain, and regulatory requirements such as the EU Taxonomy Regulation.

EDUCATIONAL INSTITUTIONS AND RESEARCH

voestalpine's collaboration with both universities and unaffiliated research institutes is indispensable and boosts the Group's research and development work. voestalpine supports outstanding dissertations, master's theses, and research projects. It also endows professorships that can generate knowledge relevant to its core business and contribute new insights. The members of voestalpine's Management Board personally represent the Group during special student events (some of which are also held virtually) and answer questions from the students, who, in their capacity as potential future employees, are considered an important stakeholder group.

NGOS, SPECIAL INTEREST GROUPS, AND PLATFORMS

Representatives of voestalpine belong to various working groups and committees of advocacy groups and platforms. These include the Federation of Austrian Industries, the World Steel Association ("worldsteel"); ASMET (the Austrian Society for Metallurgy and Materials); ESTEP (the European Steel Technology Platform); and AFRAC (the Austrian Financial Reporting Advisory Committee). In addition, voestalpine actively engages in political debates with relevant industry associations such as the European Steel Association (EUROFER) and the European Rail Supply Industry Association (UNIFE) in order to present its views on socially and politically-relevant topics or to support a unified approach to the interpretation of particular statutory norms.

In April 2019, voestalpine became a member of ResponsibleSteel which focuses on the sustainable production of steel and the sustainable procurement of both raw and other materials. voestalpine actively engages in the ongoing development of the standard on which these policy initiatives are based. In the summer of 2021, the Group's largest steel plant (located in Linz, Austria) underwent an audit process aimed at obtaining certification pursuant to the ResponsibleSteel Standard; it is one of the very first steel companies to have done so. The surveillance audit provided for in the audit process was also completed with a positive outcome in the summer of 2024.

The company also maintains good communications with non-governmental organizations (NGOs). Its Management Board and experts engage in intensive and constructive exchanges of opinion with several NGOs, particularly with respect to energy and climate policies as well as other environmental topics.

The following outlines how the interests, views, and rights of its own workers, workers in the value chain, and affected communities are integrated into the strategy and the business model:

SBM-2 – S1 OWN WORKFORCE

The ongoing engagement of the workforce in decision-making processes not only strengthens the corporate culture but also ensures that the strategic direction of voestalpine is specifically tailored to the needs and expectations of its employees. Structured feedback processes make it possible to identify needs at an early stage, identify potential for improvement, and systematically incorporate these into business-critical decisions. Respect for human rights is a top priority: Internal guidelines, training courses, and monitoring mechanisms ensure that labor and social standards for all employees are consistently adhered to and continuously developed. The HR Strategy 2030+ is derived from voestalpine's Group-wide strategy, whereby the Group's own workforce is included in the strategy.

SBM-2 – S2 WORKERS IN THE VALUE CHAIN

There is currently no standardized process in place for the direct involvement of value chain workers. Involvement occurs on occasion and the value chain workers can use the whistleblower system. A direct involvement process will be developed in preparation for the requirements of the CSDDD. Indirectly, this involves regular exchanges and close cooperation with relevant suppliers. For more information, see the topic-specific information on S2.

SBM-2 – S3 AFFECTED COMMUNITIES

Local communities, such as those located in the immediate vicinity of production facilities, are regularly involved in dialogues in the regions in which voestalpine operates, in order to understand their needs and concerns with regard to the company's activities. Based on this feedback, the company develops action plans that take into account both the economic success of voestalpine and the social and environmental concerns of the affected communities. In addition, the views of the communities are essential when it comes to ensuring voestalpine plays a long-term role as an important employer in the respective local communities. Further information is provided in the specific information on S3.

SBM-3 – Material impacts, risks, and opportunities and their interaction with strategy and business model

Prior to the compilation of this sustainability report, voestalpine identified and assessed its impacts on the environment and society (impact materiality) as well as the sustainability-related financial risks and opportunities (financial materiality) for the Group. The impacts, risks, and opportunities (IROs) assessed as material were assigned to the sustainability matters in accordance with ESRS 1 AR 16. In an aggregated presentation, nine of the ten topics for which topic-related standards are set forth in ESRSs were assessed as material. Only the issue of consumers and end-users (ESRS S4) was considered to be non-material.

The following topics are material and covered in the reporting through the application of the respective standards:

» Climate change (ESRS E1)
» Pollution (ESRS E2)
» Water and marine resources (ESRS E3)
» Biodiversity and ecosystems (ESRS E4)
» Resource use and circular economy (ESRS E5)
» Own workforce (ESRS S1)
» Workers in the value chain (ESRS S2)
» Affected communities (ESRS S3)
» Business conduct (ESRS G1)

In addition, the topics of innovation, research, and development were assessed as being material. The company-specific information on these issues can be found in the chapter on Environment or Corporate governance. For more information on the materiality assessment, see chapter IRO-1. In addition, voluntary information on taxation is disclosed in this report.

STATEMENT ON AMENDMENTS TO THE REPORT

The initial double materiality assessment identified 37 impacts, risks, and opportunities (IROs), consisting of nine negative and 14 positive impacts, and 10 risks and four opportunities. Based on new findings and improved understanding, the analysis for the 2025/26 reporting year was reviewed and revised again. The number of IROs has been refined and reduced to 28. For the current reporting year, voestalpine reports seven negative and 11 positive impacts as well as seven risks and three opportunities. The reduction in IROs was achieved in particular by aggregating thematically similar IROs. In addition, targeted reformulations led to refinement of the content and clearer demarcation (as part of the revision, e.g., baseline scenario vs. actual positive impact). In some cases, IROs have been removed on the basis of reasonable criteria as they were no longer considered relevant. In addition, three new impacts were identified, assessed by experts, and classified as material.

The following table summarizes the key voestalpine IROs. Detailed information on the individual IROs as well as on the policies, actions, targets, and metrics with which voestalpine manages them is provided at the beginning of each of the topic-specific chapters of this sustainability report.

ESRS	Topic/sub-topic/sub-sub-topic		Impact, risk, opportunity (IRO)	Value Chain	Time horizon	Reference
E1	Climate change mitigation	●	GHG emissions (Scope 1 to 3)	>>>	●●●●	p. 181
		○	Technological developments & job infrastructure	>>>	●●●●	p. 181
		!	Transition risk: Technical transition to low-emission technologies	>>	○●●●	p. 181
		!	Transition risk: Costs arising from carbon pricing	>>>	●●●●	p. 181
		+	Transition opportunity: Increasing the sales volumes of sustainable/low-emission steel products for voestalpine (especially in sectors relevant to the energy transition) leads to a sustainable stabilization of revenue and operating results (EBIT)	>>>	●●●●	p. 181
		!	Transition risk: Supply bottlenecks or higher costs for important raw and other materials	>>>	○●●●	p. 182
	Climate change adaptation	!	Physical climate risks	>>>	○○●●	p. 182
	Energy	!	Transition risk: Bottlenecks in the energy supply and higher costs for energy procurement	>>>	●●●●	p. 182
E2	Air pollution	●	NO_x, SO_x and dust emissions	>>	●●●●	p. 202
E3	Water	●	Water withdrawal, water consumption	>>>	●●●●	p. 209
E4	Biodiversity and ecosystems	●	Biodiversity in the upstream value chain	>>>	●●●●	p. 214
E5	Resources inflows, including resource use	●	Sourcing and use of primary resources	>>>	●●●●	p. 217
	Resource outflows related to products and services; and waste	●	Business models for recycling	>>>	○●●●	p. 217
I, R&D	Innovation, research & development	●	Product innovations	>>	●●●●	p. 228
		+	Breakthrough technologies	>>	●●●●	p. 228
		+	Increased recycling efficiency through technological innovation	>>>	○●●●	p. 228
		!	Ensuring product quality with increased use of scrap	>>>	○●●●	p. 228
S1	Working conditions and other work-related rights	●	Attractive working conditions	>>	●●●●	p. 242
	Health and safety	●	Healthy and safe working conditions at voestalpine	>>	●●●●	p. 242
		●	Accidents at work, injuries, and occupational illnesses	>>	●●●●	p. 242
	Equal treatment and opportunities for all	●	Equal opportunities for all employees	>>	●●●●	p. 243
	Training and skills development	●	Personal development and training	>>	●●●●	p. 243
S2	Worker rights and conditions in the value chain	○	Inappropriate or abusive working conditions in the value chain	>>>	●●●●	p. 275
S3	Affected communities	●	Engagement with affected Communities	>>	●●●●	p. 286
G1	Business ethics and corporate culture	●	Shared values at voestalpine	>>	●●●●	p. 294
		●	Practiced corporate ethics	>>>	●●●●	p. 294
		!	Violations of compliance guidelines and white-collar crime	>>>	●●●●	p. 294
	Management of relationships with suppliers including payment practices	○	Selection process for suppliers	>>>	●●●●	p. 295

Key

● Actual positive impact ● Actual negative impact ○ Potential positive impact ○ Potential negative impact + Opportunity ! Risk

>>> Upstream >> Own operations >> Downstream ●○○○ < 1 year ○●○○ 1 – 5 years ○○●○ 5 – 10 years ○○○● 10+ years

The identified material impacts, risks, and opportunities of voestalpine are regularly evaluated in order to establish the current and anticipated impact on business model and strategy, and to derive actions for dealing with material impacts and risks, if necessary. More detailed information on the material impacts, risks, and opportunities can be found in the tables in the topic-specific chapters of this sustainability report.

