



CORPORATE
RESPONSIBILITY
FACTSHEET

2022/23

FIGURES, DATA, FACTS

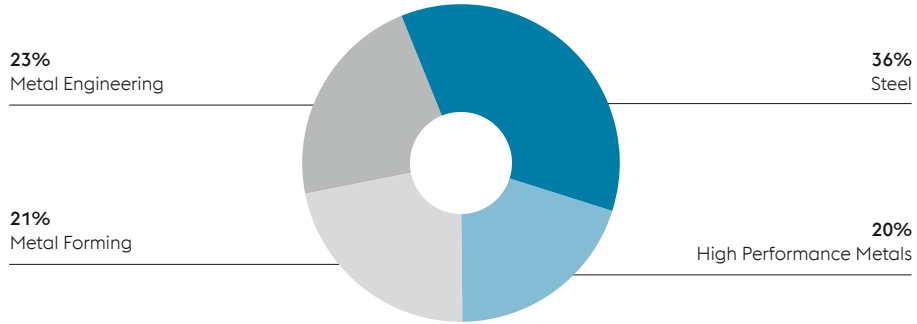
voestalpine is a globally leading steel and technology group with a unique combination of material and processing expertise. The company is headquartered in Linz, Austria, and is divided into four divisions, each with a product portfolio that makes them a leading provider in Europe or worldwide. As an international group, voestalpine takes its responsibilities for the environment and the climate very seriously and aims to be an environmental trailblazer. Hence the company is committed to the global climate goals and works intensively to develop technologies that will allow it to reduce its CO₂ emissions and decarbonize its production over the long term.

DEVELOPMENT OF THE KEY FINANCIAL INDICATORS

In millions of euros	2018/19	2019/20	2020/21	2021/22	2022/23
Revenue	13,560.7	12,717.2	10,901.9	14,923.2	18,225.1
EBITDA	1,564.6	1,181.5	1,148.1	2,291.3	2,544.6
EBITDA margin	11.5%	9.3%	10.5%	15.4%	14.0%
EBIT	779.4	-89.0	338.2	1,454.3	1,624.2
EBIT margin	5.7%	-0.7%	3.1%	9.7%	8.9%
Employees (full time equivalent), end of period	51,907	49,682	48,654	50,225	51,202
Research expenditures	170.5	174.4	153.0	173.9	191.2
Operating expenses for environmental protection facilities in Austria	299.1	314.5	300.1	437.5	480.0
Environmental investments for production facilities in Austria	66.0	35.0	15.3	27.0	29.0
Crude steel production (in millions of tons)	6.895	7.173	6.882	7.838	7.079

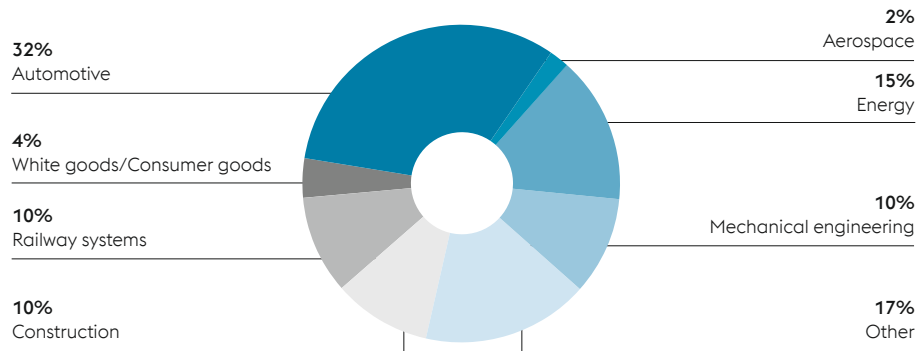
REVENUE BY DIVISION

In percent of total divisional revenue, business year 2022/23



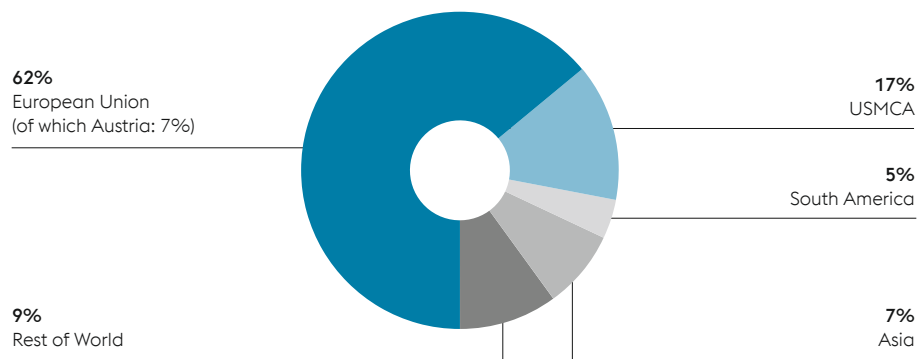
REVENUE BY INDUSTRY

In percent of Group revenue, business year 2022/23



REVENUE BY REGION

In percent of Group revenue, business year 2022/23

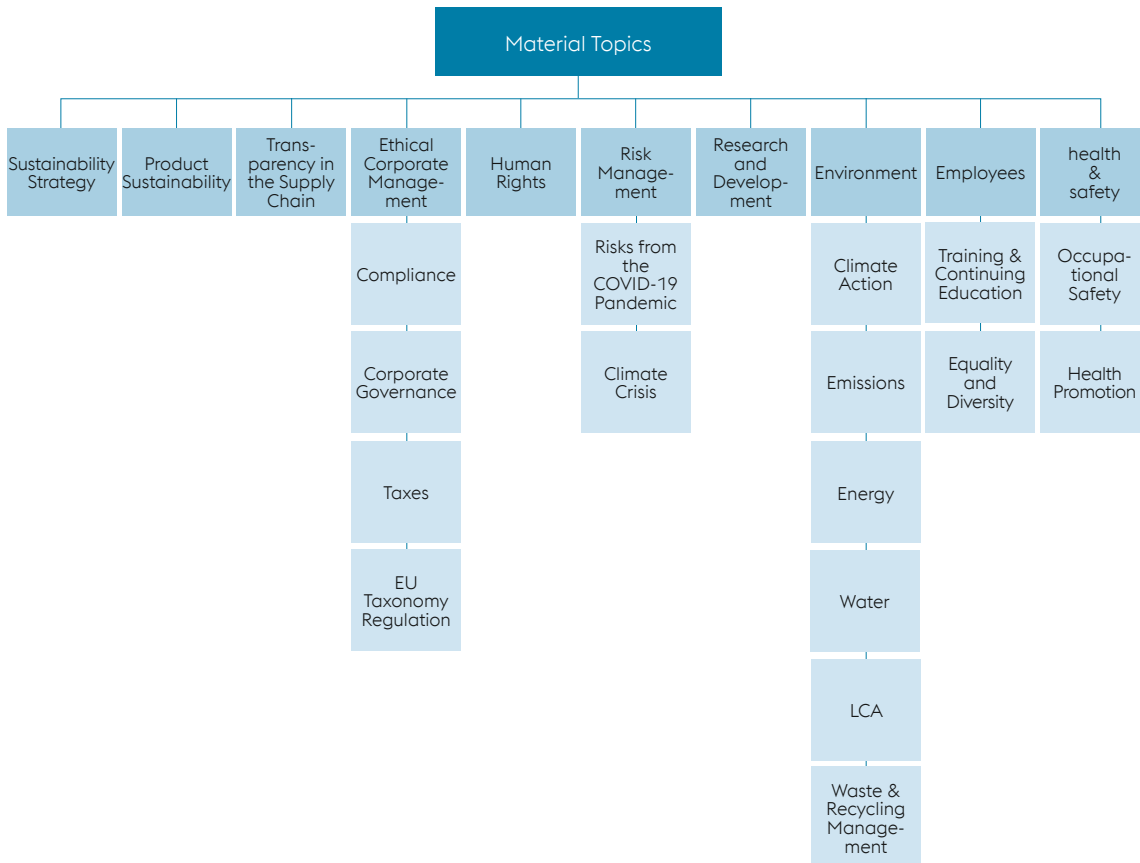


STAKEHOLDER AND CR MANAGEMENT

Stakeholders are individuals and institutions who, for private or professional reasons, are interested in an organization because they are affected by the organization's actions or because they can influence its development.

