



CORPORATE  
RESPONSIBILITY  
REPORT

2021/22

voestalpine

ONE STEP AHEAD.





# TABLE OF CONTENTS

	Page		Page
<b>1. Preface</b>	6	<b>6. Product Sustainability</b>	34
<b>2. About This Report</b>	8	<b>7. Climate Action</b>	36
<b>3. Figures, Data, Facts</b>	12	7.1 The Political Framework	36
3.1 Development of the Key Financial Indicators	14	7.2 EU Emissions Trading	38
3.2 The Four Divisions	16	7.3 green steel: The voestalpine Climate Neutrality Plan	38
3.2.1 Steel Division	16	<b>8. Transparency in the Supply Chain</b>	40
3.2.2 High Performance Metals Division	16	8.1 Supply Chain Management in General Procurement	42
3.2.3 Metal Engineering Division	17	8.2 Sustainable Supply Chain Management for Raw Materials	43
3.2.4 Metal Forming Division	17	8.3 CR and Compliance Checklist	45
<b>4. Stakeholder and CR Management</b>	18	8.4 Supplier Assessment	45
4.1 Stakeholder Communication	19	8.5 Local Suppliers	46
4.1.1 Human Resources	19	8.6 Initiatives and Supply Chain Transparency Projects	47
4.1.2 Customers and Suppliers	20	<b>9. Ethical Corporate Management</b>	48
4.1.3 Analysts and Investors	20	9.1 Compliance	50
4.1.4 Research Institutions and Universities	20	9.1.1 The Code of Conduct	50
4.1.5 NGOs, Special Interest Groups, and Platforms	21	9.1.2 Compliance System	52
4.2 Corporate Responsibility Management	21	9.1.3 Preventive Measures	53
4.3 Material Topics	22	9.1.4 Reporting Compliance Violations	55
<b>5. Sustainability Strategy</b>	24	9.2 Corporate Governance	55
5.1 Strategic Spheres of Action	26	9.3 EU Taxonomy	56
5.1.1 Climate Action & Environmental Protection	27	9.3.1 General Information on the Taxonomy	56
5.1.2 Sustainability in the Supply Chain	28	9.3.2 voestalpine's Approach	57
5.1.3 Research and Development	29	9.3.3 Results of the KPIs	58
5.1.4 Sustainable Products and Services	29	9.4 Taxes	61
5.1.5 Human Resources	30	9.4.1 Country-by-Country Reporting	62
5.1.6 health & safety	31	<b>10. Human Rights</b>	64
5.1.7 Compliance and Corporate Governance	31	<b>11. Risk Management</b>	70
5.1.8 Stakeholder Management	32		
5.1.9 Society	32		
5.2 Sustainable Development Goals	33		

	Page		Page
<b>12. Research and Development</b>	72	<b>14.4 Training and Continuing Professional Development</b>	106
12.1 Research Expenditures of the voestalpine Group	72	14.4.1 Management Training	106
12.2 Step-by-Step Plan to Achieve Climate Neutral Steel Production	74	14.4.2 Professional Academies	107
12.3 Optimizing Production Processes	75	14.5 Apprentices/Trainees	108
<b>13. Environment</b>	76	14.6 The Stahlstiftung	109
13.1 Environmental Management Systems	78	14.7 Employee Shareholding Scheme	109
13.2 Environmental Investments	79	<b>15. health &amp; safety</b>	110
13.3 Environmental Expenditures	81	15.1 The health & safety System	112
13.4 Air Emissions	82	15.2 Lost Time Injury Frequency Rate	113
13.4.1 Greenhouse Gas Emissions	82	15.3 Health Status	114
13.4.2 SO <sub>2</sub> Emissions	84	15.4 Occupational health & safety and Health Promotion	115
13.4.3 NO <sub>x</sub> Emissions	85	15.5 health & safety Management Systems	115
13.4.4 Captured Dust Emissions	86	15.6 health & safety Training	116
13.4.5 Organic Air Pollutants	87	15.7 Workplace Safety at Contractors/ Third-Party Entities	117
13.5 Water Management	88	<b>16. Society</b>	118
13.6 Waste & Recycling Management	89	<b>17. Appendix</b>	120
13.7 Energy	91	17.1 GRI Content Index	120
<b>14. Human Resources</b>	94	17.2 TCFD Index	128
14.1 Employee Structure	95	17.3 Taxes: Country-by-Country Reporting	130
14.1.1 Employment by Country and Region	96	17.4 ResponsibleSteel	132
14.1.2 Years of Service and Employee Turnover	98	17.5 UN Global Compact – The 10 Principles	134
14.2 Equality and Diversity	99	17.6 Sustainable Development Goals	135
14.2.1 Persons with Disabilities	99	17.7 Memberships	136
14.2.2 Women at voestalpine	100	17.8 Independent Assurance Report	138
14.2.3 Age Structure of Employees	102		
14.3 Attractiveness as an Employer	104	Contact & Imprint	143
14.3.1 Employee Survey	104		
14.3.2 Employer Branding	104		
14.3.3 Annual Employee Performance Review	105		
14.3.4 Protection of Employees During the COVID-19 Pandemic	105		

# 1. PREFACE

## Ladies and Gentlemen:

Corporate Responsibility is integral to our corporate culture and pivotal to our corporate strategy. We want to actively shape a more sustainable world—through our processes, through our products, through our highly qualified workforce.

