



CORPORATE
RESPONSIBILITY
REPORT

2022/23

voestalpine

ONE STEP AHEAD.

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1. PREFACE

Ladies and Gentlemen!
Dear Readers:

As an international group, we are responsible for a world in which we produce and for the people who are part and parcel of our journey. This is why voestalpine has been thinking intensively about sustainability issues for many years. Our actions have long been aligned with our environmental and social responsibilities, thus also ensuring our company's success and competitiveness over the long term. Our Sustainability Strategy defines the quantitative and qualitative targets we have set ourselves to contribute to a better and more secure future. This Corporate Responsibility Report gives us the opportunity to tell you about our priorities in the business year 2022/23.

For one, we continued to work intensively on the greentec steel program. In March 2023, the Supervisory Board of voestalpine AG approved EUR 1.5 billion in investment funding necessary for the ongoing decarbonization of our steel production. We plan—in a first step—to replace one blast furnace each with an electric arc furnace (EAF) at our plants in Linz and Donawitz (both Austria) starting in calendar year 2027. This partial switch from the blast furnace route to the electric arc route will allow us to lower our CO₂ emissions by up to 30% as early as 2027, cutting four million tons of CO₂ emissions per year. That's almost 5% of Austria's total CO₂ emissions. The construction of the two electric arc furnaces is slated to begin in 2024, but the exact implementation date still hinges on open funding issues in Austria. Furthermore, in order to achieve CO₂ neutrality by 2050, we are already conducting research into several new pro-

cesses and procedures, and are investing in pilot projects that demonstrate new pathways in steel production.

In our capacity as the industry's benchmark in matters related to the environment and efficiency, we are also setting new standards in photovoltaics (PV). Group-wide, photovoltaic systems have already been installed on a total surface area of 760,000 square meters with an output of 138 MWp. Yet more projects are planned. These investments help to further reduce our dependence on fossil fuels.

voestalpine is a global Group that comprises about 500 Group companies and facilities on all five continents. Operating on a global scale obliges us to pay particular attention to the fundamental rules of human interaction. Respect for human rights is a precept that governs the actions of all our companies. Since 2013, voestalpine has supported the UN Global Compact (UNGC) whose ten principles stipulate fundamental duties with respect to human rights, work, the environment, and the fight against corruption. In March 2023, the Management Board of voestalpine adopted the Group's new Human Rights Policy. Among others, it states unequivocally that voestalpine does not tolerate child labor, forced labor, human trafficking, or modern slavery—neither within the Group, nor in its supply chain. Over and above the foregoing, we are committed as well to diversity and equal opportunity and do not tolerate any discrimination whatsoever.

All voestalpine employees must complete e-learning courses on human rights issues in both their day-to-day work and the supply chain.

Our work culture, our focus on diversity, and our values are also reflected in the new gender guidelines we implemented in the business year ended. Language is an effective tool for promoting fairness between the sexes. The way we express ourselves—in words and images—affects the way we think and act.

Day in and day out, our employees join forces to contribute to voestalpine's success. Thankfully, their commitment goes far beyond their work: The "voestalpine cares run" is but one example of this attitude. Our employees use the run to showcase their athletic prowess and win digital points by running, walking, hiking, wheelchair racing, or handcycling. voestalpine then converts these digital points into charitable donations. Hence the "voestalpine cares run" promotes not only employees' health consciousness but also their sense of community across companies and national borders. The donations are funneled to select international assistance projects.

In the business year ended, we celebrated the anniversary of a special institution: For the past 35 years, the Stahlstiftung (Steel Foundation) has been supporting people who have lost their jobs due to economic or structural changes. This valuable labor market policy instrument

has proven its worth in the past decades—especially (but not only) in economically challenging times—and is considered a model even beyond Austria. Given the ever-increasing speed of change in the workplace, people must acquire sufficient qualifications and professional credentials to properly prepare them for the requirements of the labor market. Stahlstiftung's success rate is 90%. This means that almost all individuals who conducted their job search with the foundation's help found a new job.

The present Corporate Responsibility Report vividly illustrates the ways we implement our Sustainability Strategy day after day—not by making headlines, but through real projects that carry weight and have an effect. At this point, I want to thank our employees around the globe for their commitment. We would be unable to achieve our ambitious goals without their enthusiasm for our values, and without their daily work. As before, we will do everything in our power going forward to ensure that our employees are treated fairly and supported, and that they always get the respect they deserve.

I hope you enjoy reading our informative Corporate Responsibility Report 2022/23.

Yours truly, Herbert Eibensteiner
CEO of voestalpine AG

2. ABOUT THIS REPORT

This is voestalpine AG's eighth Group-wide Corporate Responsibility Report (CR Report). It contains information and data on the company's activities, performance, and goals that are material to its sustainable development and performance. The CR Report gives stakeholders insight into the Group's business activities and describes how voestalpine lives up to its environmental, social, and governance (ESG) responsibilities.

REPORTING ORGANIZATION AND PARAMETERS OF THIS REPORT

voestalpine AG is the reporting organization. Unless otherwise stated, the information, figures, and facts disclosed in this CR Report refer to the entire voestalpine Group. Both the financial performance indicators and the employee data encompass all of the Group's consolidated entities.

voestalpine's 120 production companies—i.e., those that process, convert, or treat a product—accounted for more than one half of the data considered in the compilation of the environmental performance indicators. This limitation of the CR Report's parameters with respect to the environmental data accords with both the criteria of materiality and the Pareto Principle. The carbon footprint of the non-producing companies is relatively small, whereas the expenditures required to collect these data would be unreasonably large.

The health & safety indicators comprise all companies whose activities entail potential risks for their employees. This concerns a total of 175 entities, including all production companies as well as those smaller companies, for example, whose shops use equipment that may pose a risk to the employees' safety and health.

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. For reasons of confidentiality, however, this CR Report does not disclose detailed information and financial indicators concerning suppliers' business activities.

STANDARDS AND SPECIFICATIONS

This CR Report was prepared in accordance with the Standards of the Global Reporting Initiative (GRI). These standards provide a globally prevalent and recognized framework for transparent and comparable sustainability reporting. The GRI Content Index in the Appendix gives a detailed overview of the GRI Standards covered by this CR Report and indicates where the respective information is to be found.

The Austrian Sustainability and Diversity Improvement Act (NaDiVeG), which transposed EU Directive 2014/95/EU (NFI Directive) on the mandatory disclosure of non-financial indicators into national law, has been in effect in Austria since December 2016. In publishing this CR Report, voestalpine is thus fulfilling the requirements of Section 267a Austrian Com-

mercial Code (Unternehmensgesetzbuch, UGB). The disclosure of information in this CR Report regarding the EU Taxonomy complies with Taxonomy Regulation (EU) 2020/852 as well as with the requirements published as an amendment to the Regulation on June 4, 2021 (technical criteria) and on July 6, 2021 (Article 8). Given the incremental introduction of the EU Taxonomy, in the business year 2021/22 voestalpine already had to show the taxonomy-eligible portion of its revenue, capital expenditures (CapEx), and operating expenditures (OpEx) for the first two environmental targets. The reporting for the business year 2022/23 was expanded by the taxonomy-compliant portions regarding the published environmental targets, again in accordance with applicable requirements.

BENCHMARK FOR SPECIFIC ENVIRONMENTAL DATA

The production volume is used as the benchmark for determining the specific environmental performance indicators. In addition to the weight of the crude steel produced at six plants (flat and long products by way of the integrated furnace approach, and special steel manufac-

tured in electric furnaces), the production volume data also includes the weight of those steel products whose pre-materials are externally sourced. Accordingly, the specific indicators are provided per ton of product.

CONTENT OF THIS REPORT

voestalpine addresses the issues that are relevant to the Group's sustainable development continuously and systematically. Both external and internal stakeholders were included in the process of

determining the content of, and the material topics covered by, this CR Report (see the chapter, "Stakeholder and CR Management").

MATERIAL CHANGES IN THE GROUP AND IN THE SUPPLY CHAIN

The sale of 80% of the voestalpine Group's equity interest in voestalpine Texas LLC finalized a significant divestment during the business year 2022/23. Based on a detailed analysis and taking into account all strategic alternatives, the decision was made in the business year ended to continue developing the business model of the direct reduction plant in Texas, USA, jointly with a partner. In addition to a non-controlling

interest of 20%, the voestalpine Group also secured for itself an annual delivery volume of 420,000 tons of hot briquetted iron (HBI). The closing of this long-term contract supports the implementation of the first step in the decarbonization of voestalpine's steel production in Linz and Donawitz (both Austria). The disposal of the Texas plant did not significantly change the benchmark for the specific environmental data.

REPORTING PERIOD

voestalpine's business year runs from April 1 of a given year to March 31 of the following year. While the business year 2022/23 is the reporting period for the key financial indicators as well as the employee and health & safety data, the environmental data are compiled by calendar year. Hence the calendar year 2022 is the reporting period for the environmental perfor-

mance indicators. Most of the indicators are shown for the periods going back to the business year 2018/19 or the calendar year 2018 to enhance comparability and show the development of the data over a longer period. Accordingly, they present developments over the past five business and/or calendar years.

REPORTING CYCLE AND PUBLICATION DATE

voestalpine publishes its CR Report once a year. The CR Fact Sheet, which summarizes the Report's key figures and facts, is also published an-

nually and simultaneously with the CR Report. This Report was published on July 5, 2023.

AUDIT

The auditing firm, Wirtschaftsprüfungs- und Steuerberatungsgesellschaft Deloitte, audited the CR Report as to compliance with both the GRI Standards and the requirements of Section

267a UGB. See the Independent Assurance Report in the Appendix for further information on the audit and confirmation of the present CR Report.

STYLE AND LANGUAGES

It is important to voestalpine to use gender-appropriate language. Pursuant to voestalpine's guidelines regarding gender-inclusive language, the generic masculine grammatical form is no longer used. Whenever personal designations in this Report do not refer specifically to a particular sex, the German-language text makes this visible by using gender-neutral

wording, the so-called "gender colon" (used in German only), or the pairing of gender designations. The English text uses gender-neutral language as applicable.

The CR Report is published (both in print and on the Web) in German and English. The CR Fact Sheet is available in 14 languages.

VISUAL DESIGN

The visual design of this Report takes up the increasingly important topic of biodiversity and thus aims to visualize the world's biological diversity. Issues of habitat diversity are very important to voestalpine, too. For example, numerous measures are being taken at the Group's facility in Wetzlar, Germany, to protect various wildlife species. In particular, threatened species of lizard, such as the sand lizard (*Lacerta agilis*) or the smooth snake (*Coronella austriaca*), are relocated by a specialist biological planning office prior to the onset of the required site expansion and rehabilitation work. This ensures


that the given animals can survive in their natural habitats and can then be relocated back to an area of 25,000 m² following the completion of the construction work. A 20,000 m² wildflower meadow, which was created in unused industrial areas on the site of the Linz factory to foster biodiversity, offers habitat to thousands of insect species. Insect hotels along with beehives were installed for this purpose; they are maintained by hobby beekeepers working at the plant. Special signage and information boards along the green spaces provide relevant information to visitors.

QUESTIONS AND COMMENTS

We look forward to your feedback. Please send any questions or comments regarding this CR Report to the following email address:

cr@voestalpine.com.

3. FIGURES, DATA, FACTS



In its business segments, 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 environmentally friendly international Group and an important environmental pioneer, voestalpine is committed to the global climate goals and works intensively to develop decarbonization technologies and reduce its CO₂ emissions over the long term.

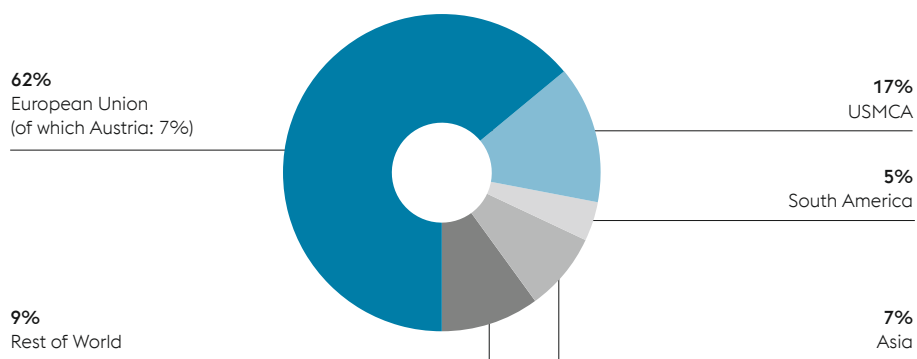


3.1 DEVELOPMENT OF THE KEY FINANCIAL INDICATORS

| 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 |

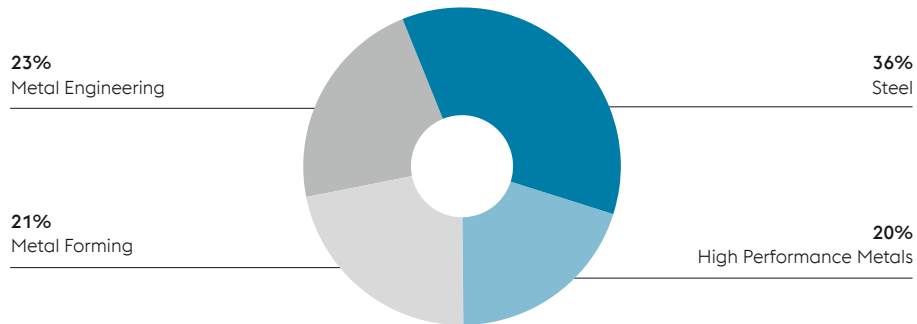
REVENUE BY REGION

In percent of Group revenue, business year 2022/23



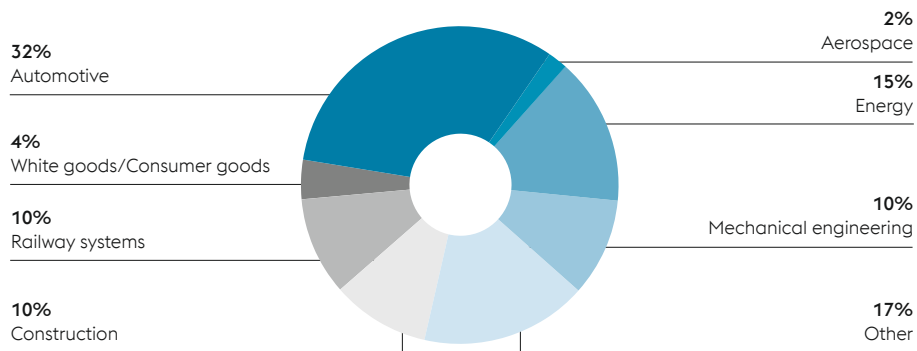
REVENUE BY DIVISION

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



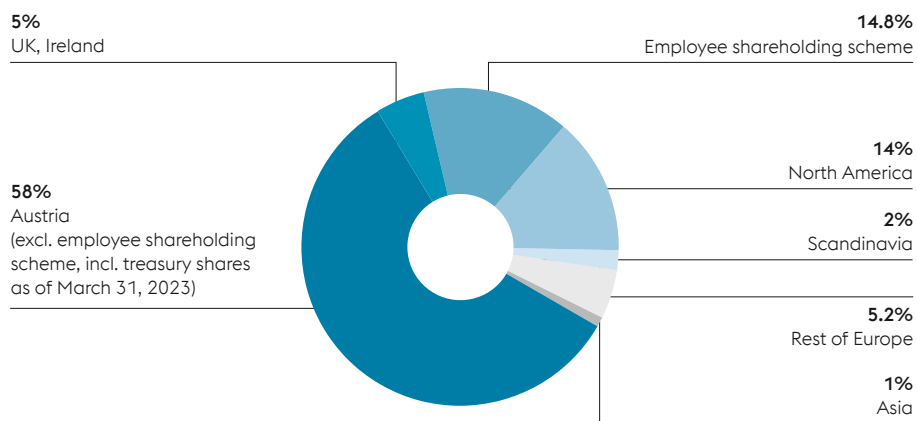
REVENUE BY INDUSTRY

In percent of Group revenue, business year 2022/23



SHAREHOLDER STRUCTURE

In %, as of the close of the business year 2022/23



3.2 THE FOUR DIVISIONS

3.2.1 STEEL DIVISION

The Steel Division is the voestalpine Group's largest division by revenue and a global market leader for heavy plate, steel strip, and complex casings for large turbines. As a global manufacturer of high-quality steel products, it is a driving force of the work to shape a clean and livable future. The Steel Division sets environmental benchmarks for the current steel production route, and its greentec steel program is an ambitious step-by-step plan for achieving climate-neutral steel production. In a first step, the division already offers a CO₂-reduced greentec steel edition of all flat steel products. It is also working on the implementation of climate-friendly production technologies based on green electricity and hydrogen. Thanks to its highest-quality steel strip, the Steel Division

is the first point of contact for major automotive manufacturers and suppliers and supports its customers globally. It also is a key partner of the European white goods and mechanical engineering industries. The division manufactures heavy plate and cast products for applications in the most difficult conditions and provides customized solutions for the expansion of renewable energy.

For more information on the Steel Division, visit <https://www.voestalpine.com/group/en/group/overview/organizational-chart/steel/>

3.2.2 HIGH PERFORMANCE METALS DIVISION

The High Performance Metals Division focuses on technologically advanced special steel products that are manufactured at eight different production facilities in Europe as well as in North and South America. Its global sales and service network encompasses about 140 locations, thus ensuring special proximity to its customers.

The division specializes in the production and processing of technologically most advanced high performance materials as well as in customer-specific services such as heat treatment, state-of-the-art surface treatments, and additive manufacturing processes. The pro-

duction companies of the High Performance Metals Division are located in Austria, Germany, Sweden, Brazil, and the United States. Through its unique, global network of sales and service centers, the division offers its customers the best possible materials availability and processing as well as local contacts.

For more information on the High Performance Metals Division, visit <https://www.voestalpine.com/group/en/group/overview/organizational-chart/high-performance-metals/>

3.2.3 METAL ENGINEERING DIVISION

The voestalpine Group's Metal Engineering Division bundles its expertise in the Railway Systems and Industrial Systems business segments and positions itself in the market as a provider of complete system solutions for the most advanced industrial segments. It is the global market leader in Railway Systems for rail infrastructure systems and signaling technology. Thanks to Industrial Systems, the division also is the European market leader in high-quality wire and

complete welding solutions. The division supplies seamless tubes all over the world from its Kindberg plant in Austria.

For more information on the Metal Engineering Division, visit

<https://www.voestalpine.com/group/en/group/overview/organizational-chart/metal-engineering/>

3.2.4 METAL FORMING DIVISION

Thanks to its unique materials and processing expertise, the Metal Forming Division is the first port of call for customers requiring innovation and quality. The division is voestalpine's competence center for highly refined sections, tubes, and precision strip steel products as well as for pre-finished system components made of pressed, stamped, and roll-formed parts.

Its flexible, mid-sized units offer its customers rapid problem solving in all stages of the development and production process. The division's customers include practically all of the leading manufacturers in the automotive and automotive supplier industries, with a definite focus

on the premium segment, as well as numerous companies in the commercial vehicle, construction, storage, energy, and (agricultural) machinery industries. Just as the voestalpine Group on the whole, the Metal Forming Division also maintains long-term customer relationships with most of its key customers and wins the day through its international presence.

For more information on the Metal Forming Division, visit

<https://www.voestalpine.com/group/en/group/overview/organizational-chart/metal-forming/>

4. 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.

voestalpine's Corporate Responsibility Steering Committee and the CR Manager have identified the company's most important stakeholder

groups based on this definition. The list is reviewed at regular intervals as to its completeness and topicality.



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 development.

4.1 STAKEHOLDER COMMUNICATION

voestalpine is in regular contact with the stakeholder groups through its Management Board, as well as its executive and non-executive personnel. Numerous opportunities and formats such as shop talks and expert roundtables, conferences and trade shows as well as analyst and investor meetings are used to this end.

In addition, voestalpine is not only represented on a wide variety of bodies serving advocacy groups, trade associations, and lobbying campaigns, it also presents the company's concerns to these bodies. The company also supports platforms and initiatives that promote sustain-

able development. During the reporting period, communications with individual stakeholder groups regarding the topics relevant to the given group took place in various settings.

The following capsule descriptions show how contacts and communications with the stakeholders are structured. The examples presented show the key stakeholder groups and the most frequently used formats. voestalpine's executives also engage with other groups at different locations in various ways.

4.1.1 EMPLOYEES

The voestalpine Group currently has a global workforce of about 50,000 employees. Both the annual employee performance review and the regular Group-wide employee survey are key tools for engaging in structured communications with the company's employees. Employees' feedback is analyzed by management and flows into any measures 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 maintain an open dialogue with management.

Through internal audits and trainings—for example, in Compliance, health & 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.

4.1.2 CUSTOMERS AND SUPPLIERS

voestalpine maintains very 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 cooperation. Together with these partners, the company develops processes and products that satisfy the requirements of all parties involved and ensure low-impact utilization of resources.

Issues of sustainability are increasingly moving to the center of voestalpine's communications with customers and suppliers. Besides conven-

tional supply chain management issues such as quality, costs, availability, and delivery dates, increasingly the conversations are also focused on climate action, energy and resource efficiency as well as compliance with labor and human rights in production.

The voestalpine Code of Conduct is binding on all of the Group's suppliers and business partners and forms part of its terms and conditions. For more information on this issue, please see the chapter on "Transparency in the Supply Chain."

4.1.3 ANALYSTS AND INVESTORS

Institutional investors and analysts are a key stakeholder group of voestalpine in its capacity as a listed company. The members of voestalpine's Management Board and the managers of its Investor Relations department maintain close relationships with the company's shareholder representatives and investors through investor conferences, roadshows, as well as personal visits—increasingly via online meetings and virtual

conferences—in order to discuss current developments and the market situation. As far as the topic of sustainability is concerned, climate relevant emissions and risks, human rights in both the company and the supply chain, as well as the EU Taxonomy Regulation, are the central concerns discussed with analysts and investors alike.

4.1.4 RESEARCH INSTITUTES AND UNIVERSITIES

voestalpine's collaboration with both universities and unaffiliated research institutes is indispensable and boosts the Group's research and development work. The company 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.

4.1.5 NGOS, SPECIAL INTEREST GROUPS, AND PLATFORMS

Representatives of voestalpine belong to various working groups and committees of special interest groups and platforms. These include the World Steel Association (“worldsteel”); the Austrian Society for Metallurgy and Materials (ASMET); the European Steel Technology Platform (ESTEP); and the Austrian Financial Reporting and Auditing Committee (AFRAC). 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 various 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—a not-for-profit organiza-

tion and policy initiative that 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 Northern summer of 2021, the Group’s largest steel plant (located in Linz, Austria) submitted to an audit process aimed at obtaining the certification pursuant to the ResponsibleSteel Standard; it is one of the very first steel companies to have done so.

voestalpine 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.

4.2 CORPORATE RESPONSIBILITY MANAGEMENT

Corporate Responsibility Management (CRM) and the identification of topics relevant to CR, as well as assessments regarding their materiality, are first and foremost the responsibility of the Corporate Responsibility Steering Committee and the CR Manager. The CR Manager is responsible for coordinating within voestalpine and represents the company at numerous events and initiatives related to corporate responsibility and sustainability.

The company’s CEO chairs the Corporate Responsibility Steering Committee. It comprises the heads of the following Group departments: Compliance, Legal, Environment, Research,

Communications, Human Resources, health & safety, Investor Relations, General Procurement and Raw Materials Procurement as well as International Business Relations.

This corporate body discusses issues that stakeholders bring to the attention of voestalpine in connection with particular events or that are becoming increasingly important in the ongoing sustainability debate. These discussions also involve exploring the direct and indirect ramifications of the company’s business activities in connection with these topics, and adopting measures as necessary to mitigate adverse effects.

4.3 MATERIAL TOPICS

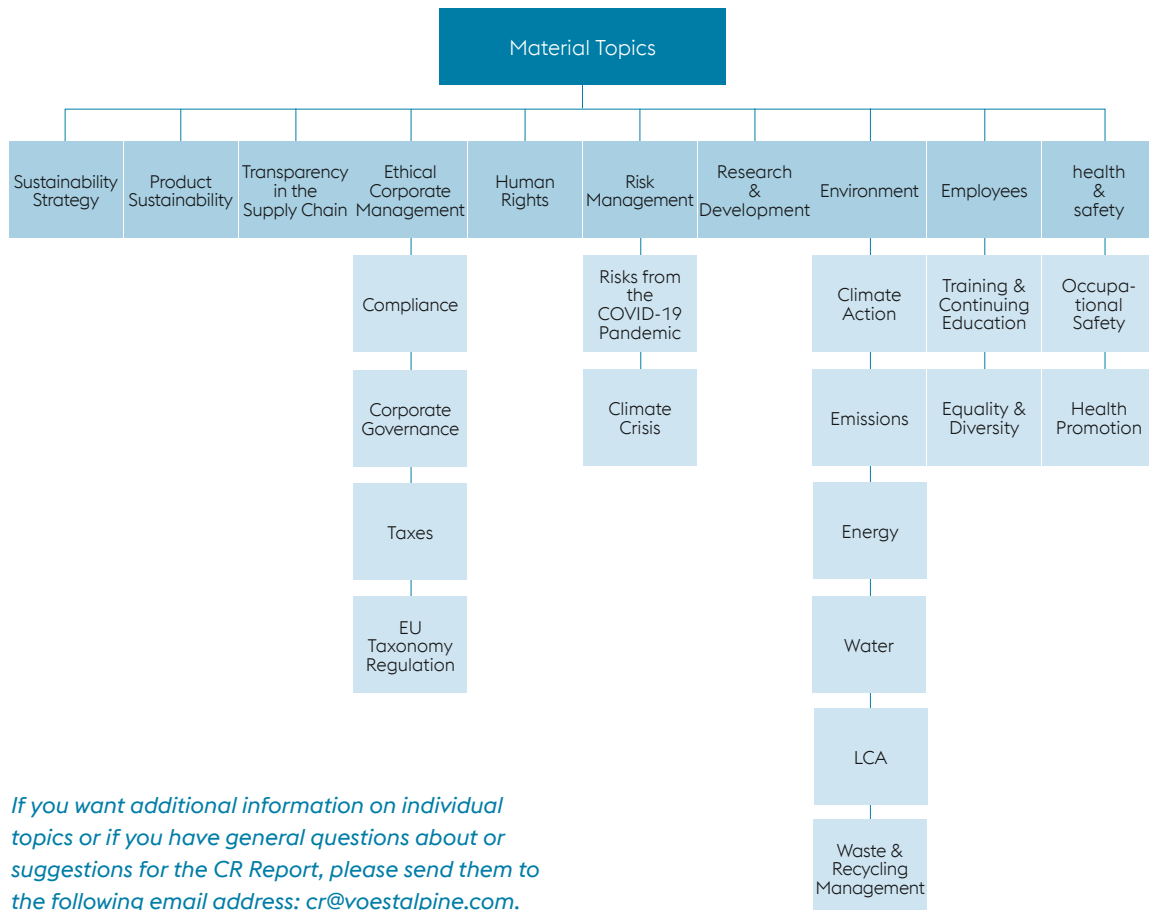
voestalpine uses its ongoing communications with internal and external stakeholder groups to identify those topics that are key to CR Management and the relevant reporting.

Prior to the preparation of the annual CR Report, the members of the Corporate Responsibility Steering Committee draw up a list of the topics considered most important by the stakeholder groups. The list is supplemented by those topics that have been identified in connection with the company's work in relevant bodies as

well as through analyses of trade publications and benchmark analyses of select competitors, suppliers, and customers.

A subsequent step involves assigning a materiality rating to all those topics that have or could potentially have positive or negative effects on voestalpine's business activities. Information on voestalpine's management approach, performance, and goals with respect to all material topics is published in the CR Report.

The following topics were identified as central to the present CR Report:



If you want additional information on individual topics or if you have general questions about or suggestions for the CR Report, please send them to the following email address: cr@voestalpine.com.



5. SUSTAINABILITY STRATEGY

In its capacity as a globally leading steel and technology group with about 50,000 employees and about 500 Group companies and locations in more than 50 countries, voestalpine is conscious of its comprehensive economic, environmental, and social responsibility. Sustainability is a cornerstone of all of the company's decisions and actions. This affects areas as diverse as raw materials procurement, production, and product recycling; employee training and continuing professional development (CPD); all the way to employee health and diversity.

voestalpine adopted a "Corporate Responsibility Strategy" (CRS) in calendar year 2018 in order to consciously and consistently underscore the significance of sustainability to all its decisions and actions. Its Corporate Development unit has further refined the CRS in cooperation with the divisions' strategy units as well as the relevant specialist departments. In calendar year 2021, the revised version of the CRS was adopted as the Group's "Sustainability Strategy" in close coordination with both the Management Board and the Supervisory Board of voestalpine AG. The United Nations' "Sustainable Development Goals" (SDGs) provided the basic framework for the development of the Strategy.