Management has the important task of maintaining the company's relationships with its stakeholders, taking up their concerns and rec-

onciling divergent interests as best as possible. This has been and is the basis of voestalpine's successful and sustained performance.



ETHICAL CORPORATE GOVERNANCE

Ethical corporate governance means responsible corporate management of the Group that is geared, for one, to creating sustainable value in the long term and, for another, to ensuring that the conduct of all Group employees complies with both statutory requirements and internal guidelines as well as fundamental moral and ethical values (Compliance).

Ethical Corporate Governance

In order to ensure that managing and controlling the Group responsibly serves to create sustainable shareholder value in the long term, the Group's Management Board and Supervisory Board undertook as early as in 2003 to comply with the Austrian Corporate Governance Code (the "Code").

Compliance

We commit to complying with all applicable laws in all the countries in which voestalpine operates. We believe, furthermore, that Compliance is the expression of a culture rooted in ethical and moral principles.

Human Rights

We commit to upholding human rights in accordance with the International Bill of Human Rights and the UN Guiding Principles (UNGPs) on Business and Human Rights, and we support the UN Global Compact (UNGC).



TAXES

The Group Tax Strategy, which the Management Board of voestalpine AG adopted as part of the Group Tax Guideline, represents the voestalpine Group's commitment to comply with the tax rules and regulations applicable in a given country in connection with all of its business activities and decisions.

Each Group company's executive management is responsible for implementing and complying with tax rules and regulations as well as the Group Tax Guideline. voestalpine AG and its divisions' lead companies regularly review and update the Group Tax Guideline and monitor

implementation thereof and compliance therewith in the Group companies. The functional responsibility for these activities at the Management Board level rests with the Chief Financial Officer (CFO) of voestalpine AG. To ensure compliance with the Group Tax Strategy, steering processes and monitoring measures were developed for voestalpine AG and the divisions' lead companies regarding the key tax processes in the Group companies that are integral to the Group Tax Guideline.

EU TAXONOMY

Since January 1, 2022, listed companies in the EU must classify their economic activities in accordance with the EU Taxonomy Regulation and publish the results thereof in their consolidated non-financial statements or in their consolidated non-financial report (pursuant to the requirements of Section 267a and Section 243b Austrian Commercial Code). All economic activities are to be classified as to their environmental sustainability.

The reporting under the EU Taxonomy Regulation comprises three steps. They involve determining whether a particular economic activity is “taxonomy eligible” (i.e., whether it is basically covered by the Taxonomy Regulation) and also whether it is “taxonomy compliant.” An entity’s economic activities are considered “taxonomy non-eligible” if the Taxonomy Regulation does not cover them.

The implementation process included reviewing the taxonomy eligibility of all Group entities.

This analysis identified economic activities of the voestalpine Group as taxonomy eligible and allocated them to the following categories:

>> 3.9. Manufacture of iron and steel

The voestalpine Group engages in steel production based on the blast furnace route in Linz, Austria (Steel Division), and in Donawitz, Austria (Metal Engineering Division). The High Performance Metals Division engages in steel production based on electric arc technology at a total of three plants in Europe (Kapfenberg, Austria; Wetzlar, Germany; and Uddeholms, Sweden) and one in South America (Sumare, Brazil).

The Regulation identifies six environmental objectives. In order to be classified as taxonomy compliant, economic activities must make a substantial contribution to one of these objectives, at minimum. Furthermore, the given activities may not substantially undermine achievement of the other environmental objectives (i.e., “Do No Significant Harm” – DNSH). Finally, social minimum safeguards—e.g., concerning occupational safety and human rights—must be fulfilled as part of the three-step process.

The EU Regulation identifies six environmental objectives:

- a. Climate change mitigation
- b. Climate change adaptation
- c. Sustainable use and protection of water and marine resources
- d. Transition to a circular economy
- e. Pollution prevention and control
- f. Protection and restoration of biodiversity and ecosystems

>> 6.2. Freight rail transport

voestalpine operates a rail transportation entity in Linz, Austria (Steel Division), that uses the European railway network.

>> 6.14. Infrastructure for rail transport

Worldwide, the voestalpine Group produces material components for railway infrastructure (Metal Engineering Division). These components include turnout systems (pre-mounted complete systems incl. powertrains, locking systems, monitoring systems); diagnostic and monitoring systems; as well as railway infrastructure services (logistics, rail treatments, rail welding, rail grinding, recycling, etc.).

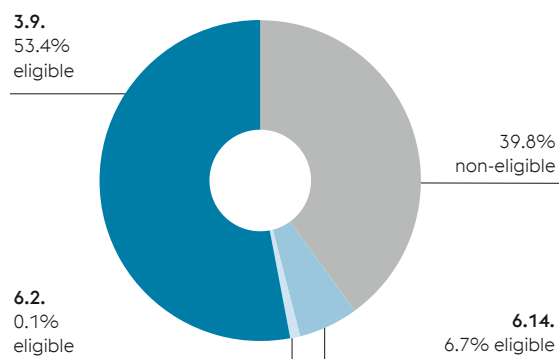
RESULTS OF THE KPIS

Taxonomy-Eligible / Taxonomy-Compliant Revenue

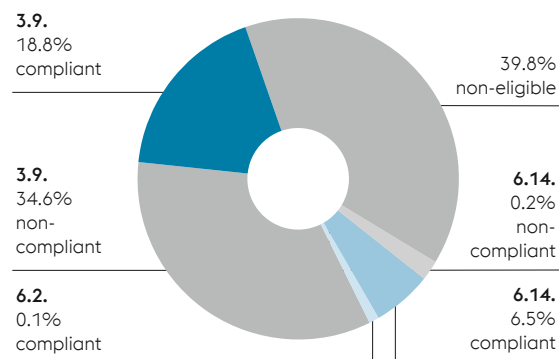
Pursuant to the EU Taxonomy Regulation, revenue as per IAS 1.82(a) must be used to determine the taxonomy-eligible revenue. The revenue figures equate to the revenue shown in the Consolidated Income Statement of the Annual Report 2022/23 and thus are used as the denominator in the following table to determine taxonomy eligibility. The numerator comprises the revenue generated from economic activities

covered by the EU Taxonomy Regulation. As per the initial conformity review in the business year 2022/23, 25.4% of the revenue is taxonomy compliant and is generated primarily from the rail traffic infrastructure segment and the economic activity set forth in item 3.9, "Manufacture of iron and steel," using electric arc processes. voestalpine's taxonomy-compliant revenue stands at EUR 4,626.2 million.