No material financial effects can be attributed to the opportunities and risks identified in the sustainability report in the business year 2025/26. Similarly, in the next reporting period, no material adjustments to the carrying amount of assets and liabilities reported in the IFRS consolidated financial statements are to be expected on the basis of the opportunities and risks identified in the sustainability report. Impairment losses of EUR 38.8 million and restructuring expenses of EUR 47.7 million were recognized in the business year 2024/25 in the Automotive Components business unit, partly due to the transitional climate risk "Decline in sales volume and margin due to structural change in European industry and competitive disadvantages as a result of unilateral EU regulation."

The resilience of voestalpine's strategy and business model is regularly analyzed and assessed as part of the strategy review process. Climate change disclosures are reported in section SBM-3 E1. The company is tackling the risk of "ensuring product quality with increased use of scrap metal" with a wide range of actions. At the heart of these actions is the increased focus on research in order to continue to be able to manufacture the highest quality steel products after transitioning from blast furnace to electric arc furnace production (see chapter I,R&D). There are sufficient policies and procedures in place to address the risk of violations of compliance guidelines and white-collar crime. For more information on this, see chapters G1-1 and G1-3.

Overall, it is considered that the actions already taken and planned are appropriate to reduce the sustainability risks identified and thus ensure voestalpine's long-term resilience.

SBM-3 – E1 CLIMATE CHANGE

voestalpine has identified five material climate-related risks, comprising one climate-related physical risk and four climate-related transition risks:

Climate-related risks		Risk
Climate-related physical risk	!	Acute and chronic physical climate risks
Climate-related transition risk	!	Transition risk: technical transition to low-emission technologies
	!	Transition risk: costs arising from carbon pricing
	!	Transition risk: supply bottlenecks and higher costs for important materials and raw materials
	!	Transition risk: bottlenecks in the energy supply and higher costs for energy procurement

Starting in the business year 2023/24, voestalpine conducted a physical and a transient climate risk analysis, which was completed in the business year 2024/25. On this basis, an analysis of the resilience of the business model and the corporate strategy was carried out. (For more information on the process, the critical assumptions, and the time horizons used in the climate risk analyses, see chapter IRO-1 E1.)

The analysis of voestalpine's resilience with regard to the risks identified takes into account both its own business activities and the activities along the upstream and downstream value chain. With regard to the upstream value chain, the focus was on the key raw materials and energy sources, while in the downstream value chain, the most important customer segments and market trends for future demand were included. All at-risk assets and business units that are relevant for the strategic orientation of the company, investment decisions as well as existing and planned climate change mitigation actions were analyzed.

Physical risks
Based on the physical climate risk analysis, voestalpine has implemented a number of adaptation action plans at its key sites to minimize the impacts of physical climate risks to the greatest possible extent. Examples of such actions include, among others, structural measures such as flood protection and logistical adjustments in the event of low water levels. Activities are also being undertaken to counteract the impacts of long-term fluctuations in river levels, such as diversifying supply routes. Currently, these action plans are considered sufficient to effectively address the identified physical risks in the short, medium, and long term. Therefore, voestalpine does not currently see any vulnerability that assets or business activities could be significantly impacted by physical climate risks, and action plans already implemented and planned are considered suitable to reduce the physical climate risks identified and thus ensure voestalpine's long-term resilience to climate-related physical risks.

Transition risks
Planned and current mitigation action plans were taken into account to determine the resilience of voestalpine with regard to the identified transition climate risks (see E1-3).

Carbon pricing mechanisms such as the EU Emissions Trading Scheme (ETS) and the Carbon Border Adjustment Mechanism (CBAM) are creating increasing financial burdens, potentially resulting in competitive disadvantages compared to non-EU competitors, and triggering structural changes in industry, such as the relocation of downstream industries and higher price competition.

A core element of voestalpine's strategic orientation is the decarbonization of steel production (see SBM-1) in order to counteract the risk of factors such as higher costs for carbon credits. Therefore, related investment decisions and climate change mitigation actions in business activity and business model are already taken into account (see E1-1 and E1-3), whereby voestalpine ensures the adaptation of the business model to climate change.

At the same time, associated transition risks may arise, in particular with regard to supply bottlenecks for energy, important raw materials, and associated higher costs, and changing competition, which are counteracted by ongoing actions (see E1-3).

By strategically aligning the business model with decarbonization on the one hand, and continuously evaluating the transition climate risks on the other, voestalpine is taking the necessary steps to adapt its business model to climate change in the medium and long term, while maintaining the necessary flexibility for regulatory changes and market dynamics.

The reliability of the resilience analysis is inherently linked to forecasting uncertainties due to the dependence on policy decisions and regulatory changes, the uncertainty of future carbon price trends, and technological change, with the assessment being largely based on professional judgment and experience-based assumptions.

SBM-3 – E4 BIODIVERSITY AND ECOSYSTEMS

The materiality assessment did not identify any material impacts of voestalpine's activities on biodiversity and ecosystems or dependencies of the Group's activities on the respective ecosystem services at its own sites. In addition, no negative impacts of voestalpine activities on affected species or in terms of land degradation, desertification, or soil sealing have been identified. voestalpine recognizes that its greenhouse gas emissions contribute to climate change, which affects biodiversity. Due to the global impact of climate change and the lack of locational mapping of this impact to specific ecosystems or local sites, it cannot be quantified. Therefore, in the materiality assessment, the impact of climate change on biodiversity losses is not assessed as material for voestalpine's own operations.

SBM-3 – SOCIAL ISSUES

The impacts that relate specifically to voestalpine's own workforce, the workforce in the value chain, and affected communities are partly due to voestalpine's business model and strategy. The labor-intensive processes of steel production, the global supply chain, and the strategically driven decarbonization are key impact drivers. These factors require continuous adaptations, particularly in terms of occupational safety, socially responsible procurement, and the targeted promotion of sustainability skills among employees. Their continued integration into corporate strategy not only addresses challenges, but also promotes positive developments—for example, through better working conditions, sustainable supply chains, and active engagement with the concerns of affected communities.

SBM-3 – S1 Own workforce

All employees may be affected by the material impacts of voestalpine's activities. In addition to its own employees, self-employed and contract workers provided by third party undertakings also work for voestalpine.

Employees refer to individuals with permanent or fixed-term contracts who work on a regular basis for voestalpine. According to Austrian labor law, management boards do not count as "employees."

Self-employed persons offer their services on a freelance basis and are engaged as external experts for specific projects or assignments.

Leased personnel are sent by third party undertakings or agencies to work temporarily at voestalpine. Care is taken to integrate these employees into the corporate culture and give them the support they need, including specific onboarding programs and periodic feedback sessions.

The positive impacts identified are the result of targeted measures taken by voestalpine to promote attractive working conditions and equal opportunity as well as personal development and training. Compliance with human rights is ensured through clear corporate policies, while healthy and safe working conditions are ensured through preventive safety measures, periodic training, and a comprehensive occupational health and safety management system. These positive impacts affect all of voestalpine's own workers.

No violations of human rights law or incidents involving child labor or forced labor were identified in the past business year. In order to continue to consistently prevent such violations, voestalpine regularly reviews its processes and implements targeted risk minimization measures.

The potential negative impacts of accidents, injuries, and occupational illnesses are based on individual cases and are neither systemic nor widespread. However, the materiality assessment found that production workers, especially those working in high-temperature areas or with heavy machinery, are at increased risk of work-related hazards due to the nature of their working environment. Detailed information on the corresponding mitigation measures is provided under S1-4.

The decommissioning of two coal-based blast furnace units and the commissioning of electric arc furnaces in Linz and Donawitz from 2027 will provide the affected workers with appropriate retraining and upskilling for green and sustainable technologies. This aims to ensure that they remain employable.

Currently, there are no known material risks or opportunities in relation to voestalpine's own workforce.

SBM-3 – S2 Workers in the value chain

The materiality assessment identified that inappropriate or abusive working conditions have the potential to negatively affect workers in the value chain. This risk results from the global distribution of the workforce and the unintended occurrence of labor or human rights violations. This can result, among other things, in economic disadvantages, such as a deterioration in sustainability ratings by relevant stakeholders.

When identifying potential impacts, risks, and opportunities in the value chain, voestalpine gives special consideration to the following groups of workers:

» Workers involved in the extraction of raw materials
» Workers in logistics
» Workers in metal processing for the production of input materials
» External contractors on the voestalpine premises

As regards the above impact, all workers in the upstream value chain are affected. In the upstream value stream, these include workers of suppliers that supply goods, raw materials, and supplies to voestalpine. Workers identified as particularly vulnerable to negative impacts also include certain vulnerable groups such as migrant workers, people with special needs, women, minorities, and young and older workers. voestalpine recognizes that the risk of forced labor is particularly high when socio-economic vulnerabilities exist, labor law is poorly enforced, and supply chains are complex. voestalpine requires all active business partners to ensure safe and sound working conditions for all employees who work for a business partner or under their supervision.

voestalpine takes a risk-based approach to supply chain management that takes into account industry and country-specific risks associated with supplier activities. For example, workers at companies that produce raw materials and input materials such as ores, alloys, and other metals are known to be at an increased risk of labor and human rights abuses. Countries and regions where these rights are frequently violated are given special attention by voestalpine in the identification and management of IROs.