As an integrative component of the Group's corporate strategy, sustainability as a concept is operationalized via individual strategies at the level of divisions, business segments, and functions. This takes the topic's growing significance to both internal and external stakeholders into account. The Sustainability Strategy is conceived as a wholly integrated roadmap based on a best-in-class approach.

INCREASING FOCUS ON SUSTAINABILITY



Continuing climate change and growing awareness of it within society



Intensifying climate risks for companies and value chains



New guidelines, requirements, and goals



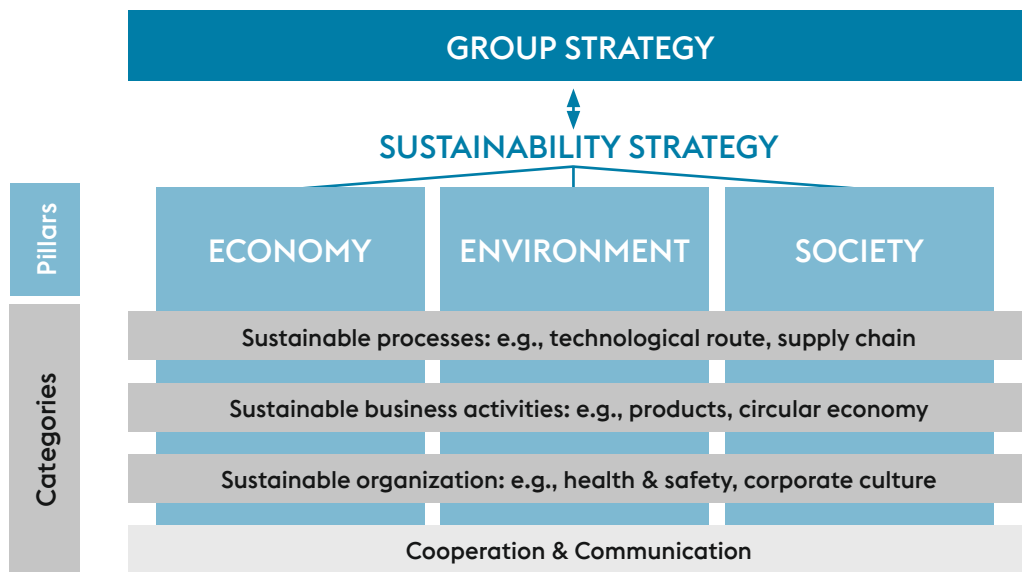
Increasing importance to internal and external stakeholders



Changing customer requirements

By laying out its Sustainability Strategy, voestalpine has also signaled that sustainability as an issue is becoming increasingly important to financial and capital markets alike. The ongoing development of the legal framework was considered as much as changing market and competitive factors. Strategic principles and objectives were fleshed out at the Group level for every sphere of action. The Strategy is designed to be comprehensive and thus encom-

passes three pillars: the Economy, the Environment, and Society. It is designed to be put into practice in both voestalpine's processes and business activities, as well as organizationally. Stakeholder management serves to ensure that the Sustainability Strategy and its progress are communicated both internally and externally. The following figure presents the Strategy's core elements and its integration into the Group's corporate strategy.



Profitability and shareholder value are key to the long-term performance of a listed entity such as voestalpine. Yet the Sustainability Strategy also

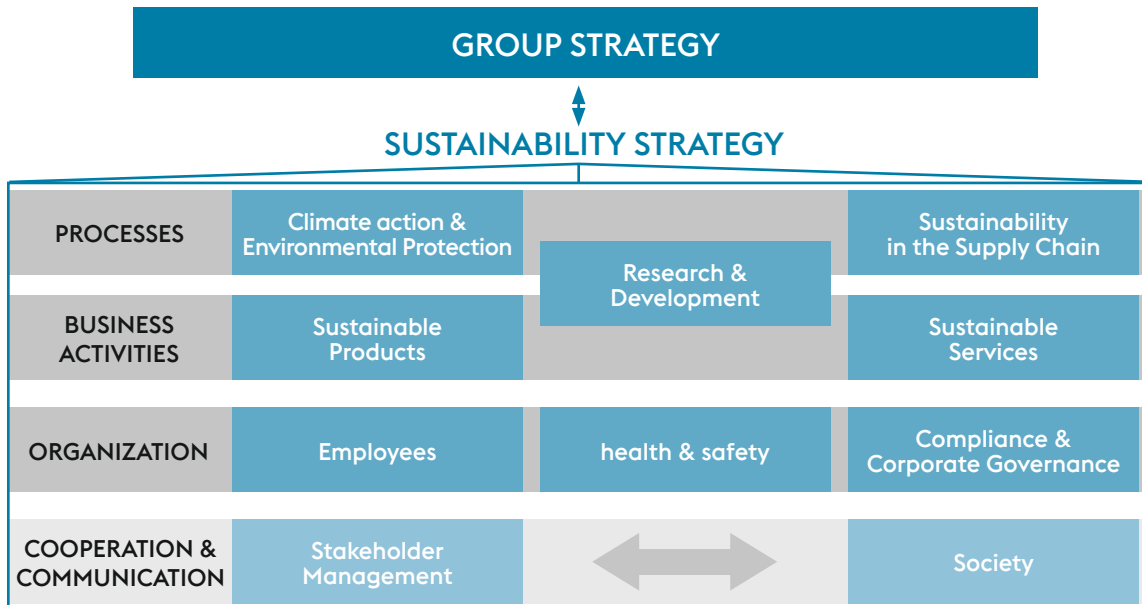
underscores that the pillars, environment and society, are equally important to the Group's risk management, resilience, and future viability.

As far as the processes are concerned, the focus is on the contributions that both the internal processes and the supply chain make to achieving the SDGs and the company's sustainability targets. Sustainable business activity focuses on developing innovative and long-lasting products for and with customers, and on pushing the concept of the circular economy, also known as "circularity." The latter helps to improve the environmental footprint of the products and thus also of the customers. In addition, a wholly integrated approach to the circular economy strengthens the company's security as to raw material supplies thanks to expanded material cycles or the processing of by-products, and further reduces both the share of primary re-

sources needed for our processes and the quantity of waste generated. The safety and health of our employees, their training and continuing professional development as well as a respectful corporate culture are material elements of sustainable organizations.

The most recent crises sharpened our awareness of the fact that determined action is needed to overcome such events. This also applies to the climate crisis and other environmental, social, or economic force fields. voestalpine's Sustainability Strategy prescribes which spheres of action are decisive to the company's sustainable performance.

5.1 STRATEGIC SPHERES OF ACTION



The guidelines and goals specified and described below were defined for the strategic spheres of action.

5.1.1 CLIMATE ACTION AND ENVIRONMENTAL PROTECTION

voestalpine continues to improve its carbon footprint by clearly committing itself 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 and environmental organizations.

Process-related emissions cannot be entirely avoided because existing production processes have certain chemical and physical properties. voestalpine operates its production facilities pursuant to 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 both minimize environmentally relevant effects on the air, soil, and water as best as possible and optimize the use of resources. voestalpine also maintains its leading position in environmentally friendly steel production and taps into the additional potentials of the circular economy.

We have defined a target corridor of between 4 MWh and 4.5 MWh per ton of product for the specific total energy consumption; the target corridor for the recycling rate is between 27% and 30%. By 2025, all relevant production facilities should have implemented a standardized environmental management system (EMS) and obtained certifications pursuant to ISO 14001 or EMAS.

voestalpine is committed to the global climate goals and has a clear plan for decarbonizing steel production with its greentec steel program. Hence the voestalpine Group undertakes as part

of the Science Based Targets initiative (SBTi) to lower its greenhouse gas (GHG) emissions. SBTi reviews these targets and validates that they conform to the Paris Agreement's climate goals based on the current state of the art in science.

By 2050, voestalpine will be climate neutral.

The voestalpine Group plans to lower the sum total of its Scope 1 and Scope 2 emissions by 30% and its Scope 3 emissions by 25%—in each case by 2029 relative to the baseline year 2019.

By 2029, the Scope 1 emissions for steel production in Linz and Donawitz (both Austria) will be lowered by 30% to a total of 8.5 million tons in ways contingent on production.

The High Performance Metals Division has already put in place a steel production process that is based on the electric arc furnace (EAF) route. By 2029, it will have lowered its CO₂ emissions (Scope 1 and Scope 2) by 50%.

By 2035, the production activities of the Metal Forming Division—the Group's center of competence for highly refined sections, tubes, and precision strip steel products as well as for ready-to-install system components made of pressed, stamped, and roll-formed parts—will be climate neutral.



5.1.2 SUSTAINABILITY IN THE SUPPLY CHAIN

We pay attention to transparency in the supply chain and work toward ensuring responsible procurement.

General Procurement

voestalpine believes that creating sustainable supply chains consistently makes an important contribution to the Group's Sustainability Strategy. We started to implement our multi-year "Sustainability in the Supply Chain" roadmap in June 2022 and will continually adjust it to changing parameters over time. In order to fulfill the requirements of the German Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltspflichtengesetz (LkSG)), the implementation work began with those companies in Germany that are directly subject to the Act. When selecting our suppliers, we ensure that they comply with both environmental and social precepts based on a risk classification model that uses predefined sustainability criteria. Both the requisite approach and the action steps are derived from this classification. The given requirements were included in voestalpine's Code of Conduct for Business Partners that was updated accordingly and adopted by the Management Board of voestalpine AG in March 2023. In calendar year 2023, suppliers worldwide will be notified of and sensitized to our Group-wide sustainability targets and our requirements regarding transparency in the supply chain as well as the updated Code of Conduct for Business Partners.

In November 2022, several virtual information sessions were held to brief all of the voestalpine Group's buyers on the Group's Sustainability Strategy and related activities, particularly in procurement.

voestalpine ensures through Group-wide buyer conferences and the three-stage "Purchasing Power Academy" that its employees in procurement are given ongoing training and CPD opportunities with respect to sustainability and compliance and that they are sensitized to these and other issues.

The procurement process is continually optimized in order to ensure compliance. The voestalpine Code of Conduct forms the basis of key actions and decisions in this respect.

Raw Materials

Applying life cycle approaches (closed loop) together with our customers guarantees us the highest efficiency in the process of recycling our raw and reusable materials.

voestalpine faces the challenge of continually optimizing its supply chains jointly with its suppliers. Regular visits to the sources of raw materials and pre-materials, especially mines and deposits, are a fixed element of this process. Together, we develop methods for designing an efficient supply chain. New suppliers are assessed in terms of corporate responsibility, quality, and performance, and are included in the supplier portfolio when the evaluation findings are positive. The Sustainable Supply Chain Management (SSCM) project was used to screen our raw material supply chains from the bottom up, examining key factors pertaining to corporate responsibility. voestalpine ensures that absolutely all of its raw materials are subjected to this process, thus minimizing risk over the long term.

We ensure based on reports using the Conflict Minerals Reporting Template (CMRT) that all materials procured on behalf of the Group are “conflict free.”

By 2025, voestalpine will evaluate 70% of the Group's total purchasing volume (especially 100% of all critical raw material deliveries) based on a defined rule book using sustainability criteria.

The primary responsibility of raw materials procurement management is to secure the long-term, competitive supply of both raw materials and energy. A high degree of integration into upstream and downstream processes, scenario planning, and adaptive supply concepts serve to minimize potential risks.



5.1.3 RESEARCH AND DEVELOPMENT

voestalpine develops innovative solutions for its customers and ensures that sustainability plays a key role in the development of both products and processes. Metallurgical know-how and processing expertise working in concert are the source of the company's high-quality products.

voestalpine continually refines its products and processes, and conducts research on novel technologies, to ensure that it remains the benchmark for both resource efficiency and environmental standards.

We pursue active know-how management, both internally and externally, and consider this the key to our success in research and development. In its R&D activities, the company places great store in long-term and trusting cooperation arrangements not only with scientific partners but also with customers and suppliers.

voestalpine itself attends to the training and continuing professional development of its researchers. Both the sharing of knowledge within the Group and exchanges among professionals leverage synergies. Knowledge available throughout the Group along with activities aimed at developing sustainable processes and products are successfully brought together in cross-divisional projects.

Our R&D projects serve to achieve sustainability as per our innovation policies. Moreover, large projects also take specific sustainability criteria into account.



5.1.4 SUSTAINABLE PRODUCTS AND SERVICES

We offer our customers sustainable products and services that make positive contributions—environmentally, economically, and socially—throughout their entire useful life. Certified life cycle assessments (LCAs) of our products help to reduce our customers' carbon footprint.

By 2025, life cycle assessments will have been carried out for all key product groups to compile a catalog of their environmental impact, taking all phases of the value chain into account.

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



5.1.5 HUMAN RESOURCES

High levels of commitment and above-average employee loyalty are key pillars of our success. We rely on a corporate culture that is defined by diversity and respect, and on providing solid employee training and CPD to all groups of employees.

Corporate culture: We create a respectful corporate culture in which we expect and encourage trust, diversity, self-determination, and personal responsibility. voestalpine's culture, as a symbol of its Group-wide identity, is continually being refined in this sense.

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

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

Employee loyalty: To ensure long-term employee retention, we regularly evaluate the level of their commitment to the company through a world-

wide employee survey. To increase this value over the long term, we develop suitable measures after analyzing the survey findings and continually track and measure implementation and target achievement.

We create the general framework for equal opportunities and work to raise the percentage of women in executive positions, technical fields, and among technical apprentices.

We provide a diverse range of offerings in connection with employee training and CPD, continually increase the number of apprentices and trainees, and offer internal executive management training.

We carry out employee surveys at regular intervals. The goal is to continue strengthening employees' commitment and deepening their loyalty to the company.



5.1.6 health & safety

We promote our employees' health and continually enhance the safety of our workplaces. Employee safety and health are key concerns at voestalpine and thus have highest priority.

We work to further reduce the frequency of accidents and to improve the health of all employees of the voestalpine Group—wherever they work, whatever their position.

We believe that Group-wide minimum safety standards are the basis for a successful corporate health & safety culture.



Zero Accidents: Fatalities and workplace accidents must be prevented.

We continue to work on lowering the lost time injury frequency rate (LTIFR) and plan to achieve a 30% reduction of this rate by 2025 compared with 2020.

5.1.7 COMPLIANCE UND CORPORATE GOVERNANCE

Compliance

We have implemented an efficient Compliance management system that comprises “risk analysis/prevention,” “identification,” and “reaction.”

We commit to complying with all applicable laws in all the countries in which voestalpine operates. We believe that Compliance is the expression of a culture rooted in ethical and moral principles. We commit to upholding human rights in accordance with both 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).

Compliance violations must be prevented. It is our goal, therefore, to sensitize all employees to these issues and ensure that they know the Group's policies.

Corporate Governance

To foster responsible management and control of the Group aimed at creating 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”). In the business year 2022/23, voestalpine AG complied with the Code's mandatory “L Rules” as well as with the “C Rules” (excepting C Rule 39 from which it deviated) and all “R Rules.”



5.1.8 STAKEHOLDER MANAGEMENT

We are in contact with all relevant stakeholders and engage in a responsible, solution-oriented, and transparent dialogue with them. Our stakeholder management is based on established sustainability criteria and standards.

We regularly engage with a very wide range of stakeholder groups through our Management Board as well as our executive and non-executive personnel. Numerous formats such as shop talks and expert roundtables, conferences and trade shows as well as analyst and investor

meetings are used to this end. Subject to its Code of Conduct, voestalpine not only actively participates in a wide variety of bodies serving advocacy groups, trade associations, and lobbying campaigns but also presents the company's concerns to these bodies. We also support international and local platforms as well as initiatives that serve to promote climate-neutral and competitive economic centers.



5.1.9 SOCIETY

voestalpine's Group companies are not just successful worldwide: They also engage socially with the environment in which they operate.

The company's relationships with key local stakeholders that have evolved through the years provide insight into social, cultural, and environmental issues facing the given communities. We review concrete opportunities for action

in order to strengthen the social compact and enhance the well-being of humans and nature that are affected by our activities. We support non-profit projects pertaining to educational, youth-centered, cultural, and social affairs. We rely on common values and seek to improve the lives of people living in the environs of our facilities.



5.2 voestalpine's VALUES

Shared values are a strong anchor that offers security, support, and orientation. They also are an important and positive factor in the success of our corporate culture and define us as a company. These values provide orientation for employees and strengthen their sense of belonging and unity. They also support the implementation of the Group's strategy, reinforce initiatives at the level of its divisions, and represent an important measure of commitment.

That is why voestalpine has designated "Values & Culture" as a strategic field of action for the coming years. The following three corporate values were defined in a first step:

>> Entrepreneurial mindset:

Successes are our guideposts.

Our approaches and actions are entrepreneurial. Our passion for solutions and innovation provides the basis for joint action.

We are team players primed for success, because we always seek the best possible outcome together. In so doing, we always work to our customers' benefit while considering our other stakeholders as well. We always strive for excellence in our actions—and let it be our guide.

>> The practice of respect:

As a team, we rely on our diversity.

We are respectful and fair toward each other, our customers, and our partners.

We trust each other and align with values common to us. We create a motivating work environment infused with team spirit, where respectful cooperation is at the core of our actions, day in and day out.

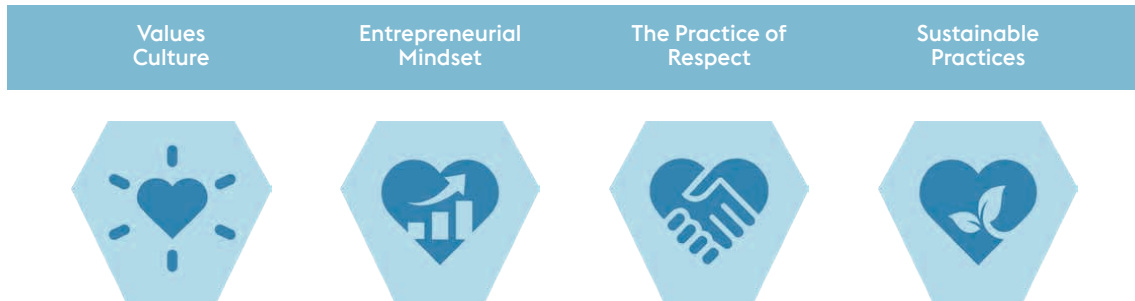
>> Sustainable practices:

We carry out our work responsibly.

In our daily work, all of us act autonomously within defined responsibilities, demanding and fostering high degrees of individual responsibility. We remain curious and do not rest on our laurels; instead, we evolve together to bring about continual improvements. Our actions are sustainable, proactive, and forward looking.

The new value structure has evolved from employees' existing needs and desires. We have extracted the essence of the existing cultural initiatives and identified those values that unite us across the Group and distinguish us as voestalpine. The values that shape the divisions and the company on the whole thus provide the load-bearing walls, so to speak, and the values practiced by the Human Resources department represent the overarching roof.

It is important to internalize in any case that all three values are equally important and are a lived reality. No one value can offset another. Defining a shared value system unique to voestalpine provides the basis for a long-term cultural campaign that is shaped and supported by our employees. This is because we need to make the values more visible in our daily activities and bring them to life together instead of just defining them.



In the business year 2022/23, the High Performance Metals (HPM) Division created inSPire—a framework for sustainability. Since then, a dedicated action brand (“inSPire – Sustainable Performance”) has been used in communications, both internally and externally, and visibly unites all activities within this framework. The aims of inSPire: To deliver the best performance to the division’s customers in industries such as tool steel, aerospace, oil & natural gas, medical technology, or food & beverage, and to place an environmentally friendly and wholly integrated approach to sustainability at the center of the division’s actions. We already created a strong foundation in the past for many aspects of sustainability, such as environmental protection, raw material supplies, or workplace security.

Based thereon, inSPire focuses on four key topics: Climate Impact, Circular Economy, Sustainable Sourcing, and Social Impact. The HPM Division has defined ambitious goals within the parameters of these focal points. For example, the plan is to ensure that, by 2030 or thereabouts, more than 90% of the materials used in the division’s production processes consist of recycled scrap and secondary raw materials. Reductions in CO₂ emissions are also integral to inSPire’s targets: By 2029, the Scope 1 and Scope 2 emissions of the HPM Division’s facilities will be cut by 50%. Furthermore, the division also makes a proactive contribution to voestalpine’s targets for the Group as a whole by working to achieve a 25% reduction in the CO₂ supply chain emissions (Scope 3) by 2029.

5.3 SUSTAINABLE DEVELOPMENT GOALS

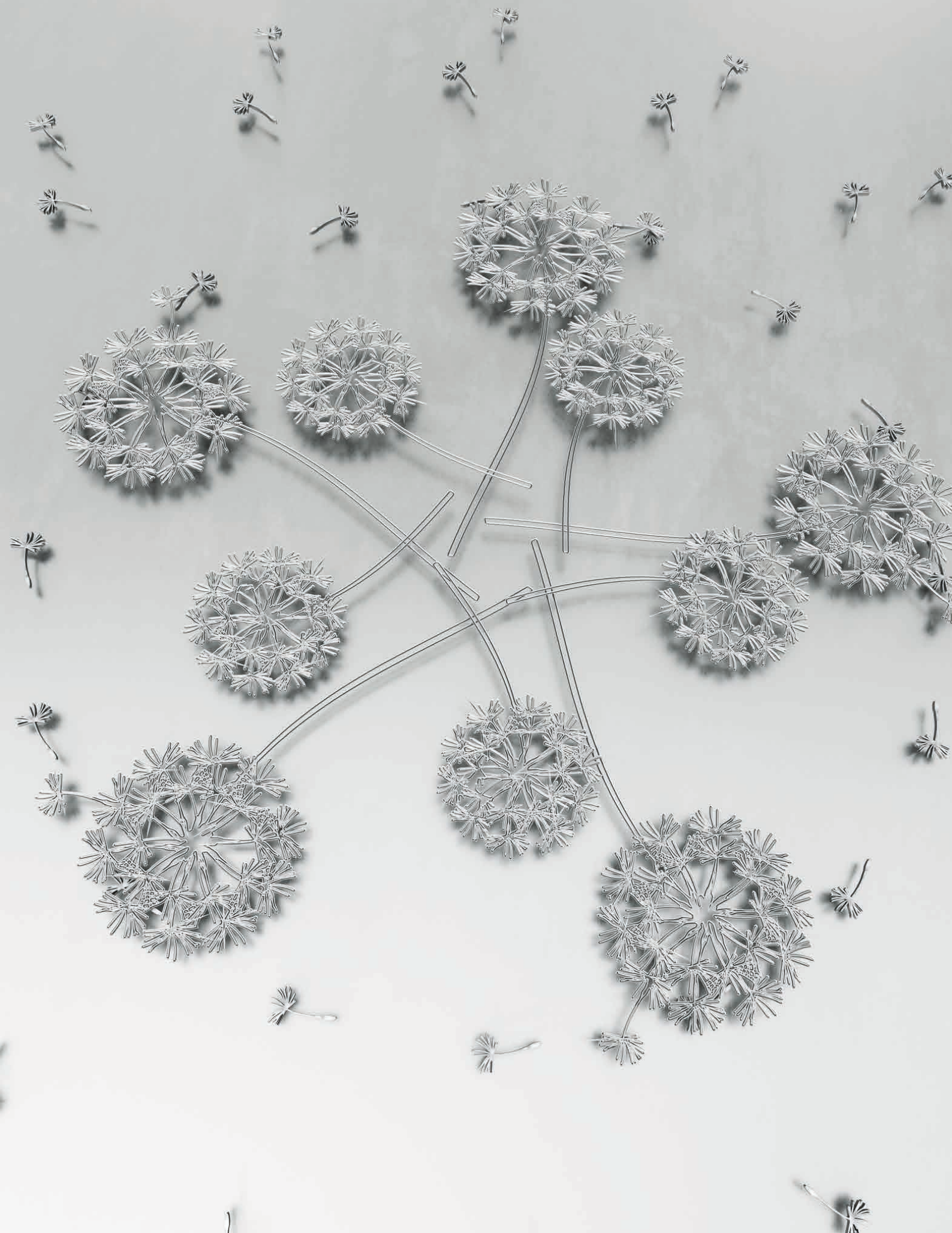


The Sustainable Development Goals (SDGs) were drawn up by a United Nations working group, together with thousands of stakeholders, and adopted by a UN General Assembly resolution during the United Nations Sustainable Development Summit in New York on September 25, 2015. A total of 193 UN member states 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.

As part of its business activities, voestalpine actively contributes to the implementation of 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



6. PRODUCT SUSTAINABILITY

In Europe, both the political and the regulatory framework are aimed at redirecting the economic system toward a circular economy (also known as “circularity”). This lends particular significance to sustainability all along the supply and value chains.

The concept of circularity requires analyzing products’ entire value chain—broken down by environmental, economic, and social factors—across all phases of their life cycle: from the raw materials to the products’ manufacture, utilization, and/or consumption, all the way to the end of their life cycle, which brings about the onset of a new life cycle.

voestalpine has been implementing and continually refining the core concerns of circularity at the level of both processes and products in many areas for a long time.

In and of themselves, steel products have a long useful life and contribute to the ongoing development of the circular approach. Modern lightweight steel and production processes (e.g., additive manufacturing) make it possible to reduce the amount of raw materials required for a given product. In their utilization phase, steel products can be repaired and put back together again through various processes, which extends their useful lives. Given their resistance and longevity, steel products can also be repurposed and repeatedly recycled. At the end of their useful lives, finally, they serve as secondary raw materials that are used to manufacture new high-value steel products. The cycle is closed and can be repeated any number of times; this is referred to as the “multirecycling of steel.” The use of waste and recycled materials from the company’s own

steel production also contributes to the circular economy, as does the use of waste and secondary raw materials from external production processes. In turn, the by-products of steel production can be utilized as secondary raw materials to manufacture products in other industries. Different types of blast furnace sand that are generated in the production of steel are examples of this kind of industrial symbiosis. They are used as grinding additives in the cement industry, thus conserving natural resources and lowering CO₂ emissions from the production of cement. voestalpine uses research & development to push the efficient use of alternative and/or secondary sources of raw materials.

The company’s current focus on determining products’ sustainability lies on environmental issues. Specifically, this involves analyzing the environmental impact of products and their decarbonization. Life cycle assessments (LCAs) are both a core element of this process and a methodological tool. This requires uniform, workable, and globally comparable methods that can help to level the playing field internationally, thus promoting sustainable economic growth.

Environmental product declarations (EPDs) are a critical tool that voestalpine uses to determine and communicate products’ environmental impact based on their life cycle assessments. EPDs are based on two international

standards—EN 15804 and ISO 14025—and are audited and verified by independent third parties. voestalpine has listed and published environmental product declarations for various products—e.g., hot-formed strip steel; hot-dip galvanized strip steel; hot-formed, pressed steel sections; prestressed concrete turnout sleepers; as well as rails and seamless tubes—in the declarations program of the German “Institut Bauen und Umwelt” (IBU), an association of building product manufacturers. EPDs for a number of other products are in preparation.

The decarbonization of the steel industry is a considerable challenge for both process and product development and is inseparable from circularity. It is important to ensure in the transformation toward largely CO₂ free production that the high quality of products and raw materials remains the same. Moreover, a technological transformation also affects existent substance and materials cycles as well as symbiotic industrial relationships and thus requires the ongoing and/or new development of sectoral and cross-sectoral approaches to circularity.

Regular exchanges with various stakeholders regarding decarbonization and product sustainability along the supply and value chains help voestalpine to continually refine its strategy for CO₂-reduced steel production, which must also be climate neutral in the long term, and to flesh it out step by step.

To create the greatest possible transparency for its stakeholders and make the stages of the transformation as comparable as possible, the voestalpine Group undertakes to set targets for reducing its greenhouse gas (GHG) emissions

based on the parameters of the Science Based Targets initiative (SBTi). SBTi reviews and validates the Scope 1, Scope 2, and Scope 3 emissions targets based on state-of-the-art climate sciences.

As part of its comprehensive decarbonization strategy, voestalpine's Steel Division has already leveraged its “CO₂-reduced steel” climate project to implement short-term decarbonization measures at its Linz, Austria, plant. The aim is to cut direct CO₂ emissions along the Group's existing steelmaking process chain. The environmental effects of the resulting products, particularly their carbon footprint, are determined and reported by way of LCAs carried out in accordance with internationally accepted methods and standards.

Sustainable and decarbonized products are becoming ever more important to the supply and value chains. It is absolutely necessary, therefore, to develop uniform definitions, methodologies, and parameters and thus level the playing field in the international competition for sustainable products.

These developments are supported by cross-sectoral entities, for example, by the advocacy organization, ResponsibleSteel, which voestalpine joined in 2019; it was one of the first steel companies to do so.