TAXONOMY ELIGIBILITY BY ECONOMIC ACTIVITY



TAXONOMY COMPLIANCE BY ECONOMIC ACTIVITY

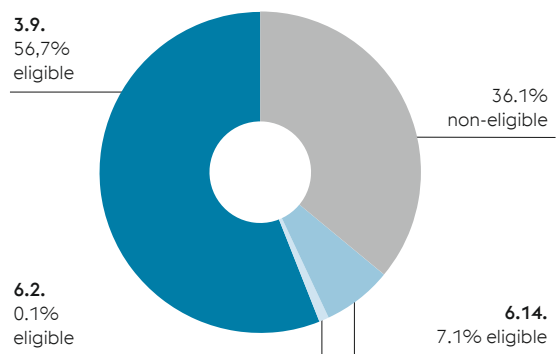


Taxonomy-Eligible/-Compliant Capital Expenditure (CapEx)

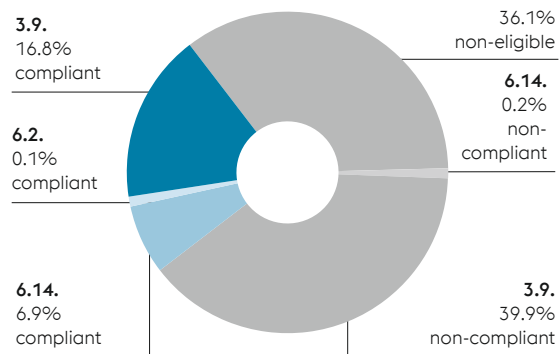
Additions to assets—including additions from business combinations to property, plant and equipment; intangible assets; and right-of-use assets under leases—were utilized as the basis for determining the taxonomy-eligible CapEx. Investments via joint ventures, investments in financial instruments as well as additions to goodwill were not considered. The difference between the capital expenditure used here as the de-

nominator and the data published in the "Business Segments" chapter of the Annual Report 2022/23 solely concerns additions to goodwill. The numerator comprises all CapEx generated through economic activities covered by the EU Taxonomy Regulation. Taxonomy-compliant CapEx accounts for 23.8% (EUR 218.9 million) of all CapEx. This does not contain investments from CapEx plans.

TAXONOMY ELIGIBILITY BY ECONOMIC ACTIVITY



TAXONOMY COMPLIANCE BY ECONOMIC ACTIVITY

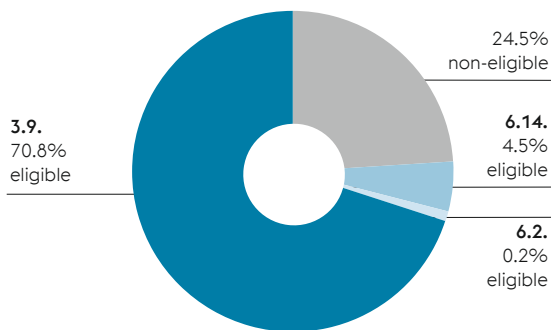


Taxonomy-Eligible/-Compliant Operating Expenditures (OpEx)

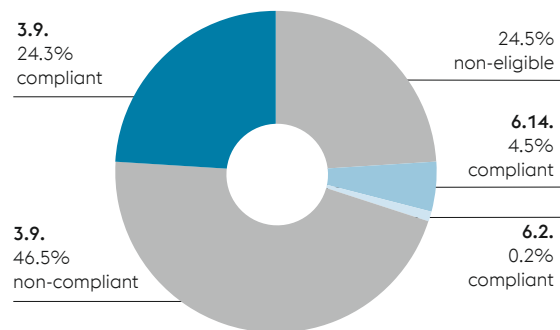
Unlike the revenue and the capital expenditure, the figure for the operating expenditure cannot be taken directly from the Annual Report 2022/23. This is because only a few expense categories are relevant to the determination of the denominator for the operating expenditure. These include building renovation activities; maintenance and repairs of property, plant and equipment; research and develop-

ment costs; employee training expenses; as well as current lease expenses. The numerator comprises those operating expenses that are generated from economic activities covered by the EU Taxonomy Regulation. Operating expenditure from taxonomy-compliant economic activities stands at EUR 274.1 million, which equates to 29.0% of the taxonomy-eligible operating expenditure.

TAXONOMY ELIGIBILITY BY ECONOMIC ACTIVITY



TAXONOMY COMPLIANCE BY ECONOMIC ACTIVITY



MINIMUM SAFEGUARDS

All economic activities that contribute substantially to at least one of the six environmental objectives, do not adversely affect another objective, and fulfill the (social) minimum safeguard requirement are recognized as being environmentally sustainable. Pursuant to Article 18 of the EU Taxonomy Regulation, the review of the minimum safeguards applicable to the working population and compliance with human rights also is the final stage of the taxonomy compliance review. This serves to ensure that a given economic activity also fulfills international human rights standards as well as rules and regulations regarding issues such as bribery, corruption, taxation, and fair competition. The standards specified in Article 18 identify four core topics in regards to which compliance with minimum safeguards is defined.

The following guidelines and standards must be complied with:

- >> OECD Guidelines for Multinational Enterprises
- >> UN Guiding Principles (UNGPs) on Business and Human Rights
- >> ILO Declaration on Fundamental Principles and Rights at Work ("ILO Core Conventions on Labor")
- >> International Bill of Human Rights

The Platform on Sustainable Finance (PSF) takes up the following central issues as they apply to social minimum safeguards:

- >> Human rights (incl. rights of female workers)
- >> Avoidance of bribery and corruption
- >> Taxation
- >> Fair competition

HUMAN RIGHTS

In its absolute commitment to safeguarding human rights, voestalpine bases its activities on the UN's Universal Declaration of Human Rights and the European Convention for the Protection of Human Rights and Fundamental Freedoms (EHCR). Since 2013, voestalpine has supported the UN Global Compact (UNGC) whose ten principles address labor standards, environmental protection, and the fight against corruption in addition to the promotion of human rights.

HUMAN RIGHTS TRAINING FOR EMPLOYEES

All employees of the voestalpine Group are required to complete a Human Rights e-learning course. This e-learning course will be rolled out in three modules:

- >> Module 1: Fundamentals of Human Rights
- >> Module 2: Human Rights in Day-to-Day Work
- >> Module 3: Human Rights in the Supply Chain

HUMAN RIGHTS TRAINING FOR SECURITY PERSONNEL

voestalpine's plant security staff largely comprises the company's own employees, who are subject to the voestalpine Code of Conduct. All third-party security personnel used are subject to the Code of Conduct for Business Partners. Both documents mandate compliance with human rights. voestalpine provides human rights training for its own employees; external security personnel are trained by their own employers.

HUMAN RIGHTS POLICY

voestalpine's Management Board adopted a Human Rights Policy in March 2023. voestalpine requires not only its executive and non-executive employees, but also all of its business partners to uphold human rights.

COLLECTIVE BARGAINING AND THE RIGHT TO FREEDOM OF ASSOCIATION

voestalpine champions every employee's freedom and their right to join unions. About 75% of all of the voestalpine Group's employees are in an employment relationship that is governed by a collective agreement or comparable industry-wide agreements. The Group also has a European Works Council and a Group Works Council, both of which maintain good levels of communication with management.

CHILD LABOR AND FORCED LABOR

voestalpine strictly prohibits child, forced, and bonded labor. So far, no case of any such practices has been recorded anywhere in the entire Group. Nor does voestalpine tolerate any form of child, forced, and bonded labor at its suppliers and business partners. As part of the company's investigation of the supply chain (Sustainable Supply Chain Management – SSCM), suppliers are evaluated specifically as to compliance with human rights—particularly the prohibition of child, forced, and bonded labor.

HUMAN TRAFFICKING AND MODERN SLAVERY

Companies of the voestalpine Group that are subject to the UK Modern Slavery Act fulfill the Act's prescribed requirements by publishing a statement to that effect. Both the voestalpine Code of Conduct and the Code of Conduct for Business Partners explicitly mention and expressly prohibit human trafficking and modern slavery.