A country-specific risk analysis has shown that certain countries in voestalpine's upstream value chain are at increased risk of human rights violations. In order to prevent human rights violations—including child labor and forced labor—in the upstream value chain to the greatest possible extent, above all in risk-prone regions, voestalpine relies on rigorous due diligence processes and mandatory compliance with its Code of Conduct for Business Partners.

In the past business year, voestalpine purchased its raw materials and input products such as ores, alloys, reducing agents, and other metals from around 40 countries. A comparison with the country-specific risk analysis shows that this also includes countries such as Brazil, China, India, Mexico, Zambia, South Africa, Türkiye, Ukraine, Vietnam, and Zimbabwe. These countries present a high risk of human rights violations, child labor and pollution, among other risks.

SBM-3 – S3 Affected communities

All affected communities that are likely to be materially impacted by voestalpine's business activities and value chain, including impacts from its products, services, and business relationships, are recorded in accordance with ESRS 2. In the course of the double materiality assessment, close cooperation and engagement with affected communities was identified as a material positive impact. The focus is on affected communities near the larger sites in Linz, Donawitz, and Kapfenberg. No material impacts, risks, or opportunities were identified for other communities along or at the endpoints of the value chain.

As voestalpine operates solely in developed industrial areas, its direct business activities do not in any way impinge on the rights of indigenous peoples. As part of supply chain management, however, suppliers are required to ensure that the rights of indigenous peoples are respected. In case of violations, voestalpine takes appropriate actions that may ultimately lead to the suspension or termination of the supply relationship.

Communities affected by material positive impacts arising from own activities in the vicinity of the aforementioned operational sites are:

» Direct neighbors of production and processing sites
» Employees
» Works Council and trade unions
» Politics at national and European level
» Local, national, and international authorities
» Educational institutions and research
» NGOs and NPOs (civil society, citizens' initiatives)
» Interest groups (statutory and voluntary)
» Energy suppliers
» General public, media

voestalpine's strategy is based on transparency and taking responsibility. Care is taken to ensure that the business activities not only bring economic success, but also make a positive contribution to society. Continuous and structured dialogues maintained with the affected communities ensure that their needs are taken into account to the greatest possible extent and that solutions to challenges are jointly developed. This includes engaging the respective communities in decision-making processes, regular communication on the Group's activities, and the implementation of initiatives to improve the quality of life and environmental conditions in the affected regions. Transparent and publicly available systems for reporting possible impacts directly to companies, going beyond official processes, are also a key element in this regard.

In addition to transparent information and social or charitable initiatives, voestalpine also focuses on labor market-related issues relating to school and vocational training, such as by collaborating with educational institutions, and safeguarding or expanding employment opportunities in the vicinity of relevant production sites. These activities aim not only to ensure economic resilience but also to promote social cohesion and the well-being of communities. These actions allow voestalpine to better understand the social, cultural, and environmental issues faced by affected communities. As an employer, voestalpine also contributes to economic stability in many of the regions in which it is located. In order to present its contribution to society with transparency, voestalpine publishes data on research and development, the environment, employment, and tax and contributions paid on its website https://www.voestalpine.com/oesterreich/de/.

IMPACT, RISK, AND OPPORTUNITY MANAGEMENT

IRO-1 – Description of the process to identify and assess material impacts, risks, and opportunities

METHODOLOGICAL FRAMEWORK

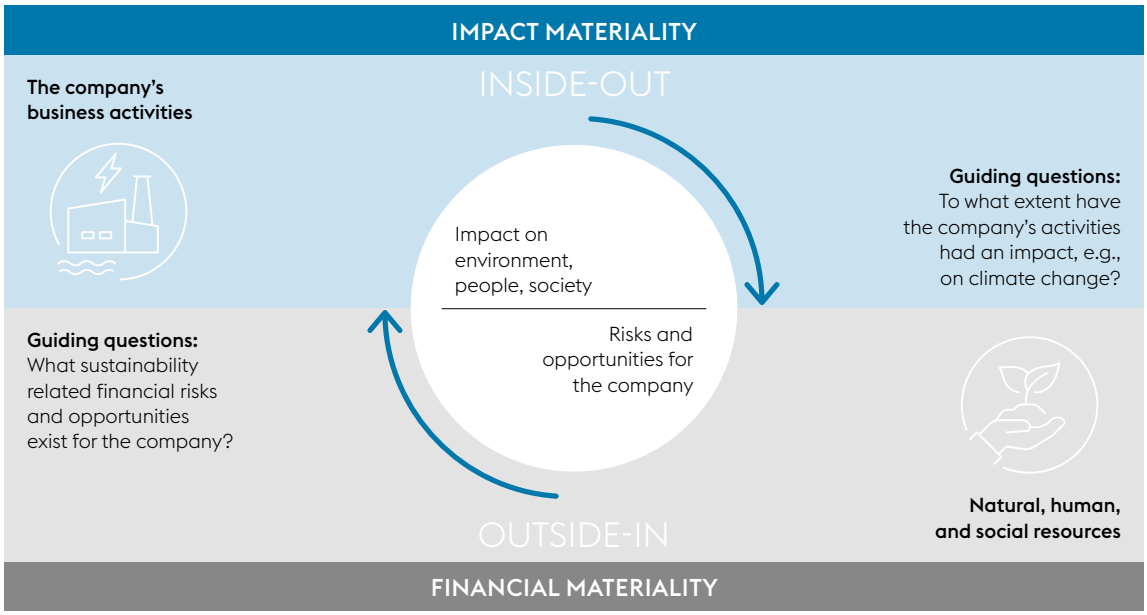
In 2024, voestalpine identified its material sustainability matters using the double materiality assessment. voestalpine's double materiality assessment was carried out in accordance with the methods and steps described in the European Sustainability Reporting Standards (ESRS). In accordance with

the principle of double materiality, two perspectives are taken into account in order to systematically record the interactions between the company and its environment:

Inside-out perspective: This perspective looks at the direct and indirect impacts of business activities on people and the environment. It examines the extent to which corporate practices affect people's well-being, social developments, or nature.

Outside-in perspective: This perspective looks at financial risks and opportunities that may arise from the company's impacts (e.g., through environmental damage in the upstream value chain) or from dependencies on external factors (such as an increase in water stress at production sites). Financial materiality thus describes how environmental, social, and governance aspects influence a company's economic performance and stability.

MATERIALITY ASSESSMENT



The results of the materiality assessment form the basis for the quantitative and qualitative disclosures required in the sustainability report. At the same time, they support strategic planning and operational alignment in relation to the environment, social affairs, and corporate governance.

The double materiality assessment process, which voestalpine carried out for the first time in the business year 2023/24, comprises seven consecutive steps and is in line with ESRS requirements. The process was documented, coordinated internally, and reviewed externally.

MATERIALITY ASSESSMENT PROCESS

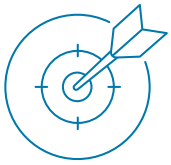
1. Materiality policy

» **Detailed concept** and approach to materiality assessment based on the double materiality principle (DMA)

» Assessment of materiality requirements and comparison to current status

» Definition of targets and priorities for the DMA

» Alignment of the multi-annual process with controls and verifications



2. Identification of topics (long and short list)

» **Preparation of a long list of material topics** taking into account the ESRS

» Provision of workshops for internal experts to prioritize long list topics, bundle topics, and **prepare the short list**

3. Deep-dive on material topics

» **Description** of short list topics to ensure consistent understanding and avoid overlaps

» **Creation of value chain mapping** for the short list topics to be included in the stakeholder survey

4. Stakeholder survey

» Preparation of detailed stakeholder survey policy

» **Survey of selected stakeholders on defined topics** via online survey tool and expert interviews

» **Stakeholder relevance assessment** for prioritized topics and evaluation of the impacts of selected stakeholder topics

5. Evaluation of impacts, risks, and opportunities

» **Inside-out analysis** (impacts on the environment and society) **and outside-in materiality** (risks and opportunities) of short list topics

» Consideration of existing data, decision making on preparation of additional analyses

» Provision of **workshops for internal experts** to validate the results

6. Prioritization of material topics

» **Creation of a materiality matrix** based on consolidating inside-out, outside-in, and stakeholder perspectives

» **Establishment of materiality thresholds**

» Provision of **workshops for internal experts** to validate the results

7. Impacts on strategy and reporting

» Analysis of changes in materiality assessment and possible **impacts on strategy and business model**

» **Mapping** of the results of the materiality assessment **regarding ESRS standards** and development of a detailed list of datapoint level disclosure requirements

The plan is to carry out the entire materiality assessment process every five years moving forward. If there are significant changes within the Group, an early update will take place. Irrespective of this, an annual review will be conducted to determine whether the identified material IROs are still relevant or whether adjustments to the reporting requirements and datapoints are necessary in the sustainability report. A corresponding review has already been carried out for the business year 2025/26. The IROs were revised and updated in terms of their materiality.

The organizational scope has been specified for the Group's own business activities in order to identify whether an IRO affects individual business units or the entire Group. No additional material impacts were identified for companies that are not fully consolidated. Due to their financial immateriality, these companies were excluded as sources of material risks or opportunities. Accordingly, the IROs and KPIs in the sustainability report that relate to the company's own value creation refer to the same scope of consolidation as the financial reporting. If material IROs are identified in future in relation to controlled entities that are not included in the Consolidated Financial Statements, they will be included in the scope of the report.

This does not pertain to specific datapoints that involve non-controlled companies, such as Scope 3 emissions, in accordance with EFRAG IG 2 Value Chain.