7. CLIMATE ACTION

The Supervisory Board's policy decision on the implementation of the Group's transformation program known as "greentec steel" is yet another critical step that voestalpine is taking en route to climate-neutral steel production in the long term. By adopting this ambitious, step-by-step plan—whose first phase already constitutes the largest program aimed at cutting CO₂ emissions in Austria—voestalpine is purposefully embracing an approach that considers different technological options contingent on potential political and regulatory parameters, thus minimizing the economic risk to the Group as best as possible and, at the same time, enabling a high CO₂ reduction potential. In addition, voestalpine continues to expand its "green" product lines as well as the generation of renewable energy in its own plants, especially through photovoltaics-powered, renewable electricity.

7.1 THE POLITICAL FRAMEWORK

At the level of the EU, measures such as the guidelines on energy efficiency and renewable energies, the future design of the electricity market, or the green gas market package have still not been finalized. A similar situation prevails in Austria at the time of writing with respect to topics concerning the implementation of these and other EU requirements.

The introduction of a European carbon border adjustment mechanism (CBAM) in conjunction with a revision of the EU's emissions trading system (EU ETS) sets the agenda for the steel industry. Consequently, starting in calendar year 2026, the CBAM will initiate an incremental phasing out of the no-cost allocations of emissions trading allowances by calendar year 2034.

The basic principle underlying the CBAM is the idea that importers must either satisfy a CO₂ pricing system that corresponds to the EU ETS or pay import tariffs. In a first step, the CBAM concerns the iron, steel, aluminum, cement, electricity, fertilizer, and hydrogen industries as well as select upstream and downstream products. A transition phase leading up to the program's actual launch in calendar year 2026 should start as early as in the Northern fall of 2023. To date, however, no solutions for exports from the EU have been found. Such exports would serve to offset the EU's higher climate action standards relative to other regions and thus also create more or less comparable competitive conditions. Nevertheless, the decision now places the affected companies' planning as to the availability of allowances in the future and the expected cost developments associated with the shift to CO₂-reduced technologies on a much more stable footing than has been the case to date.



So far, there is no sign of an integrative and comprehensive approach to a “green” EU-wide industrial policy that addresses the long-term competitiveness of energy-intensive industries and their value chains (e.g., availability and prices of renewables, European hydrogen infrastructure, fiscal and other supportive policies). While the US “Inflation Reduction Act” provides USD 370 billion in investment subsidies driven

by strong fiscal supports and incentives for sectors relevant to energy and climate, so far the EU’s “Green Deal Industrial Plan” only contains proposals for two pieces of legislation—the “Net Zero Industry Act” that focuses on the energy system and the “Critical Raw Materials Act” that is aimed at boosting Europe’s domestic supply of strategically important raw materials.

7.2 EU EMISSIONS TRADING

The voestalpine Group’s need to buy additional allowances under the current ETS regime follows from the difference between its overall need for allowances (= amount of emissions) less the allocated no-cost allowances. Just as in previous years on average, in the business year 2022/23 it equated to about one third of its total CO₂

emissions. Meanwhile, the allowance price has jumped 17%, from EUR 76 to just under EUR 90. Volatile price developments that continue unabated even caused the price to breach the EUR 100 threshold for a short time in February 2023.

7.3 THE greentec steel CLIMATE ACTION PROGRAM

In March 2022, the Supervisory Board of voestalpine AG greenlit the preparatory work for climate-friendly steel production at the Group’s plants in Linz and Donawitz (both Austria). This work has been consistently implemented since then. In March 2023, the Supervisory Board fundamentally approved an investment volume of about EUR 1.5 billion for building the two facilities.

The plan is to substitute two electric arc furnaces (EAFs) driven by green power for two coal-based blast furnaces. The EAF uses scrap, liquid pig iron, and hot briquetted iron (HBI), with the mix adjusted to specific quality requirements. voestalpine sources the required HBI primarily from the direct reduction plant in Texas, USA. This plant has been majority-owned by a global steel manufacturer since calendar year 2022, with voestalpine holding a 20% stake as well as secure long-term procurement contracts.

The decisions as to facilities and suppliers will be made before the end of calendar year 2023, construction will start in 2024, and both units will be commissioned in 2027. This will enable the Group to produce 2.5 million tons of CO₂-reduced steel per year and thus cut its current emissions at both plants by some 30%. This equates to about 5% of Austria's current annual CO₂ emissions, making greentec steel the country's largest undertaking with respect to climate action. The modalities of the first implementation step are still contingent on clarification of open funding issues with the Austrian federal government and the upgrade of the electric power grid (a 220 kV transmission line in the country's core Upper Austria region) slated for the end of calendar year 2026 at the latest.

voestalpine is pursuing a long-term approach comprising several modular technological steps and options in order to manufacture net climate-neutral steel no later than by 2050 as envisioned under the EU's ETS target. These technological steps and options focus equally on the greatest possible CO₂ mitigation effect and on the project's actual feasibility (e.g., against the backdrop of applicable political and legal parameters, the availability of raw and other input materials as well as green energy and the requisite infrastructure).

Below is an overview of the key elements and milestones of voestalpine's greentec steel program:

- >> **Reduction in CO₂ emissions by 30% from 2027**
 - > Substitution of two coal-based blast furnaces in Linz and Donawitz by one green electricity powered electric arc furnace
- >> **Reduction in CO₂ emissions by 50% from 2030**
 - > Substitution of other conventional pig iron production facilities at both plants
- >> **Net zero CO₂ emissions by no later than 2050**
 - > Possible options include the use of fossil-free sources of energy—e.g., green hydrogen and bioenergy—and the sequestration (i.e., carbon capture, utilization, and storage (CCUS)) of CO₂. The aim is to achieve the greatest possible flexibility, taking the economic feasibility of the net zero strategy into account.
 - > Hence the final decisions will be made at a later date to coincide with investment cycles and in accordance with then foreseeable requirements.

8. TRANSPARENCY IN THE SUPPLY CHAIN

voestalpine procures a very wide range of materials and products as well as services from a multitude of suppliers. As part of the company's supply chain management, data on the social and environmental effects and risks of suppliers' activities are systematically collected, evaluated, and integrated into the development of supplier relationships. voestalpine's Sustainability Strategy defines principles that govern both general procurement and raw materials procurement.

General Procurement

Entrepreneurial activity also entails the responsibility to satisfy both corporate and general social requirements. For many years now, the steel industry has considered voestalpine to be the benchmark in matters related to the environment and efficiency. The consistent implementation of sustainable supply chains makes an important contribution to the Group's Sustainability Strategy. The purchasing organization thus has started to implement the roadmap for "Sustainability in the Supply Chain."

Compliance with environmental and social principles is an important factor in the selection of voestalpine's suppliers. Sustainable supplier management is integrated into the procurement processes in view of maintaining long-term partnerships.

voestalpine ensures through informational events such as the Purchasing Power Day as well as the three-stage Purchasing Power Academy (which was developed in house) that its employees in procurement are given ongoing training and continued professional development (CPD) opportunities with respect to topics that include sustainability and compliance.

Procurement processes are continually updated and optimized in keeping with statutory as well as corporate requirements. voestalpine's relevant economic actions and decisions are based on its Code of Conduct for Business Partners.





Raw Materials Procurement

Applying life cycle approaches (closed loop) in cooperation with our customers guarantees the highest efficiency in the process of recycling our raw and reusable materials.

We face the challenge of continually optimizing our supply chains jointly with our suppliers. Regular visits to the sources of raw materials and pre-materials, especially mines and deposits, are a fixed element of this process. Together, we develop methods for designing an efficient supply chain. New suppliers are assessed in terms of their corporate responsibility, quality, and performance, and are included in our portfolio of suppliers when the evaluation findings are positive. The Sustainable Supply Chain Management (SSCM) Project is used to screen our raw material supply chains from the bottom up, examining

key factors pertaining to corporate responsibility. voestalpine ensures that absolutely all of its raw materials are subjected to this process, thus mitigating risk over the long term.

The primary responsibility of raw materials procurement management is to secure the long-term, competitive supply of both raw materials and energy. A high degree of integration into upstream and downstream processes, scenario planning, and adaptive supply concepts serve to minimize potential risks.



8.1 SUPPLY CHAIN MANAGEMENT IN GENERAL PROCUREMENT

voestalpine's Purchasing Board is the decision-making and steering body of Group Purchasing. It is responsible for the Group's purchasing strategy and has overall authority for managing general procurement in the Group. The Purchasing Board meets once every quarter and continually fleshes out the parameters of the purchasing structure, adopts resolutions on strategic content, decides escalation procedures, and communicates current decisions and resolutions.

It is supported by the Purchasing Committee, which is tasked with both operational implementation of the purchasing strategy and Group-wide management of purchasing. The Purchasing Committee meets monthly, carrying

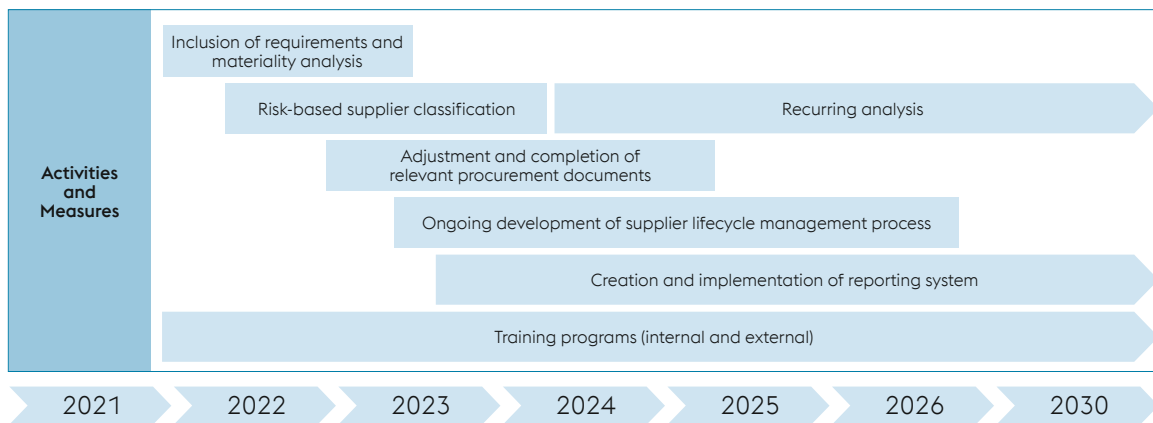
out the Purchasing Board's instructions to implement strategy and control purchasing within the Group:

- >> Monitoring and development of the purchasing structure, particularly the lead buyer structure
- >> Making decisions as to escalation processes arising from the purchasing and lead buyer structure
- >> Strategic prioritization of projects, requests, and topics
- >> Group-wide harmonization of the merchandise category structure
- >> Procedural coordination as to cross-divisional suppliers
- >> Regular status reports to the Purchasing Board

In the business year 2021/22, the Purchasing Committee not only developed a strategic plan that contains measurable milestones for ensuring transparency and sustainability in the supply chain but also started to implement the roadmap for Sustainability in the Supply Chain. Over and above compliance with applicable statu-

tory requirements—such as the German Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltspflichtengesetz) or the pending EU Supply Chain Act—the roadmap is designed to ensure adherence to defined sustainability criteria in the supply chain and reduce (Scope 3) CO₂ emissions.

SUSTAINABILITY IN THE SUPPLY CHAIN



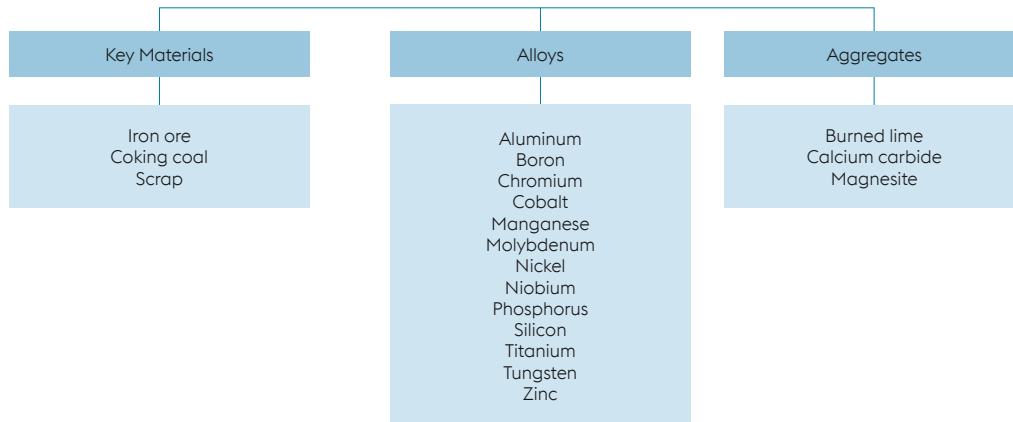
8.2 SUSTAINABLE SUPPLY CHAIN MANAGEMENT (SSCM) FOR RAW MATERIALS

Both voestalpine’s purchasing terms and conditions and its Code of Conduct, which apply to all suppliers, contain numerous criteria aimed at sustainable procurement and, in particular, compliance with human rights.

In addition, the company has implemented a process in connection with the procurement of raw materials that serves to identify sustainability risks in the supply chain and to avoid and/or minimize potentially adverse effects.

This was based on the SSCM Project that examined a typical supply chain in steelmaking for risks associated with materials, countries of origin, and suppliers. voestalpine included both external and internal experts in the project as early as in 2016, and has conducted personal conversations with many long-term suppliers since then in order to identify potentially negative effects in the supply chain.

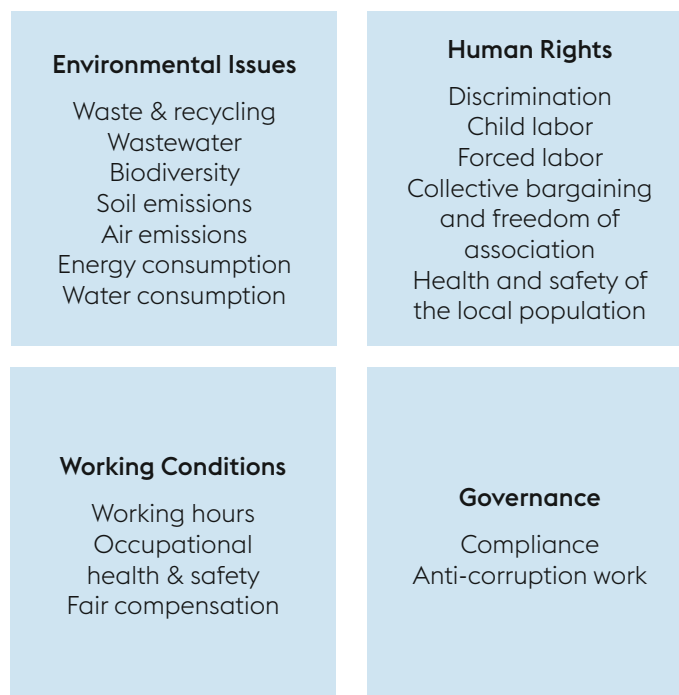
Key materials that were analyzed as part of the project:



The following source countries (listed alphabetically) for these materials were included in the examination of the supply chain:

Albania • Australia • Austria • Brazil • Canada • China • Czechia • Finland • Germany • Norway • Poland • Russia • South Africa • Sweden • Türkiye • Ukraine • USA

Raw materials, countries of origin, and suppliers were examined with respect to:



The insights gained in the project were entered into a matrix that highlights potential risks, i.e., so-called hot spots. This made it possible to rule out human rights hotspots, particularly regarding child labor and forced labor, for all suppliers.

Whenever there are challenges at suppliers with respect to environmental issues, the given suppliers are asked to describe the situation and

suggest solutions; on-site supplier visits are conducted for verification purposes. The majority of suppliers (if they are producers) have already obtained their ISO 14001 or ISO 45001 certification.

An evaluation of the SSCM Project for raw materials suppliers is planned for the business year 2024/25.

8.3 CR & COMPLIANCE CHECKLIST

A questionnaire that asks suppliers to provide information about themselves—the “CR & Compliance Checklist”—was developed simultaneously with the SSCM Project. Besides questions about general corporate information, it especially contains detailed questions on various sustainability issues, such as human rights, occupational safety, environmental policies, and compliance. The Checklist, which so far has been used chiefly in connection with raw materials purchases, is gradually being rolled out to general merchandise procurement categories also. It is evaluated on a regular basis and adjusted to changing parameters, such as supply chain legislation.

Going forward, communications with suppliers regarding the questions and their ongoing development as well as the analyses of the questionnaires will take place via user-friendly IT systems.

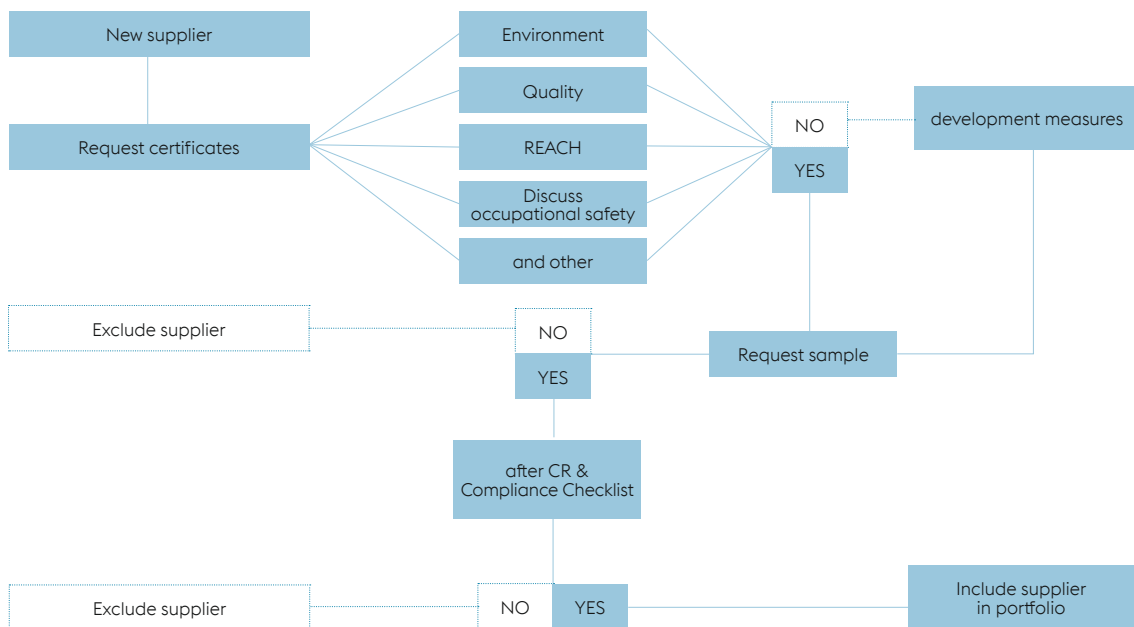
On-site visits are conducted regularly at least once a year; however, this did not apply during the COVID-19 pandemic. Such visits expand the supplier assessment in conjunction with both the CR Checklist and the Compliance Checklist and can help to eliminate any remaining questions as to potential risks.

8.4 SUPPLIER ASSESSMENT

A systematic process based on personal meetings, a standardized questionnaire, and a quality assessment of the materials is used to select companies commissioned to supply those raw materials, products, and services to the voestalpine Group that directly affect the end products.

Suppliers must also undergo a mandatory acceptance process pursuant to the Responsible Sourcing Policy for them to be included in the supplier portfolio of voestalpine Rohstoffbeschaffungs GmbH. Deliveries to voestalpine are precluded until this process has been successfully completed.

Schematic overview of the process:



The raw materials suppliers are evaluated once a year and subsequently rated as A, B, or C suppliers. Depending on the raw materials category, different parameters are used to this end, e.g., environmental management, innovation, quality management, or even flexibility and ability to stick to deadlines.

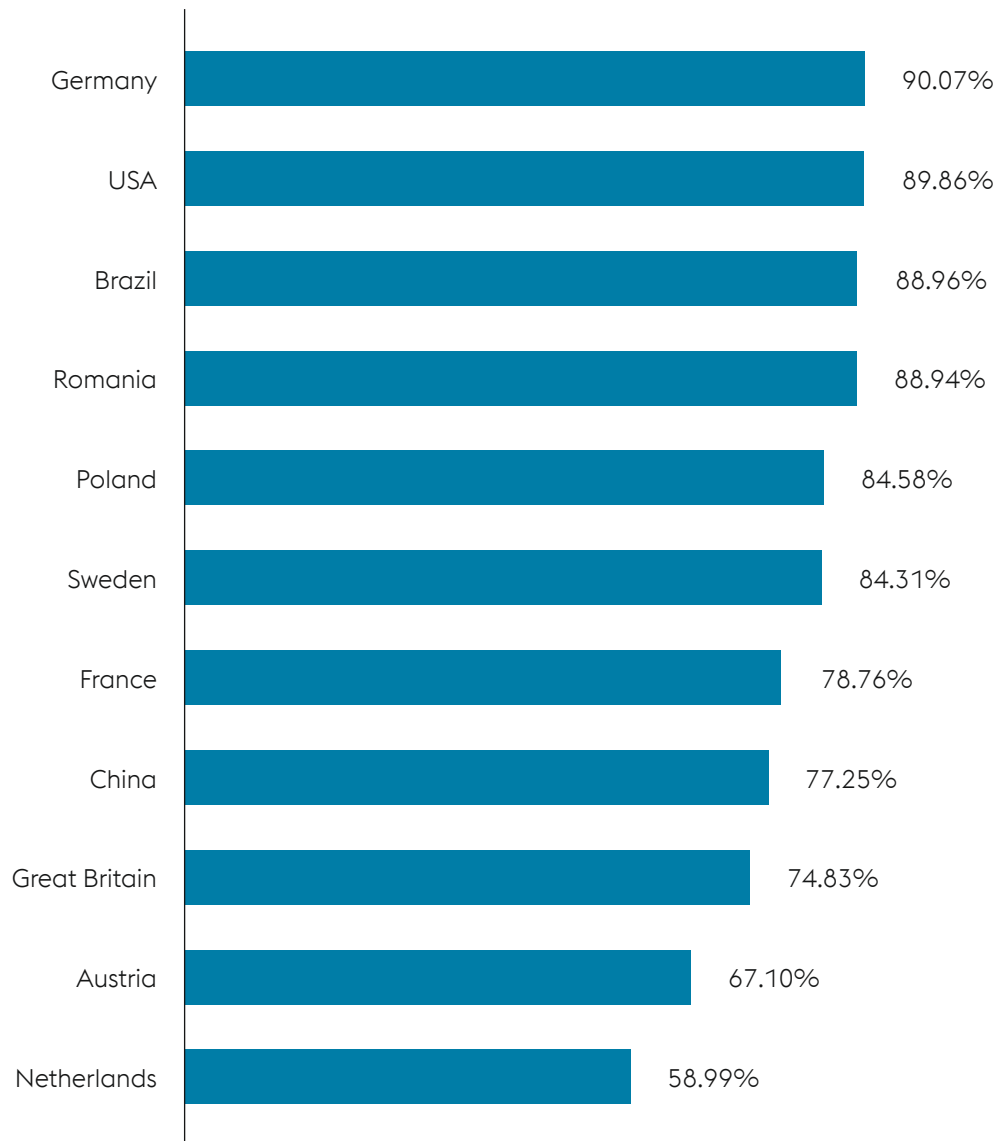
Suppliers that achieve an A or B rating are given preference in the procurement process. Corrective measures are jointly defined with B and C suppliers and set forth in writing; they must be implemented within one year.

8.5 LOCAL SUPPLIERS

For the most part, voestalpine Group companies procure the range of products they need from producers, traders, and wholesalers. Whenever possible, the companies make their purchases regionally, thus boosting host country economies. Regional proximity is pronounced, espe-

cially in connection with the procurement of services. The following graph shows the respective share of local suppliers. Suppliers whose businesses are domiciled in the same country as the voestalpine company they supply are considered local.

BUSINESS YEAR 2022/23



8.6 CODE OF CONDUCT FOR BUSINESS PARTNERS

The Management Board of voestalpine AG adopted an updated Code of Conduct for Business Partners at the close of the business year 2022/23. This Code defines voestalpine's principles and requirements. It is designed to ensure that business partners' practices conform to both voestalpine's values and as applicable laws and regulations.

The principles and requirements are rooted in the Human Rights Policy and the voestalpine Code of Conduct as well as in the UN Guiding Principles (UNGPs) on Business and Human Rights; the principles enshrined in the UN Global Compact (UNGC); the International Bill of Human Rights; and the United Nations Convention against Corruption.

The Code of Conduct for Business Partners regulates the following issues:

- >> **Compliance and responsible corporate governance**
 - Compliance with laws
 - Prohibition of active and passive corruption
 - Prohibition of bribery (e.g., making gifts to employees)
 - Money laundering
 - Fair competition
 - Protection of information, intellectual property, and data
 - Trade restrictions and sanctions
- >> **Social responsibility**
 - Respect for human rights and working conditions
 - Prohibition of child labor
 - Prohibition of forced and bonded labor, human trafficking, and modern slavery
 - Collective bargaining and right to freedom of association
 - Diversity, equal opportunity, and prohibition of discrimination
 - Compensation and working hours
 - Health and workplace protections
 - Training of security staff
 - Local communities and indigenous peoples
- >> **Environmental protection & climate action**
 - CO₂ footprint
- >> **Supply Chain Management**
 - Raw materials and base minerals
- >> **Misconduct reporting**
- >> **Cooperation and collaboration**

8.7 ADVOCACY ORGANIZATIONS AND SUPPLY CHAIN TRANSPARENCY PROJECTS

voestalpine is active in a number of advocacy organizations that work on issues of supply chain transparency. For example, experts from a number of different departments participate in working groups set up by ResponsibleSteel in order to help develop both the organization's certification standard and product-specific requirements related, in particular, to input materials and greenhouse gas (GHG) emissions. In November 2021, voestalpine's Linz, Austria, plant was granted ResponsibleSteel's Certificate following a detailed audit conducted by independent auditors.

The collaboration of the World Steel Association with TD International (TDI)—which provides a platform for the systematic compilation of risks related to materials and source countries—also allows voestalpine to contribute its pertinent expertise.

Internally, the Group has already established suitable working groups tasked with analyzing current supply chain transparency regulations and preparing the company for the EU's forthcoming supply chain legislation.

In the course of the business year 2023/24, voestalpine's suppliers will be informed of the company's basic policies on responsible procurement and notified of the steps it intends to take with respect to climate action and environmental protection as well as human rights.

9. 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).





9.1 COMPLIANCE

voestalpine requires its companies and all of its employees to comply with absolutely all applicable laws in all of the countries in which it operates. For voestalpine, however, Compliance means more than just acting legally and in accordance with other external requirements. It is the expression of a culture that is also rooted in ethical and moral principles. The principles of this corporate culture as it relates to the treatment of customers, suppliers, employees, and

other business partners are spelled out in the voestalpine Code of Conduct.

Likewise, voestalpine requires its suppliers to comply, without limitation, with all applicable laws in the respective country and, in particular, to respect and uphold human rights as fundamental values.

9.1.1 THE CODE OF CONDUCT

The voestalpine Code of Conduct was enshrined in writing in 2009. It is the result of numerous conversations and discussions at the level of the Management Board as well as among the managing directors and department heads of the voestalpine Group. It is based on the Group's corporate values and provides the basis for ethically and legally sound conduct on the part of all of the Group's employees. The Code of Conduct was revised in the business year 2019/20 to integrate all those of the voestalpine Group's values

and behavioral rules that had not yet been included in it as principles. It has been revised twice since then. For one, these changes were made in connection with the implementation of the EU Directive on the protection of whistleblowers and, for another, in connection with supply chain management. The Code of Conduct has been published in German and 20 additional languages and may be downloaded from the Internet: <https://www.voestalpine.com/group/en/group/compliance/>

The voestalpine Code of Conduct covers the following areas:

- >> Compliance with laws and other external and internal requirements
- >> Human rights, respect, and integrity
- >> Fair competition
 - > Competition and antitrust law
 - > Corruption, bribery, and acceptance of gifts
- >> Donations and sponsorships
- >> Trade wars and conflict minerals
- >> Money laundering
- >> Conflicts of interest
- >> Data privacy and protection
- >> Protection of information and intellectual property
 - > Secrecy of confidential information
 - > Intellectual property
- >> Protection of corporate property and IT usage
- >> Workplace protections
- >> Environmental protection and climate action
- >> Prohibition of abuses of insider information
- >> Corporate communications
- >> Reporting of misconduct

The Code of Conduct applies to all members of the management boards, the managing directors, and the non-executive employees of all entities in which voestalpine AG has a direct or indirect interest of at least 50% or which it controls in some other way. As regards all other companies in which voestalpine AG has a direct or indirect stake of at least 25% but does not control them, the Code of Conduct is brought to their attention with the request that they enforce it by having their corporate decision-making bodies recognize it of their own volition.