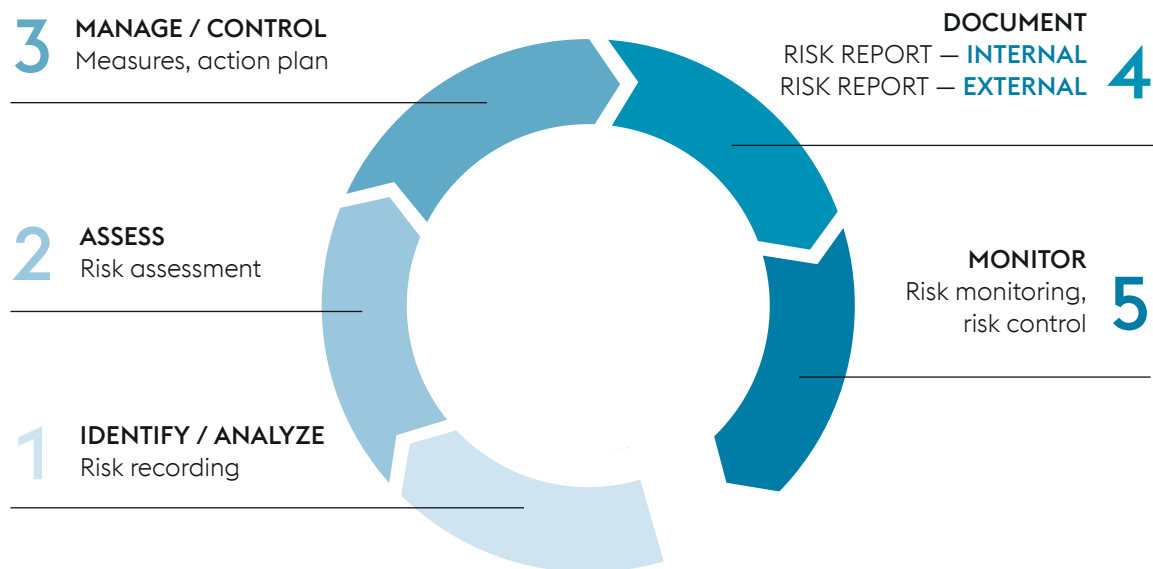
RISK MANAGEMENT

Proactive risk management—as it has been understood by and regularly practiced in the voestalpine Group for many years—serves to ensure the Group’s existence as a going concern in the long term and to boost its value; it is thus a key to the success of the voestalpine Group. The company’s risk management also covers sustainability risks.

Material risks are identified, analyzed, and assessed systematically and early on via both the uniform risk management process (which all Group companies undergo several times a year) and the internal control systems (which also are integral components of the organizational and operational structure). Taking both risk appetite and risk capacity into account, actions taken to control risk entail different strategies. This includes wording such as “avoid/avert,” “mitigate,” and “secure” as well as combinations thereof; the wording, “to bear risk,” comes into play to the extent that financial considerations

preclude any other actions. Local management is responsible for making decisions as to what steps to pursue and implement.

voestalpine’s risk management covers all divisions and all hierarchy levels—both strategically and operationally. The risk management process follows several steps; its structure is similar to the recommendations in the guidelines of the Organization for Economic Cooperation and Development (OECD) for multinational groups.



RESEARCH AND DEVELOPMENT

Environmentally speaking, our Sustainability Strategy focuses on lowering CO₂ emissions, conserving resources, and implementing the circular economy. The aim is to bring about climate-neutral steel production by 2050. Life cycle assessments (LCAs), the digital transformation, sustainable products, and expanded material and energy cycles help us achieve our goals regarding resource conservation and the circular economy. This requires intensive research and development (R&D) work.



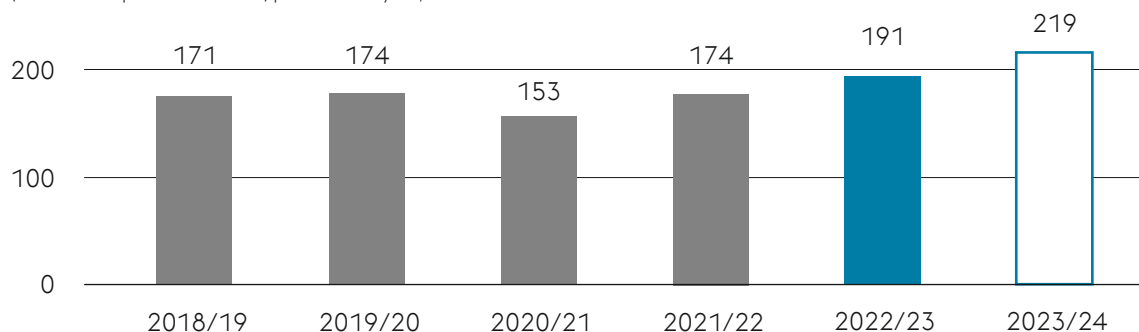
RESEARCH EXPENDITURES OF THE voestalpine GROUP

voestalpine's corporate strategy focuses on leadership in innovation, technology, and quality. As a result, R&D is key to our business mod-

el. Both the continual increase in related expenditures and the new, record-setting budget also underscore the significance of R&D.

GROSS R&D EXPENDITURES

(Excl. R&D capital investments) per business year, in millions of euros



ENVIRONMENT

Environmentally conscious action is firmly integrated into the voestalpine Group's corporate philosophy. Hence the company endeavors not only to use resources such as raw materials and energy economically along the entire production chain but also to minimize the environmental impact of processes and products.

To achieve these goals, voestalpine utilizes the best available technologies in its production plants and continually works to boost efficiency, lower emissions, and reduce the consumption of energy subject to the parameters of the existent steel production system. Our intensive work to research new, more environmentally friendly production processes and, not least, to refine materials and products alike makes material contributions to the company's environmental footprint as well. All of these activities are supported by transparent and efficient environmental management systems (EMSs) that have already been implemented more or less across the entire voestalpine Group.

voestalpine is committed to the following principles at all of its production facilities:

- >> To take comprehensive responsibility for its products;
- >> To optimize the production processes;
- >> To establish environmental management systems;
- >> To integrate employees into these processes and ensure environmentally-conscious conduct on the part of every single one of them; and
- >> To engage in open and professional dialogues.

Emissions in the Air, Soil, and Water: Minimize using the best available technologies

Process-related emissions cannot be entirely avoided due to the chemical and physical properties of existent production processes. We operate our production facilities based on the principle that the best available technologies

must be applied as appropriate and in economically viable fashion. We also develop new approaches that aim to minimize environmentally relevant effects on the air, soil, and water as best as possible.

Circular Economy and Life Cycle Assessments (LCAs)

We support holistic, comprehensive, and integrated analyses and assessments of materials (LCAs) as well as of all process and value chains within the parameters of the circular economy, also known as "circularity."

Energy and Climate Policy: Commitment to low carbon production

We are meeting the challenge of decarbonizing the economic system in the long term especially through comprehensive research and development of new technologies, frequently via cross-sector cooperation agreements and projects. We also engage in an open and constructive dialogue with stakeholders such as political decision makers, advocacy and interest groups, civil society as well as the scientific community and environmental organizations.