Climate action is one of the keys to the future. voestalpine's greentec steel program entails an ambitious, step-by-step plan for green steel production. In a first significant step, we will be able to cut our CO<sub>2</sub> emissions by some three to four million tons per year from 2027 by replacing the current blast furnace route in part with a hybrid electric arc route. This amount corresponds to just about 5% of Austria's annual CO<sub>2</sub> emissions. In 2027, voestalpine will start up one electric arc furnace each in Linz and Donawitz (both Austria). The company's Supervisory Board has already given the green light to the preparatory work required at both facilities. In the long term, voestalpine will rely on carbon-neutral steel production based on green hydrogen. We are already conducting intensive research on highly promising breakthrough technologies. Our most important research projects include, for one, the H2FUTURE hydrogen pilot plant at the Linz facility for the production and utilization of green hydrogen on an industrial scale, and, for another, the testing facilities at the Donawitz plant for carbon-neutral steel production via direct ore reduction using hydrogen.

In December 2021, the voestalpine Group was listed on the renowned Dow Jones Sustainability Index Europe (DJSI Europe) for the very first time. It is the only European steel company to be included in this index. The Dow Jones Sustainability Indices are considered the best worldwide.

They only list companies that are industry leaders when it comes to long-term economic, environmental, and social criteria. Being included in the DJSI Europe is an endorsement by an independent, international player of voestalpine's clear commitment to sustainability and climate action.

For many years now, voestalpine has followed a proactive approach to its economic, social, and environmental responsibility. The company not only supports the UN Global Compact (UNGC), it has also participated for several years in industry policy initiatives that focus on sustainable production, such as Responsible-Steel. Last year the Linz-based Steel Division was one of the very first steel companies worldwide to have been officially certified by Responsible-Steel as a sustainable production facility. This certification was contingent on fulfillment of some 200 criteria for example, the responsible procurement of raw materials, reductions in carbon dioxide emissions, and the approach to both labor and human rights.

Respecting and upholding human rights is of great importance to voestalpine. The company does not tolerate child and forced labor; discrimination in any way, shape, or form; or even the withholding of wages—neither within the Group nor among its business partners. Respect for the human rights of all people fundamentally guides the actions of all voestalpine Group companies. This commitment to the safeguarding of human rights also is integral to the voestalpine Code of Conduct. Since the spring of 2022, all of the Group's employees worldwide must complete an e-learning course on human rights.

It is important for a listed company such as voestalpine to maintain its focus on its long-term alignment. This led us in 2021 to adopt a Sustainability Strategy comprising both quantitative and qualitative targets for our contribution to a better future. Of course, voestalpine is affected as well by developments that it cannot control and that frequently require immediate responses.

We are experiencing crises at this time that would have been unimaginable for most of us just a few years ago. The COVID-19 pandemic challenged us yet again during the past business year. To overcome this global health crisis, voestalpine has been and is still relying on intensified safety and hygiene measures throughout the Group; in Austria, internal testing and vaccination options are available as well. Looking to the future, I am convinced that both compliance with such hygiene measures and vaccination are the most effective tools for combating future waves of COVID-19 infections. In any case: The health of our employees always has the highest priority.

Since February 2022, the whole world has been looking at Ukraine. We are deeply shocked by the war that is taking place just a few hundred kilometers from voestalpine's headquarters. This war has fatal consequences, not just politically and economically. It is also causing immense human suffering. voestalpine has been providing comprehensive humanitarian assistance since the war broke out and has donated EUR 1 million for specific assistance projects that are run by Caritas, UNICEF, Doctors Without Borders, and the Red Cross. In addition,

the Steel Division of voestalpine AG, which has maintained a collaborative business relationship with a Ukrainian community, Horishni Plavni, for decades, has supported the affected region through an additional donation of EUR 250,000.

At this time, a big thank you is due to all of voestalpine's employees. They show true dedication and flexibility over and over again—however economically uncertain and emotionally fraught the environment might be. voestalpine's success is rooted in their performance. Our work to push the professional and personal development of our employees and to train young, skilled workers ourselves thus matters greatly to us. This business year, about 500 new apprentices will be accepted Group-wide.

voestalpine takes its corporate responsibility seriously. I am convinced that sustainable action, especially against the backdrop of the global challenges we face, will become ever more important. This does not concern isolated steps that happen to be trendy. Instead, this involves a sound—and sustainable—strategy that all of us are embracing and putting into practice out of conviction.

voestalpine's Corporate Responsibility Report 2021/22 offers broad insights into how we bring our Sustainability Strategy to life. I hope that you will enjoy reading it.

Yours sincerely,  
Herbert Eibensteiner  
Chairman of the Management Board of voestalpine AG

## 2. ABOUT THIS REPORT

**This is voestalpine AG's seventh Group-wide Corporate Responsibility Report (CR Report or 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 economic, social, and environmental responsibilities.**

### STANDARDS AND SPECIFICATIONS

This Report was prepared in accordance with the "Core option" of the GRI Standards. These standards provide a globally recognized framework for transparent and comparable reporting on issues of sustainability. The GRI Content Index in the Appendix provides a detailed overview of the GRI Standards covered by this CR Report and indicates where the respective information is to be found.

voestalpine has participated in the Global Compact of the United Nations (UN Global Compact – UNGC) since 2013. This initiative calls on companies around the world to apply ten principles pertaining to human rights, labor standards, environmental action, and the fight against corruption. The present CR Report documents voestalpine's performance in connection with these ten principles and thus serves as a Communication On Progress (COP).

The Austrian Sustainability and Diversity Improvement Act (*Nachhaltigkeits- und Diversitätsverbesserungsgesetz – NaDiVeG*) has been in effect in Austria since December 2016. It transposes EU Directive 2014/95/EU (NFI Directive) on the mandatory disclosure of non-financial indicators into national law. In publishing this CR Report, voestalpine is fulfilling the requirements of Section 267a Austrian Commercial Code (*Unternehmensgesetzbuch – UGB*).

The disclosure of information in this 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). Accordingly, the Report contains information on the proportion of those of voestalpine's business activities that are covered by the Taxonomy (i.e., those that are "taxonomy-eligible") as well as the required qualitative information.