Every employee must reckon with disciplinary consequences if they violate statutory provisions; internal guidelines, regulations, and instructions; or the provisions of the voestalpine Code of Conduct. Moreover, violations may also have consequences under criminal and civil law, e.g., claims to compensation and claims for damages.

voestalpine aims to have the Code of Conduct apply throughout its sphere of influence. Suppliers and consultants are required to comply with the Code of Conduct for Business Partners. Additionally, Group companies are urged to bring the Code of Conduct to the attention of their customers and to strongly encourage them to commit to compliance therewith also. All of voestalpine's business partners are also requested to reasonably promote adherence to the Code of Conduct among their own business partners along the supply chain.

voestalpine AG has adopted several Group guidelines that serve as a helpful tool for employees in applying the Code of Conduct. The Compliance rules and regulations associated with the voestalpine Code of Conduct currently comprise the following:

Business Conduct

These guidelines supplement and flesh out the Code of Conduct with respect to issues of corruption, bribery, acceptance of gifts, and conflicts of interest. For example, they regulate the permissibility of gifts, invitations, and other benefits; donations and sponsoring; secondary employment as well as the private purchase of goods and services by voestalpine employees from customers and suppliers. The section entitled "Business Conduct" also addresses the prohibition of political contributions. The voestalpine Group does not allow donations to politicians, political parties, organizations affiliated with political parties, or political front organizations. This does not apply to political precursor organizations that are devoted solely to social issues and have been individually approved by the Management Board of voestalpine AG.

Dealings with Brokers and Consultants

This guideline provides additional information on the topics of corruption, bribery, and the acceptance of gifts. It defines the procedure to be complied with prior to engaging sales representatives, agents, and other marketing consultants. An objective analysis of business partners' environment and scope of activities before establishing business relationships with them serves to ensure that the business partners also comply with both applicable law and the voestalpine Code of Conduct.

Antitrust Law

This guideline describes the prohibition of agreements restricting competition; provides rules for dealings and interaction with, and in, associations, professional associations, or other industry organizations; and defines concrete rules of conduct for employees of the voestalpine Group. Additionally, manuals have been developed with respect to issues of information sharing and benchmarking, procurement alliances, and supplier relationships with competitors; they provide employees with information on these topics from an antitrust perspective.

Compliance Manual & Compliance Violation Prevention Program

These rules and regulations provide information on the Group's compliance strategy and compliance structure. They also provide information on steps taken to prevent and identify Compliance violations as well as on the potential reactions and sanctions such violations may trigger. Furthermore, these rules and regulations contain information on the Web-based whistleblower system that makes it possible to report Compliance violations anonymously too.

Code of Conduct for voestalpine's Business Partners

These rules and regulations that are directed toward suppliers of goods and services as well as toward brokers, consultants, and other business partners define the principles and requirements for doing business with voestalpine. It was comprehensively revised and expanded in the business year 2022/23. Among other things, voestalpine requires its business partners to respect and comply with human rights as fundamental values in accordance with the

International Bill of Human Rights, the UN Guiding Principles (UNGPs) on Business and Human Rights, and the Core Labor Conventions of the International Labor Organization (ILO). In particular, this applies to the prohibition of child and forced labor; the prohibition of human trafficking in any way, shape, or form; the equal treatment of employees; and the right to employee representation and collective bargaining. Business partners must also undertake to comply with environmental protection standards and to set scientifically verifiable targets for reducing their CO₂ footprint. In fact, the business partners must abide by their commitments not just in their own sphere of activity; they must also require their own suppliers to act accordingly and must verify compliance with these commitments in the supply chain.

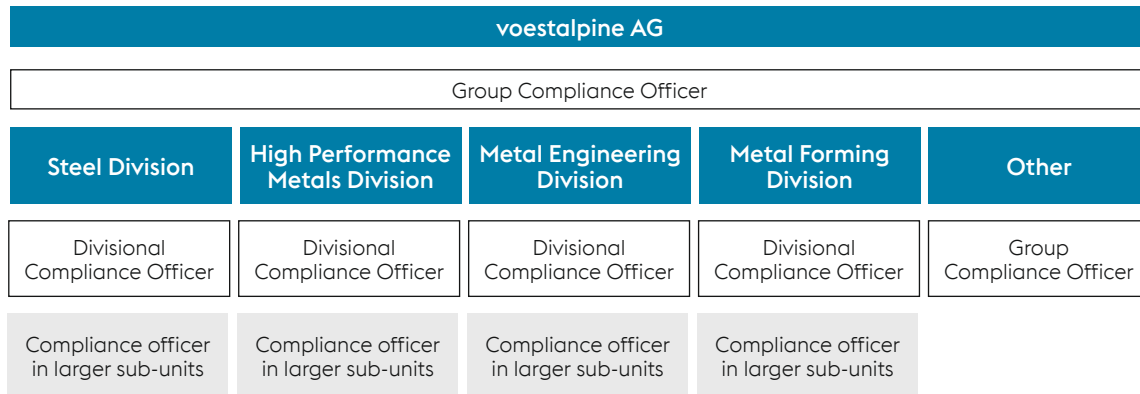
Code of Conduct for voestalpine's Lobbyists (Lobbying Code of Conduct)

voestalpine's Lobbying Code of Conduct regulates dealings with stakeholders in Austria as well as in Europe and internationally in accordance with the Austrian Lobbying and Advocacy Transparency Act in order to provide a clear and transparent framework for lobbying activities. Just as the general Code of Conduct, the Lobbying Code of Conduct, too, is binding on all members of the management boards, the managing directors, and the non-executive employees of all entities in which voestalpine AG has a direct or indirect interest of at least 50% or which it controls in some other way. Care must be taken to ensure in cases where voestalpine's lobbying activities are supported by third parties that the latter commit to compliance with the Lobbying Code of Conduct.

9.1.2 COMPLIANCE ORGANIZATION

Responsibility for adherence to Compliance regulations rests with the respective management. The voestalpine Group comprises a Compliance organization to help management fulfill this responsibility and set up the processes required to that end. Aside from a Group Compliance Officer, a Divisional Compliance Officer has been appointed for each division; additional Compli-

ance officers are appointed in particular divisional sub-units. The Group Compliance Officer reports directly to the Chairman of the Management Board and is not bound by instructions. The Divisional Compliance Officers report to both the Group Compliance Officer and the respective division heads who are members of the Management Board.



Compliance officers are responsible for the following areas:

- >> Antitrust law
- >> Corruption
- >> Compliance with capital market regulations
- >> Fraud (internal cases of theft, fraud, misappropriation, or embezzlement)
- >> Conflicts of interest
- >> Special topics assigned to the Compliance organization by the Management Board of voestalpine AG (e.g., in connection with issues related to UN or EU sanctions)

All other Compliance issues—e.g., environmental law, taxes, accounting, labor law, protection of employees, or data privacy—do not fall under the purview of the Compliance officers' powers. Other organizational units are responsible for these Compliance issues.

9.1.3 PREVENTIVE MEASURES

As part of its Compliance activities, voestalpine places particular importance on preventive measures including, in particular, education and training, discussions with management, and communications.

The voestalpine Group already introduced e-learning courses on the subject of Compliance

back in 2009. This e-learning curriculum has been repeatedly revised and expanded over time. The existent e-learning courses on antitrust law (including an advanced course) and on the Code of Conduct were revamped and rolled out anew in the business year 2019/20. In addition to the learning units, they now also present case studies and require a final test.

KEY E-LEARNING TOPIC: “COMPLIANCE BASICS”

| | | | | |
|---------------------|---------------------------|-----------------------|----------------------------|-----------------------------|
| What is Compliance? | Compliance at voestalpine | Day-to-day Compliance | Consequences of violations | Case studies and final test |
|---------------------|---------------------------|-----------------------|----------------------------|-----------------------------|

KEY E-LEARNING TOPIC: “FAIR COMPETITION”

| | | | | | |
|---------------------------|-------------------------------|-------------------------------|--|--|------------|
| Overview of antitrust law | Legal basics and consequences | Collusion between competitors | Collusion between suppliers and buyers | Case study: Sharing market information | Final test |
|---------------------------|-------------------------------|-------------------------------|--|--|------------|

KEY E-LEARNING TOPIC: “RECAP – FAIR COMPETITION”

| | | | |
|-------------------------------|--------------------------|------------------------------|--------------------------|
| Collusion between competitors | Abuse of market position | Case study: Pricing policies | Case study: Sales prices |
|-------------------------------|--------------------------|------------------------------|--------------------------|

KEY E-LEARNING TOPIC: “PROTECTION AGAINST CORRUPTION”

| | | | | |
|--|---------------------|-------------------------------|---------------------|------------|
| Code of Conduct, contact persons, and whistleblowing | What is corruption? | Legal basics and consequences | Favors and payments | Final test |
|--|---------------------|-------------------------------|---------------------|------------|

The e-learning courses are continually supplemented Group-wide by face-to-face training tailored to target groups, particularly sales and marketing personnel. This face-to-face training is generally focused on adherence to the law and internal guidelines as well as on (anti) corruption and antitrust law as it applies to the participants' respective sphere of activity. Compliance training is mandatory for young executives: Six to seven face-to-face training sessions are conducted per year for up to 40 employees

each. Face-to-face training on issues of compliance with capital market regulations is also provided to employees of voestalpine AG.

Compliance is a regular topic in Group communications and is addressed repeatedly—including by top management—during major employee events at the level of the Group and the divisions.

9.1.4 REPORTING COMPLIANCE VIOLATIONS

Reports of Compliance violations should be made openly for the most part, i.e., divulging the whistleblower's name. Pursuant to the Code of Conduct, such reports may be addressed to the individual's direct supervisor; the appropriate legal or human resources department; the management of the respective Group company; the Internal Audit and risk management departments of voestalpine AG; the Group Compliance Officer; or one of the Divisional Compliance Officers. Upon request, whistleblowers are ensured of absolute confidentiality.

An option to anonymously report violations via a Web-based whistleblower system has been available since 2012. Initially, only a few issues could be reported through this whistleblower system; since the business year 2022/23, however, reports may be filed with respect to all of the following:

- >> Antitrust, corruption, fraud, conflicts of interest, capital market compliance
- >> Discrimination, sexual harassment, mobbing, human rights
- >> Data privacy and protection
- >> Technical compliance, in particular, compliance with technical standards and certifications in production processes; IT security
- >> Environment
- >> health and safety
- >> Violations in other areas

The system makes it possible for the appropriate Compliance Officers to communicate with whistleblowers while maintaining absolute anonymity.

9.2 CORPORATE GOVERNANCE

The Austrian Corporate Governance Code (the “Code”) provides Austrian stock corporations with a framework for managing and monitoring their companies. It is based on the provisions of Austrian stock corporation, stock exchange, and capital market law as well as, generally, on the OECD Principles of Corporate Governance.

The Code was most recently revised in January 2023. It achieves validity when companies voluntarily undertake to comply with it and serves to establish a system for managing and controlling companies and groups in ways that are accountable and geared to creating sustainable, long-term value. By voluntarily undertaking to abide by the Code, voestalpine supports these objectives and commits to providing a high degree of transparency to all of the company’s stakeholders.

The Management Board and the Supervisory Board of voestalpine AG resolved as early as in 2003 to recognize the Code, and they have also implemented all of the amendments thereto that were introduced in the meantime. In the

business year 2022/23, voestalpine AG complied with the Code’s mandatory “L Rules” as well as with the “C Rules” (excepting C Rule 39 from which it deviated) and all “R Rules.”

The Code specifies that non-compliance with its C Rules (“Comply or Explain”) must be explained and justified. By explaining the following deviation, therefore, voestalpine AG is complying with the Code.

C Rule 39:

Pursuant to C Rule 39, the majority of committee members shall satisfy the independence criteria stipulated by the Supervisory Board in accordance with C Rule 53. In addition to one employee representative, the General and the Compensation Committee comprise two members elected by the Annual General Meeting. Following his election as the Chairman of the Supervisory Board of voestalpine AG effective April 1, 2022, and pursuant to the Supervisory Board’s internal rules of procedure, Dr. Wolfgang Eder also assumed the chairmanship of both the General Committee (which simultane-

ously serves as the Nomination Committee) and the Compensation Committee.

Owing to his prior position as the Chairman of voestalpine AG's Management Board until July 3, 2019, Dr. Eder does not fulfill one of the Supervisory Board's criteria of independence pursuant to C Rule 53. Given this appointment, therefore, the two Committees are deviating from C Rule 39 of the Code, because the majority of the Committee members elected by the Annual General Meeting is not independent as required under the independence criteria stipulated by the Supervisory Board.

By electing Dr. Eder to the position of Chairman of the Supervisory Board and thus also to the chairmanship of both the General and the Compensation Committees, in the company's interest the Supervisory Board is relying on his ability to fulfill these core responsibilities thanks to his many years of experience in the industry and management as well as his insight into the Group. As of August 2024, Dr. Eder will sat-

isfy absolutely all of the independence criteria established by the Supervisory Board, with the result that full compliance with C Rule 39 will once again be assured from that date onward.

Business transactions with associated companies and parties are reported in the semi-annual and annual financial statements of voestalpine AG.

9.3 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.

The key principles governing the Group's tax strategy are as follows:

>> **Tax policy**

As part of its global strategy, the voestalpine Group pursues the goal of minimizing its total costs. This is why tax election options are utilized to the extent allowed by law in order to lower the Group's tax liabilities unless doing so adversely affects the Group's business. In any case, the Group's tax policies are designed to comply with tax law.

>> **Corporate responsibility**

The voestalpine Group pays taxes wherever it generates value added. Transfer pricing within the Group is based on the OECD Transfer Pricing Guidelines. Transfer prices are not used to design tax policy.

>> **Relationships with government agencies**

The voestalpine Group fulfills all cooperation duties under tax law. In particular, it complies with all tax-related retention and recording requirements, whether temporal or geographical. The voestalpine Group collaborates proactively in the processes associated with assessments of new laws within the institutions established for that purpose.

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.

Furthermore, appropriate actions were taken to ensure compliance with the Group Tax Guideline in the long term. Among other things, this includes reviews of employees' qualifications, clear job descriptions, regular sharing of information related to task-specific matters, and employee training.

The Group companies, the divisions' lead companies, and voestalpine AG regularly exchange information in order to identify tax risks early on. Discussions within Controlling are carried out to this end on a regular basis, with the aim of monitoring the implementation of measures related to material tax issues. Changes in tax laws or modifications of business models are coordinated with the divisions' lead companies. The given Group company analyzes the effects thereof and develops suitable measures based thereon, as necessary in collaboration with the division's lead company or voestalpine AG.

If a Group company realizes that a tax return (or tax declaration) previously filed with the tax authorities is incorrect or incomplete, such Group company shall immediately notify the relevant tax authority thereof in accordance with national statutory requirements and shall make the necessary adjustments. The respective division's lead company or the Group tax department

are notified if such events are discovered, and steps are taken to fix and/or eliminate problems of this nature. Group companies are required to engage external tax consultants in order to obtain their assessment of material facts and thus to mitigate any tax risks. The voestalpine Group has commissioned KPMG to serve as its global tax partner with respect to assurance of tax compliance within the voestalpine Group.

Any concerns regarding unethical or unlawful conduct may be reported using the Web-based whistleblower system. This system is also available for stakeholders to voice their concerns.

9.3.1 COUNTRY-BY-COUNTRY REPORTING

As a multinational Group with consolidated revenue in excess of EUR 750 million, voestalpine AG as the Group's parent annually submits a Country-by-Country Report to the appropriate Austrian tax authority.

See the chapter, "Investments," in voestalpine's Annual Report 2022/23 for Group companies' names and domiciles.

The country-specific disclosures in the Country-by-Country Report (see table in the Appendix) concern entities that are included in the Consolidated Financial Statements by virtue of being fully consolidated (see the "Investments" chapter of the Annual Report 2022/23). Hence information on entities measured at equity (classified as "KEA" or "KEG" in the aforementioned chapter) as well as on unconsolidated entities (KO) are not contained in aforesaid Report. The data concern the period from April 1, 2022, through March 31, 2023.

9.4 EU TAXONOMY

9.4.1 GENERAL INFORMATION ON THE 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.

To this end, voestalpine is also availing itself of (draft) FAQs that the EU Commission published on December 19, 2022, on the application of the “technical assessment criteria” set forth in Delegated Regulation (EU) 2021/2139 to evaluations of taxonomy compliance. The wording contained in the legal framework at issue here still is subject to uncertainties in interpretation, especially as far as the determination of taxonomy compliance pertaining to rail traffic infrastructure is concerned. voestalpine’s interpretation follows below.

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.

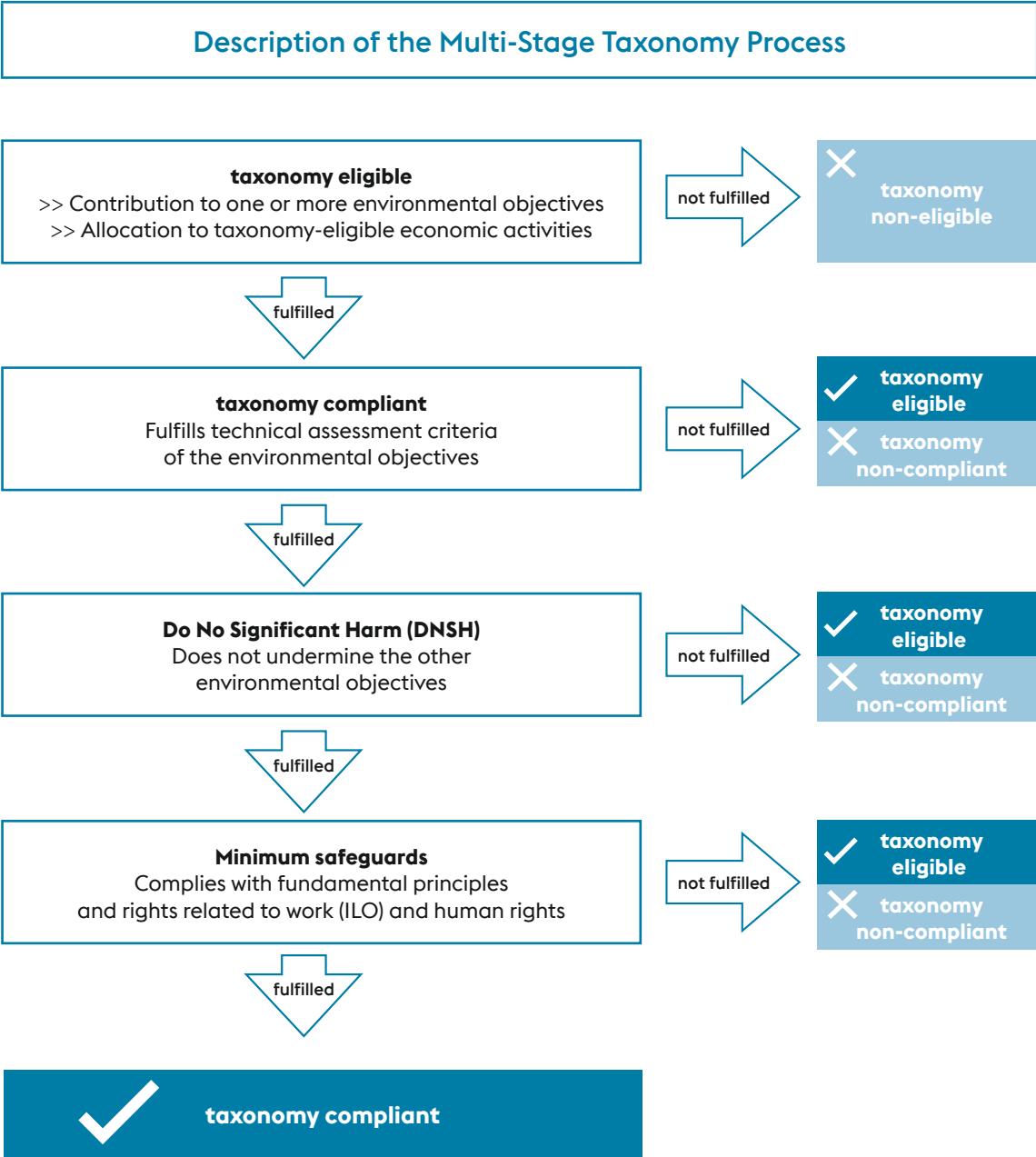
The Regulation identifies six environmental objectives. In order to be classified as taxonomy compliant, economic activities must make a

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

At the time the present Report was published, solely the first two environmental objectives—“climate action” and “climate change adaptation”—were defined in the Taxonomy Regulation’s technical assessment criteria. In implementing the Regulation, voestalpine classified all of its economic activities as related to the “climate action” objective. This also prevents activities from being counted twice.



9.4.2 IMPLEMENTATION OF TAXONOMY ELIGIBILITY IN THE voestalpine GROUP

In a first step, which was already carried out in the business year 2021/22, the business activities of the voestalpine Group had to be examined as to their taxonomy eligibility.

A project team comprising personnel from the Group's Finance, Investor Relations, Environment, and Corporate Responsibility departments along with experts from each division was set up to this end. External experts, including scientists, were consulted also. Furthermore, clarifying interpretations and statements were obtained from European industry associations such as the European Rail Supply Industry Association (UNIFE).

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).

>> 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. power-trains, locking systems, monitoring systems); diagnostic and monitoring systems; as well as railway infrastructure services (logistics, rail treatments, rail welding, rail grinding, recycling, etc.).

9.4.3 DETERMINATION OF TAXONOMY COMPLIANCE

The underlying technical assessment criteria must be fulfilled in order for an economic activity to be classified as “environmentally sustainable” under the Taxonomy. These are quantifiable guidelines (environmental objectives) that determine how a particular activity is to be assessed in terms of its contribution to climate action and to climate change adaptation. Legally speaking, the Taxonomy prescribes these technical screening criteria and also evaluates whether the economic activities cause significant harm to one of the relevant environmental objectives. Hence the so-called “Do No Significant Harm” (DNSH) criteria must be taken into account besides the technical assessment criteria. This review must evidence that a given economic activity does not undermine the other environmental objectives.

voestalpine makes comprehensive contributions to climate action. As far as the business activities related to the production and downstream processing of steel as well as the transportation of freight by rail are concerned: They are generally deemed to contribute substantially to climate action as long as they fulfill the technical assessment criteria pursuant to Category 3.9 and/or 6.2 or are lower than the predefined CO₂ limits on emissions. As far as the business activities of voestalpine Railway Systems pursuant to Category 6.14 are concerned, they are generally deemed to make a substantial contribution to climate action as long as they fulfill the technical assessment criteria set forth in that category. Under the Taxonomy Regulation, the activities of voestalpine Railway Systems may be deemed to contribute substantially to climate action only if they will entail the use of trains within ten years that do not emit direct CO₂ emissions. This does not include railway lines used solely for transporting fossil fuels.

A comprehensive DNSH conformity assessment was carried out for the relevant economic activities (3.9, 6.2, 6.14).

The review of the DNSH criterion regarding the EU environmental objective, “climate change adaptation,” was conducted using a simulation-based software tool for identifying, quantifying, and disclosing physical climate risks to the relevant operating sites thereunder. A detailed climate risk and vulnerability analysis was performed for all relevant sites based thereon. Methodologically speaking, this included the representative concentration paths (RCP 2.6, RCP 4.5, RCP 6.0, and RCP 8.5) of future scenarios used by the Intergovernmental Panel on Climate Change (IPCC); the IPCC’s progress reports on climate change; and the European Commission’s important Copernicus Services. Adaptation solutions were determined as necessary and implemented based on the findings of this climate risk and vulnerability assessment.

In addition, the voestalpine Group uses the certified management systems it has put in place throughout its companies worldwide—e.g., ISO 14001 and the EU’s Eco-Management and Audit Scheme (EMAS)—to fulfill the requirements of the DNSH criteria. These systems ensure that environmental impacts are identified and reviewed as to their relevance to a given operating site’s 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).

To avoid and mitigate environmental pollution, the voestalpine Group has established processes in its Group companies pursuant to which materials are produced, utilized, and brought to market in ways consistent with both European and national laws on chemicals.

Comprehensive reviews of substitution options are conducted in connection with materials possessing potentially hazardous properties, taking economic and technical requirements into account. All legal parameters are put in place

and assured if the materials at issue cannot be avoided (“essential use”) at the present time.

Pursuant to the Group-wide review of the DNSH conformity criteria, the relevant economic activities of voestalpine’s key production companies fulfill all criteria. In the future, dynamic developments regarding the EU Taxonomy’s rules and regulations may lead to adjustments of the economic activities.

9.4.4 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

voestalpine already reviewed the aforementioned topics in the past and also addresses them extensively in the present CR Report. For more information on human rights, please see the chapter of the same name. Issues pertaining to the rights of female workers and employees are taken up in the “Human Resources” chapter, among others.

For information on fair competition and taxation, see subsections 9.1 and 9.3.



9.4.5 RESULTS OF THE KPIS

A compilation of three performance indicators—revenue, investment expenditure, and operating expenditure—related to voestalpine's taxonomy-eligible and taxonomy-compliant economic activities follows.

9.4.5.1 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

| Economic activities | Codes | Absolute revenue | Share of revenue | Criteria for a substantial contribution | | | | | | |
|--|-------|------------------|------------------|---|------------------------------|----------------------------|------------------|-------------------------|-------------------------------------|--|
| | | | | Climate action | Adaptation to climate change | Water and marine resources | Circular economy | Environmental pollution | Biological diversity and ecosystems | |
| In millions of euros | | | | | | | | | | |
| A. | | | | | | | | | | |
| Taxonomy-eligible activities | | | | | | | | | | |
| A.1 | | | | | | | | | | |
| Environmentally sustainable activities (taxonomy compliant) | | | | | | | | | | |
| Manufacture of iron and steel | 3.9. | 3,432.2 | 18.8% | 100.0% | 0.0% | n.a. | n.a. | n.a. | n.a. | |
| Freight rail transport | 6.2. | 17.3 | 0.1% | 100.0% | 0.0% | n.a. | n.a. | n.a. | n.a. | |
| Infrastructure for rail transport | 6.14. | 1,176.8 | 6.5% | 100.0% | 0.0% | n.a. | n.a. | n.a. | n.a. | |
| Revenue from environmentally sustainable activities (taxonomy compliant) | | 4,626.2 | 25.4% | 100.0% | 0.0% | n.a. | n.a. | n.a. | n.a. | |
| A.2 | | | | | | | | | | |
| Taxonomy-eligible but not environmentally sustainable activities (taxonomy non-eligible activities) | | | | | | | | | | |
| Manufacture of iron and steel | 3.9. | 6,310.9 | 34.6% | | | | | | | |
| Freight rail transport | 6.2. | 3.5 | 0.0% | | | | | | | |
| Infrastructure for rail transport | 6.14. | 27.0 | 0.2% | | | | | | | |
| Revenue from taxonomy-eligible but not environmentally sustainable activities (taxonomy non-compliant activities) | | 6,341.4 | 34.8% | | | | | | | |
| Total (A.1 + A.2) | | 10,967.6 | 60.2% | | | | | | | |
| Taxonomy non-eligible activities | | | | | | | | | | |
| Revenue from taxonomy non-eligible activities | | 7,257.5 | 39.8% | | | | | | | |
| Total (A + B) | | 18,225.1 | 100.0% | | | | | | | |

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

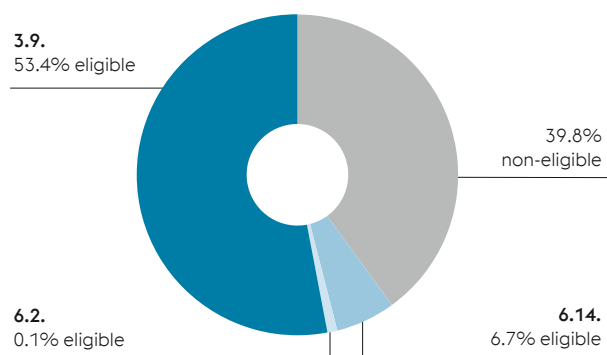
rail traffic infrastructure segment and the economic activity set forth in item 3.9, "Manufacture of iron and steel," using electric arc processes. voestalpine's taxonomy-compliant revenue stands at EUR 4,626.2 million.