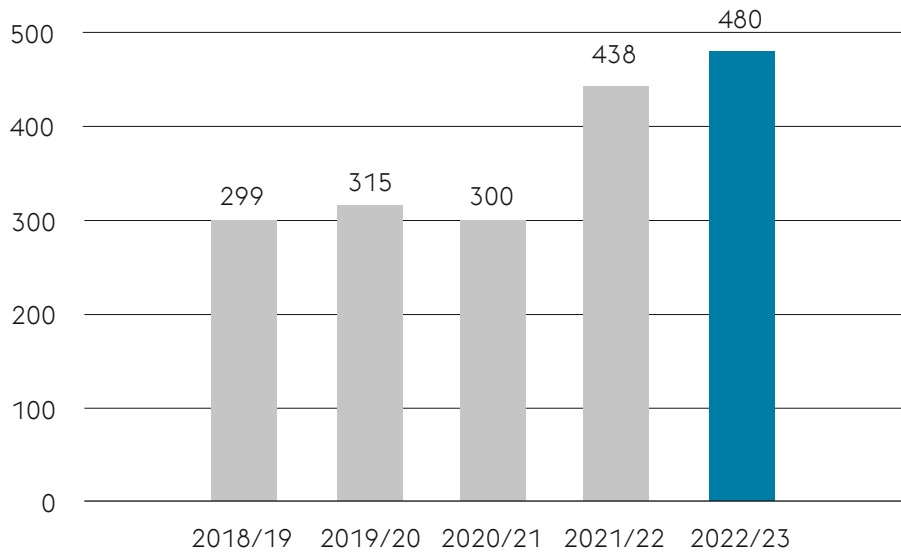
ENVIRONMENTAL MANAGEMENT SYSTEMS

voestalpine's internal environmental data management encompasses about 120 production companies or facilities worldwide that have a material impact on the Group's environmental performance. This includes all business segments that produce and process steel and thus absolutely all those that are energy and emissions intensive.

The voestalpine Group has implemented management systems across the board worldwide. Fully 76% of its production plants have implemented an environmental management system (EMS) pursuant to ISO 14001 or the EU's Eco-Management and Audit Scheme (EMAS); Thirty percent of the entities are subject to certified energy management pursuant to ISO 50001.

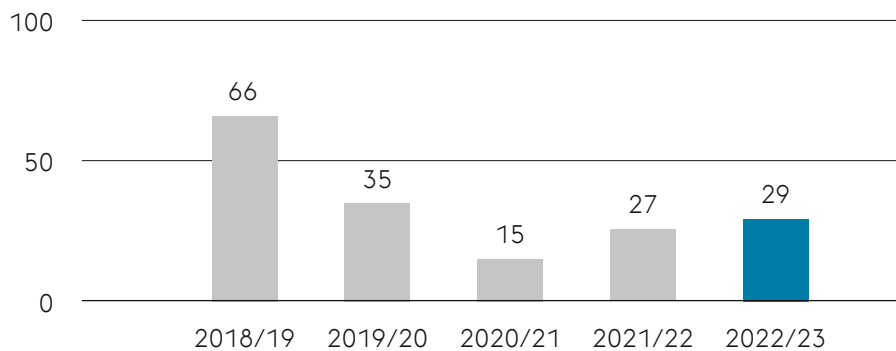
ENVIRONMENTAL EXPENDITURES

In millions of euros



ENVIRONMENTAL INVESTMENTS

In millions of euros



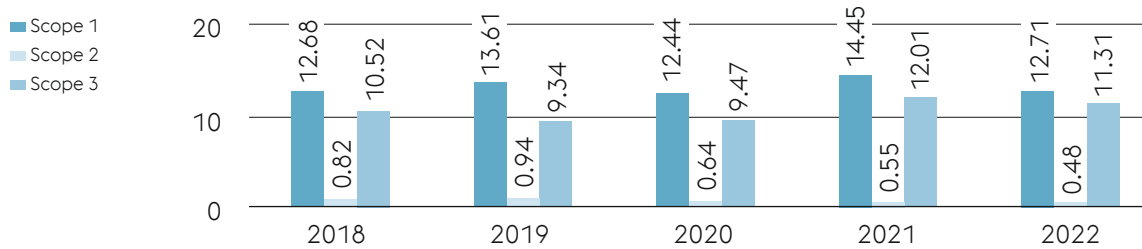
GREENHOUSE GAS EMISSIONS

The direct greenhouse gas (GHG) emissions (Scope 1) of the voestalpine Group's roughly 120 production facilities declined in calendar year 2022 from 14.5 million tons to 12.7 million tons of CO₂ equivalents. This is due, for one, to the sale of voestalpine Texas LLC (which was a primary source of GHG emissions) and, for another, to the downturn in production. Both the Linz plant (8.9 million tons) and the Donawitz plant (2.9 million tons) in Austria account for most of the Group's direct GHG emissions because they produce crude steel via the blast furnace route.

To determine indirect GHG emissions, voestalpine avails itself only of verified data sets and emissions factors from known sources (sphera GaBi TS®) and primary data from suppliers. Besides carbon dioxide, the direct and indirect emissions data also include the greenhouse gases methane and nitrous oxide. In addition to the direct emissions (Scope 1), we also collected data on the indirect greenhouse gas emissions (Scope 2 and Scope 3) and analyzed the data using the "EF 3.0 Climate Change total" method.

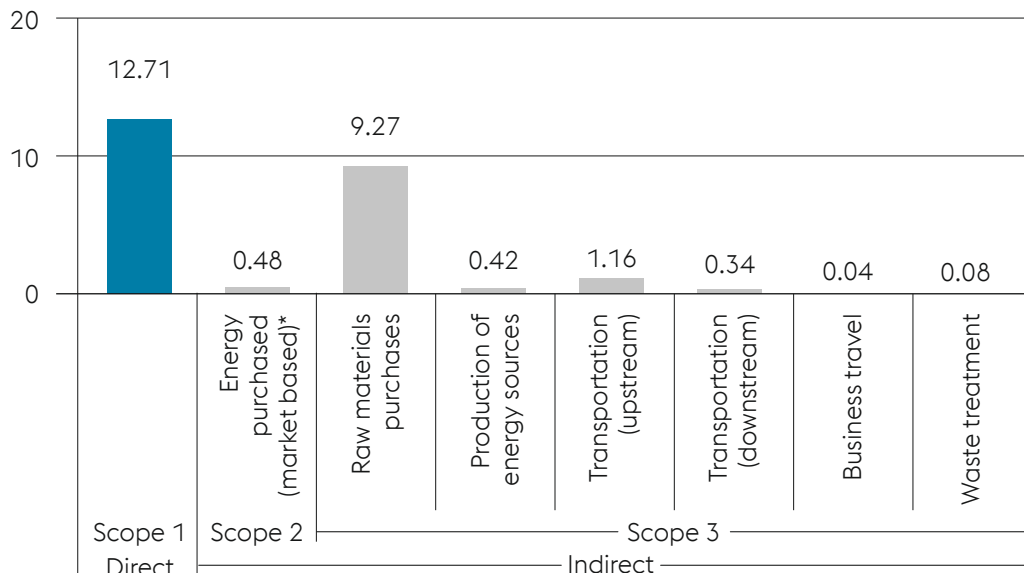
DEVELOPMENT OF SCOPE 1, 2, 3 EMISSIONS

In million tons of CO₂e



DIRECT AND INDIRECT GREENHOUSE GAS EMISSIONS 2022

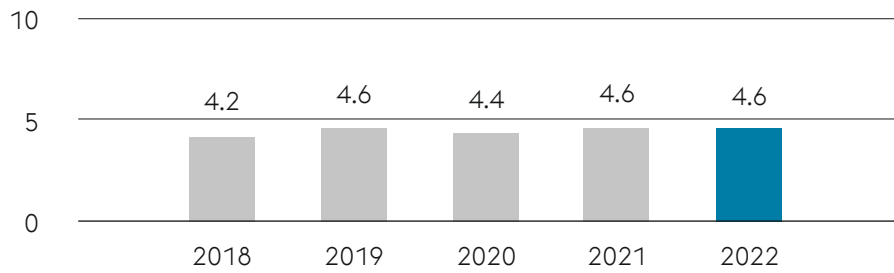
In million tons of CO₂e



* Scope 2 market based: 0.48 million tons of CO₂e
 Scope 2 facility based: 0.65 million tons of CO₂e