Identification of impacts, risks, and opportunities
At the beginning of the process, the corporate context was analyzed. This included a review of business activities, business relationships, upstream and downstream value chains, and affected stakeholders in order to identify the relevant sustainability matters.

To identify impacts, risks, and opportunities (IROs), voestalpine used, among other things, the list of sustainability matters defined in ESRSs. All aspects were systematically reviewed to determine whether they are linked to IROs in voestalpine's own value chain or in the upstream and downstream value chains. The identification and prioritization of the material topics and the derivation of the actual and related potential impacts, risks, and opportunities were carried out as part of a structured project management process for implementing the CSRD. To this end, the project involved in-house teams of experts responsible for the relevant topics and systematically examined whether the risk and opportunity analysis resulted from the company-related impacts or from significant resource and stakeholder dependencies.

Priorities related to specific activities, business relationships, geographical areas, or other issues have not been set for the time being.

International corporate due diligence instruments and recognized reporting standards, in particular ESRSs, ISSB standards, and other requirements in accordance with EFRAG implementation guidelines, served as the methodological basis for determining IROs. In addition, publicly available risk lists for transition and physical climate risks were taken into account.

External data sources such as academic studies, market research, and the results of stakeholder surveys were used to substantiate the content.

Stakeholder engagement
The stakeholders involved were selected by the project core team. Prior to this, a discussion was held with voestalpine stakeholder management experts. Based on this, the stakeholders who could potentially

be involved were assessed in a workshop in terms of their importance and accessibility. Importance was measured by the level of interest of a stakeholder group in the sustainable development of voestalpine, and the extent of its influence on the company. The importance rating was crucial in determining whether a stakeholder group should be involved, and the accessibility rating determined how this should be achieved.

In order to define the interaction methodology for each stakeholder group, the groups were categorized according to their accessibility. Stakeholder engagement was conducted in two different ways: Through face-to-face interviews and a large-scale anonymous online survey.

In addition, internal information was incorporated, in particular existing risk matrices from the departments and internal company reports.

In the further course of the materiality assessment, an assessment was obtained from stakeholders.

A total of 130 internal and external stakeholders, divided into employee representatives, suppliers, customers, shareholders, investors, and governmental and non-governmental organizations, were included in the assessment.

Assessment of IROs
All identified IROs were assessed in several workshops using the criteria set out in ESRS 1 and the EFRAG implementation guidance for the materiality assessment, as explained below. All relevant internal experts were involved in the assessment process.

Assessment approach for positive and negative impacts
The severity of positive and negative impacts was evaluated on the basis of specific assessment criteria. The first step was to determine the severity of an impact. This was decided based on the extent of the impact, the scope of the areas or people affected, and irreversibility in the case of negative impacts.

The severity describes the extent of the damage or benefit that an impact has or may have on people and the environment, including irreversible damage and long-term adverse effects on the people or ecosystems involved. In the case of potential impacts, the likelihood of occurrence was also included in the assessment. Likelihood of occurrence is calculated on the basis of historical data, current trends, and scientific forecasts.

For potential human rights-related impacts, the severity of the impacts took precedence over their likelihood of occurrence.

Assessment approach for risks and opportunities
The materiality of risks and opportunities was also determined using specific assessment criteria. The starting point was the potential extent of the financial impact, which was multiplied by the likelihood of occurrence.

Determination of reporting requirements based on material IROs
Once the IROs were identified and assessed, the sustainability topics material to this sustainability report were classified. To this end, thresholds for the materiality of IROs were defined. IROs that reached or exceeded the defined threshold of 2 (out of 3) were classified as material.

In addition, sustainability matters were classified as material if they were assessed as relevant by stakeholders or had at least one assigned negative impact with human rights relevance.

Embedding the materiality assessment in governance and Group processes
All decisions within the scope of the materiality assessment were made by consensus in the core team on the basis of the assessments described. A specialized external consulting firm supported the process, ensured compliance with ESRS requirements, and made sure that decisions were based on factual and objective grounds. The final results of the materiality assessment were presented and approved at a Sustainability Board meeting.

The process for identifying, assessing, and managing impacts and risks is aligned with voestalpine's Group-wide risk management. Group Sustainability and the Internal Audit and Risk Management department work together in this regard: Sustainability risks identified in the materiality assessment are then analyzed by Risk Management in accordance with Group-wide assessment criteria and on an equal footing with other business risks. The results of these assessments are incorporated into the Group risk profile and form the basis for deriving targeted measures to mitigate risks.

Material opportunities identified in the materiality assessment are also incorporated in existing voestalpine management processes—in particular in strategic corporate planning and innovation management. The aim is to systematically exploit these opportunities—for example, by tapping into new market potential or developing and launching sustainable products to strengthen competitiveness in the long term.

IRO-1 – E1 CLIMATE CHANGE
voestalpine has implemented the following procedures to identify and assess significant climate-related impacts, risks, and opportunities:

Identification of material climate impacts
voestalpine's activities and plans were reviewed as part of the materiality assessment to identify actual and potential future sources of greenhouse gas emissions and, where applicable, causes of other climate-related impacts by calculating the greenhouse gas footprint for Scope 1, 2, and 3 emissions. Further information on GHG accounting can be found under E1-6.

Due to the energy- and GHG-intensive nature of its activities, the actual material negative impact of GHG emissions (Scope 1, 2, 3) was identified.

Procedure for identifying and assessing material climate-related risks and opportunities for voestalpine
voestalpine has identified its material climate-related risks and opportunities as part of climate-related scenario analyses. These are described in detail in section ESRS 2 SBM-3 of the General information and are divided into physical and transition climate risks.

The physical climate risks were analyzed on a site-specific basis, while the transition climate risks cover the decarbonization of the entire steel production process. The risks identified in both categories are incorporated into the resilience analysis, which assesses the company's resilience to these climate-related risks and opportunities.

The risk analyses are initially carried out on a gross basis, i.e., the risks and opportunities are considered in their natural form, namely in the form in which they could affect the business without taking countermeasures into account. The net view is then analyzed, in which the risks and opportunities are reassessed after countermeasures have been implemented. Based on these two aspects, the company's resilience to climate-related risks and opportunities is determined.

The climate scenarios used in the analyses are consistent with the critical climate-related assumptions in the financial statements (for further details, see also B.2. Significant judgments and estimates in the notes to the Consolidated Financial Statements).

Physical climate risk analysis
For the physical scenario analysis, which was carried out as part of the EU Taxonomy and meets all ESRS requirements, various climate scenarios from a simulation-based solution were used. The analysis covered key locations with an asset value of over EUR 10 million, as well as strategic hubs within own operations. This ensures that the material property, plant and equipment are adequately covered by the physical risk analysis. The upstream and downstream value chains were not included in the analysis. However, due to the high diversification of suppliers and customer segments, no significant physical climate risks are expected in these areas.

The scenario analysis for physical climate risks was carried out in three steps: First, the risks were identified, then the scenarios were calculated, and finally, adaptation solutions were evaluated and assessed as the third step. Risk identification includes the assessment of the respective economic activity and a climate risk assessment to determine which physical climate risks could affect the economic activity. The scenario calculation involves physical climate risk assessment based on the latest climate projections and future scenarios in order to analyze the risks in relation to the activity and its lifetime. When determining adaptation solutions, solutions that can reduce physical climate risk are evaluated.

The short and medium-term physical vulnerabilities associated with climate change from natural hazards—such as flooding or low water levels, snow load, drought, storms, and strong winds, or temperature fluctuations—were identified and reported as part of the implementation of the EU Taxonomy Regulation. Using a simulation-based solution for identifying, quantifying, and disclosing physical climate risks, detailed climate risk analyses were developed for all relevant operating sites. Physical climate risks were identified, quantified based on the variable likelihood of occurrence, scope, and duration of the risk, and subsequently documented. The methods were based on the representative concentration pathways used by the Intergovernmental Panel on Climate Change (IPCC): RCP 8.5 (= 4.8°C warming by 2100), RCP 6.0 (= 3 to 4°C by 2100), RCP 4.5 (= 2.6°C by 2100), and RCP 2.6 (= below 2°C target) of the future scenarios as well as status reports on climate change from the IPCC and key Copernicus services of the European Commission. Heavy rainfall, flooding, and mudslides, for example, have been identified as material acute climate risks for the voestalpine Group. A chronic climate risk stems from, for example, climate-related fluctuations in river levels, which can impair navigability (e.g., on the Danube) and thus cause supply chain problems.

The physical climate risk analysis uses select scenarios to examine risks up to the year 2100. The inclusion of RCP scenarios covers short-, medium-, and long-term time horizons (in accordance with ESRS). Investment cycles in the iron and steel industry are typically long; metallurgical plants (e.g., electric arc furnaces—EAFs) are often in operation for several decades. The use of the select scenarios therefore ensures that all relevant physical risks and opportunities with regard to assets and business activities are taken into account in the analysis.

Based on the results of the physical climate risk assessment, which illustrates the gross view of the risks, adaptation solutions were identified and implemented where necessary. These were defined and implemented at the level of the major sites.