This leads to the following classification for the voestalpine Group:

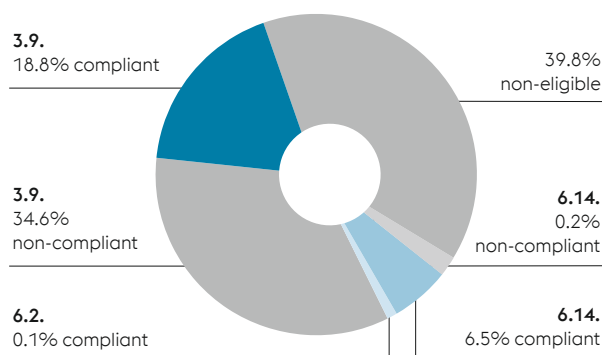
DNSH criteria

| | Climate action | Adaptation to climate change | Water and marine resources | Circular economy | Environmental pollution | Biological diversity and ecosystems | Minimum safeguards | Taxonomy-compliant revenue | Category: enabling activities | Category: transitional activities |
|--|----------------|------------------------------|----------------------------|------------------|-------------------------|-------------------------------------|--------------------|----------------------------|-------------------------------|-----------------------------------|
| | | | | | | | | | | |
| | Y | Y | Y | Y | Y | Y | Y | 18.8% | | T |
| | Y | Y | Y | Y | Y | Y | Y | 0.1% | | |
| | Y | Y | Y | Y | Y | Y | Y | 6.5% | E | |
| | Y | Y | Y | Y | Y | Y | Y | 25.4% | | |

TAXONOMY ELIGIBILITY BY ECONOMIC ACTIVITY



TAXONOMY COMPLIANCE BY ECONOMIC ACTIVITY



9.4.5.2 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 fi-

ancial instruments as well as additions to goodwill were not considered. The difference between the capital expenditure used here as the denominator and the data published in the “Business Segments” chapter of the Annual Report 2022/23 solely concerns additions to goodwill.

| In millions of euros | | | | Criteria for a substantial contribution | | | | | | |
|---|-------|----------------|----------------|---|------------------------------|----------------------------|------------------|-------------------------|-------------------------------------|--|
| | | | | Climate action | Adaptation to climate change | Water and marine resources | Circular economy | Environmental pollution | Biological diversity and ecosystems | |
| Economic activities | Codes | Absolute CapEx | Share of CapEx | | | | | | | |
| A. Taxonomy-eligible activities | | | | | | | | | | |
| A.1 Environmentally sustainable activities (taxonomy compliant) | | | | | | | | | | |
| Manufacture of iron and steel | 3.9. | 154.1 | 16.8% | 100.0% | 0.0% | n.a. | n.a. | n.a. | n.a. | |
| Freight rail transport | 6.2. | 0.9 | 0.1% | 100.0% | 0.0% | n.a. | n.a. | n.a. | n.a. | |
| Infrastructure for rail transport | 6.14. | 63.9 | 6.9% | 100.0% | 0.0% | n.a. | n.a. | n.a. | n.a. | |
| CapEx environmentally sustainable activities (taxonomy compliant) | | 218.9 | 23.8% | 100.0% | 0.0% | n.a. | n.a. | n.a. | n.a. | |
| A.2 Taxonomy-eligible but not environmentally sustainable activities (taxonomy non-eligible activities) | | | | | | | | | | |
| Manufacture of iron and steel | 3.9. | 366.5 | 39.9% | | | | | | | |
| Freight rail transport | 6.2. | 0.2 | 0.0% | | | | | | | |
| Infrastructure for rail transport | 6.14. | 0.6 | 0.2% | | | | | | | |
| CapEx taxonomy-eligible but not environmentally sustainable activities (taxonomy non-compliant activities) | | 367.3 | 40.1% | | | | | | | |
| Total (A.1 + A.2) | | 586.2 | 63.9% | | | | | | | |
| Taxonomy non-eligible activities | | | | | | | | | | |
| CapEx taxonomy non-eligible activities | | 331.5 | 36.1% | | | | | | | |
| Total (A + B) | | 917.7 | 100.0% | | | | | | | |

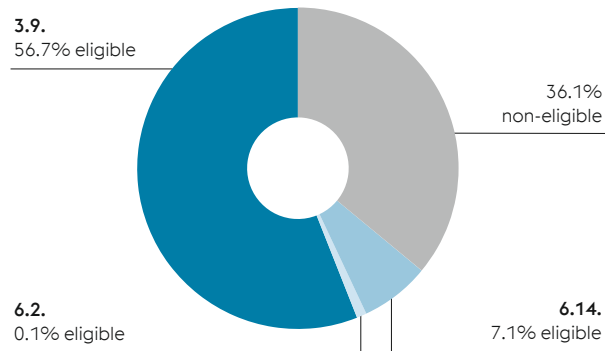
The numerator comprises all CapEx generated through economic activities covered by the EU Taxonomy Regulation. Taxonomy-compliant CapEx accounts for 23.8% (EUR 218.9 million) of all CapEx. This does not contain investments from CapEx plans.

This leads to the following classification for the voestalpine Group:

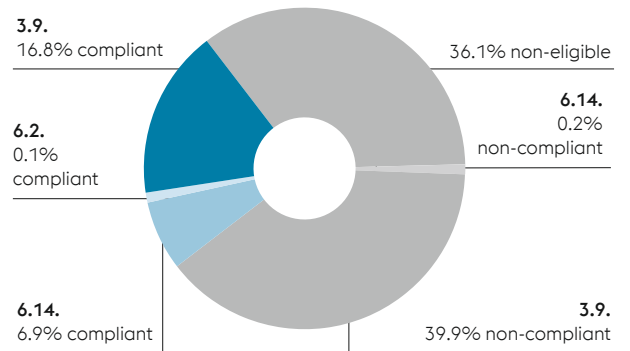
DNSH criteria

| | Climate action | Adaptation to climate change | Water and marine resources | Circular economy | Environmental pollution | Biological diversity and ecosystems | Minimum safeguards | Taxonomy-compliant CapEx | Category: enabling activities | Category: transitional activities |
|--|----------------|------------------------------|----------------------------|------------------|-------------------------|-------------------------------------|--------------------|--------------------------|-------------------------------|-----------------------------------|
| | | | | | | | | | | |
| | Y | Y | Y | Y | Y | Y | Y | 16.8% | | T |
| | Y | Y | Y | Y | Y | Y | Y | 0.1% | | |
| | Y | Y | Y | Y | Y | Y | Y | 6.9% | E | |
| | Y | Y | Y | Y | Y | Y | Y | 23.8% | | |

TAXONOMY ELIGIBILITY BY ECONOMIC ACTIVITY



TAXONOMY COMPLIANCE BY ECONOMIC ACTIVITY



9.4.5.3 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 determi-

nation of the denominator for the operating expenditure. These include building renovation activities; maintenance and repairs of property, plant and equipment; research and development costs; employee training expenses; as well

| | | | | Criteria for a substantial contribution | | | | | |
|--|-------|---------------|---------------|---|------------------------------|----------------------------|------------------|-------------------------|-------------------------------------|
| In millions of euros | | | | Climate action | Adaptation to climate change | Water and marine resources | Circular economy | Environmental pollution | Biological diversity and ecosystems |
| Economic activities | Codes | Absolute OpEx | Share of OpEx | | | | | | |
| A. Taxonomy-eligible activities | | | | | | | | | |
| A.1 Environmentally sustainable activities (taxonomy compliant) | | | | | | | | | |
| Manufacture of iron and steel | 3.9. | 229.8 | 24.3% | 100.0% | 0.0% | n.a. | n.a. | n.a. | n.a. |
| Freight rail transport | 6.2. | 1.7 | 0.2% | 100.0% | 0.0% | n.a. | n.a. | n.a. | n.a. |
| Infrastructure for rail transport | 6.14. | 42.6 | 4.5% | 100.0% | 0.0% | n.a. | n.a. | n.a. | n.a. |
| OpEx environmentally sustainable activities (taxonomy compliant) | | 274.1 | 29.0% | 100.0% | 0.0% | n.a. | n.a. | n.a. | n.a. |
| A.2 Taxonomy-eligible but not environmentally sustainable activities (taxonomy non-compliant activities) | | | | | | | | | |
| Manufacture of iron and steel | 3.9. | 439.3 | 46.5% | | | | | | |
| Freight rail transport | 6.2. | 0.3 | 0.0% | | | | | | |
| Infrastructure for rail transport | 6.14. | 0.4 | 0.0% | | | | | | |
| OpEx taxonomy-eligible but not environmentally sustainable activities (taxonomy non-compliant activities) | | 440.0 | 46.5% | | | | | | |
| Total (A.1 + A.2) | | 714.1 | 75.5% | | | | | | |
| Taxonomy non-eligible activities | | | | | | | | | |
| OpEx taxonomy non-eligible activities | | 231.9 | 24.5% | | | | | | |
| Total (A + B) | | 946.0 | 100.0% | | | | | | |

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

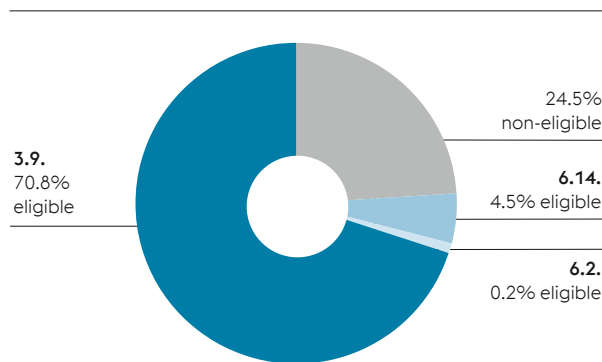
to 29.0% of the taxonomy-eligible operating expenditure.

This leads to the following classification for the voestalpine Group:

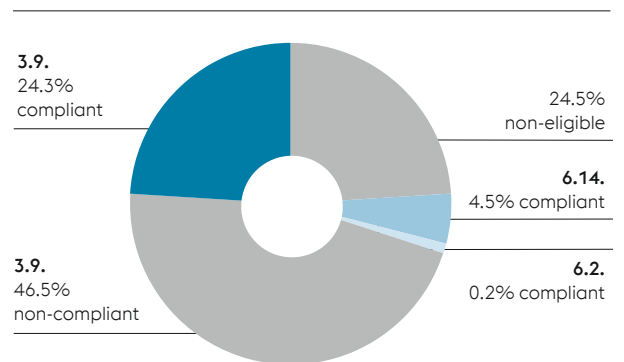
DNSH criteria

| | Climate action | Adaptation to climate change | Water and marine resources | Circular economy | Environmental pollution | Biological diversity and ecosystems | Minimum safeguards | Taxonomy-compliant OpEx | Category: enabling activities | Category: transitional activities |
|--|----------------|------------------------------|----------------------------|------------------|-------------------------|-------------------------------------|--------------------|-------------------------|-------------------------------|-----------------------------------|
| | | | | | | | | | | |
| | Y | Y | Y | Y | Y | Y | Y | 24.3% | | T |
| | Y | Y | Y | Y | Y | Y | Y | 0.2% | | |
| | Y | Y | Y | Y | Y | Y | Y | 4.5% | E | |
| | Y | Y | Y | Y | Y | Y | Y | 29.0% | | |

TAXONOMY ELIGIBILITY BY ECONOMIC ACTIVITY



TAXONOMY COMPLIANCE BY ECONOMIC ACTIVITY



VOLUNTARY DISCLOSURE IN CONNECTION WITH TAXONOMY REPORTING

The voestalpine Group has participated in the international Science Based Targets Initiative (SBTi) since 2022. Associated activities have led the Group to define internal greenhouse gas (GHG) emissions reduction targets that conform to the Paris Agreement on Climate Change.

voestalpine's greentec steel serves to pursue an ambitious step-by-step plan for the decarbonization of steelmaking in the long term. In a first step to be achieved by 2027, this includes reducing CO₂ emissions by roughly one third. To this end, both the Steel Division and the Metal Engineering Division are replacing the existing blast furnace route in part with hybrid electric arc technology. The latter will make it possible in the future to produce high-quality, CO₂-neutral steel products.

At the same time, the voestalpine Group is carrying out intensive research on breakthrough technologies with the aim of gradually increasing the use of green hydrogen in steel production in the long term. The H2FUTURE hydrogen pilot plant® is one example of these activities.

Other research projects are dedicated to the storage and reuse of unavoidable residual emissions.

For more information thereon, see the "Product Sustainability" chapter.



10. 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 besides the promotion of human rights.

Respecting and upholding human rights is of great importance to voestalpine. voestalpine does not tolerate child or forced labor, nor discrimination of any kind—neither within the Group nor at its business partners.

The company's commitment to respecting and upholding human rights is enshrined in detail in the chapter of the voestalpine Code of Conduct entitled "Respect and Integrity." The obligation to uphold human rights is also firmly established in the company's binding Code of Conduct for Business Partners.

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 is being 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

The e-learning course is available in the following languages: German and English as well as Mandarin & Cantonese, Czech, Dutch, French, Italian, Polish, Portuguese, Romanian, Russian, Spanish, Swedish, and Turkish.

In the business year 2022/23, fully 84% of the company's employees already completed Module 1. Module 2 was rolled out in early April 2023; completion of this course is mandatory too.

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.

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.

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.

COMPENSATION AND WORK HOURS

Work hours must comply with national legislation and prevent employees from experiencing excessive physical and mental fatigue. Employees should be entitled to at least one day off per week.

Employees must be compensated in accordance with applicable legal regulations and collective agreements, and this compensation must be sufficient to meet the basic needs of both employees and their families and to provide them with a decent standard of living.

CHILD LABOR

voestalpine absolutely rejects any form of child labor. Furthermore, care must be taken to ensure that the employment of young people does not jeopardize their health, safety, and development.

FORCED AND BONDED LABOR, HUMAN TRAFFICKING, AND MODERN SLAVERY

voestalpine does not tolerate any kind of forced or bonded labor, human trafficking, or modern slavery. Forced and bonded labor refer to all work or services performed by individuals coerced to do so under threat of punishment. This also includes the withholding of identification documents and passports, restrictions on the freedom of movement, and debt bondage.

Both the voestalpine Code of Conduct and the company's Code of Conduct for Business Partners explicitly mention and expressly prohibit human trafficking and modern slavery.

RIGHTS OF INDIGENOUS PEOPLES

As voestalpine operates solely in developed industrial areas, its business operations do not impinge on the rights of indigenous peoples and/or local communities. Suppliers are required to comply with the rights of indigenous peoples as part of their supply chain management.

DIVERSITY, EQUAL OPPORTUNITY, AND BAN ON DISCRIMINATION

voestalpine is committed to respecting all people with whom it has a relationship-irrespective of gender, skin color, nationality, ethnicity, religion or worldview, disability, age, sexual orientation, and identity. This commitment and corresponding actions promote a climate of acceptance, equal opportunity, and mutual trust. As laid out in the “Respect and Integrity” chapter of the voestalpine Code of Conduct, the Group does not tolerate any form of discrimination.

HUMAN RIGHTS IN THE SUPPLY CHAIN

As part of the company's review of its supply chains (Sustainable Supply Chain Management, SSCM), suppliers are evaluated in targeted fashion with respect to compliance with human rights and, specifically, any violations of the prohibition of child, forced, and bonded labor. In case of violations, voestalpine takes appropriate measures that may ultimately lead to the suspension or termination of the supply relationship.

UN GLOBAL COMPACT'S HUMAN RIGHTS ACCELERATOR 2023

voestalpine has been participating in the UN Global Compact's “Business & Human Rights Accelerator” program since February 2023. This is a six-month program that supports companies in their efforts to strengthen human rights.

REPORTS OF VIOLATIONS

Reports of human rights violations can always be submitted in person to supervisors, the local Human Resources (HR) departments, Group HR at voestalpine AG as well as to the Management Board. Violations may also be reported to the Human Rights Officer (see below) or via voestalpine's online whistleblower system at <https://www.bkms-system.net/voestalpine>. This web-based whistleblower system allows reports to be submitted anonymously.

HUMAN RIGHTS OFFICER

voestalpine has created the position of a Human Rights Officer. In addition to the aforementioned whistleblower system, emails sent to humanrights@voestalpine.com or menschenrechte@voestalpine.com are read by the Human Rights Officer, who will promptly forward incoming reports to the relevant authorities for review. Depending on the incident in question, this may involve different departments such as local management, local HR departments, or relevant procurement departments. Compliance with human rights is also reviewed as part of regularly occurring risk management processes.

UN GLOBAL COMPACT— THE 10 PRINCIPLES

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 compulsory 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.

By signing the Code of Conduct for Business Partners as required, voestalpine's business partners undertake to respect and comply with human rights as fundamental values on the basis of the European Convention on Human Rights and the UN Charter. In particular, this applies to the prohibition on child and forced labor, equal treatment of employees, and the right to employee representation and collective bargaining.

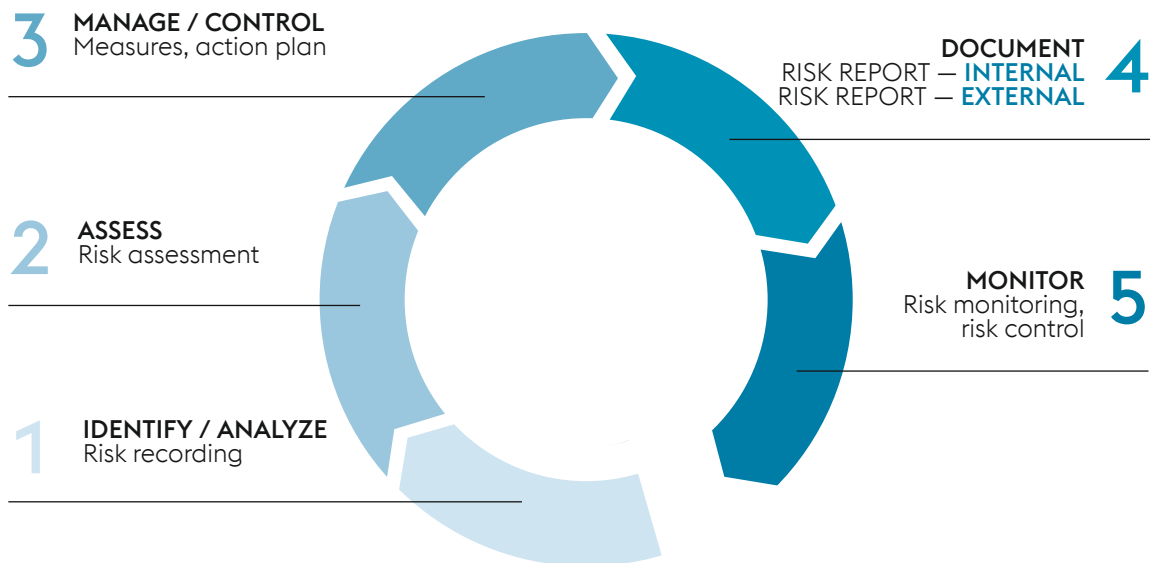
11. RISK MANAGEMENT

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.





A Risk Management Questionnaire (RMQ) specific to voestalpine is available to all operating units and is to be used as a checklist that supports the identification of potential risks. The current RMQ comprises 13 chapters that cover, inter alia, strategic risks, financial risks, compliance risks as well as risks related to human rights, the environment, and climate change. It is assessed regularly, but at least once a year, in terms of its relevance to current conditions and supplemented as necessary.

Specific processes were analyzed in connection with the assessment of risks enumerated in the EU Taxonomy Regulation, and new assessments were introduced; see the chapter on “Ethical Corporate Management” for more detail.

Human Rights Risks

The Risk Management Questionnaire explicitly addresses risks that may arise on account of human rights violations. For one, an analysis regarding human rights violations by customers or suppliers is conducted as part of market observations. For another, voestalpine ensures compliance with international standards such as workplace safety, diversity policies, and human rights protections—with a particular focus on potential discrimination as well as child and/or forced labor—both in the company and at business partners.

Physical Risks of Climate Change

The voestalpine Group has taken comprehensive proactive measures to deal with risks from natural disasters: e.g., floods or low water levels, heavy snowfall, droughts as well as strong wind or fluctuations in temperatures. Among other things, this includes construction measures, fire alarms, sprinkler systems, flood protection as well as logistical adjustments in case of low water levels. Existing preventive measures are evaluated as to their current appropriateness and/or completeness and adjusted to new circumstances or expanded as necessary in connection with regular run-throughs, tests of existing emergency plans as well as physical inspections and risk surveys carried out with insurance companies. The Group’s existing insurance policies for natural disasters and other risks are regularly reviewed as to their current relevance in cooperation with voestalpine Insurance Services GmbH (the Group’s internal insurer).

In addition to the steps taken within the company, regular information sharing with internal and external insurance companies helps to minimize the fallout from any such risks for the Group as much as possible.

As regards raw material supplies (e.g., deliveries by ship to the plant in Linz, Austria), any climate-induced fluctuations in river water levels and any imminent difficulty in the navigability of rivers (e.g., the Danube River) as a result thereof are considered on a case-by-case basis in the light of the number of ships utilized and the freight volume.

Other Material Sustainability Risks

Risks from areas such as personnel issues and the fight against corruption are taken into account at all levels, including their ramifications. For details, see the respective sections of the present CR Report.

Risks From the COVID-19 Pandemic

The Group-wide crisis management, which consists of teams at three decision-making levels (Group, divisions, companies), continued to take effective steps in the business year ended to counteract the COVID-19 pandemic and its ramifications. The maintenance or situational adjustment of the precautionary measures that were already initiated at the onset of the pandemic (e.g., hygienic and protective measures, work from home (WFH)) as well as of the activities initiated to supplement them (e.g., regular exchanges of information with key customers and suppliers, adjustment of production activities in line with existent supply chains, securing liquidity) also helped during the business year 2022/23 to ensure the organization's stability as best as possible. Given ensuing developments worldwide and the incremental reversal of the legislative measures various countries had put in place, the Group's crisis management was put on hold at the end of January 2023. However, we continue to monitor pandemic-related developments as before so that we will be able to reactivate the Group-wide crisis management as necessary. Emergency and crisis plans that were implemented along with additional measures are evaluated at regular intervals and adjusted and/or expanded as necessary in the light of new information.

12. 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.



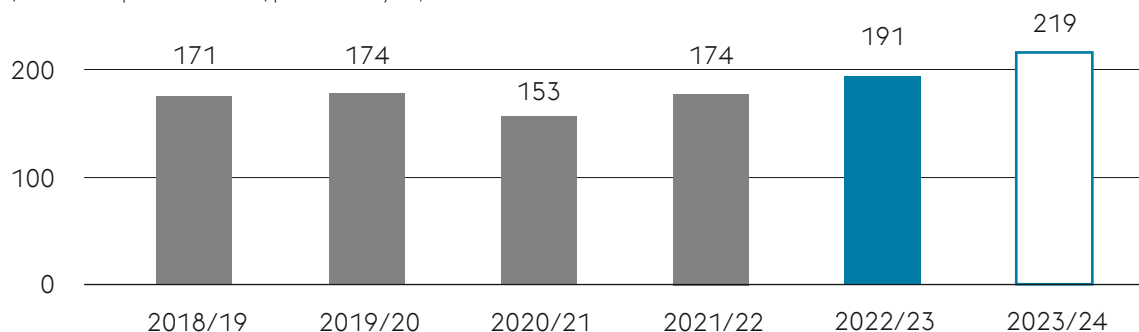
12.1 RESEARCH EXPENDITURES OF THE voestalpine GROUP

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





12.2 PATH TO CLIMATE-NEUTRAL STEEL PRODUCTION

A key goal of voestalpine's decarbonization strategy is to avoid generating carbon dioxide from technical processes. Hence the company conducts intensive research on new processes and procedures for achieving sustainable steel production. A new process route for the climate-friendly production of pig iron is being evaluated in collaboration with Primetals Technologies based on the "Hyfor" technology. Hyfor comprises a hydrogen-based process for the direct reduction of fine ores that does not require any agglomeration steps such as sintering or pelleting. Numerous test runs have been carried out successfully in batch operations at the Group's pilot plant in Donawitz, Austria, since the process was launched at the end of calendar year 2021. The next step involves preparing a pilot plant enabling continuous operations at the Group's Linz, Austria, facility, which will incorporate the existing hydrogen electrolyzer facility.

The Sustainable Steelmaking (SuSteel) project entails research on an entirely new technology. Fundamental research conducted in this connection involves examining how steel could be produced directly from iron ore using hydrogen plasma without the intermediate pig iron step.

The development activities at the demonstration facility in Donawitz are proceeding successfully, demonstrating the feasibility of the technology in principle.

As long as carbon is indispensable to the production of high-grade steel, for example, researchers will also continue to work on solutions that make it possible to suitably utilize the carbon dioxide generated in the production process. This is why voestalpine Stahl GmbH is participating in the "Carbon Cycle Economy Demonstration" project of RAG Austria AG, which is being carried out in cooperation with energy producers and research institutes. In part, this project aims to set up a carbon cycle in which CO₂ from different waste gases generated in steelmaking is pumped into natural underground storage facilities together with hydrogen produced sustainably in the Linz-based electrolyzer facility. The methanizing then takes place in these storage facilities. In turn, this sustainably produced methane gas can be extracted as needed and returned to the processes. As a result, the carbon dioxide remains within the cycle and is not emitted.

12.3 PROCESS OPTIMIZATION THROUGH DIGITAL TRANSFORMATION

Algorithms, robots, model-based rules, and state-of-the-art sensor technology combined with artificial intelligence (AI) are already being used or implemented in the Group's production plants. The consistent push toward the digital transformation enables selective collection and

analysis of all relevant data and, ultimately, fully-integrated process routes that can be managed much more efficiently. Downtimes and production stoppages are reduced, operating personnel is supported, and product quality is stable at a high level or even enhanced.

12.4 CIRCULAR ECONOMY — KEY TO SUSTAINABLE PRODUCTION

voestalpine has launched a Group-wide project pertaining to sustainable processes that serves to identify and harness existing potential. Roughly one half of the project volume focuses on the circular economy. Numerous subprojects concern topics such as the processing of dust,

sludge, and slag. The aim is to recover all recyclable material using all available technological means and to bring about the meaningful reuse of residual products—including through other industries.

12.5 R&D FOR SUSTAINABLE PRODUCTS

A wide range of product innovations helps both voestalpine and its customers to achieve their respective sustainability targets. Among other things, our R&D work focuses on products that can be recycled in ever more environmentally friendly, effective, long-lasting, safer, and unproblematic ways. The following voestalpine products thus contribute to sustainable development:

- >> High-quality rails resistant to wear and tear
- >> Intelligent turnouts with diagnostic systems to ensure reliable track system availability
- >> Ultra-high tensile steels for lightweight construction of autobodies
- >> Electrical steel strip for highly efficient electric motors and for generators used in power generation
- >> Components for wind turbines, whether on or offshore
- >> Mounting systems for photovoltaic (PV) modules
- >> Turbines for pumped storage hydroelectric power plants
- >> Seamless tubes for transporting hydrogen
- >> Ultra-pure alloys as pre-material for medical technology
- >> Guard rails, safety belt tensioner tubes, high-tensile sections for driver's cabs, and other products serving to enhance security

13. 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 mitigate 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 existing steel production processes. Our intensive work to research new, more environmentally friendly production processes and, not least, to refine materials and products alike makes decisive 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:

- >> Take comprehensive responsibility for products
- >> Optimize the production processes
- >> Establish environmental management systems
- >> Integrate employees into these processes and ensure environmentally-conscious conduct
- >> Engage in open and professional dialogues



Environmental protection is a core component of voestalpine’s Sustainability Strategy. It encompasses the following principles:

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

Process-related emissions cannot be entirely avoided due to the chemical-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 mitigate 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—
Commit to low-carbon production**

We commit to achieving net-zero emissions in production, especially through comprehensive research and development of new technologies via cross-sector cooperation agreements and projects. We support the transformation toward a largely fossil-fuel-free society thanks also to our product innovations that are used, for example, in e-mobility, railway systems, and renewable energy generation. 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.



13.1 ENVIRONMENTAL MANAGEMENT SYSTEMS

Worldwide, about 120 production companies and facilities are a part of voestalpine’s environmental data management system. This includes all steel producing and processing (and therefore all energy and emissions-intensive) business segments that are relevant to the Group’s carbon footprint.

The Group periodically compiles about 150 key figures, for instance, those related to air emissions; energy and materials efficiency; water, waste, and recycling management; as well as environmentally relevant investments and expenditures. These data are used for external reporting and fulfillment of reporting obligations as well as, in particular, for environmental as-

essments of processes, products, and materials. Moreover, the metrics compiled as part of environmental data management provide the basis for strategic planning and operational implementation of environmental activities.

The voestalpine Group has established management systems across the board worldwide. Fully 76% of its production plants, which account for 96% of the Group’s entire production volume, have implemented an environmental management system pursuant to ISO 14001 or the EU’s Eco-Management and Audit Scheme (EMAS). Of these entities, 28% are subject to certified energy management pursuant to ISO 50001.