## PARAMETERS OF THIS REPORT

Unless otherwise stated, the information, figures, and facts published in this CR Report refer to the entire voestalpine Group. The financial performance indicators and 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 173 entities, among them all productive companies as well as those smaller ones, 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.

## 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 blast furnace route as well as special steel manufactured in electric furnaces) and of the hot

briquetted iron (HBI) produced at the direct reduction plant in Texas, USA, the production volume data also include 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 continually and systematically. Both external and internal stakeholders were included in the

process of determining the content of and the material topics covered in the present CR Report (see the chapter, "Stakeholders and CR Management").

## 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 2021/22 is the reporting period for the key performance indicators (KPIs) as well as the employee and health & safety data, the environmental data are compiled by calendar year. Hence the calendar year 2021 is the reporting period for the environmental per-

formance indicators. In order to improve comparability and to make the development of the data clear over a longer period, most KPIs are shown going back to the business year 2017/18 and/or calendar year 2017. Hence they present the development of the past five business and/or calendar years.

## REPORTING CYCLE

voestalpine publishes its CR Report once a year. The most recent Report was published in October 2021. The current and future CR Reports will be published at the same time as the Annual

Report, i.e., as early as in July. The CR Fact Sheet, which summarizes the Report's key figures and facts, is also published annually and simultaneously with the CR Report.

## AUDIT

The external audit of the present CR Report was conducted by the auditing firm, Wirtschaftsprüfungs- und Steuerberatungsgesellschaft Deloitte, as to compliance with the Standards of the Global Reporting Initiative (GRI) and the requirements of Section 267a UGB as well as with Regulation (EU) 2020/852 (Taxonomy Regula-

tion) and the Commission Delegated Regulations (EU) 2021/2178 and (EU) 2021/2139 that supplement it.

See the independent Audit Confirmation Report in the Appendix for further information on the audit and confirmation of the present CR Report.

## STYLE AND LANGUAGES

So as not to impede the flow, the Report's German version omits gender-specific wording and uses male pronouns and endings to refer to all genders. The English version uses gender-

neutral wording wherever necessary. This CR Report is published online in German and English, and the CR Fact Sheet in 14 languages.

## VISUAL DESIGN

The United Nations designates particular days, weeks, years, and decades as occasions to draw the international public's attention to important topics or to commemorate historic events with

the aim of creating awareness of internationally relevant issues. The visual design of this Report takes up 12 select topics and translates them into graphic representations.

## 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](mailto: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. It comprises four divisions, each with a product portfolio that makes them a leading provider in Europe or worldwide.

As an environmentally friendly international Group and a path-breaking pioneer in this respect, voestalpine is committed to the global climate goals. The company is working intensively to develop technologies aimed at cutting its CO<sub>2</sub> emissions and decarbonizing its production over the long term.



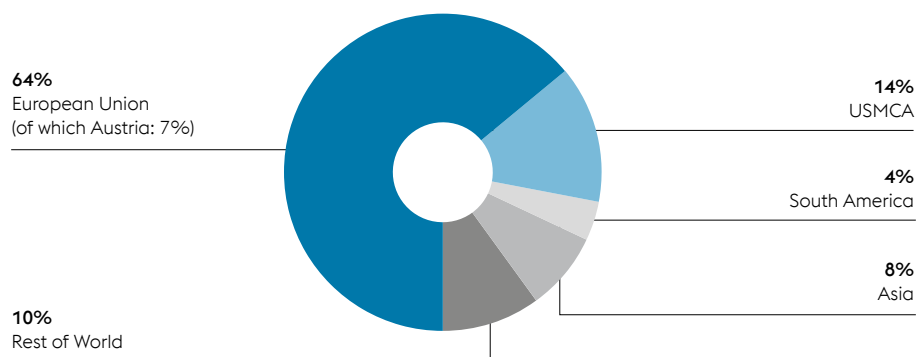
## 3.1 DEVELOPMENT OF THE KEY FINANCIAL INDICATORS

In millions of euros	2017/18	2018/19	2019/20	2020/21*	2021/22
Revenue	12,897.8	13,560.7	12,717.2	10,901.9	14,923.2
EBITDA	1,954.1	1,564.6	1,181.5	1,148.1	2,291.3
EBITDA margin	15.2%	11.5%	9.3%	10.5%	15.4%
EBIT	1,180.0	779.4	-89.0	338.2	1,454.3
EBIT margin	9.1%	5.7%	-0.7%	3.1%	9.7%
Employees (full-time equivalent), end of period	51,621	51,907	49,682	48,654	50,225
Research expenditures	152.0	170.5	174.4	153.0	173.8
Operating expenses for environmental protection facilities in Austria	258.0	299.1	314.5	300.1	437.0
Environmental investments for production facilities in Austria	41.0	66.0	35.0	15.3	27.0
Crude steel production (in millions of tons)	8.140	6.895	7.173	6.882	7.838

\* Business year 2020/21, retroactively adjusted.