In addition, the voestalpine Group also uses its management systems, such as the environmental management systems certified according to ISO 14001 or EMAS, which are widely implemented in the companies around the globe, to fulfill the DNSH criteria in the EU Taxonomy Regulation. These systems ensure that environmental impacts are identified and reviewed as to their relevance to a given operating site's local environment and that any adaptation solutions aimed at impact mitigation are developed as necessary. In particular, these analyses comprise and/or take into account environmental matters such as water (sustainable use and protection of water and marine resources) and biodiversity (protection and restoration of biodiversity and ecosystems). The environmental management systems define how the respective companies can improve their environmental performance, fulfill legal and other obligations, and achieve local environmental targets. In accordance with the Plan-Do-Check-Act approach (PDCA cycle), environmental targets are defined and the necessary measures are derived and implemented:

- **Plan:**
  Identify and analyze problems or potential for improvement, set targets, and develop a detailed implementation plan
- **Do:**
  Implement necessary actions in accordance with the implementation plan
- **Check:**
  Monitor and evaluate the implementation results to determine whether the set targets have been achieved
- **Act:**
  Derive and implement further actions based on the results of the review

Transition climate risk analysis

In addition to physical climate risks, transition risks and opportunities were also analyzed to assess the resilience of voestalpine's business model and strategy under various decarbonization pathways and regulatory developments.

The transition climate risk analysis is based on the NGFS scenarios (Network for Greening the Financial System; scenarios; net-zero 2050 (1.5 °C), Below 2 °C, and Delayed Transition), which are recognized as suitable data sources in ESRSs. voestalpine chose these climate scenarios because they explicitly consider variables for the raw materials industry, including steel, and thus reflect voestalpine's business model. Within the NGFS dataset, the REMIND-MAgPIE model was used, which is based on integrated, globally consistent macroeconomic and energy model assumptions with regional aggregation.

For the analysis of transition climate risks, voestalpine focused on the "Delayed Transition" scenario. This assumes that global annual emissions will not decrease significantly by 2030, requiring more stringent political measures to limit global warming to 2°C. This scenario was chosen because of the high relevance of the associated transition risks for the steel industry. The other NGFS scenarios are being monitored on an ongoing basis so that we can respond to changing conditions.

Key transition events that are important for the steel industry were systematically examined. These include the carbon price trend, regulatory requirements, the volatility of the energy markets, changing market and customer expectations, and changes in the capital market. The impacts of these factors have been analyzed in detail, documented, and assessed in terms of their relevance to voestalpine's business model.

The final assessment of the materiality of all identified risks and opportunities was carried out using a materiality matrix containing the aspects of scope of damage and likelihood of occurrence. This assessment was carried out in an interdisciplinary workshop by a team of experts and then validated by specialists from various divisions of the company. To determine the time frame, transition risks were divided into short, medium, and long term: less than one year as short term, one to five years as medium term, five to ten years as long term, and over ten years as extended long term. In principle, all risks were assessed on a gross basis. The net assessment was only applied after the countermeasures had been implemented. As outlined in E1-1 with regard to the analysis of bound greenhouse gases, no material assets or business activities have been identified to date that would contradict the objectives of a climate neutral economy.

The material risks and opportunities are presented and explained in chapter SBM-3.

IRO-1 – E2 POLLUTION

As part of the materiality assessment, plants and sites were reviewed with regard to material air, water, and soil emissions. The focus was particularly on plants that fall under the Industrial Emissions Directive (IED) and those that are subject to reporting requirements under the European Pollutant Release and Transfer Register (E-PRTR). voestalpine has also implemented environmental management systems at production sites that either have a material environmental impact from a Group perspective or make a significant contribution to improving the Group's overall environmental performance. These systems are described in detail under E2-1. The findings from these environmental management systems were incorporated into the assessment of significant sites and business activities. There was no separate analysis of the upstream and downstream value chain.

For process-related reasons, microplastics are neither used as raw materials in the manufacturing process nor contained in voestalpine's products. Therefore, they do not represent a material issue.

As part of the materiality assessment, affected communities were included in the stakeholder analysis (through face-to-face interviews) while the environmental management systems were developed and implemented in consultation with authorities, technical experts, and, where appropriate, local representatives. This included identifying both the concerns and the potential impacts of voestalpine on these communities with regard to environmental pollution. Stakeholder feedback was incorporated into the assessment of material impacts, risks, and opportunities.

The following list contains the operating sites and business activities that were identified as material in relation to environmental pollution:

Site	Business activity	Country
voestalpine Stahl GmbH	Production site	Austria
voestalpine Grobblech GmbH	Production site	Austria
voestalpine BÖHLER Edelstahl GmbH & Co KG	Production site	Austria
Villares Metals S.A.	Production site	Brazil
Uddeholms AB	Production site	Sweden
voestalpine BÖHLER Bleche GmbH & Co KG	Production site	Austria
voestalpine Stahl Donawitz GmbH	Production site	Austria
voestalpine Rail Technology GmbH	Production site	Austria
voestalpine Steel Service Center Polska Sp. z o.o.	Production site	Poland
voestalpine Railway Systems JEZ, S.L.	Production site	Spain

IRO-1 – E3 WATER AND MARINE RESOURCES

The material impacts, risks, and opportunities of voestalpine along the value chain were assessed as part of the materiality assessment, which also evaluated existing dependencies. In addition, the company reviewed its assets and business activities at significant production sites based on the findings of the environmental management systems (see IRO-1 E1 for more information), and a specially conducted water footprint and water scarcity study (see E3-4 for more detailed information) at key production sites.

The findings were incorporated into the assessment. At some of the production sites, it was found that significant amounts of river water are withdrawn for cooling purposes, which could have a negative impact on local ecosystems. A small number of voestalpine Group sites are located in regions affected by water stress. The associated water consumption corresponds to 2% of the total water consumption and is of secondary importance overall for the company's own activities or the upstream and downstream value chain (see ESRS E3-4 Water consumption).

Furthermore, no areas were identified that are affected by water risks or have a direct connection to oceans or marine resources.

In addition, voestalpine maintains an ongoing dialogue on water-related issues with local residents at its major production sites in the form of personal discussions and surveys. voestalpine also works closely with advocacy groups and governmental and non-governmental organizations to ensure that the concerns of all relevant stakeholders are fully considered and incorporated into decision-making processes.

The Water Footprint study found that in the upstream value chain, water is essential for the provision and preparation of raw materials. The following list summarizes the main raw materials, supplier sectors and regions of origin in the Group's upstream value chain.

Material	Sector	Region of origin
Iron ore	Provision of raw materials	Europe
		Australia
		South America
		North America
		South Africa
Coal	Provision of raw materials	Australia
		Europe
		North America
Scrap	Secondary raw material management	Europe
Aluminum	Secondary raw material management	Europe
Alloys (chromium, manganese, nickel, etc.)	Provision of raw materials	Europe
		Australia
		South America
		China
		South Africa
		North America
Quicklime	Provision of raw materials	Europe
Magnesite	Provision of raw materials	Europe
		Australia
Calcium carbide	Provision of raw materials	Europe

IRO-1 – E4 BIODIVERSITY AND ECOSYSTEMS

Impacts on biodiversity and ecosystems along the value chain were assessed based on the materiality assessment described in IRO-1. One potentially negative impact on ecosystems was identified in the upstream value chain, which could occur in particular in the production of key raw materials such as iron ore and coal. In addition, dependencies on biodiversity, ecosystems, and ecosystem services were analyzed for voestalpine's own operations. The dependency analysis was conducted and evaluated by a panel of internal experts in a series of workshops. In addition, the smelting operations and sites located near vulnerable areas were analyzed by means of a site- and industry-specific risk filter that assessed various impacts on biodiversity. The analysis revealed that there are no business processes or activities at relevant sites that have a direct connection to biodiversity and ecosystem services. The aim was to identify the extent to which operational processes depend on biodiversity and ecosystems. voestalpine operates one site in a biodiversity-sensitive area and 15 sites in the vicinity of such protected areas. The results of the analysis show that there are currently no significant business activities at the sites examined that are directly functionally dependent on specific ecosystem services or biodiversity. The risk analysis also showed that there are no material impacts on the status of species at voestalpine sites. The analysis likewise revealed no material impacts on the extent and condition of ecosystems including through land degradation, desertification and soil sealing.

voestalpine recognizes that a number of factors—including GHG emissions, changes in land, freshwater and salt water use, direct use of biodiversity, invasive alien species, pollution, and climate change—can have impacts on biodiversity. However, as this relationship is global and does not have a direct impact on specific ecosystems or local sites, it cannot be measured directly. While biodiversity loss is a local phenomenon, emissions have a global impact—therefore, the direct impact of climate change, changes in water use, the use of biological resources, invasive species, and pollution on biodiversity loss is not considered a material issue for voestalpine.

The analysis therefore did not identify any physical, transition, or systemic risks related to biodiversity. A resilience analysis with regard to biodiversity is therefore not relevant for voestalpine from the current perspective. However, risks and opportunities are reviewed regularly, and analyses are carried out if the framework conditions change.

As part of the materiality assessment, a stakeholder survey was conducted involving affected communities in the vicinity of the company's own sites. The survey was conducted through face-to-face interviews with the aim of identifying potential negative impacts on biodiversity. Communities along the upstream value chain were not the target group for the survey. The findings were incorporated into the identification of material topics. At this point in time, no material negative impacts on the communities involved in relation to biodiversity have been identified.

Even though no material negative impacts have been identified in its own operations, voestalpine implements activities to preserve biodiversity in accordance with legal requirements. These are based on various legal provisions, including Directive 2009/147/EC of the European Parliament and of the Council on the conservation of wild birds and Council Directive 92/43/EEC on the conservation of natural habitats and of wild fauna and flora.