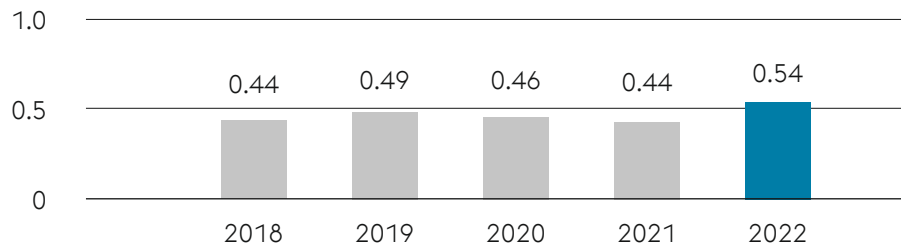
SO₂-EMISSIONS

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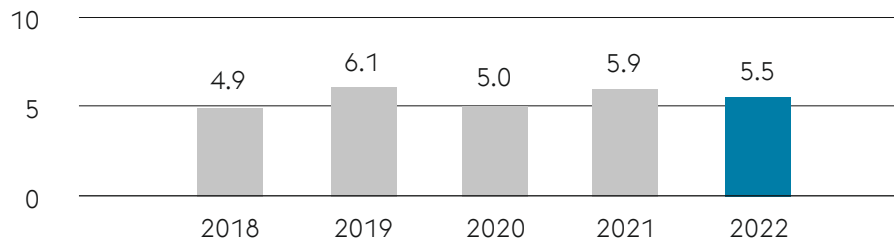
SPECIFIC SO₂ EMISSIONS

kg/t product



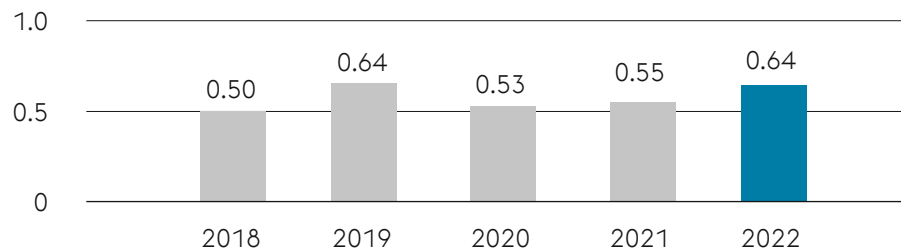
NO_x EMISSIONS

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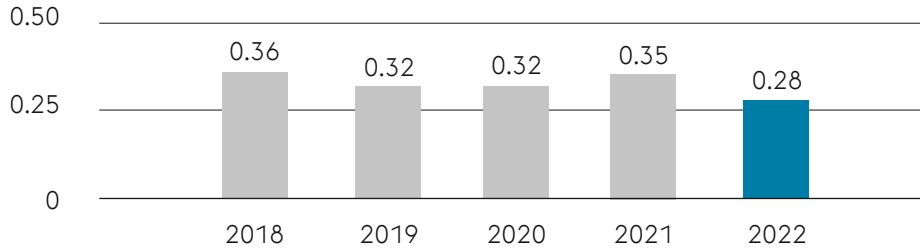
SPECIFIC NO_x EMISSIONS

kg/t product



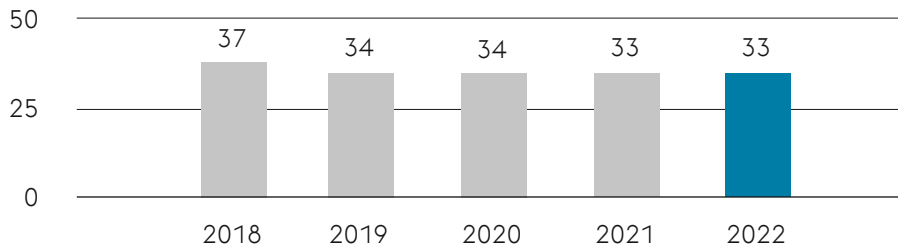
CAPTURED DUST EMISSIONS

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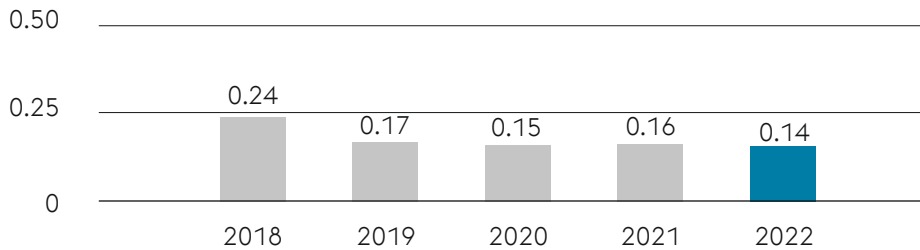
SPECIFIC CAPTURED DUST EMISSIONS

g/t of product



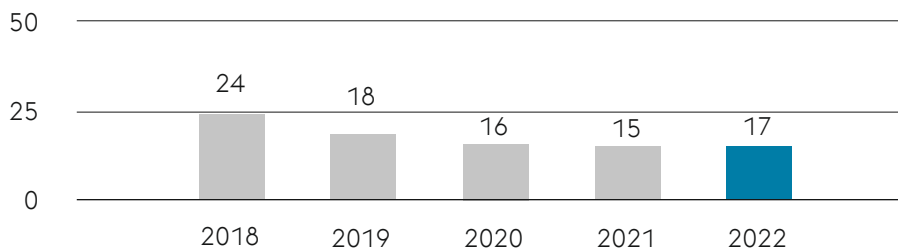
VOC EMISSIONS

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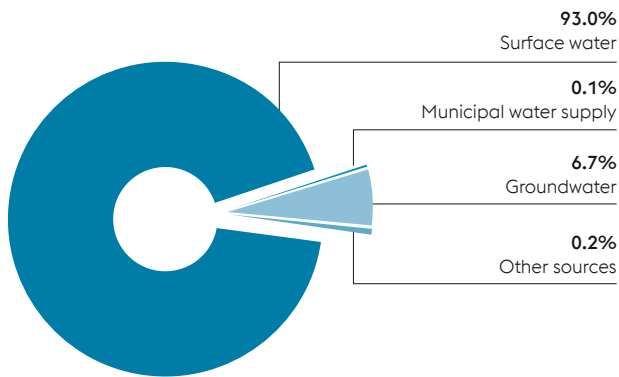