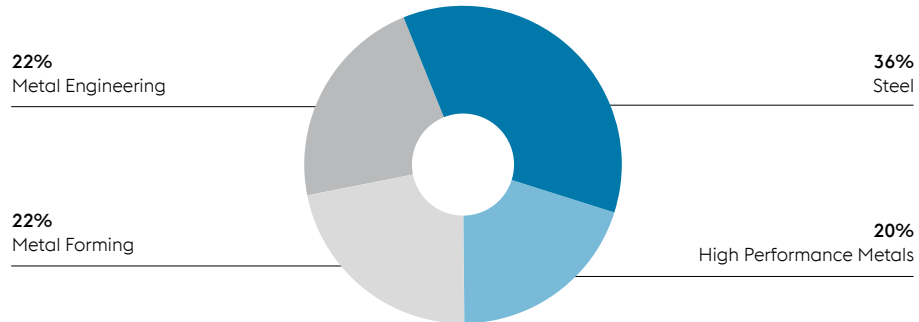
### REVENUE BY REGION

In percent of Group revenue, business year 2021/22



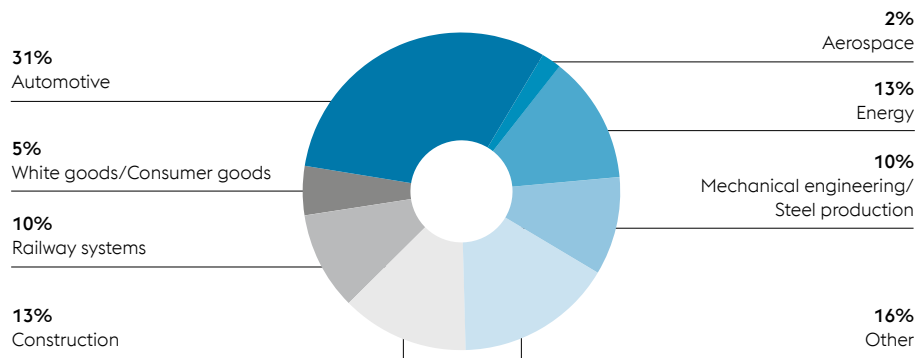
## REVENUE BY DIVISION

In percent of total divisional revenue, business year 2021/22



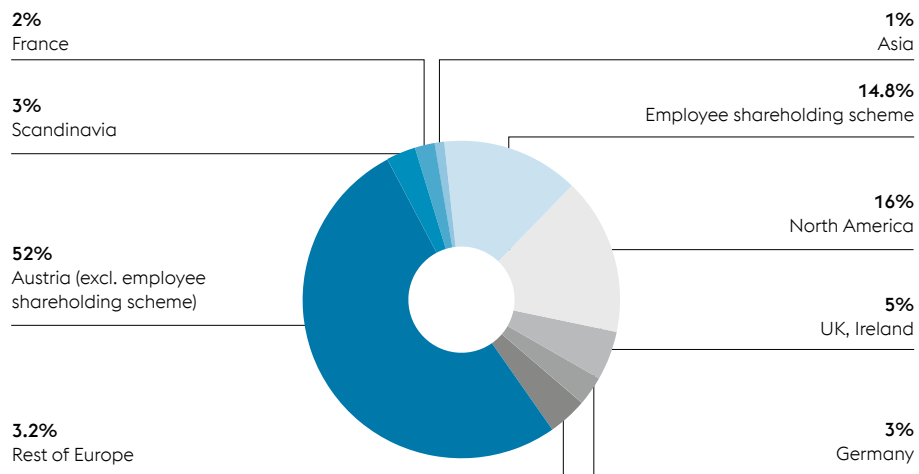
## REVENUE BY INDUSTRY

In percent of Group revenue, business year 2021/22



## SHAREHOLDER STRUCTURE

In percent, as of the close of the business year 2021/22



## 3.2 THE FOUR DIVISIONS

### 3.2.1 STEEL DIVISION

The Steel Division is the voestalpine Group's largest division by revenue, and it is a global market leader for heavy plate, steel strip, and complex casings for large turbines. As a global manufacturer of high-quality steel products, the division is a driving force in the development of a clean and climate neutral industry. Its current steel production route sets environmental benchmarks. Looking to the future, the Steel Division is working intensely to achieve low carbon steel production based on hydrogen. Thanks to its highest-quality steel strip, the division is the first point of contact for major automotive manufacturers and suppliers and

supports its customers globally. Moreover, it also is a key partner of the European white goods and mechanical engineering industries. The Steel Division produces heavy plate for applications used in the energy sector under the most extreme conditions. Besides serving the oil and natural gas industries, it also provides customized solutions for generating 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 is specialized in technologically advanced special steel products. These products are manufactured at eight different production facilities in Europe as well as in North and South America. The division's global sales and service network encompasses about 140 facilities, thus ensuring special proximity to its customers. The division also focuses on the production and the processing of technologically most sophisticated high performance materials as well as on customer-specific services such as heat treatment, state-of-the-art surface treatments, and additive manufacturing processes.

Its manufacturing facilities are located in Austria, Germany, Sweden, Brazil, and the United States. Through its unique, global network of sales and service centers, the High Performance Metals 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 Metal Engineering Division of the voestalpine Group has combined its expertise in the new Railway Systems and Industrial Systems business units 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. Through its Industrial Systems business unit, the division also is the European market leader in

high-quality wire and complete welding solutions. In addition, the Metal Engineering Division delivers seamless tubes throughout the world from its plant in Kindberg, 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 highest possible materials and processing expertise, the Metal Forming Division is the first point of contact for customers requiring innovation and quality. It is the voestalpine Group'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.

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

tive supplier industries that focus substantially 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 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 stakehold-

er 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 performance.

## 4.1 STAKEHOLDER COMMUNICATION

voestalpine maintains 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. voestalpine also supports platforms and initiatives that promote sustainable 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 stand for key stakeholder groups and the most frequently used formats. voestalpine's executives also engage with other groups at different locations in multifaceted ways.

While the COVID-19 pandemic impacted stakeholder communications in the business year 2021/22 also, digital formats largely helped to maintain the relationships.

### 4.1.1 HUMAN RESOURCES

The voestalpine Group currently has a global workforce of about 50,000 people. Both the annual employee performance review and the regular Group-wide employee survey are tools that are key to structured communications with the company's workforce. 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 good communications with management.