The company also conducts environmental impact assessments in accordance with Article 1(2)(g) of Directive 2011/92/EU. When operating in third countries, voestalpine complies with the relevant national regulations and international standards such as Performance Standard 6 of the International Finance Corporation (IFC) on biodiversity conservation and the sustainable management of natural resources.

In addition to the activities mentioned above in relation to its own sites, voestalpine has also introduced measures to mitigate negative impacts in the upstream value chain. Further details can be found in chapter E4-3 Actions and resources related to biodiversity and ecosystems.

IRO-1 – E5 RESOURCE USE AND CIRCULAR ECONOMY

In order to identify the impacts, risks, and opportunities associated with resource use and the circular economy along the value chain, voestalpine's resource inflows, outflows, and waste generated were systematically analyzed and evaluated as part of the materiality assessment. In addition, a value chain analysis was conducted in 2024 to identify high-risk countries in the upstream value chain. For the analysis, the relevant countries in voestalpine's upstream value chain were first identified. Risk categories (Fair Business Practices, Human Rights & Ethics, Environment, Labor Rights) were then assigned in line with ESRS standards, assessment scales defined and countries ranked by risk profile (low, medium, high risk). The insights gained were taken into account in the materiality assessment.

Iron ore, coking coal, steel scrap, alloys, and water have been identified as major resource inflows at voestalpine. As production processes transform, demand for steel scrap and HBI is constantly increasing, while demand for iron ore and coking coal is decreasing. Here, a special focus is placed on the future procurement of the increased amounts of steel scrap within the value chain. The procurement processes are based on the purchasing principles and the Group Strategy 2030+.

Key raw materials 2025/26	Steel Division	High Performance Metals Division	Metal Engineering Division	Metal Forming Division
Iron ore	X		X	
Coking coal	X		X	
Steel scrap	X	X	X	
Alloys	X	X	X	
Water	X	X	X	X

Findings from the environmental management systems were taken into account, as were the recyclability of the products, the material properties of the raw materials used, and the possibilities for reuse.

Resource use and circular economy particularly affect steel production, the processing of metal products, and the recycling of residual materials. The main resources used are described in detail in E5-4.

The relevant aspects of resource use extend across the upstream and downstream value chain and include the procurement of primary raw materials. In addition, the recycling of products at the end of their life cycle plays a central role, as voestalpine aims to keep materials in the cycle for as long as possible. The main negative impact focuses primarily on the upstream value chain through the extraction and processing of primary raw materials. Key measures related to the circular economy within voestalpine's own operations and in the upstream and downstream value chain can be found in chapter E5-2.

Further development into a Group circular economy strategy is necessary to ensure the long-term supply of raw materials and to significantly support voestalpine's sustainability targets. For more information on the circular economy strategy, see E5-1.

In the course of its strategic transformation, voestalpine is faced with the major challenge of ensuring product quality while increasing the use of scrap.

Consultations with key stakeholders were conducted as part of the stakeholder analysis in the context of the materiality assessment. Specific estimates on resource use and circular economy were collected. Feedback from affected communities and other relevant stakeholders, including customers and research institutions, was incorporated into the materiality assessment and taken into account when assessing materiality.

IRO-1 – G1 BUSINESS CONDUCT

As part of the materiality assessment, an internal and external stakeholder survey was conducted to identify the material impacts, risks, and opportunities associated with business conduct. Various criteria were applied in the materiality assessment, including the location of economic activities, the type of activity carried out, and the corporate sector. Particular attention was paid to locations subject to increased regulatory requirements or specific compliance risks, while industry-specific regulations and market conditions were also systematically included in the assessment.

IRO-2 – Disclosure requirements in ESRS covered by the undertaking's sustainability report

The contents of this sustainability report were identified on the basis of the double materiality analysis. The exact procedure for the double materiality assessment can be found in the section IRO-1. The selection of datapoints was based on the results of the materiality assessment. Based on this, a relevance analysis of the individual datapoints was carried out with the involvement of the respective departments. The materiality and applicability of individual datapoints was evaluated with regard to the gradual introduction of disclosure requirements. In addition, these were supplemented by company-specific datapoints on the topic of "Innovation, Research & Development" and the additional disclosure "Taxes".

The following table lists all disclosure requirements (including page references) disclosed in the sustainability report:

DISCLOSURE AND APPLICATION REQUIREMENTS IN TOPICAL ESRS THAT ARE APPLICABLE IN CONJUNCTION WITH ESRS 2 GENERAL DISCLOSURES (ESRS 2 ANNEX C)

Page reference in the annual report

General information

ESRS 2	**General information**	**p. 104**
BP-1	General basis for preparation of the sustainability report	p. 104
BP-2	Disclosures in relation to specific circumstances	p. 105
GOV-1	The role of the administrative, management, and supervisory bodies	p. 108
GOV-1 G1	Business conduct	p. 111
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management, and supervisory bodies	p. 112
GOV-3	Integration of sustainability-related performance in incentive schemes	p. 112
GOV-3 E1	Climate change	p. 113
GOV-4	Statement on due diligence	p. 113
GOV-5	Risk management and internal controls over sustainability reporting	p. 116
SBM-1	Strategy, business model, and value chain (Transitional provision for SBM-1 40 b, c used)	p. 119
SBM-2	Interests and views of stakeholders	p. 128
SBM-2 S1	Own workforce	p. 131
SBM-2 S2	Workers in the value chain	p. 131
SBM-2 S3	Affected communities	p. 131
SBM-3	Material impacts, risks, and opportunities and their interaction with strategy and business model (Transitional provision for SBM-3 48 e used)	p. 131
SBM-3 E1	Climate change	p. 134
SBM-3 E4	Biodiversity and ecosystems	p. 136
SBM-3 S1	Own workforce	p. 136
SBM-3 S2	Workers in the value chain	p. 137
SBM-3 S3	Affected communities	p. 138
IRO-1	Description of the processes to identify and assess material impacts, risks, and opportunities	p. 139
IRO-1 E1	Climate change	p. 144
IRO-1 E2	Pollution	p. 147
IRO-1 E3	Water and marine resources	p. 148
IRO-1 E4	Biodiversity and ecosystems	p. 149
IRO-1 E5	Resource use and circular economy	p. 150
IRO-1 G1	Business conduct	p. 152
IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability report	p. 152

Environmental Information

		Page reference in the annual report
Disclosures pursuant to Article 8 of Regulation (EU) 2020/852 (EU Taxonomy Regulation)		**p. 168**
ESRS E1	**Climate change**	**p. 180**
SBM-3	Material impacts, risks, and opportunities and their interaction with strategy and business model	p. 180
E1-1	Transition plan for climate change mitigation	p. 183
E1-2	Policies related to climate change mitigation and adaption	p. 186
E1-3	Actions and resources in relation to climate change policies	p. 187
E1-4	Targets related to climate change mitigation and adaption	p. 192
E1-5	Energy consumption and mix	p. 195
E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	p. 197
E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	Transitional provision
ESRS E2	**Pollution**	**p. 202**
SBM-3	Material impacts, risks, and opportunities and their interaction with strategy and business model	p. 202
E2-1	Policies related to pollution	p. 202
E2-2	Actions and resources related to pollution	p. 204
E2-3	Targets related to pollution	p. 206
E2-4	Pollution of air, water, and soil	p. 206
ESRS E3	**Water and marine resources**	**p. 209**
SBM-3	Material impacts, risks, and opportunities and their interaction with strategy and business model	p. 209
E3-1	Policies related to water and marine resources	p. 209
E3-2	Actions and resources related to water and marine resources	p. 211
E3-3	Targets related to water and marine resources	p. 211
E3-4	Water consumption	p. 212
ESRS E4	**Biodiversity and ecosystems**	**p. 214**
SBM-3	Material impacts, risks, and opportunities and their interaction with strategy and business model	p. 214
E4-1	Transition plan and consideration of biodiversity and ecosystems in strategy and business model	p. 214
E4-2	Policies related to biodiversity and ecosystems	p. 215
E4-3	Actions and resources related to biodiversity and ecosystems	p. 215
E4-4	Targets related to biodiversity and ecosystems	p. 216
ESRS E5	**Resource use and circular economy**	**p. 217**
SBM-3	Material impacts, risks, and opportunities and their interaction with strategy and business model	p. 217
E5-1	Policies related to resource use and circular economy	p. 217
E5-2	Actions and resources related to resource use and circular economy	p. 221

		Page reference in the annual report
Environmental Information		
E5-3	Targets related to resource use and circular economy	p. 222
E5-4	Resource inflows	p. 224
E5-5	Resource outflows	p. 225
Innovation, research, and development		**p. 228**
SBM-3	Material impacts, risks, and opportunities and their interaction with strategy and business model	p. 228
I, R&D-1	Policies related to innovation, research, and development	p. 229
I, R&D-2	Actions and resources related to innovation, research, and development	p. 233
I, R&D-3	Targets related to innovation, research, and development	p. 239
I, R&D-4	Metrics related to innovation, research, and development	p. 239