SPECIFIC VOC EMISSIONS

g/t product

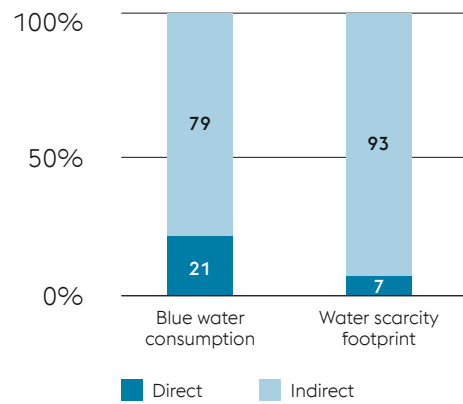


WATER EXTRACTION 2022



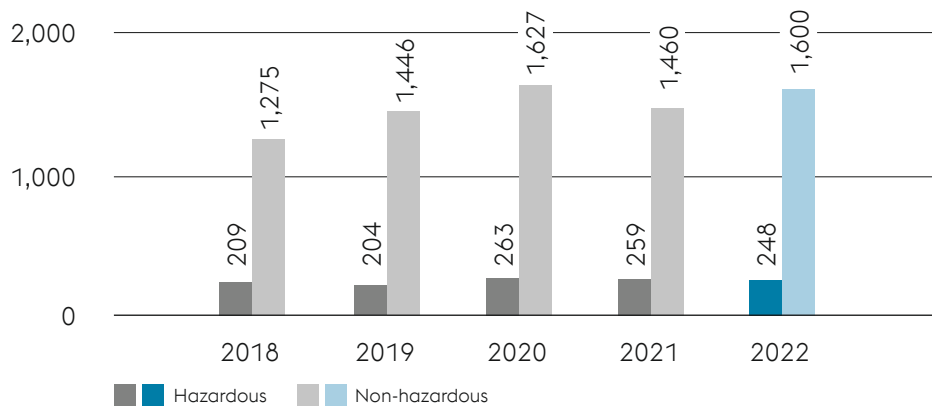
WATER FOOTPRINT 2022

In %



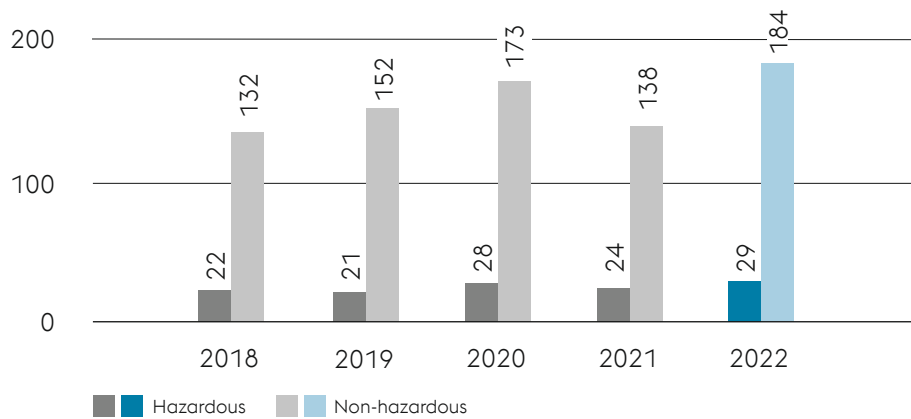
WASTE VOLUME

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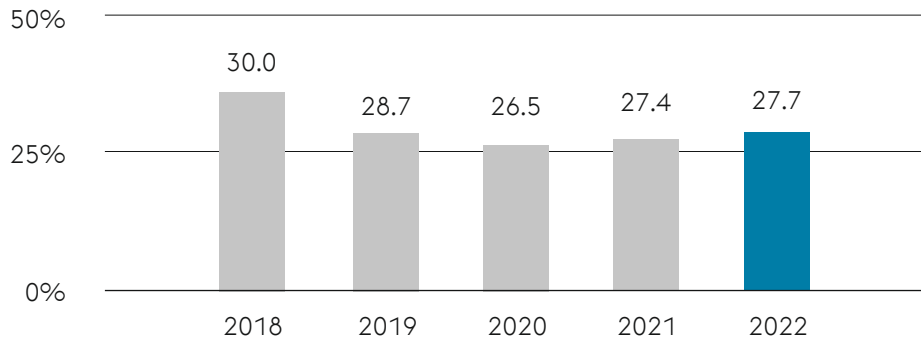
SPECIFIC WASTE VOLUME

kg/t product

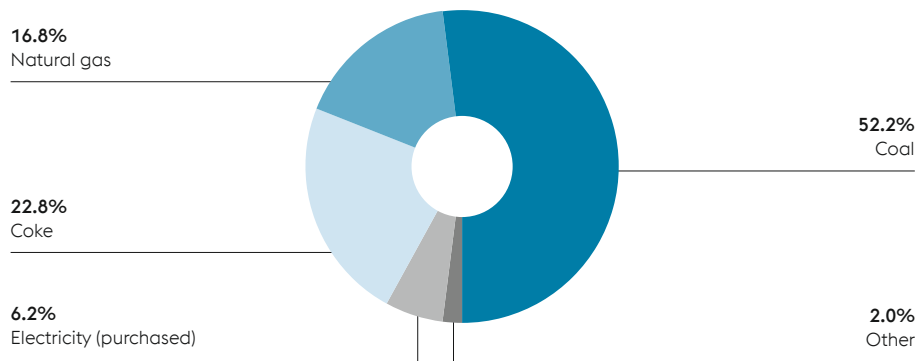


RECYCLING RATE

In percent of product output

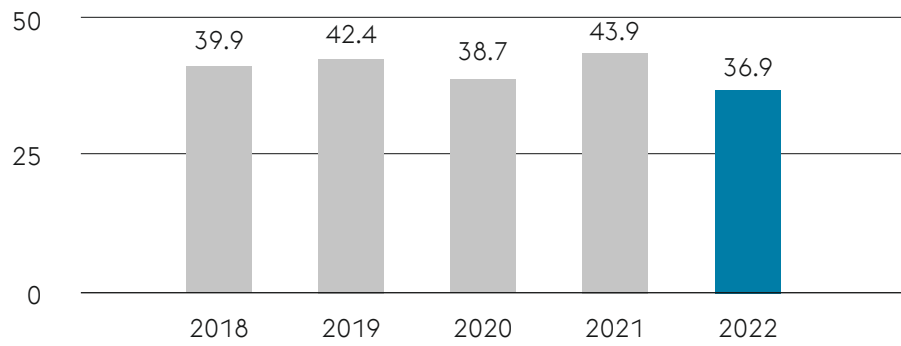


PERCENTAGE OF ENERGY SOURCES 2022



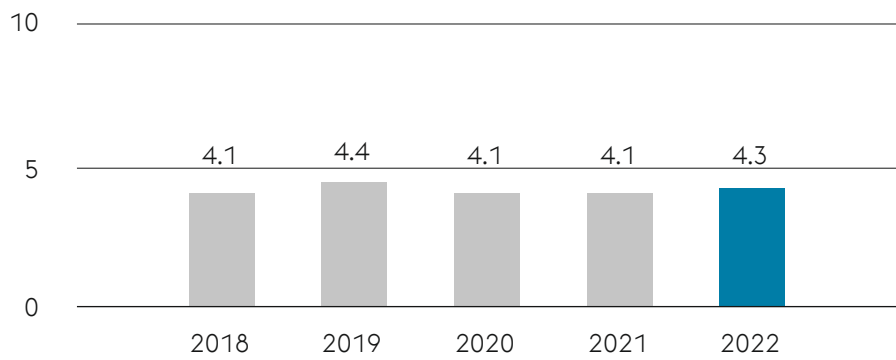
TOTAL ENERGY CONSUMPTION

TWh



SPECIFIC TOTAL ENERGY CONSUMPTION

MWh/t of product



HUMAN RESOURCES

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

Corporate Culture

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

Diversity

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

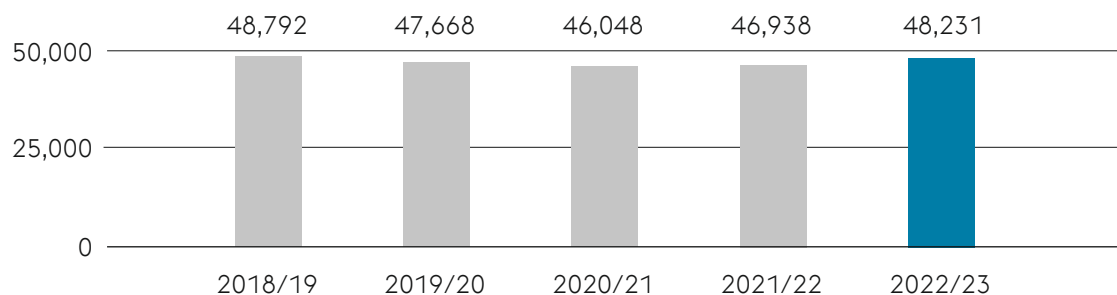
Training and Continuing Professional Development (CPD)