Through internal audits and trainings—for example, in Compliance, health & safety, IT security, or data protection—the company 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 of its business partners. These frequently long-term relationships with customers and suppliers provide the basis for trusting and transparent cooperation. The company and these partners jointly develop 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 communications with customers and suppliers alike. Besides addressing conventional supply chain management issues such as quality, costs, availability, and delivery dates,

communications with customers and suppliers focus increasingly 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. Owing to the COVID-19 pandemic, regularly scheduled technical visits and inspections of suppliers' production facilities could not be carried out as usual. 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 meet-

ings and virtual conferences—in order to discuss current developments and market conditions. As far as issues of sustainability are concerned, climate-relevant emissions and risks, human rights in both the company and the supply chain as well as the new EU Taxonomy are the central concerns that are discussed with analysts and investors.

## 4.1.4 RESEARCH INSTITUTIONS AND UNIVERSITIES

Work undertaken in collaboration with universities and unaffiliated research institutes is indispensable to voestalpine and boosts the Group's research and development activity. 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 now held virtually as well) 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 European Steel Association (EUROFER); 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). These representatives also contribute the company's knowledge of and opinions on a wide variety of issues during consultations at the EU level.

In April 2019, voestalpine became a member of ResponsibleSteel—a not-for-profit organization 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 this policy initiative is 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

The Corporate Responsibility Steering Committee and the CR Manager are mainly responsible for Corporate Responsibility Management (CRM), for identifying topics relevant to CR as well as for assessing their materiality. 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 Committee discusses issues that stakeholders bring to the attention of voestalpine in connection with particular events or that are becoming increasingly significant in the ongoing sustainability debate. These discussions also involve exploring the ramifications of voestalpine's activities in connection with such topics and adopting measures as necessary to mitigate adverse effects.

## 4.3 MATERIAL TOPICS

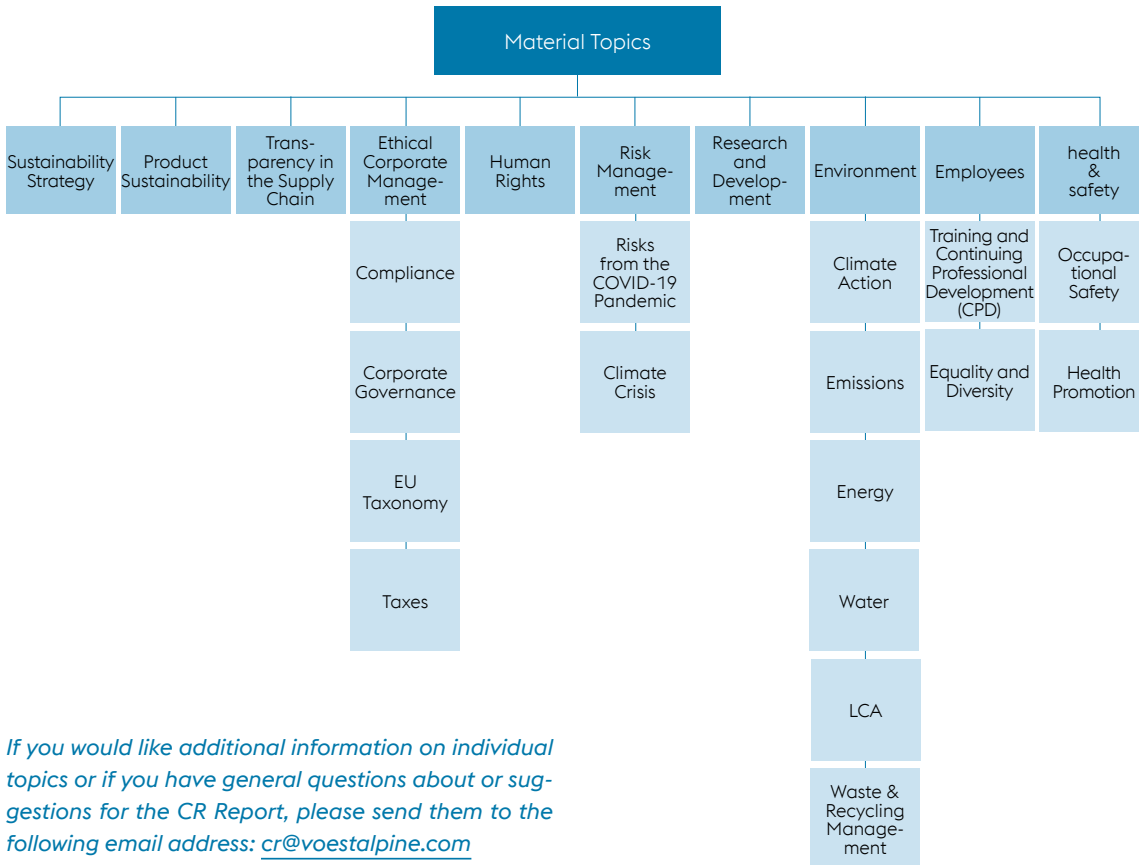
voestalpine uses its ongoing communications with internal and external stakeholder groups to identify those topics that are key to Corporate Responsibility Management and the relevant reporting.

To prepare the annual CR Report, the members of the Corporate Responsibility Steering Committee draw up a list of the topics considered most important by stakeholders. This list is supplemented by those topics that have been identified owing to the company's work in rele-

vant bodies as well as through analyses of trade publications and a benchmark analysis of select competitors, suppliers, and customers.