		Page reference in the annual report
Social Information		
ESRS S1	**Own workforce**	**p. 242**
SBM-3	Material impacts, risks, and opportunities and their interaction with strategy and business model	p. 242
S1-1	Policies related to own workforce	p. 243
S1-2	Processes for engaging with own workers and workers' representatives about impacts	p. 252
S1-3	Processes to remediate negative impacts and channels for own work-ers to raise concerns	p. 254
S1-4	Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	p. 255
S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	p. 263
S1-6	Characteristics of the undertaking's employees	p. 266
S1-7	Characteristics of non-employee workers in the undertaking's own workforce	Transitional provision
S1-8	Collective bargaining coverage and social dialogue (Transitional provision under ESRS used)	p. 267
S1-9	Diversity metrics	p. 268
S1-10	Adequate wages	p. 269
S1-12	Persons with disabilities	Transitional provision
S1-13	Training and skills development metrics	Transitional provision
S1-14	Health and safety metrics (Transitional provision under ESRS used)	p. 269
S1-15	Work-life balance	Transitional provision

		Page reference in the annual report
Social Information		
S1-16	Compensation metrics (pay gap and total compensation)	p. 270
S1-17	Incidents, complaints, and severe human rights impacts	p. 271
ESRS S2	**Workers in the value chain**	**p. 275**
SBM-3	Material impacts, risks, and opportunities and their interaction with strategy and business model	p. 275
S2-1	Policies related to value chain workers	p. 276
S2-2	Processes for engaging with value chain workers about impacts	p. 280
S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	p. 280
S2-4	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	p. 281
S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	p. 284
ESRS S3	**Affected communities**	**p. 286**
SBM-3	Material impacts, risks, and opportunities and their interaction with strategy and business model	p. 286
S3-1	Policies related to affected communities	p. 286
S3-2	Processes for engaging with affected communities about impacts	p. 288
S3-3	Processes to remediate negative impacts and channels for affected communities to raise concerns	p. 290
S3-4	Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions	p. 292
S3-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	p. 293

		Page reference in the annual report
Corporate governance		
ESRS G1	**Business conduct**	**p. 294**
SBM-3	Material impacts, risks, and opportunities and their interaction with strategy and business model	p. 294
G1-1	Corporate culture and business conduct policies and corporate culture	p. 295
G1-2	Management of relationships with suppliers	p. 306
G1-3	Prevention and detection of corruption and bribery	p. 308
G1-4	Confirmed incidents of corruption or bribery	p. 311
Taxes		**p. 312**

The following is a summary of all datapoints resulting from other EU legislation listed in ESRS 2 Annex B, including references to the relevant page number or information that the datapoint was not considered material.

LIST OF DATAPOINTS IN CROSS-CUTTING AND TOPICAL STANDARDS THAT DERIVE FROM OTHER EU LEGISLATION (ESRS 2 ANNEX B)

Disclosure Requirement and related datapoint	(1) SFDR reference[1]	(2) Pillar 3 reference[2]	(3) Benchmark-Regulation reference[3]	(4) EU Climate Law reference[4]	Materiality	Page reference in the annual report
ESRS 2 GOV-1 Board's gender diversity paragraph 21 (d)	Indicator number 13 Table #1 of Annex 1		Commission Delegated Regulation (EU) 2020/1816[5], Annex II		Material	p. 109
ESRS 2 GOV-1 Percentage of board members who are independent paragraph 21 (e)			Commission Delegated Regulation (EU) 2020/1816, Annex II		Material	p. 111
ESRS 2 GOV-4 Statement on due diligence paragraph 30	Indicator number 10 Table #1 of Annex 3				Material	p. 114
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities paragraph 40 (d) i	Indicator number 4 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453[6], Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk	Commission Delegated Regulation (EU) 2020/1816, Annex II		Immaterial	n.a.
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 (d) ii	Indicator number 9 Table #1 of Annex 2		Commission Delegated Regulation (EU) 2020/1816, Annex II		Immaterial	n.a.
ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii	Indicator number 14 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1818[7], Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Immaterial	n.a.
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv			Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Immaterial	n.a.

Disclosure Requirement and related datapoint	(1) SFDR reference[1]	(2) Pillar 3 reference[2]	(3) Benchmark-Regulation reference[3]	(4) EU Climate Law reference[4]	Materiality	Page reference in the annual report
ESRS E1-1 Transition plan to reach climate neutrality by 2050 paragraph 14				Regulation (EU) 2021/1119 Article 2(1)	Material	p. 184
ESRS E1-1 Undertakings excluded from Paris-aligned Benchmarks paragraph 16 (g)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 12.1 (d) to (g), and Article 12.2		Material	p. 186
ESRS E1-4 GHG emission reduction targets paragraph 34	Indicator number 4 Table #1 of Annex 2	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 6		Material	p. 193
ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38	Indicator number 5 Table #1 of Annex 1 and Indicator number 5 Table #1 of Annex 2				Material	p. 195
ESRS E1-5 Energy consumption and mix paragraph 37	Indicator number 5 Table #1 of Annex 1				Material	p. 195
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	Indicator number 6 Table #1 of Annex 1				Material	p. 196
ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44	Indicators number 1 and 2 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegation Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1)		Material	p. 198
ESRS E1-6 Gross GHG emissions intensity paragraphs 53 to 55	Indicator number 3 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 8(1)		Material	p. 200

Disclosure Requirement and related datapoint	(1) SFDR reference[1]	(2) Pillar 3 reference[2]	(3) Benchmark-Regulation reference[3]	(4) EU Climate Law reference[4]	Materiality	Page reference in the annual report
ESRS E1-7 GHG removals and carbon credits paragraph 56				Regulation (EU) 2021/1119 Article 2(1)	Immaterial	n.a.
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks paragraph 66			Delegated Regulation (EU) 2020/1818, Annex II Delegated Regulation (EU) 2020/1816, Annex II		Material (transitional provision)	n.a.
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a) **ESRS E1-9 Location of significant assets at material physical risk paragraph 66 (c)**		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, paragraphs 46 and 47; Template 5: Banking book – Climate change physical risk: exposures subject to physical risk			Material (transitional provision)	n.a.
ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes, paragraph 67 (c)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraph 34; Template 2: Banking book – Climate change transition risk: loans collateralized by immovable property – energy efficiency of the collateral			Material (transitional provision)	n.a.
ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities paragraph 69			Commission Delegated Regulation (EU) 2020/1818, Annex II		Material (transitional provision)	n.a.
ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil paragraph 28	Indicator number 8 Table #1 of Annex 1 Indicator number 2 Table #2 of Annex 1 Indicator number 1 Table #2 of Annex 1 Indicator number 3 Table #2 of Annex 1				Material	p. 207
ESRS E3-1 Water and marine resources paragraph 9	Indicator number 7 Table #1 of Annex 2				Material	p. 211
ESRS E3-1 Dedicated policy paragraph 13	Indicator number 8 Table #1 of Annex 2				Material	p. 209
ESRS E3-1 Sustainable oceans and seas paragraph 14	Indicator number 12 Table #1 of Annex 2				Immaterial	n.a.

Disclosure Requirement and related datapoint	(1) SFDR reference[1]	(2) Pillar 3 reference[2]	(3) Benchmark-Regulation reference[3]	(4) EU Climate Law reference[4]	Materiality	Page reference in the annual report
ESRS E3-4 Total water recycled and reused paragraph 28 (c)	Indicator number 6.2 Table #1 of Annex 2				Material	p. 212
ESRS E3-4 Total water consumption in m^3 per net revenue on own operations paragraph 29	Indicator number 6.1 Table #1 of Annex 2				Material	p. 212
ESRS 2 – IRO 3 – E4 paragraph 16(a) i	Indicator number 7 Table #1 of Annex 1				Material	p. 136
ESRS 2 – IRO-3 – E4 paragraph 16 (b)	Indicator number 10 Table #1 of Annex 2				Material	p. 136
ESRS 2 – IRO-3 – E4 paragraph 16 (c)	Indicator number 14 Table #1 of Annex 2				Material	p. 136
ESRS E4-2 Sustainable land/agriculture practices or policies paragraph 24(b)	Indicator number 11 Table #1 of Annex 2				Immaterial	n.a.
ESRS E4-2 Sustainable oceans/seas practices or policies paragraph 24 (c)	Indicator number 12 Table #1 of Annex 2				Immaterial	n.a.
ESRS E4-2 Policies to address deforestation paragraph 24 (d)	Indicator number 15 Table #1 of Annex 2				Immaterial	n.a.
ESRS E5-5 Non-recycled waste paragraph 37 (d)	Indicator number 13 Table #1 of Annex 2				Material	p. 227
ESRS E5-5 Hazardous waste and radioactive waste paragraph 39	Indicator number 9 Table #1 of Annex 1				Material	p. 227
ESRS 2 SBM3 – S1 Risk of incidents of forced labour paragraph 14 (f)	Indicator number 13 Table #1 of Annex 3				Material	p. 136
ESRS 2 SBM3 – S1 Risk of incidents of child labour paragraph 14 (g)	Indicator number 12 Table #1 of Annex 3				Material	p. 136
ESRS S1-1 Human rights policy commitments paragraph 20	Indicator number 9 Table #3 of Annex 1 and Indicator number 11 Table #1 of Annex 1				Material	p. 246