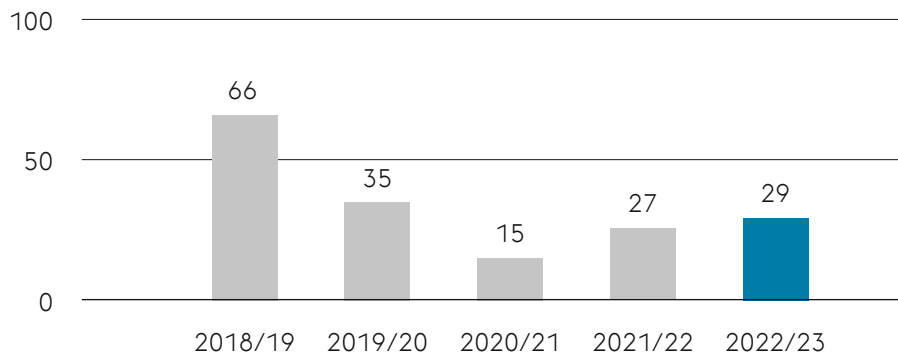
13.2 ENVIRONMENTAL INVESTMENTS

In the business year 2022/23, investments in environmentally relevant facilities stood at EUR 28.9 million, thus slightly exceeding the previous business year's level (EUR 26.7 million). These in-

vestments served primarily to expand captive renewable energy production, boost energy efficiency, and further reduce emissions.

ENVIRONMENTAL INVESTMENTS

In millions of euros



As early as in the business year 2021/22, voestalpine launched a Group-wide campaign to expand its own production of renewable energy. For one, this entails the installation of PV units on technically suitable building roofs and open areas; for another, the Group invests in both wind and hydropower facilities. The company also continues to push the installation of electric charging stations at its European locations.

Over and above the pronounced expansion of captive renewable energy generation, reductions in energy consumption are at the center of the divisions' environmental projects. The High Performance Metals Division continually works to implement projects aimed at boosting energy efficiency. Just as the Group's other divisions, it is also taking steps to lower the share of fossil fuels. The division's Swedish plant, for example, substituted biogas for 30% of its total natural gas consumption and converted equipment such as furnaces from natural gas to electrici-

ty. In doing so, voestalpine is consistently pursuing its ambitious goal to bring about an 80% reduction in CO₂ emissions at its Swedish plant by 2027/28. The division's Brazilian entity also implemented important energy efficiency measures in connection with smelting and forging as well as the electric furnace in the business year ended.

It goes without saying that it is more difficult to raise remaining energy efficiency potential at the "conventional" crude steel production facilities. At the Donawitz (Austria) steel plant of the Metal Engineering Division, improvements in heat recovery will boost energy savings by 1,700 MWh annually. The optimized use of waste heat in the facility's captive power plant and the resulting improvement in efficiency adds another 2,000 MWh of energy savings per annum. Many other steps have been taken to significantly boost the plant's ability to generate renewable electricity from its own sources. For example, a PV system with an output of 1.36 MWp was

installed in an external landfill; it has been feeding green electricity into the plant's grid through a direct transmission line since October 2022. In the future, these 2,520 modules are forecast to deliver some 1.5 million kWh of solar electricity per year with the help of ten inverters for the production and processing companies at the Donawitz plant.

Furthermore, a PV system with an installed total output of 8 MWp was set up on the factory floor roof of the Metal Engineering Division's seamless tube rolling mill in Kindberg, Austria; yet more units are planned for other factory buildings. As in other divisions too, operational and/or process-related steps have been taken to replace natural gas with electricity.

PV units were installed at various locations of the Metal Forming Division—especially in Austria, Germany, and the Netherlands—often using internally produced “iFix” type mounting systems.

Besides carrying out the preparatory work for the greentec steel program described in the “Climate Action” chapter, the Steel Division focused on energy efficiency, captive generation of renewable energy using expanded photovoltaics units as well as increases in the share of e-mobility for both intra-plant vehicular traffic and the charging infrastructure used by voestalpine's employees.

The continued expansion of the division's CO₂-reduced product portfolio was one important focal point. voestalpine already started back in calendar year 2021 to offer all flat steel and heavy plate products manufactured at the Linz (Austria) plant in a greentec steel edition also. The CO₂ footprint of these products has been lowered by some 10% thanks to the optimization of operating modes (for example, when scrap and reducing agents are utilized) and the use of renewable electricity. In addition to the automotive industry, steel produced in this manner is already being deployed by customers in facade construction, building technology, crane construction, or the heating and heat pump industry.

Austria's largest legacy pollution clean-up project—“Altlast O76, Linz Coking Plant”—which was launched in calendar year 2012 was finally completed in the business year 2022/23.

13.3 ENVIRONMENTAL EXPENDITURES

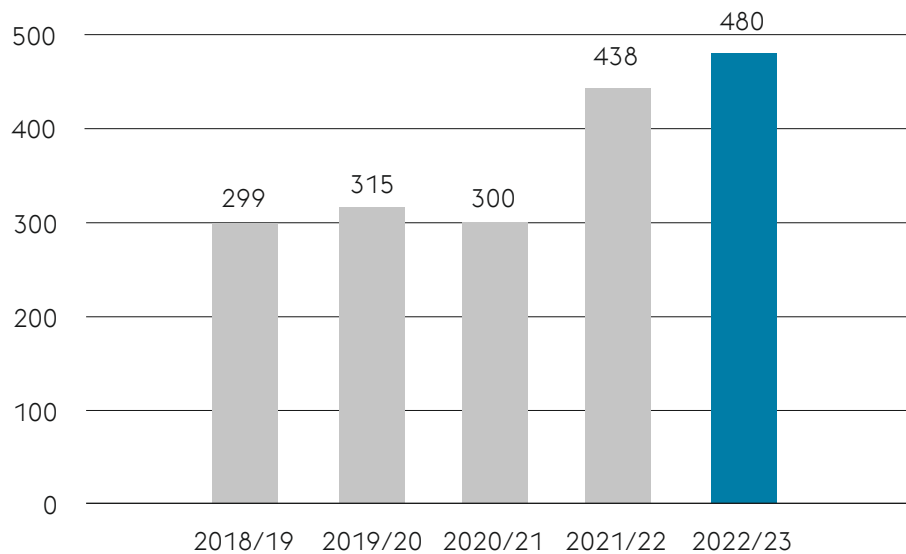
The environmental expenditures of the voestalpine Group reached yet another all-time high in the business year 2022/23, rising 9.7% to EUR 479.9 million. voestalpine's environmental expenditures over the past ten business years thus already come to EUR 3 billion.

The investments were directed primarily at the following main areas during the business year ended:

- >> 69% were invested in clean air activities including EU emissions trading allowances (also see the "Climate Action" chapter)
- >> 17% were invested in waste recycling, reuse, and disposal
- >> 13% were spent on measures to protect the aquatic environment
- >> 1% was spent on noise abatement and other projects

ENVIRONMENTAL EXPENDITURES

In millions of euros



13.4 AIR EMISSIONS

Due to both processes and raw materials, conventional production of pig iron and steel generates various emissions such as carbon dioxide (CO₂), but also sulfur dioxide (SO₂) and nitrogen oxides (NO_x).

voestalpine fully complies with the relevant statutory thresholds. These parameters are verified and the annual loads determined by means of continuous measurements, periodic tests, and material flow analyses. State-of-the-art scrubbing facilities (i.e., end-of-pipe measures) are utilized in addition to continual process optimization (i.e., process integrated (PI) measures) to minimize any remaining emissions.

Over the last few decades, the voestalpine Group substantially lowered its emissions thanks to extensive environmental measures and innovations in process technology. Given existent steel production technologies, the residual air emissions are the minimum achievable.

13.4.1 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.

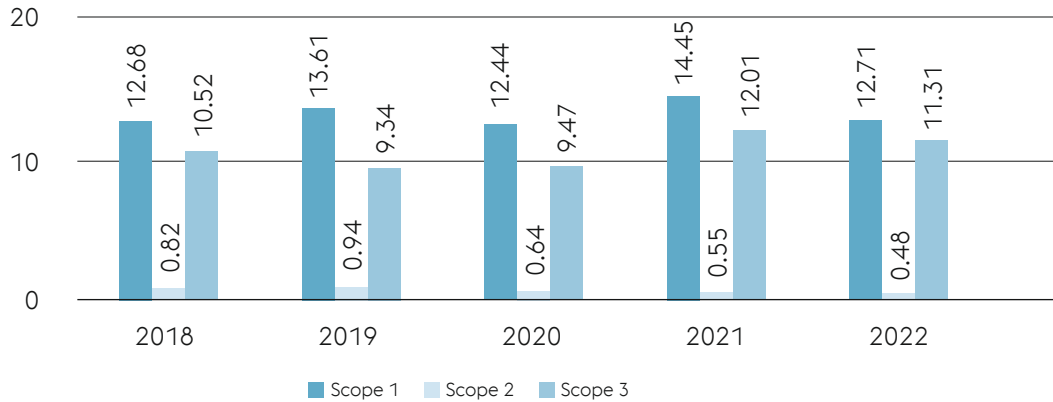
In addition to the direct emissions (Scope 1), we also collected data on the indirect greenhouse gas emissions (Scope 2 and Scope 3) and analyzed the data using the "EF 3.0 Climate Change total" method. To determine indirect GHG emis-

sions, 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.

The observation period used for greenhouse gas accounting is to be expanded in the future, as follows: All voestalpine Group companies that engage primarily in downstream materials processing and thus have a significant impact on the Scope 3 emissions will have to be taken into account as well. Initial analyses to this end were already carried out during the reporting period. Quantification and systematic analyses are planned for the next reporting period.

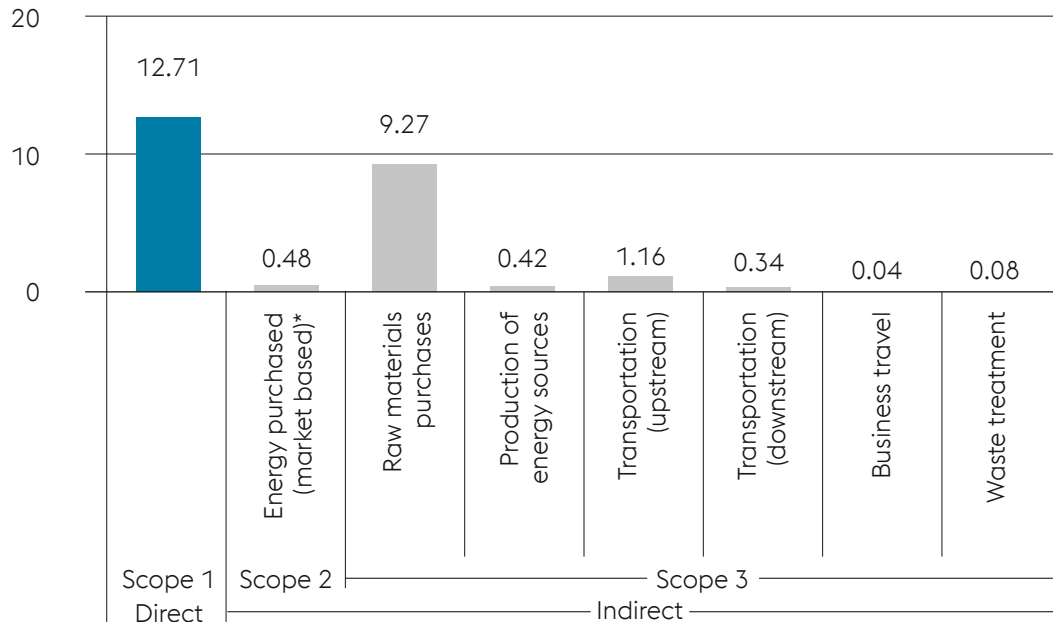
DEVELOPMENT OF SCOPE 1, 2, 3 EMISSIONS

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

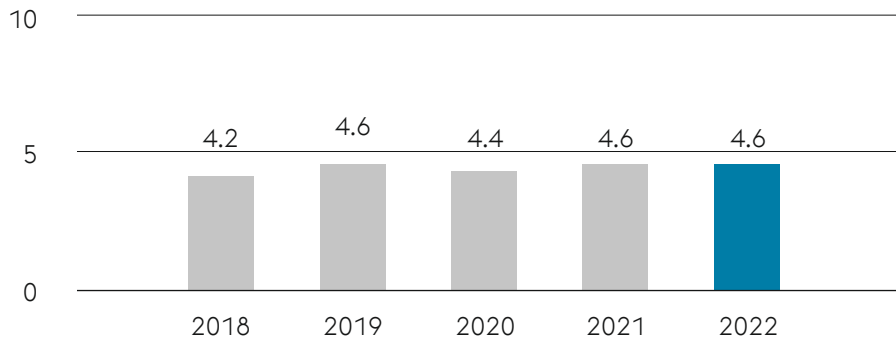
13.4.2 SO₂ EMISSIONS

The use of particular raw materials—especially coal and coke—introduces sulfur into the production process. Additional processing steps and the use of by-products such as coke oven gas (COG) and blast furnace gas (BFG) for thermal recycling turn sulfur into sulfur dioxide.

The specific SO₂ emissions in calendar year 2022 were 0.54 kg/t of product and thus exceeded the previous year’s metric of 0.44 kg. This increase arises from the change in the production volume owing to the elimination of voestalpine Texas LLC. In absolute terms, the SO₂ emissions remained constant at 4.6 kt.

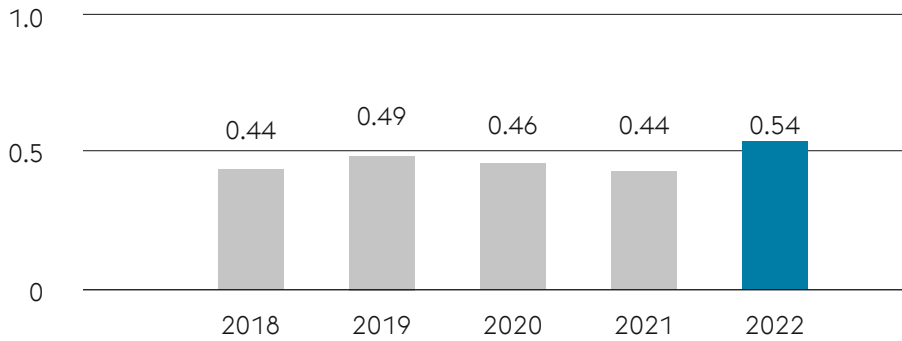
SO₂ EMISSIONS

kt



SPECIFIC SO₂ EMISSIONS

kg/t product



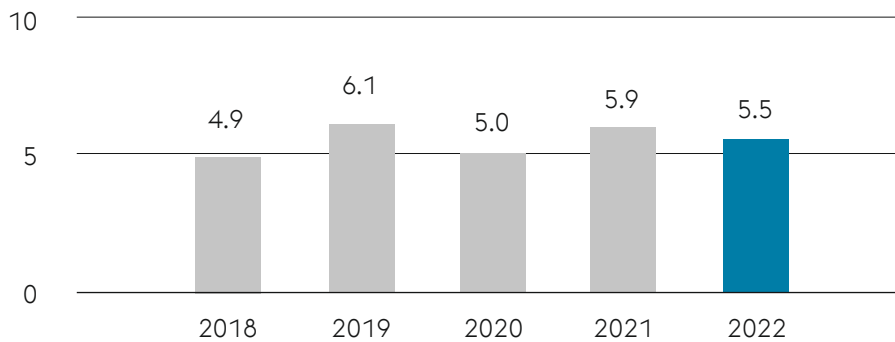
13.4.3 NO_x EMISSIONS

Nitrogen oxides are generated through the operation of industrial furnaces and the thermal recycling of by-product gases.

In calendar year 2022, voestalpine's absolute NO_x emissions fell from 5.9 kt to 5.5 kt. The specific NO_x emissions per ton of product were 0.64 kg (calendar year 2021: 0.55 kg).

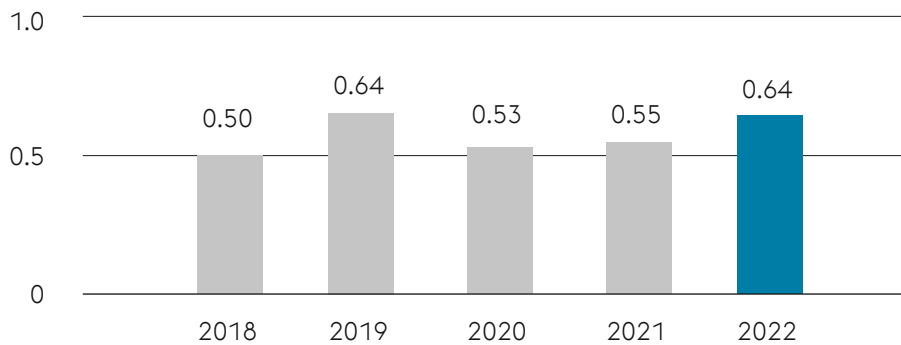
NO_x EMISSIONS

kt



SPECIFIC NO_x EMISSIONS

kg/t product



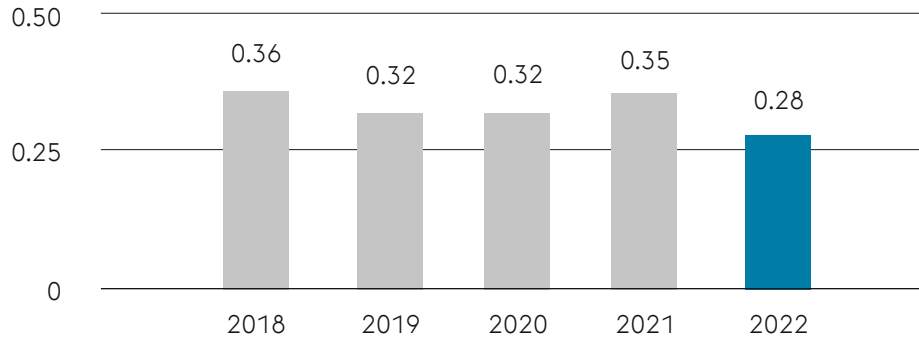
13.4.4 CAPTURED DUST EMISSIONS

Dust-laden exhaust air and exhaust gases that occur during production are captured and channeled to dedusting systems using state-of-the-art processes and equipment.

In absolute terms, captured dust emissions fell in calendar year 2022 to 0.28 kt. In specific terms, the value remained constant at 33 g per ton of product and hence low.

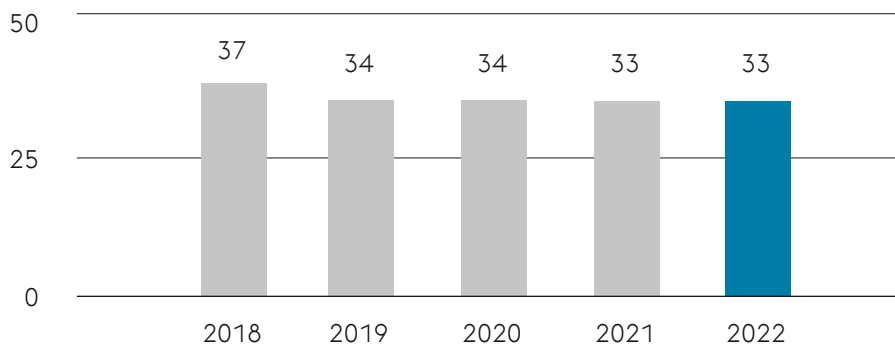
CAPTURED DUST EMISSIONS

kt



SPECIFIC CAPTURED DUST EMISSIONS

g/t of product



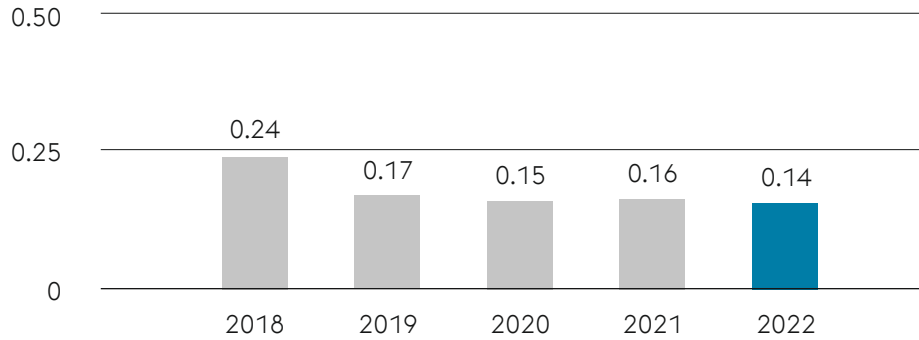
13.4.5 ORGANIC AIR POLLUTANTS

Organic air pollutants (i.e., volatile organic compounds, VOC) are generated primarily during the thermal process stages of crude steel production as well as during the associated combustion processes.

voestalpine commissioned several technically sophisticated pieces of equipment in recent years to cut VOC emissions. This made it possible to bring about a substantial decline in the emission of organic air pollutants. In calendar year 2022, absolute VOC emissions were 0.14 kt (2021: 0.16 kt), and specific emissions were 17 g (2021: 15 g) per ton of product.

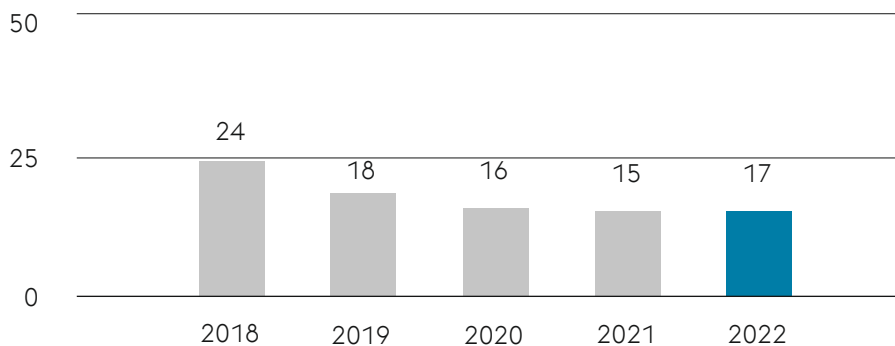
VOC EMISSIONS

kt



SPECIFIC VOC EMISSIONS

g/t product



13.5 WATER MANAGEMENT

Water serves to cool equipment and to generate steam that is used to produce energy and thus is an important consumable and auxiliary material in the entire production and processing cycle.

voestalpine uses water resources as sparingly as possible thanks to circular systems and the repeated utilization of process water. In keeping with ISO 14046 and the LCA approach, comprehensive assessments of the water circulation systems are performed across all production steps and sites.

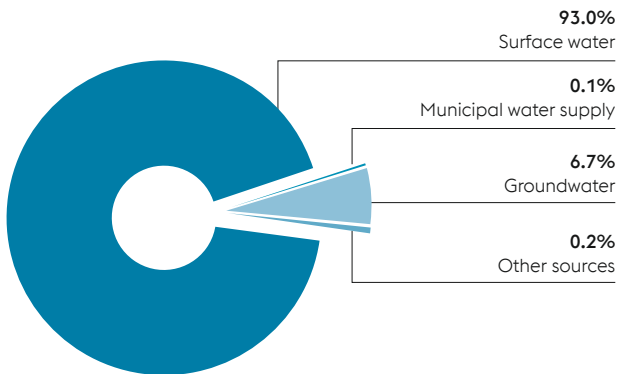
The amount of water used rose from 722 million m³ in calendar year 2021 to 741 million m³ in calendar year 2022. Most of it (93%) was sourced from surface water for cooling purposes and returned back to the source in the same quality.

More than 95% of the cooling and wastewater discharge streams of voestalpine Group companies were subjected to both quantitative and qualitative parameter monitoring. This periodic and continuous monitoring ensures compliance with applicable national and regional standards.

The direct net consumption of freshwater fell from 14.0 million m³ to 11.4 million m³, which equates to an unchanged 1.32 m³ per ton of product. In calendar year 2022, upstream steel production accounted for most of the indirect consumption of 43.6 million m³ (2021: 53.4 million m³) in absolute terms and 5.03 m³ unchanged per ton of product.

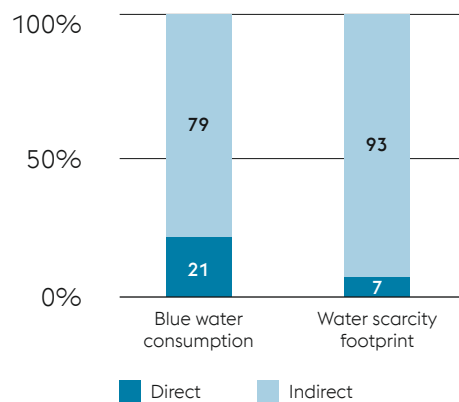
voestalpine's water consumption in production and processing has but minor effects on local water systems and does not aggravate conditions in regions already affected by water scarcity. This is the finding of an externally verified study that determined the water scarcity footprint based on an analysis of all production activities across the entire value chain ("cradle to gate"). Determining the "blue water consumption" (i.e., the net consumption of freshwater) and/or the water scarcity footprint of each and every production facility involves analyzing the ways they contribute to the given region's water scarcity in detail, also taking local hydrogeological conditions into account.

WATER EXTRACTION 2022



WATER FOOTPRINT 2022

In %



13.6 WASTE & RECYCLING MANAGEMENT

Steel is considered a permanent material thanks to its longevity, ease of repairability, and the possibility of converting it as scrap any number of times into new steel products. As such, steel can already make an important contribution to the circular economy that the European Union aims to achieve by 2050.

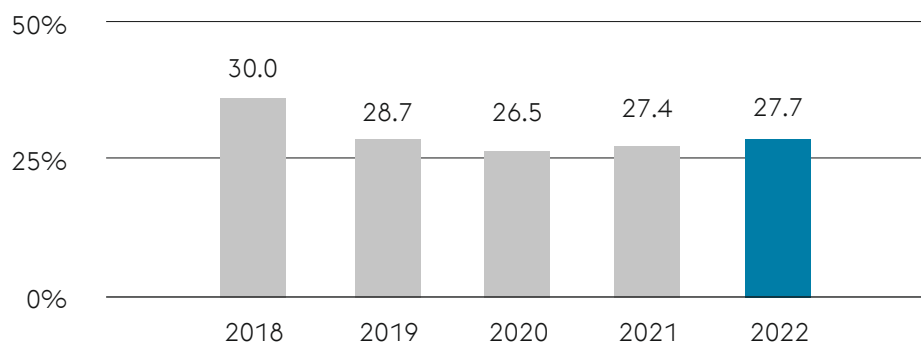
Decoupling the economy from the consumption of resources requires both extending the useful life of products and repurposing them in different ways at the end of their service life. voestalpine is responding to this challenge. Hence own and third-party scrap have become a primary raw material for the Group, for one, in connection with conventional technology, where scrap is used especially in the Linz and Donawitz steel plants and, for another, in connection with the envisioned shift to electric furnaces at these two facilities (also see the “Climate Action” chapter).

Furthermore, scrap is already being used to manufacture special steel grades in the electric furnaces of the High Performance Metals Division.

In calendar year 2022, the recycling rate relative to product output was 27.7% (2021: 27.4%). This metric concerns the product’s iron content that is derived from secondary raw materials such as scrap iron.

RECYCLING RATE

In percent of product output



voestalpine implements numerous measures to promote internal circularity as well as external utilization of residual products and waste from both the production plants and downstream facilities. For one, process management in the integrated steel mills is subject to continual improvement. For another, internally and externally generated products as well as residual products and waste such as scrap and plastic are re(used) in the production plants.

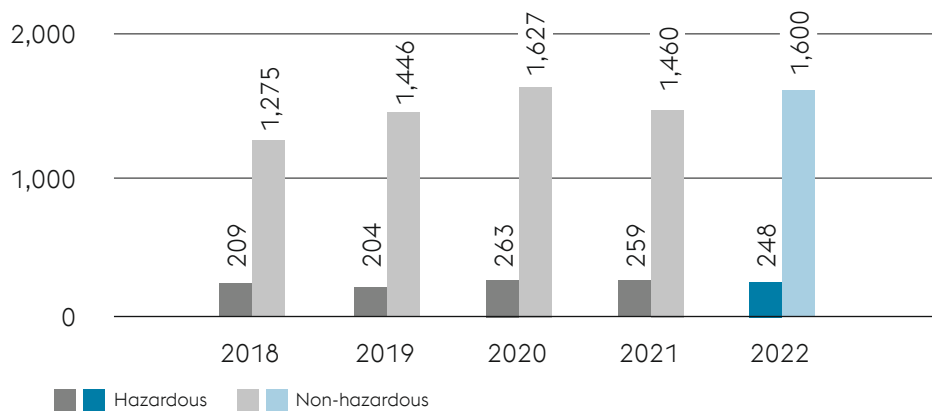
By-products such as steel mill dust or slag are utilized in the zinc industry or in the production of cement.

Agreements with third parties serve to ensure professional and state-of-the-art downstream processing in connection with the transfer of waste to them. Both the monitoring of, and accounting for, these waste streams conform to statutory requirements and are carried out electronically.