A subsequent step involves assigning a materiality rating to all those topics in regards to which voestalpine's business activities actually or potentially trigger positive or negative effects. 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 would like 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](mailto:cr@voestalpine.com)*



---

January, 24  
International Day  
of Education

# 5. SUSTAINABILITY STRATEGY

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

voestalpine adopted a Corporate Responsibility Strategy (CRS) in 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 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 individually at the level of each division, business segment, and function. 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



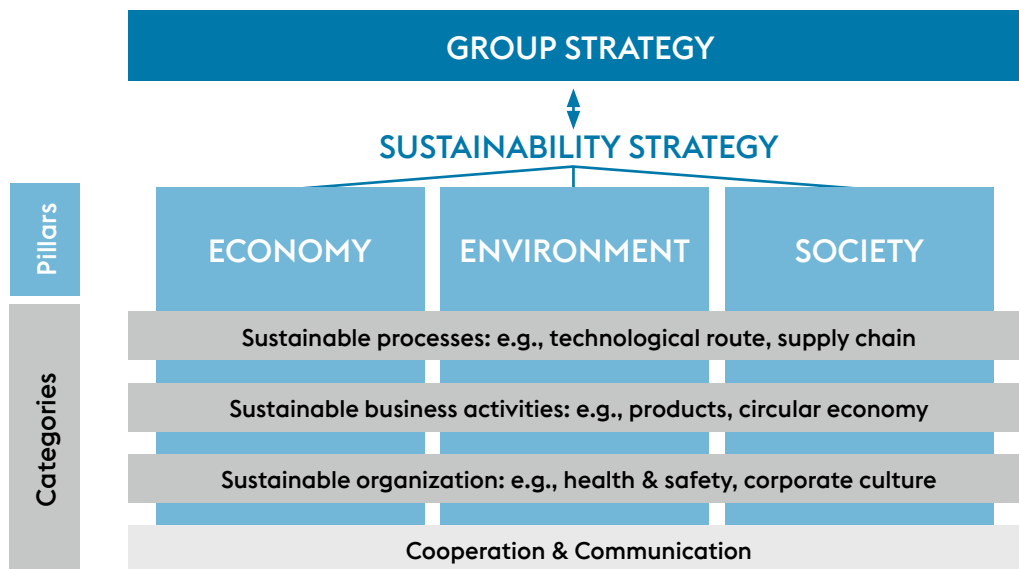
Changing customer requirements



By laying out its Sustainability Strategy, voestalpine 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 were 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 encompasses three pillars: the Economy, the Environment, and Society. It is designed to be put into practice in voestalpine's processes and business activities as well as organizationally. Stakeholder management serves to ensure that the Strategy and its progress are communicated both internally and externally.

The following figure presents the Sustainability Strategy's core elements and its integration into the Group's corporate strategy.



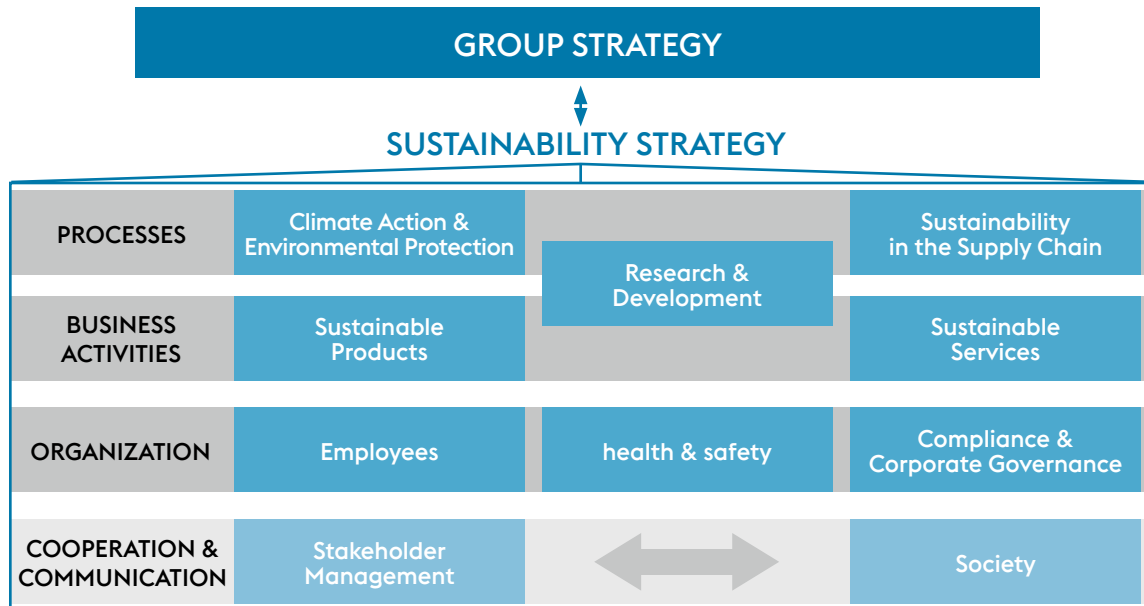
Profitability and shareholder value are key to the long-term performance of a listed entity such as voestalpine. As far as risk management, resilience, and future viability are concerned, however, the Sustainability Strategy makes clear that two other key elements—the environment and society—must also be given very high priority and managed accordingly.

As far as the processes are concerned, the focus is on the contributions that both the internal processes and the supply chain make to the achievement of the SDGs and the company's sustainability targets. Sustainable business activity focuses on developing innovative products for and with customers and on pushing the con-

cept of the circular economy, also known as “circularity.” The safety and health of our employees, their training and continuing professional development (CPD) as well as a respectful corporate culture also are material elements of sustainable organizations.

The most recent crises have increased our awareness of the fact that these areas require determined action. 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 in the following were defined for the strategic spheres of action.

### 5.1.1 CLIMATE ACTION & ENVIRONMENTAL PROTECTION

**We continue to improve our CO<sub>2</sub> footprint by committing to low carbon production.**

We are meeting the challenge of making the economic system climate neutral in the long term, especially through comprehensive research and development of new technologies that is often carried out 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 our production processes have certain chemical and physical properties. We operate our manufacturing facilities pursuant to the principle that the best available technologies in each case must be applied in economically viable fashion. We also develop new approaches that aim to minimize environmentally relevant effects on the air, soil, and water to the extent possible and to optimize the use of resources. Besides maintaining our leading position in environmentally friendly steelmaking, we are also tapping into the additional potentials of the circular economy.