Disclosure Requirement and related datapoint	(1) SFDR reference[1]	(2) Pillar 3 reference[2]	(3) Benchmark-Regulation reference[3]	(4) EU Climate Law reference[4]	Materiality	Page reference in the annual report
ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labour Organisation Conventions 1 to 8, paragraph 21			Commission Delegated Regulation (EU) 2020/1816, Annex II		Material	p. 246
ESRS S1-1 Processes and measures for preventing trafficking in human beings paragraph 22	Indicator number 11 Table #1 of Annex 3				Material	p. 246
ESRS S1-1 Workplace accident prevention policy or management system paragraph 23	Indicator number 1 Table #1 of Annex 3				Material	p. 250
ESRS S1-3 Grievance/complaints handling mechanisms paragraph 32 (c)	Indicator number 5 Table #1 of Annex 3				Material	p. 255
ESRS S1-14 Number of fatalities and number and rate of work-related accidents paragraph 88 (b) and (c)	Indicator number 2 Table #1 of Annex 3		Commission Delegated Regulation (EU) 2020/1816, Annex II		Material (partial use of transitional provision)	p. 269
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e)	Indicator number 3 Table #1 of Annex 3				Material (transitional provision)	n.a.
ESRS S1-16 Unadjusted gender pay gap paragraph 97 (a)	Indicator number 12 Table #1 of Annex 1		Commission Delegated Regulation (EU) 2020/1816, Annex II		Material	p. 270
ESRS S1-16 Excessive CEO pay ratio paragraph 97 (b)	Indicator number 8 Table #1 of Annex 3				Material	p. 271
ESRS S1-17 Incidents of discrimination paragraph 103 (a)	Indicator number 7 Table #1 of Annex 3				Material	p. 271
ESRS S1-17 Non-respect of UNGPs on Business and Human Rights and OECD paragraph 104 (a)	Indicator number 10 Table #1 of Annex 1 and Indicator number 14 Table #3 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		Material	p. 271
ESRS 2 SBM3 – S2 Significant risk of child labour or forced labour in the value chain paragraph 11 (b)	Indicators number 12 and 13 Table #3 of Annex 1				Material	p. 138

Disclosure Requirement and related datapoint	(1) SFDR reference[1]	(2) Pillar 3 reference[2]	(3) Benchmark-Regulation reference[3]	(4) EU Climate Law reference[4]	Materiality	Page reference in the annual report
ESRS S2-1 Human rights policy commitments paragraph 17	Indicator number 9 Table #3 of Annex 1 and Indicator number 11 Table #1 of Annex 1				Material	p. 276
ESRS S2-1 Policies related to value chain workers paragraph 18	Indicators number 11 and 4 Table #3 of Annex 1				Material	p. 307
ESRS S2-1 Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines paragraph 19	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		Material	p. 277
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labour Organisation Conventions 1 to 8, paragraph 19			Commission Delegated Regulation (EU) 2020/1816, Annex II		Material	p. 276
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36	Indicator number 14 Table #1 of Annex 3				Material	p. 281
ESRS S3-1 Human rights policy commitments paragraph 16	Indicator number 9 Table #3 of Annex 1 and Indicator number 11 Table #1 of Annex 1				Immaterial	n.a.
ESRS S3-1 Non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines paragraph 17	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		Material	p. 287
ESRS S3-4 Human rights issues and incidents paragraph 36	Indicator number 14 Table #1 of Annex 3				Immaterial	n.a.
ESRS S4-1 Policies related to consumers and end-users paragraph 16	Indicator number 9 Table #3 of Annex 1 and Indicator number 11 Table #1 of Annex 1				Immaterial	n.a.

Disclosure Requirement and related datapoint	(1) SFDR reference[1]	(2) Pillar 3 reference[2]	(3) Benchmark-Regulation reference[3]	(4) EU Climate Law reference[4]	Materiality	Page reference in the annual report
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		Immaterial	n.a.
ESRS S4-4 Human rights issues and incidents paragraph 35	Indicator number 14 Table #1 of Annex 3				Immaterial	n.a.
ESRS G1-1 United Nations Convention against Corruption paragraph 10 (b)	Indicator number 15 Table #1 of Annex 3				Material	p. 297
ESRS G1-1 Protection of whistleblowers paragraph 10 (b)	Indicator number 6 Table #1 of Annex 3				Material	p. 302
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a)	Indicator number 17 Table #1 of Annex 3		Commission Delegated Regulation (EU) 2020/1816, Annex II		Material	p. 311
ESRS G1-4 Standards of anti-corruption and anti-bribery paragraph 24 (b)	Indicator number 16 Table #1 of Annex 3				Material	p. 311

[1] Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27 November 2019 on sustainability-related disclosures in the financial services sector (OJ L 317, 9/12/2019, p. 1).
[2] Regulation (EU) No 575/2013 of the European Parliament and of the Council of 26 June 2013 on prudential requirements for credit institutions and investment firms and amending Regulation (EU) No 648/2012 (Capital Requirements Regulation "CRR") (OJ L 176, 27/6/2013, p. 1).
[3] Regulation (EU) 2016/1011 of the European Parliament and of the Council of 8 June 2016 on indices used as benchmarks in financial instruments and financial contracts or to measure the performance of investment funds and amending Directives 2008/48/EC and 2014/17/EU and Regulation (EU) No 596/2014 (OJ L 171, 29/6/2016, p. 1).
[4] Regulation (EU) 2021/1119 of the European Parliament and of the Council of 30 June 2021 establishing the framework for achieving climate neutrality and amending Regulations (EC) No 401/2009 and (EU) 2018/1999 ('European Climate Law') (OJ L 243, 9/7/2021, p. 1).
[5] Commission Delegated Regulation (EU) 2020/1816 of 17 July 2020 supplementing Regulation (EU) 2016/1011 of the European Parliament and of the Council as regards the explanation in the benchmark statement of how environmental, social and governance factors are reflected in each benchmark provided and published (OJ L 406, 3/12/2020, p. 1).
[6] Commission Implementing Regulation (EU) 2022/2453 of 30 November 2022 amending the implementing technical standards laid down in Implementing Regulation (EU) 2021/637 as regards the disclosure of environmental, social and governance risks (OJ L 324, 19/12/2022, p. 1).
[7] Commission Delegated Regulation (EU) 2020/1818 of 17 July 2020 supplementing Regulation (EU) 2016/1011 of the European Parliament and of the Council as regards minimum standards for EU Climate Transition Benchmarks and EU Paris-aligned Benchmarks (OJ L 406, 3/12/2020, p. 17).

APPENDIX

ResponsibleSteel

voestalpine commits itself to the 13 Principles of ResponsibleSteel, an advocacy organization. Furthermore, the production entities of the Steel Division completed their certification as sustainable steelmaking facilities pursuant to the ResponsibleSteel Standard in the 2021/22 business year. 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: Responsible procurement
ResponsibleSteel certified sites are increasingly sourcing their raw materials from suppliers working to improve their environmental, social, and governance performance and address ESG risks.

Principle 4: Decommissioning and closure
ResponsibleSteel certified sites minimize the adverse social, economic, and environmental impacts of full or partial site decommissioning and closure.

Principle 5: Occupational health and safety
ResponsibleSteel certified sites protect the health and safety of waged and salaried employees.

Principle 6: Labor rights
ResponsibleSteel certified sites respect the rights of waged and salaried employees and support their well-being.

Principle 7: Human rights
ResponsibleSteel certified sites respect human rights wherever they operate, irrespective of their size or structure.

Principle 8: 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 9: Local communities
ResponsibleSteel certified sites respect the rights and interests of local communities, avoid and minimize adverse impacts, and support community well-being.

Principle 10: 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 11: 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 12: Responsible water use
ResponsibleSteel certified sites demonstrate good water stewardship.

Principle 13: Biodiversity
ResponsibleSteel certified sites protect and conserve biodiversity.

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

UN GLOBAL COMPACT

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.

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

ESG RATINGS

ESG ratings assess companies on the basis of their environmental, social, and governance performance and are based on standardized analyses by external rating agencies. ESG rating platforms provide an independent indicator of the effectiveness of sustainability management and support stakeholders in investment and procurement decisions.

For voestalpine, **EcoVadis**, the **Carbon Disclosure Project (CDP)**, and the **S&P Global** Corporate Sustainability Assessment (CSA) play a key role. **EcoVadis** is a widely used ESG rating and provides a globally recognized, evidence-based assessment of companies' sustainability performance. EcoVadis analyses actions taken in the four topic areas of the environment, labor & human rights, ethics, and sustainable procurement, with a view to promoting transparency in supply chains. With **CDP**, voestalpine provides its investors and customers with transparency on climate and water performance metrics. **S&P Global** assesses ESG management, strategy and performance in an international capital market comparison. These ratings help stakeholders to classify voestalpine's sustainability risks and opportunities, while increasing the comparability and credibility of the Group's sustainability reporting.

voestalpine's credit ratings as of March 31, 2026 were as follows:

voestalpine AG achieved a high overall score of 75 out of 100 points in the EcoVadis rating and was awarded a silver medal. This makes voestalpine one of the top 15% of the more than 100,000 companies rated worldwide. In addition, various subsidiaries such as voestalpine BÖHLER Edelstahl GmbH & Co KG, voestalpine Railway Systems GmbH (Zeltweg), and voestalpine Turnout Technology Germany GmbH each obtained an EcoVadis Platinum rating (top 1% of all companies worldwide). voestalpine was also recently ranked on CDP's A List (top 4% worldwide) in the Climate category and is therefore regarded as a leading company in terms of managing environmental impacts, environmental transparency, and taking action to achieve an environmentally friendly future. In the CDP category "Water", voestalpine was able to maintain its B rating. In addition to these achievements, voestalpine was again listed in the prestigious Dow Jones "Best-in-Class-Europe-Index" in 2026.