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



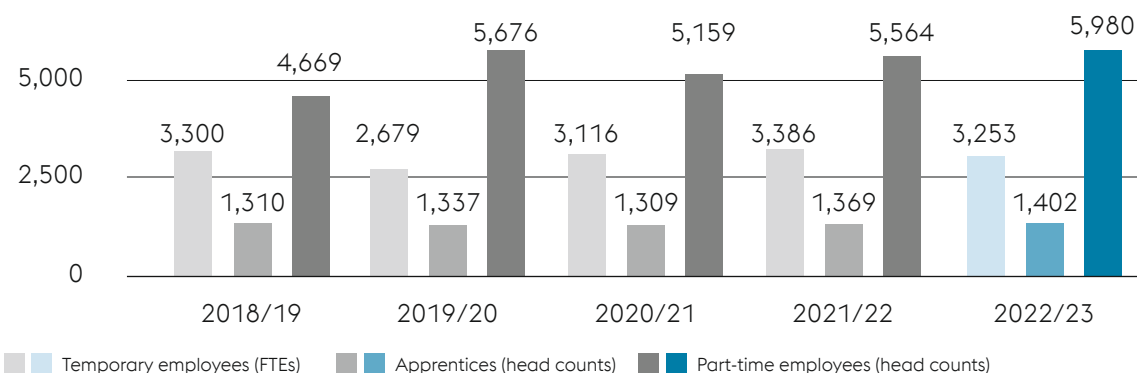
DEVELOPMENT OF THE NUMBER OF EMPLOYEES

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



EMPLOYEE STRUCTURE BY EMPLOYMENT CONTRACT

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



WORKFORCE BY REGION AND GENDER (FROM 10 HEAD COUNTS)

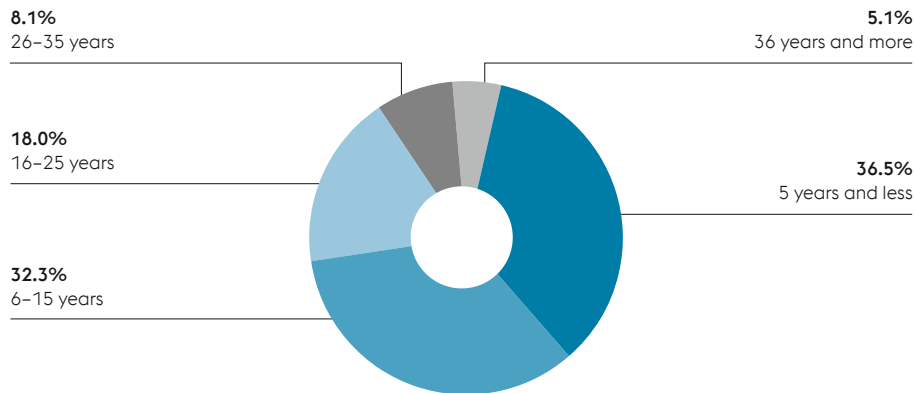
Personnel (excl. apprentices and temporary employees, head counts) as of the March 31 reporting date

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

YEARS OF SERVICE

As of the March 31 reporting date

All employees excluding apprentices, interns, freelancers, and master's/doctoral degree candidates



EQUALITY AND DIVERSITY

Globally, just under 50,000 people (FTEs) work for the voestalpine Group. Each and every one of them is valuable on account of their individual strengths and abilities and must be respected. The fact that voestalpine's then CEO signed the Group's Diversity Charter back in February 2018 underscores the company's approach to both diversity and equal treatment. voestalpine is committed to respecting all people with whom it has a relationship—employees, customers,

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

PERSONS WITH DISABILITIES

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

collected on employees' potential disabilities. It goes without saying that voestalpine fulfills all applicable statutory requirements regarding the employment and integration of disabled individuals that may apply at any given location. A range of measures ensures, furthermore, that everybody within the Group engages in mutually respectful conduct. voestalpine also supports integration measures outside of the Group's purview.

PERCENTAGE OF FEMALE EMPLOYEES

In each case as of the March 31 reporting date

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

APPRENTICES/TRAINEES

As of the annual reporting date (March 31, 2023), the voestalpine Group was training 1,402 apprentices in about 50 skilled trades, the majority thereof (67.0%) at locations in Austria. A total of 17.0% of apprentices were being trained in Germany under the dual system applicable in that country. Because this training is based on defined needs, almost all of the apprentices who successfully complete their training are offered an employment contract. voestalpine clearly believes that it has the duty to invest in the training of young, skilled workers. In addition to excellent professional training, the focus also is on developing personal and social skills. On average, the Group invests more than EUR 90,000 on training a single apprentice.

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

health & safety



Safety at the workplace and the health of its employees are core voestalpine values and thus have highest priority. We continually work on lowering the accident frequency rate and raising the health of all employees—wherever they work, whatever their position in the voestalpine Group. Safety standards that apply Group-wide are at the root of an effective health & safety culture.

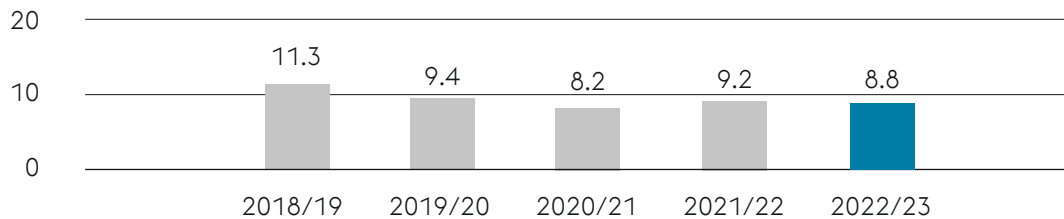


Absolutely all of voestalpine's production companies (with 44,100 employees) have a health & safety management system, and 76% of them are certified pursuant to ISO 45001 or an

equivalent, national health & safety standard. This means that some 35,200 employees (80%) working in production are employed at a facility that has a certified occupational safety system.

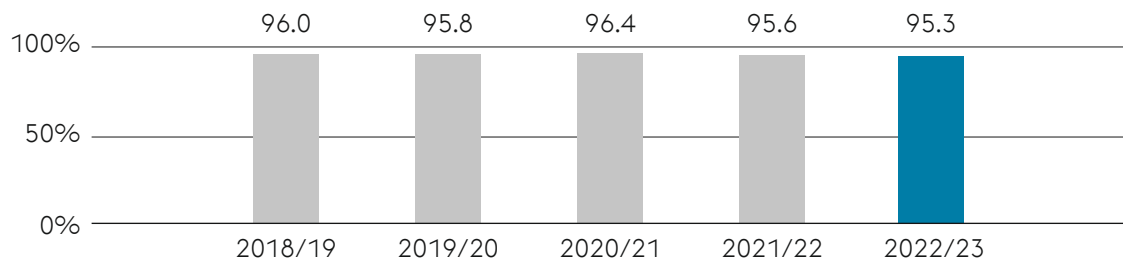
DEVELOPMENT OF THE LOST TIME INJURY FREQUENCY RATE (LTIFR)

As of the March 31 reporting date



DEVELOPMENT OF THE HEALTH STATUS

As of the March 31 reporting date



The health status shows the percentage of prescribed working hours during which all employ-

ees were actually present during a pre-defined period.

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