We are committed to the global climate goals, and we are using greentec steel to pursue a clear path toward the decarbonization of steelmaking.

**By 2050, voestalpine will be climate neutral.**

**By 2030, the Scope 1 CO<sub>2</sub> emissions for the production of crude steel in Linz and Donawitz (both Austria) will be lowered by 30% in ways contingent on production to a total of 8.5 million tons.**

**The High Performance Metals Division already uses a steel production process that is based on the electric arc furnace (EAF) route. By 2030, it will have lowered its CO<sub>2</sub> emissions (Scope 1 & 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.**

**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 27% to 30%.**

**Our plans call for all relevant production facilities to implement a standardized environmental management system (EMS) and to obtain certifications pursuant to ISO 14001 or the EU's Eco-Management and Audit Scheme (EMAS) by 2025.**



## 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

In our view, consistently putting in place sustainable supply chains makes a very important contribution to the pursuit of the Sustainability Strategy in the Group. We have started to implement our “Sustainability in the Supply Chain” roadmap. When selecting our suppliers, we ensure that they comply with both environmental and social principles. We have integrated sustainable supplier management into the company’s procurement processes in order to maintain long-term partnerships.

voestalpine ensures that those of its employees who work in purchasing receive ongoing training through informational events such as the Purchasing Power Day as well as the three-stage Purchasing Power Academy, which the company itself developed. These offerings also serve to sensitize the given employees to issues of sustainability and compliance.

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

### Raw Materials

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

We face the challenge of permanently 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 evaluated as to corporate responsibility, quality, and performance and, depending on the assessment’s outcome, are included in our supplier portfolio. We used the Sustainable Supply Chain Management (SSCM) project 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.

**Fully 70% of the Group’s total purchasing volume (in particular, 100% of all deliveries of critical raw materials) will be verified by 2025 as to compliance with the environmental, social, and governance (ESG) criteria of voestalpine’s “Compliance and Corporate Responsibility Checklist” and evaluated based on a defined rule book.**



### 5.1.3 RESEARCH AND DEVELOPMENT

**We develop innovative solutions for our customers and ensure that sustainability plays a key role in the development of both products and processes.**

continuing to train our researchers in-house, sharing our knowledge within the Group and exploiting the synergy effects that arise from pooling our expertise.

We continually conduct research on innovative products and processes—and develop novel technologies—to ensure that we remain 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. We take on the responsibility of educating and

**Major R&D projects consider sustainability criteria in the innovation process as well as in connection with investment decisions. We aim to ensure that absolutely all R&D projects related to the development of products and processes make a positive contribution to sustainability.**



### 5.1.4 SUSTAINABLE PRODUCTS AND SERVICES

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

**Life cycle assessments will be carried out for all key product groups by 2025, taking all phases of the value chain into account, in order to compile a catalog of their environmental impact.**

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.



## 5.1.5 HUMAN RESOURCES

**High levels of commitment and above-average employee loyalty are key pillars of our success. We bank on a corporate culture that is defined by diversity and respect and on providing solid employee training and continuing professional development to all employee groups.**

**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 impairment—and create the conditions for both equal opportunity and work that maintains people's health and is appropriate to life's different phases.

**Training and continuing professional development (CPD):** Targeted measures help voestalpine 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 worldwide employee survey. The level of commitment describes the degree of our employees' loyalty to voestalpine. To raise this value over the long term, we develop suitable measures after

analyzing the survey findings and continually track both measure implementation and target achievement.

**We create the general framework for equal opportunity and aim to raise the percentage of women in technical fields and/or among technical apprentices.**

**We help to make the fields of mathematics, informatics, natural sciences, and technology (MINT) more palatable to women; in the English-speaking world, this is known as science, technology, engineering, and mathematics (STEM).**

**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 continuously 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 of 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 AND CORPORATE GOVERNANCE

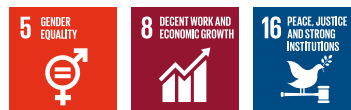
**We have implemented an efficient Compliance management system that comprises the elements of “risk analysis/prevention” and “identification/reaction,” and we satisfy all rules and regulations of the Austrian Code of Corporate Governance.**

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

**Ethical Corporate Management:** 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 Code of Corporate Governance.

**Human Rights:** We commit to upholding human rights in accordance with both the UN Charter and the European Convention for the Protection of Human Rights and Fundamental Freedoms, and we support the UN Global Compact (UNGC).

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



## 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. 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. We also support international and local platforms and policy initiatives that promote sustainable development.



## 5.1.9 SOCIETY

**We take our role as a responsible company seriously and support select charitable projects.**

As a global Group with about 50,000 employees, voestalpine consciously plays an active role in society at its facilities, too. 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. This results in short to medium-term projects in sports, culture, and natural conservation. Continuity, trust, and cooperation are key to our approach.





## 5.2 SUSTAINABLE DEVELOPMENT GOALS



The Sustainable Development Goals (SDGs) were drawn up by a United Nations working group together with thousands of stakeholders and were adopted by the UN General Assembly during the United Nations Sustainable Development Summit in New York, USA, 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 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, steelmaking by-products can be utilized as secondary raw materials to manufacture products in other industries; this is referred to as “industrial symbiosis.” For example, different kinds of blast furnace sand that are generated in the production of steel can be used as grinding additives in the cement industry. This conserves natural resources and helps to lower the CO<sub>2</sub> emissions that are generated in the production of cement.

voestalpine always seeks to leverage its research and development work in order to push the efficient use of alternative and/or secondary sources of raw materials.