The specific volume of hazardous waste in calendar year 2022 was 29 kg per ton of product (2021: 24 kg/t), and that of non-hazardous waste 184 kg per ton of product (2021: 138 kg/t). Greater quantities of waste resulting from refitting and demolition work led to these increases.

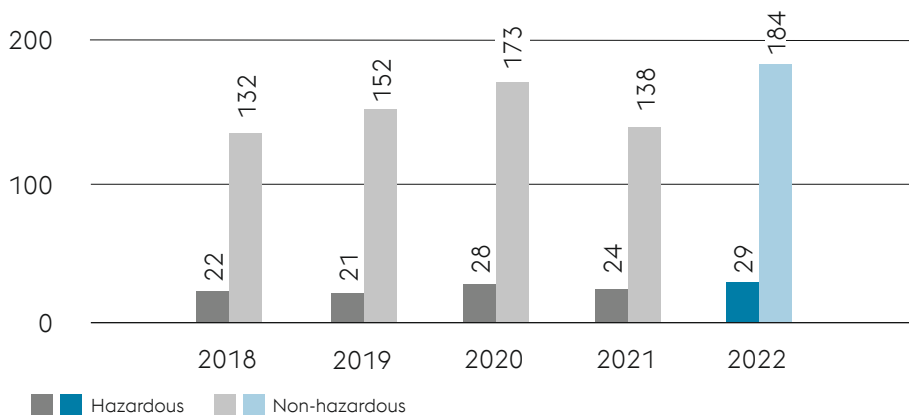
WASTE VOLUME

kt



SPECIFIC WASTE VOLUME

kg/t product

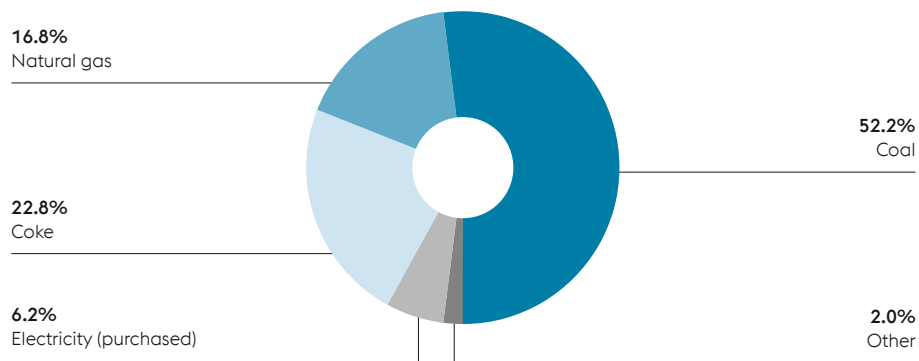


13.7 ENERGY

As already presented in detail in previous reports, the currently still prevailing blast furnace route is based on a mixture of fuels and raw materials-both from fossil sources. Most of this energy is converted: For example, voestalpine generates electricity in its captive power plants from process gases and uses it to drive both the production process and the downstream processing steps. The Group thus can largely cover its need for electric power through captive generation.

Merely 6.2% of the Group's current total energy consumption is procured from the power grid. The remainder is obtained through the conversion of coal (52.2%), the resulting coke (22.8%), and natural gas (16.8%).

PERCENTAGE OF ENERGY SOURCES 2022

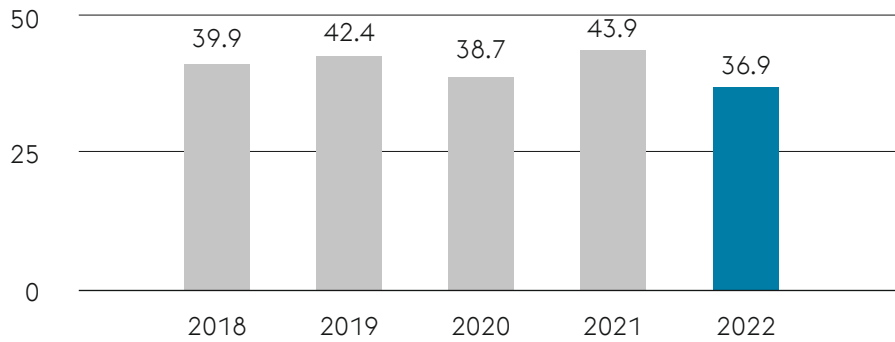


The voestalpine Group's total energy consumption in calendar year 2022 fell from 43.9 TWh to 36.9 TWh. This reduction stems in part from a downturn in production, from the present energy crisis, as well from the partial sale of voestalpine Texas LLC.

Analyzed in specific terms, the Group's energy consumption remained more or less the same as in calendar year 2021, namely, at 4.3 MWh per ton of product. As previously, the steel production plants in Linz (25.2 TWh) and Donawitz (6.3 TWh) were the largest consumers in calendar year 2022 too.

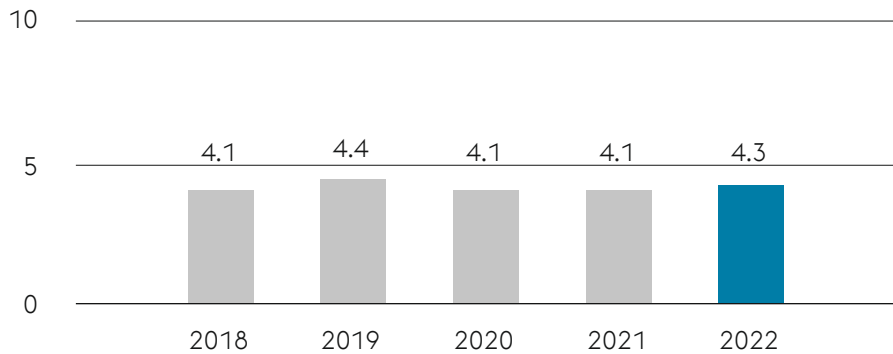
TOTAL ENERGY CONSUMPTION

TWh



SPECIFIC TOTAL ENERGY CONSUMPTION

MWh/t of product





14. HUMAN RESOURCES

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

Corporate Culture

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

Diversity

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

Training and Continuing Professional Development (CPD)

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



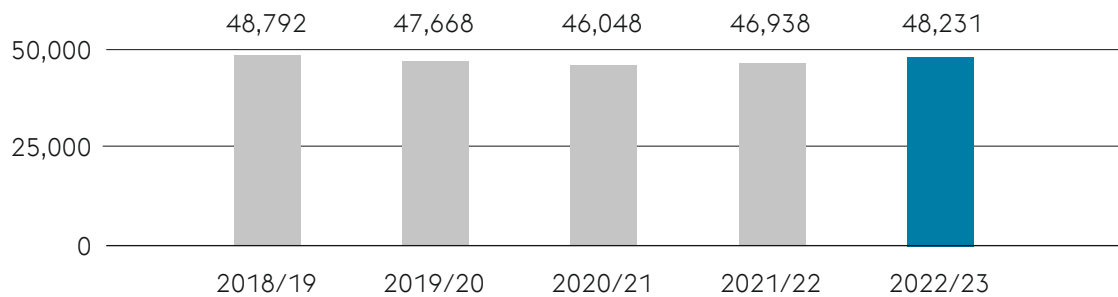
14.1 EMPLOYEE STRUCTURE

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

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

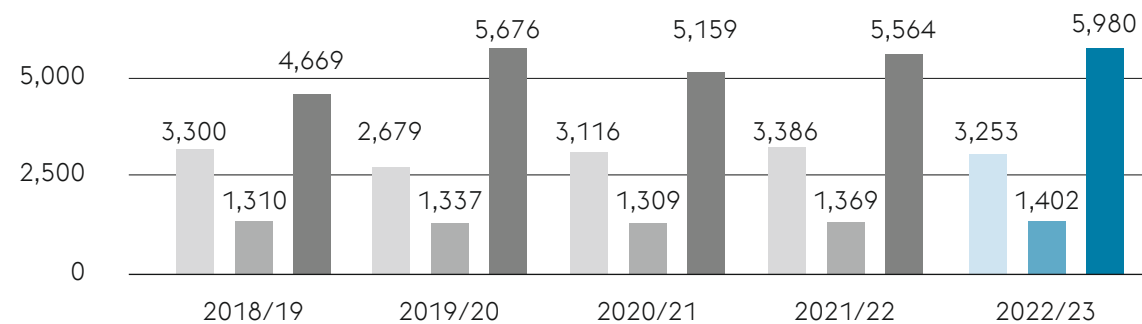
DEVELOPMENT OF THE NUMBER OF EMPLOYEES

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



EMPLOYEE STRUCTURE BY EMPLOYMENT CONTRACT

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

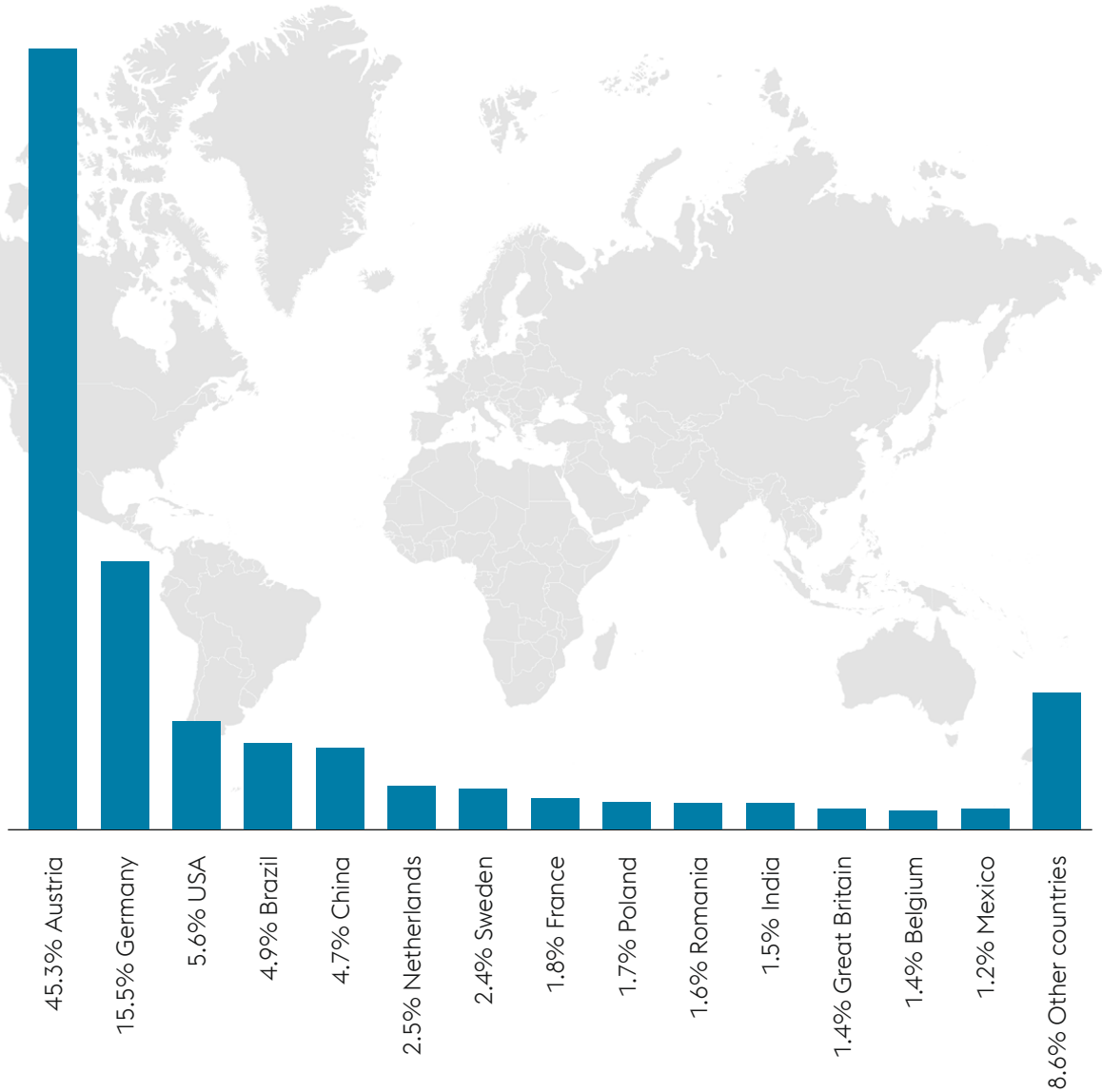


Temporary employees (FTEs)
 Apprentices (head counts)
 Part-time employees (head counts)

14.1.1 EMPLOYMENT BY COUNTRY AND REGION

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

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



WORKFORCE BY REGION AND GENDER (FROM 10 HEAD COUNTS)

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

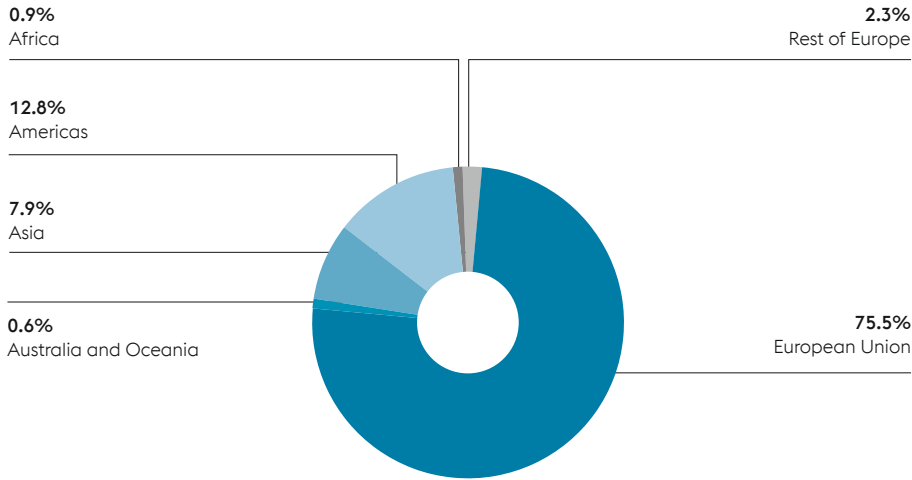
| Country | Overall | Male | Female |
|---------------------------------|---------|--------|--------|
| Austria | 22,617 | 19,357 | 3,260 |
| Germany | 7,537 | 6,377 | 1,160 |
| USA | 2,500 | 2,002 | 498 |
| Brazil | 2,323 | 2,079 | 244 |
| China | 2,013 | 1,659 | 354 |
| Sweden | 1,215 | 995 | 220 |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

voestalpine is considered an attractive employer in the countries in which it works. This facilitates local recruiting, with the result that most

employees at any given location are local residents.

WORKFORCE BY REGION

As of the March 31, 2023, reporting date, based on FTEs



German and English are the predominant languages in the voestalpine Group. Hence voestalpine’s most important publications such as the present Corporate Responsibility Report (CR Report), the Annual Report, and the quar-

terly reports are published in these two languages. The voestalpine Code of Conduct, the Corporate Responsibility Fact Sheet as well as brochures and magazines are translated into numerous other languages besides English.

14.1.2 YEARS OF SERVICE AND EMPLOYEE TURNOVER

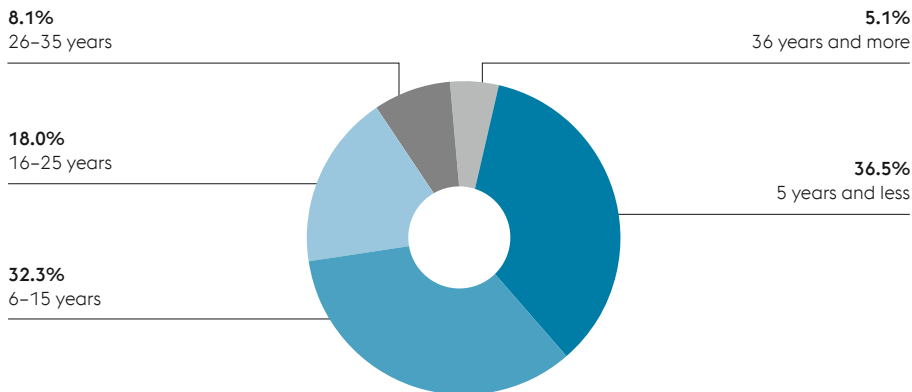
In the business year 2022/23, employees who had been with the Group for up to five years constituted the largest group, followed by em-

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

YEARS OF SERVICE

As of the March 31 reporting date

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



Numerous measures ensure that both the knowledge and the experience of our employees are put to the best use possible, thus continually enhancing voestalpine's attractiveness as an employer. This also keeps the employee turnover rate as low as possible. In the business year 2022/23, the turnover rate for employment contracts terminated by mutual agreement or by the employee was 8.4%. The collection of data regarding new hires and departures takes

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

DEPARTURES BY REGION

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

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

14.2 EQUALITY AND DIVERSITY

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

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

GENDER-SENSITIVE LANGUAGE AT voestalpine

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

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

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

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

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

14.2.1 PERSONS WITH DISABILITIES

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

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

14.2.2 WOMEN AT voestalpine

It is voestalpine's stated goal to increase the percentage of women on all levels—from apprentices to executives—and it is fleshed out in the company's Sustainability Strategy:

“We create the general framework for equal opportunity and aim to raise the percentage of women in technical fields and/or among technical apprentices by 2025. We help to make mathematics, informatics, natural sciences, and technology (MINT) more attractive for women and seek to increase the percentage of wom-

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

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

FEMALE EMPOWERMENT AS A STRATEGIC SPHERE OF ACTION

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

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

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

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

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

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

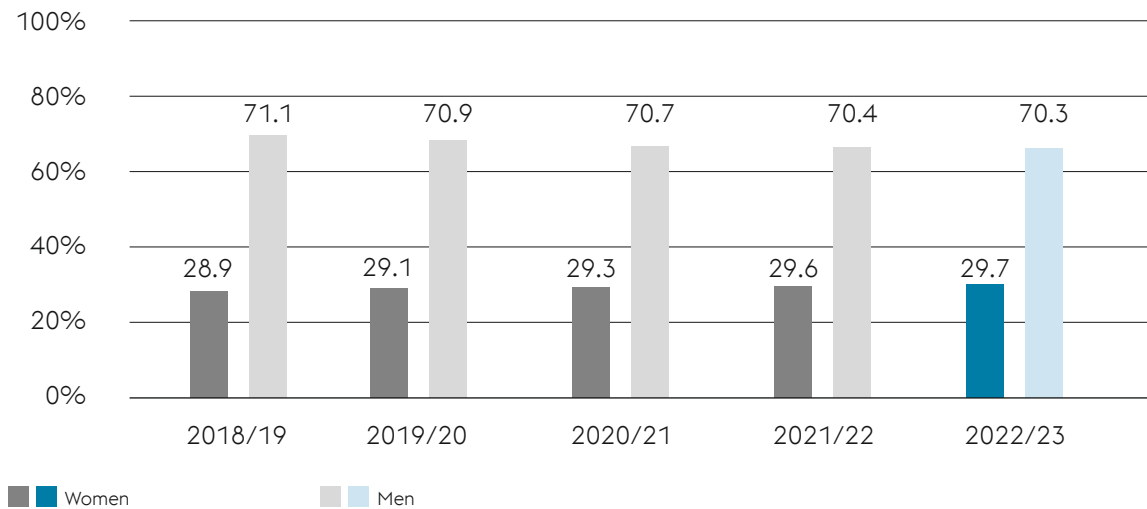
PERCENTAGE OF FEMALE EMPLOYEES

In each case as of the March 31 reporting date

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

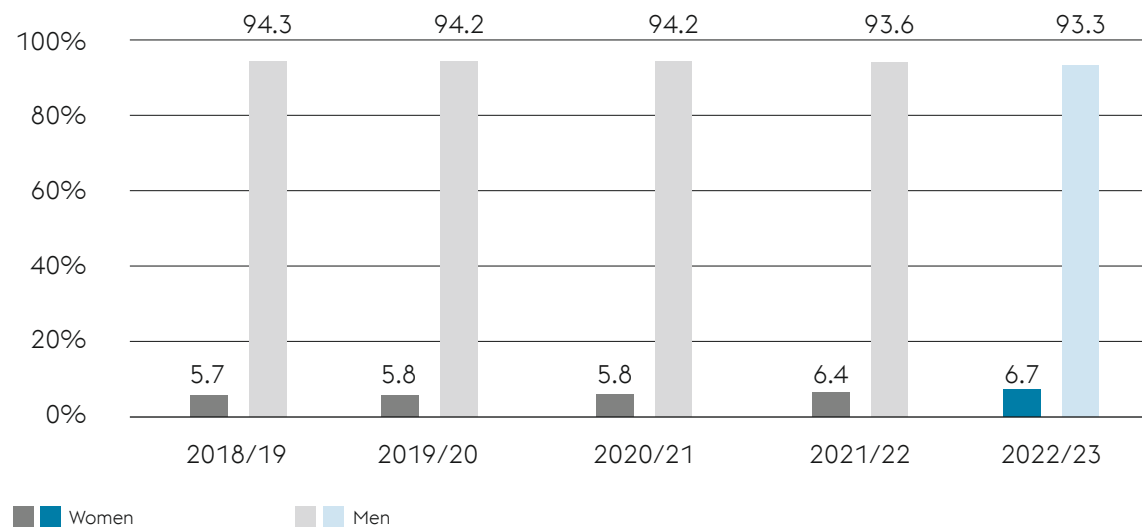
SALARIED EMPLOYEE STRUCTURE BY GENDER

In each case as of the March 31 reporting date



WAGE EMPLOYEE STRUCTURE BY GENDER

In each case as of the March 31 reporting date



14.2.3 AGE STRUCTURE OF EMPLOYEES

As of the annual reporting date (March 31, 2023), the average age of employees in the Group was 41.7 years. The following table shows

the average age by employment contract and gender.

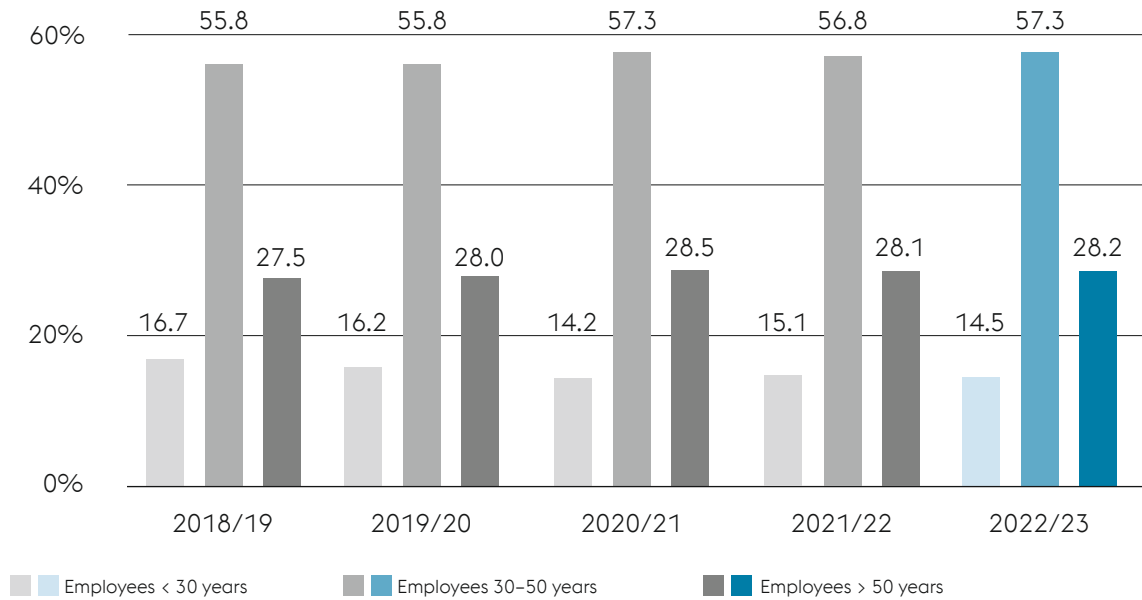
AVERAGE AGE OF EMPLOYEES

In each case as of the March 31 reporting date

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

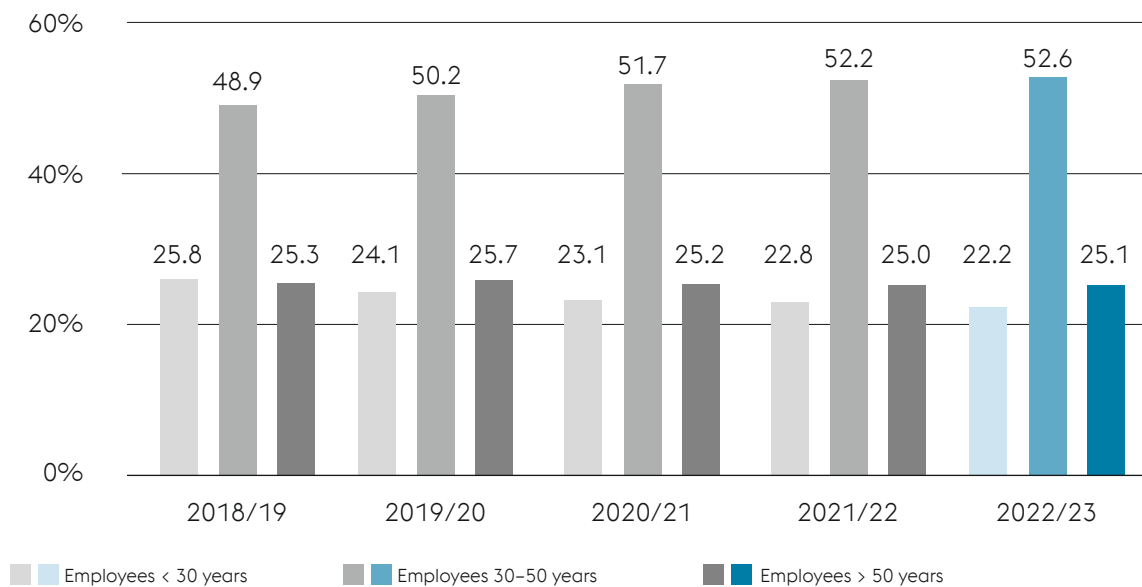
SALARIED EMPLOYEE STRUCTURE BY AGE GROUP

In each case as of the March 31 reporting date



WAGE EMPLOYEE STRUCTURE BY AGE GROUP

In each case as of the March 31 reporting date



14.3 ATTRACTIVENESS AS AN EMPLOYER

14.3.1 EMPLOYEE SURVEY

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

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

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

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

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

14.3.2 EMPLOYER BRANDING

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

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

INDUSTRY WINNER AND FIFTH PLACE IN OVERALL BEST RECRUITERS RANKING

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

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

14.3.3 ANNUAL EMPLOYEE PERFORMANCE REVIEW

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

are mandatory throughout the Group. A recommendation has been made to introduce suitable instruments of this nature (e.g., team assessment dialogues) for wage employees also, but the binding standards do not provide relevant guidance. While corporate headquarters offers standardized questionnaires and manuals, adjustments specific to companies and countries may be made.

In the business year 2022/23, a total of 30,554 employee performance reviews were conducted Group-wide either in one-on-one meetings or in teams; 16,263 of these concerned wage employees and 14,291 salaried employees.

14.4 TRAINING AND CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

Innovation and high quality are not conceivable absent continuing employee training and professional development (CPD). Hence training courses are an important prerequisite for voestalpine's success. In addition, they promote employees' career opportunities at the personal level as well as their ability to network across departments and locations. Besides customary face-to-face training sessions, by now digital learning formats as well as blended learning approaches that combine live online sessions and self-directed learning phases have been firmly established.

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

TRAINING IN VOESTALPINE VALUES

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

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

14.4.1 MANAGEMENT TRAINING

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

What makes this program special—aside from the wide range of methods that leading international experts use to teach relevant skills—is the intensive participation by voestalpine's management (whether as presenters, project managers, or sparring partners, so to speak) in exchanges of experience. This mixture of external and internal know-how along with the Group-wide interest in ensuring that employees possess advanced qualifications make the value: program extremely successful and unique. Another one of the program's cornerstones is the participating executives' international make-

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

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

INTERNATIONAL NETWORKING THROUGH value:digital TALKS

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

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

14.4.2 PROFESSIONAL ACADEMIES

In addition to its proven programs for executives and specialists, voestalpine also offers training programs for wage and salaried employees. The given employees expand their professional expertise in this context and enhance key soft skills such as teamwork, self reflection, and

agility. Topics such as guiding values and corporate responsibility are explored as well. The voestalpine Group believes that these competencies besides high levels of professional expertise are important factors in employees' successful future advancement.

EARLY CAREER PROGRAM (ECP) AND THE HR ACADEMY

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

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

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

14.5 APPRENTICES/TRAINEES

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

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

"I CHOOSE voestalpine" APPRENTICE CAMPAIGN

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

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

TENTH ANNIVERSARY OF THE GROUP APPRENTICE DAY

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

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

14.6 THE STAHLSTIFTUNG

The Stahlstiftung (Steel Foundation) was founded in Linz, Austria, in 1987. Its aim was to provide employees of the VOEST-ALPINE Group (as it was called at the time) who had to leave the company due to a crisis, as well as employees of companies outside of the Group, with opportunities for reorienting themselves professionally.

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

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

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

14.7 EMPLOYEE SHAREHOLDING SCHEME

voestalpine has had an employee shareholding scheme since 2001, which has been continually expanded since then. Besides the company's workforce in Austria, employees in Belgium, Czechia, Germany, Great Britain, Italy, Netherlands, Poland, Romania, Spain, Sweden, and Switzerland also have a share in "their" company.

The voting rights associated with stock issued to employees are combined in the voestalpine Mitarbeiterbeteiligung Privatstiftung (employee foundation for the Group's employee shareholding scheme), making this entity a stable, key shareholder of voestalpine AG. As of March 31, 2023, a total of about 25,500 employees have a stake in voestalpine AG. They hold about 25.5 million shares which, due to the general

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

In addition, former employees of voestalpine hold approximately 0.9 million "private shares" via the foundation, i.e., 0.5% of the voting shares.

The foundation exercises the voting rights of these shares, too, as long as the given employees do not exercise their right to freely dispose of the shares. On the whole, therefore, as of March 31, 2023, the voting rights of 14.8% of the share capital of voestalpine AG are pooled in the foundation.

15. health & safety



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



voestalpine's health & safety Values

Protecting its employees and their health is a central element of voestalpine's Sustainability Strategy. What matters, day in and day out, is to implement the Group's high standards at all facilities and refine them. We thus treat issues of health & safety with the same consistency and passion as we treat the quality of our products and processes. Because: Sustainable success is predicated on a healthy workforce in a safe environment.

- >> Safety and health have the highest priority.
- >> Our executives stand for these core values, ensure consistent compliance with them, and assume leadership roles in doing so.
- >> Safe work practices (SWP) are a prerequisite for employment with voestalpine.
- >> Our employees' personal conduct at the workplace affects everybody's safety and health.
- >> Conscientious and responsible employees pay attention to themselves as well as to their co-workers.
- >> We also expect our contractors and partners to give priority to the safety and health of their employees.
- >> Healthy, unharmed employees are the foundation of a healthy and successful company.
- >> Every occupational accident is one too many and preventable.

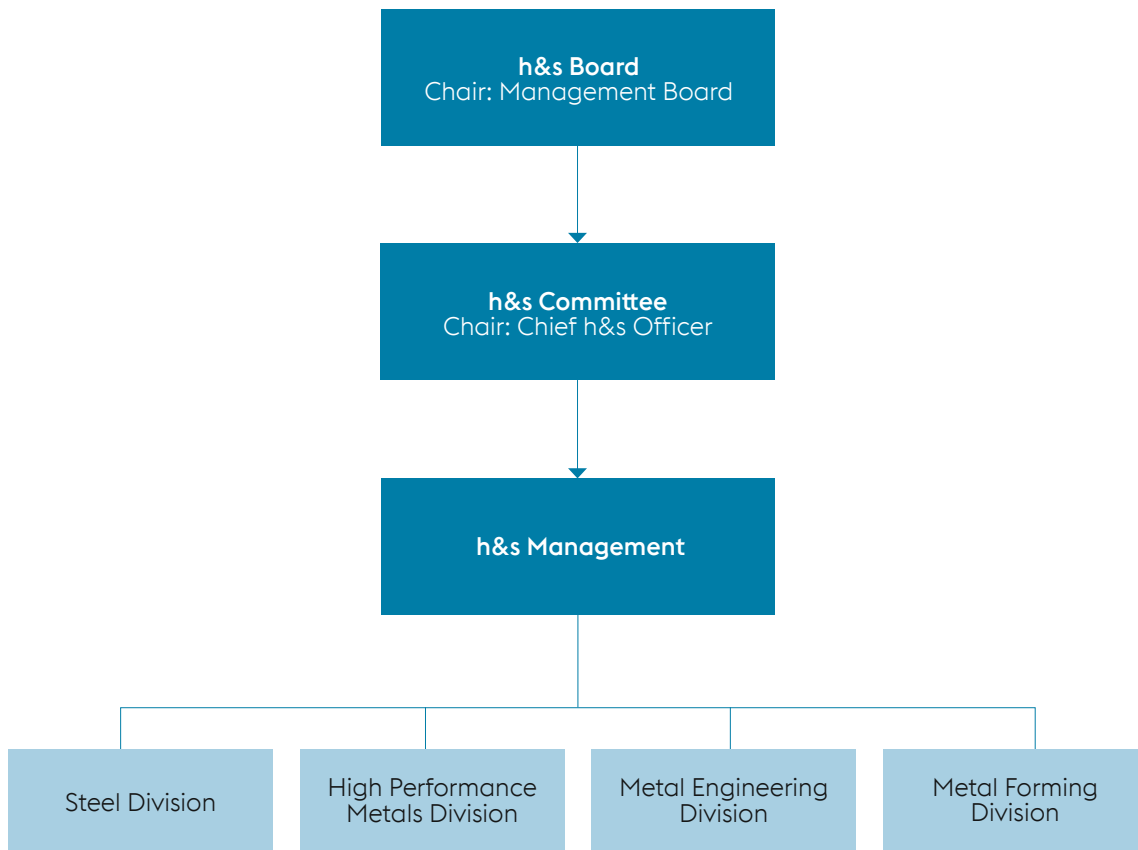
OUR VISION: *Zero workplace accidents and no occupational illnesses*



15.1 THE health & safety ORGANIZATION

The physical and mental health of all employees along with safety at the workplace are core voestalpine values. This is underscored by the fact that the corporate health & safety (h&s) unit reports directly to one of the members of voestalpine AG's Management Board. It is run by the Chief health & safety Officer and fosters cooperation across the Group. This unit and a health & safety Committee, which consists of employees from all four divisions and one Works Council representative, collaborate intensely on lowering the frequency of accidents.

voestalpine's health & safety unit is developing a health & safety culture that all employees throughout the Group embrace in actual practice. Managers in each division also have a role to play in this connection over and above the Chief health & safety Officer, the h&s Board (comprising Management Board members from all divisions), and the h&s Committee. Safety projects that serve to prevent accidents and strengthen people's awareness of safety issues are carried out in all divisions.



The voestalpine Group has defined the following safety standards:

- >> Every production company must put in place a safety system appropriate to its size and the nature of its activities.
- >> Safety audits are measures aimed at checking the lived reality of the safety culture and must be conducted by production company executives.
- >> Near misses must be reported, analyzed, and documented. Appropriate actions must be devised and implemented based thereon.

The effectiveness of the Group-wide safety standards is reviewed annually using a Web-based tool and improved as necessary through appropriate action.

voestalpine's Management Board member responsible for workplace safety is required to perform annual safety audits in the given divisional entities. The given member of the executive management responsible for workplace safety at the defined entities is required to carry out quarterly safety audits. The lost time injury frequency rate (LTIFR) and the health status are the two key safety indicators that the companies compile uniformly throughout the Group.

15.2 LOST TIME INJURY FREQUENCY RATE

The LTIFR indicates the frequency of accidents based on the number of reportable workplace accidents entailing more than three sick days per one million hours of work performed. Given stark differences in the rules and regulations that apply in individual countries, the Group has established uniform definitions of reportable workplace accidents, sick days, and working hours.

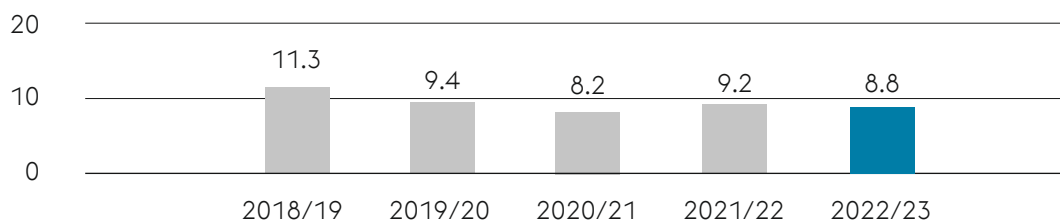
The number of workplace accidents has dropped sharply in recent years thanks to consistent h&s measures in the divisions. There were 737 re-

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

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

DEVELOPMENT OF THE LOST TIME INJURY FREQUENCY RATE (LTIFR)

As of the March 31 reporting date



The accident reports are recorded in a central database system for the purpose of carrying out event analyses and filing the information with the authorities. Appropriate improvement measures are adopted and communicated based on the findings of the event analyses.

The number of near misses is recorded in accordance with voestalpine's safety standards using a Group-wide h&s Web-based tool. If compliance at a facility with the required processes is insufficient, the facility must report planned improvement measures along with the envisioned completion date in this Web-based tool.

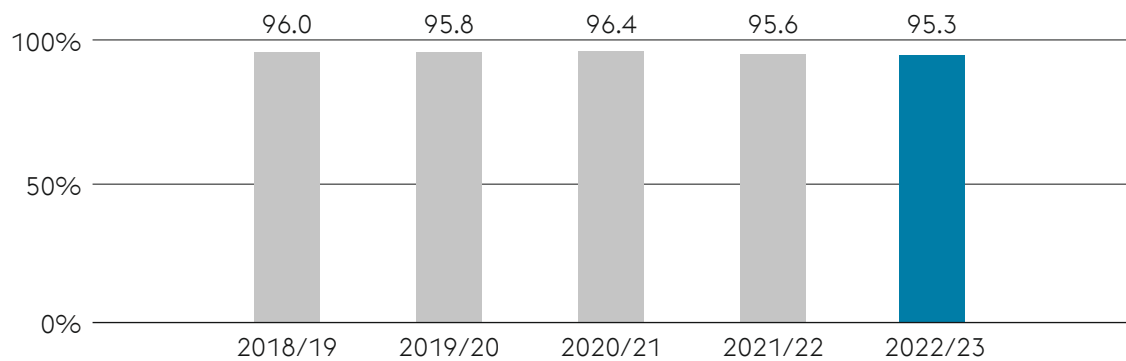
15.3 HEALTH STATUS

The health status shows the percentage of prescribed working hours during which all employees were actually present during a pre-defined period.

A high health status is not only good for the employees, it is also good for the company. It demonstrates the outcome of an effective health policy as well as the company's responsible and respectful attitude toward its employees. No matter how important it is to achieve a high health status, it is equally important to ensure that employees do not come to work when they are sick.

DEVELOPMENT OF THE HEALTH STATUS

As of the March 31 reporting date



15.4 OCCUPATIONAL health & safety AND HEALTH PROMOTION

voestalpine's larger facilities—for example, Linz and Donawitz in Austria—have dedicated occupational health & safety centers that offer not only acute medical care but also preventive care, physical therapy, vaccination campaigns, and physical instruction. voestalpine's employees can use this medical support structure to avail themselves of the company's measures to promote employee health that surpass the statutory occupational health programs. At smaller facilities, occupational medical services are provided by select external partner entities.

There is no Group-wide guidance for such voluntary measures to promote employee health; instead, they are actively planned and carried out by the individual companies themselves. Such measures focus on movement and ergonomics; medical tests and exams; mental health; vaccinations; and healthy nutrition.

15.5 health & safety MANAGEMENT SYSTEMS

Absolutely all of voestalpine's production companies (with 44,100 employees) have a health & safety management system, and 76% of them are certified pursuant to ISO 45001 or an equivalent, national health & safety standard. This means that some 35,200 employees (80%) working in production are employed at a facility that has a certified occupational safety system.

About 80% of the safety experts and/or health & safety officers are employees of voestalpine; at smaller facilities, external experts are hired to provide these services. voestalpine implements absolutely all laws pertaining to the protection of employees in all countries in which it works. In addition, compliance with the h&s Group guideline that the Management Board of voestalpine AG adopted in April 2021 is mandatory.

This guideline regulates the following issues:

- >> Our health & safety values
- >> Group-wide safety standards
- >> Reality check
- >> Safety for new employees
- >> Implementation responsibility

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

15.6 health & safety TRAINING

voestalpine Group companies regularly hold safety meetings with all of their employees. A meeting between the respective master crafts-person and their staff is scheduled monthly. The safety experts and health & safety officers at the production plants explain occupational safety rules and regulations during the monthly 15-minute safety training modules. These regular meetings, which are also attended by the Works Council, serve to discuss safety-related topics and to adopt action steps aimed at improving workplace safety. The frequency of the meetings is contingent on the size of the given entity and the participation of people from various levels of the hierarchy. Furthermore, physical safety inspections are conducted once every quarter by management and once a year jointly with members of the Management Board.

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

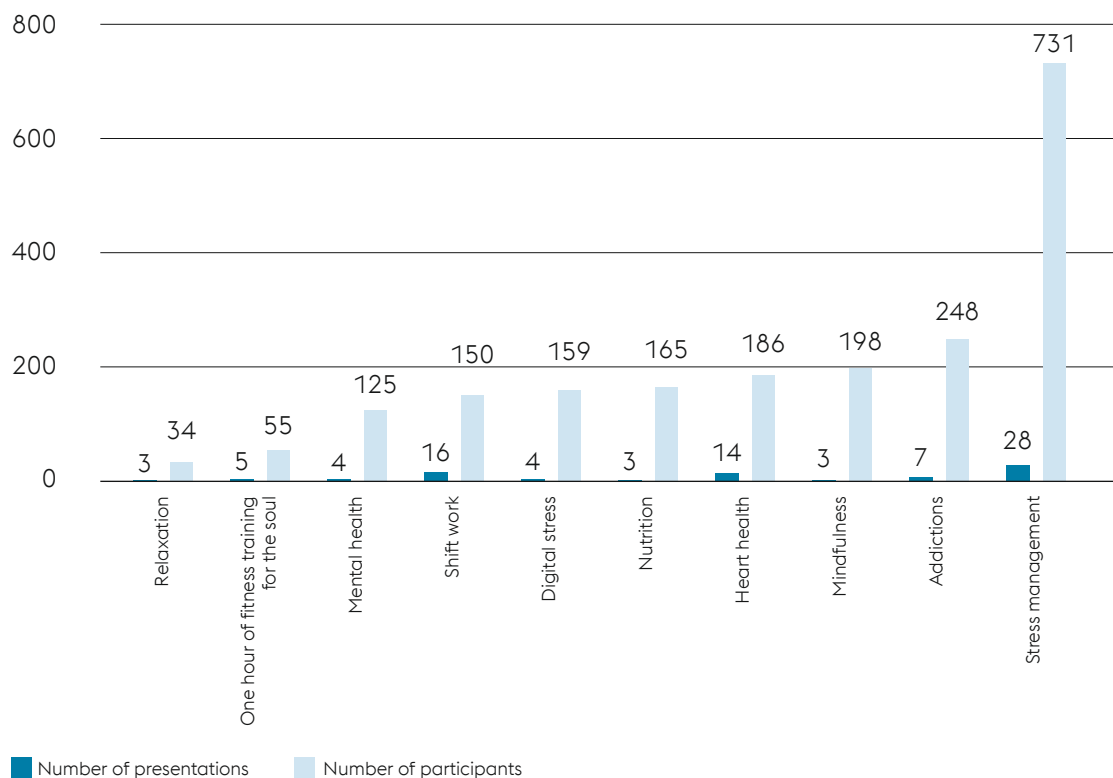
These training sessions vividly demonstrate to employees how voestalpine's safety culture is developed and practiced. Training sessions are also conducted for management and master craftspeople.

15.7 OCCUPATIONAL SUPPORT — FOCUS ON HEALTH

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

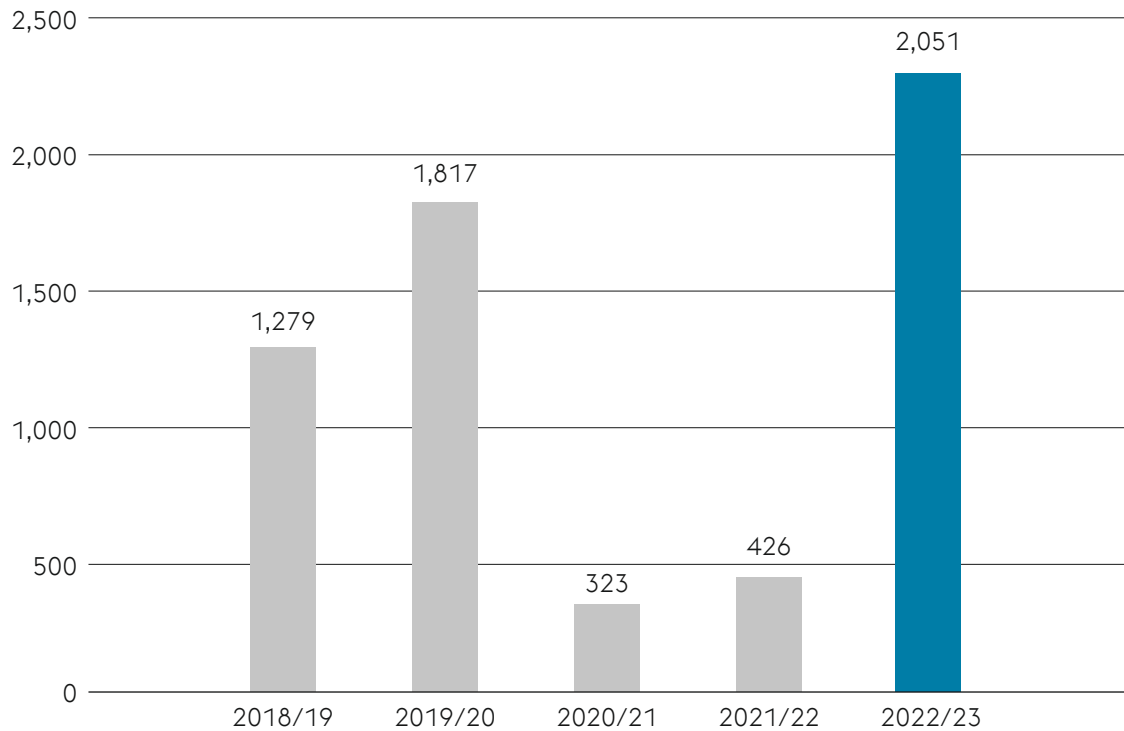
voestalpine has been offering the “Focus on Health” portfolio of short presentations for six years already. A total of 2,051 employees attended these events during the reporting period, online and on site. These presentations focused on mental health, especially stress management strategies. The record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

PRESENTATIONS IN 2022/23



DEVELOPMENT OF THE TOTAL NUMBER OF PARTICIPANTS

As of 1/16/2023



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

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

15.8 WORKPLACE SAFETY AT CONTRACTORS/THIRD-PARTY ENTITIES

voestalpine also works to protect the health and safety of third-party employees. Binding guidelines, which the employees of contractors and third-party companies must comply with, have been issued to this end.

Both compliance with voestalpine's safety standards and participation in safety training events are mandatory. At the company's locations in Austria, all employees of third-party entities who have completed voestalpine's safety training are given a badge that must be attached visibly to their clothing.

This training, which is conducted as part of the Safety Training Environment (SATRE), is prescribed in the company's General Terms and Conditions; compliance with implementation of the training is also reviewed in connection with supplier assessments.

Temporary employees are treated in the same way as regular employees and thus are also trained and instructed with respect to occupational safety.

MEASURES TO PROTECT OUR EMPLOYEES AGAINST COVID-19

In the business year 2022/23, voestalpine's management once again took all necessary steps to manage the COVID-19 pandemic with the help of a task force. This task force comprises the CEO, senior managers of voestalpine, the HR managers of the divisions, and representatives of the occupational medical services. It acted in timely fashion to coordinate all measures required for protecting our employees' health & safety in affected regions and met biweekly.

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

16. SOCIETY

voestalpine has been putting its social responsibility into practice for decades—at both the Group level and in the orbit of its Group companies. Concrete projects in the arts, culture, and sports as well as in the social arena are selected at different facilities and sponsored through donations in money and in kind.

voestalpine’s Earthquake Assistance

voestalpine believes that providing financial support as quickly and as unbureaucratically as possible in response to global disasters such as the earthquakes in Türkiye and Syria is part of its responsibility toward people.

The Group donated a total of EUR 300,000 in the form of a comprehensive emergency aid package to specific projects run by UNICEF, Doctors Without Borders, and Hilfswerk International (an Austrian relief organization). In each case, the funds were divided equally between relief projects in Türkiye and in Syria. The given projects focused on the provision of direct humanitarian assistance, such as relief supplies or emergency medical treatment, to the population in the crisis region. This donation helped to alleviate the victims’ suffering on site. While voestalpine operates two facilities in Türkiye with more than 300 employees that are located outside of the disaster areas, the Group does not have any footprint in Syria.

“voestalpine cares” run— “Together We Move the World”

As part of an internal social sponsoring program, voestalpine motivates its employees to engage in sports together and thus to do something simultaneously for a good cause and their health. The donations that voestalpine has made available for social projects and organizations were released via an app thanks to employees’ joint engagement in sports. This is how athletic and charitable engagement were fused. Over and above the EUR 300,000 donated in direct assistance for the victims of the earthquake in Türkiye and Syria, another EUR 400,000 were earmarked for three specific aid projects. These funds were distributed to the Austrian Red Cross for its “Direct Assistance to Families in Need” program; to UNICEF’s “Get Back to Learning” program, which enables child refugees from Ukraine to once again access educational opportunities via digital learning programs; and to “Blue Dots” Romania, which offers protection as well as basic and medical assistance to displaced Ukrainian women and children.

MANAGEMENT BOARD

voestalpine AG

Herbert Eibensteiner

Franz Kainersdorfer

Robert Ottel

Franz Rotter

Peter Schwab

Hubert Zajicek

Linz, May 26, 2023

voestalpine
ONE STEP AHEAD.

17. APPENDIX

17.1 GRI CONTENT INDEX

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

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

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

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

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

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

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

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

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

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

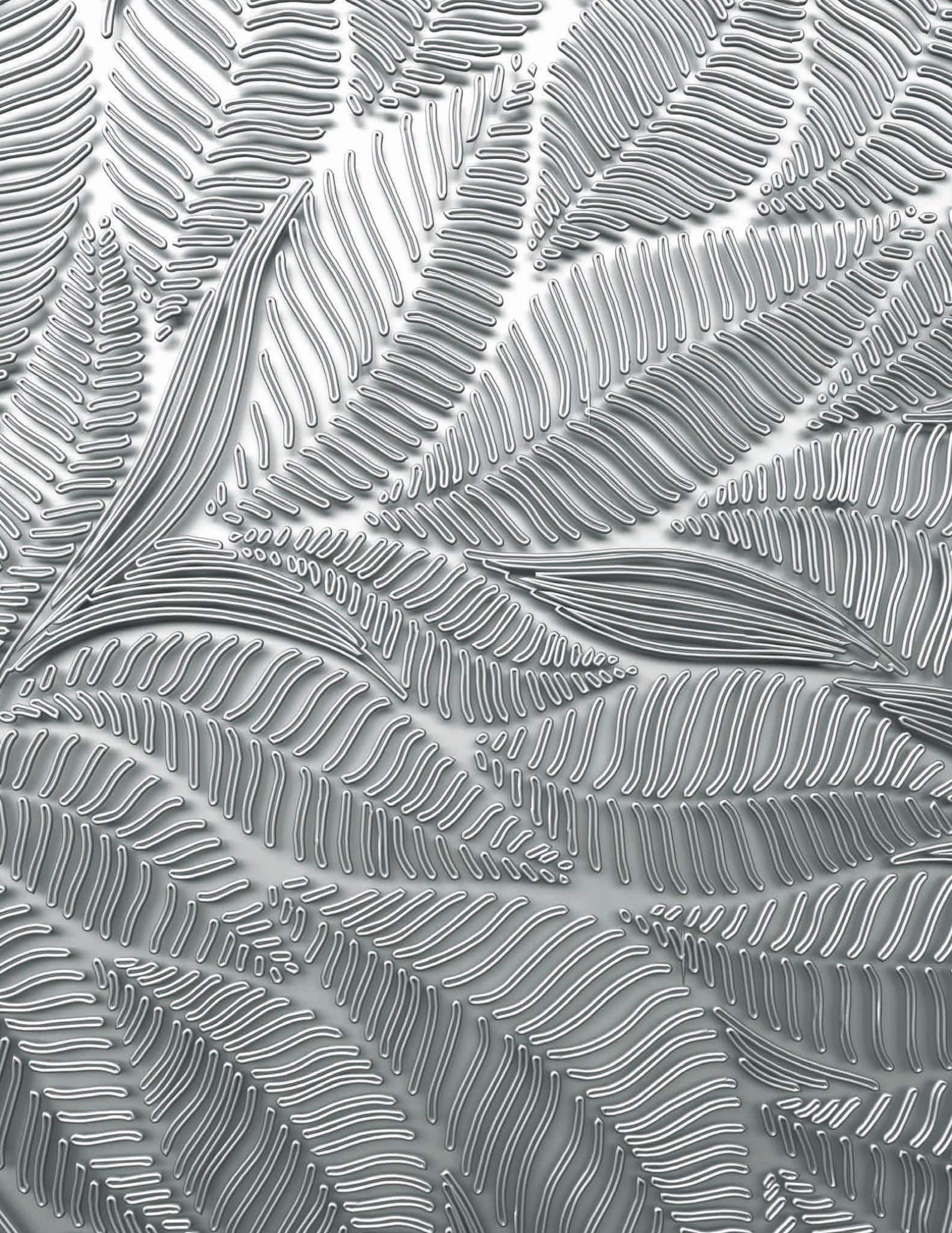
LEGEND

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

| | |
|---------------------|--|
| Compensation Report | Link to the Compensation Report 2022/23 for Management Board Members and Supervisory Board Members: https://www.voestalpine.com/group/static/sites/group/.downloads/en/share/agm/agm2022/2022-agm-compensation-report-for-members-of-the-management-board-and-supervisory-board.pdf |
| CoC | Link to the Code of Conduct: https://www.voestalpine.com/group/static/sites/group/.downloads/de/konzern/compliance/Code-of-Conduct-EN.pdf |
| BPCoC | Link to the Code of Conduct for Business Partners; https://www.voestalpine.com/group/static/sites/group/.downloads/de/konzern/compliance/Code-of-Conduct-for-voestalpine-Business-Partners-EN.pdf |
| LCoC | Link to the Code of Conduct for Lobbyists: https://www.voestalpine.com/group/static/sites/group/.downloads/de/konzern/2023_Lobbying-Verhaltenskodex.pdf |
| WS | Links to the website of voestalpine AG 1 https://www.voestalpine.com/group/en/group/compliance/reporting-misconduct/ 2 https://www.voestalpine.com/group/en/jobs/working-at-voestalpine/ |
| WB | Link to the whistleblower system: https://www.bkms-system.net/bkwebanon/report/clientInfo?cin=21valp15&c=-1&language=eng |

17.2 TCFD INDEX

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



17.3 TAXES: COUNTRY-BY-COUNTRY REPORTING

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

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

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

17.4 RESPONSIBLESTEEL



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

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

Principle 1: Corporate governance

ResponsibleSteel certified sites are led responsibly.

Principle 2: Social, Environmental, and Governance Management Systems

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

Principle 3: Occupational Health and Safety

ResponsibleSteel certified sites protect the health and safety of workers.

Principle 4: Labor Rights

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

Principle 5: Human Rights

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

Principle 6: Stakeholder Engagement and Communication

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

Principle 7: Local Communities

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

Principle 8: Climate Change and Greenhouse Gas Emissions

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

Principle 9: Noise, Emissions, Effluents, and Waste

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

Principle 10: Water Stewardship

ResponsibleSteel certified sites demonstrate good water stewardship.

Principle 11: Biodiversity

ResponsibleSteel certified sites protect and conserve biodiversity.

Principle 12: Decommissioning and Closure

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

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

17.5 UN GLOBAL COMPACT — THE 10 PRINCIPLES

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

HUMAN RIGHTS

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

LABOR STANDARDS

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

ENVIRONMENT

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

ANTI-CORRUPTION

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

WE SUPPORT



17.6 SUSTAINABLE DEVELOPMENT GOALS



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

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

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

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

17.7 MEMBERSHIPS

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

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

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

17.8 INDEPENDENT ASSURANCE REPORT

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To the management board of
voestalpine AG
Linz

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

Introduction

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

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

Responsibility of the management

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

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

Responsibility of the auditor

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

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

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

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

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

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

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

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

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

Summarized Conclusion

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

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

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

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Conditions of Contract

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

Vienna

May 26, 2023

Deloitte Audit Wirtschaftsprüfungs GmbH

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

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

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

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ONE STEP AHEAD.