The company’s focus in connection with the determination of products’ sustainability currently is on environmental issues. Specifically, this involves analyzing the environmental impact of products and their decarbonization, mainly with the help of life cycle assessments (LCAs), which 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 EPDs for various products in the declarations program of the German “Institut Bauen und Umwelt” (IBU), an association of building product manufacturers. These products include hot-formed strip steel; hot-dip galvanized strip steel; hot-formed, pressed steel sections; prestressed concrete turn-out sleepers; rails and seamless tubes. 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 zero carbon production that the high quality of products and raw materials remains the same. Moreover, a technological transformation also affects existing raw and other material cycles as well as symbiotic industrial relationships and thus requires the ongoing and/or new development of sector and cross-sector approaches to circularity.

Regular exchanges with various stakeholders on decarbonization and product sustainability along the supply and value chains help voestalpine to continually refine and flesh out its strategy for CO<sub>2</sub>-reduced steel production, which must also be climate neutral in the long term.

voestalpine is working intensely on developing measurable targets based on its current approach to the transformation in line with state-of-the-art climate science. A number of different options for verifying such science-based targets are being explored, too.

As part of its comprehensive decarbonization strategy, voestalpine's Steel Division has already taken short-term decarbonization steps in connection with the CO<sub>2</sub>-reduced steel climate project at its plant in Linz, Austria. This serves to cut direct carbon dioxide emissions along the existing steel production 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. In turn, these will level the playing field in the international competition for sustainable products.

voestalpine discloses the environmental impact of its products in environmental product declarations. In the interest of transparency, it also publishes data on greenhouse gas emissions (GGE) and water consumption as part of the Carbon Disclosure Project (CDP). The Group also participates in cross-sector initiatives such as ResponsibleSteel.

# 7. CLIMATE ACTION

voestalpine has started to take specific steps to set the stage for the implementation of its ambitious, step-by-step “greentec steel” plan to achieve climate neutrality. A recent resolution of the company’s Supervisory Board launched the incremental shift to electric arc furnace technology even though the political framework required for a broad-based transformation has still not yet been put in place. In addition, the Group has taken important steps that contribute directly to climate action by making the first deliveries of CO<sub>2</sub>-reduced steel and further expanding its captive generation of green energy through photovoltaics (PV).

## 7.1 THE POLITICAL FRAMEWORK

The political goals at the level of the European Union (at least 55% reduction in CO<sub>2</sub> emissions by 2030, climate neutrality by 2050) and in Austria (climate neutrality as early as 2040) were already established a while ago, but the specific key parameters for achieving these ambitious targets have not been spelled out: They are still being debated or prepared. Hence the detailed description of the political environment on page 36 of the voestalpine Group’s Corporate Responsibility Report 2021 applies unchanged.

No material progress was made in the business year 2021/22—neither with respect to the EU’s Fit for 55 legislative package for implementing the Green Deal (e.g., modification of the emissions trading scheme or introduction of an associated carbon border adjustment mechanism – CBAM), nor with respect to national legislation in Austria. The topics at issue in Austria concern the transformation fund for energy-intensive industries, which has been debated since the Northern fall of 2020, or even industrial hub strategies that link climate and industrial policies. At the time this Report was prepared, however, plans were in place to resolve these and other matters (such as a hydrogen strategy) soon.

As a result, the steel industry and other energy-intensive industries are demanding a coordinated master plan at the level of both the EU and its

individual member states that supports achievement of climate neutrality and also answers the following questions that are essential to the affected industrial companies’ ability to prevail in the global competition:

- >> How can renewable energy be generated in the required quantities and be transported to consumers?  
Where will green electricity and green hydrogen come from—in the required quantities and at competitive prices?
- >> How will uninterrupted supplies of such energy be guaranteed? What kinds of infrastructure are needed and being put in place to provide, transport, and store such energy?
- >> What are the specific ways companies will be supported financially in connection with the transformation, given the investment costs and predictably higher operating costs? One way, for example, would be to distribute the proceeds of CO<sub>2</sub> allowance auctions for earmarked purposes back to adequately endowed European and national decarbonization funds.
- >> How can carbon leakage—the offshoring of industries from the EU to regions where climate action requirements are less strict—be avoided?



---

**February, 11**

International Day  
of Women and Girls in Science

## 7.2 EU EMISSIONS TRADING

Previous CR Reports have already described both the approach and the aim of the EU Emissions Trading System (EU ETS) in detail. The voestalpine Group's need to purchase additional emissions allowances arises from its total need for emissions allowances less the no-cost allowances allocated to it. Just as in previous business years on average, in the business year 2021/22 this need equated to about one third of the Group's total carbon dioxide emissions. In the reporting period, the CO<sub>2</sub> price just about doubled, leading to a concomitant increase in the voestalpine Group's expenses. The EU Commission's plans, which are supported by a sizeable majority of the

EU Parliament, provide for yet another marked decrease from 2026 in both the number of emissions allowances per se and the number of allowances allocated free of charge that will occur simultaneously with the introduction of a carbon border adjustment mechanism. This will also trigger an exorbitant increase in the cost of allowances purchased. Unless these funds are returned to the companies for earmarked purposes so that they can use them to underwrite the technological shift to carbon neutral manufacturing in the long term, by definition they will not be available to the plants for investments in climate action either.

## 7.3 green steel: THE voestalpine CLIMATE NEUTRALITY PLAN

In the business year ended, the voestalpine Group further fleshed out and pressed ahead with its strategies for bringing about climate neutrality.

greentec steel is an ambitious, step-by-step plan that voestalpine developed to make its contribution to achievement of the global climate goals. In a first step, this approach provides for the incremental switch from the coal-based blast furnace route to electric arc furnace technology driven by green power—subject to considerations of economic feasibility. One electric arc furnace each may be installed at the Group's steel facilities in Linz and Donawitz (both Austria) as early as at the start of 2027. The total planned production capacity will be about 2.5 million tons per year; Linz will account for 1.6 million tons of it, and Donawitz for 900,000 tons.

In March 2022, the Supervisory Board of voestalpine AG approved an amount in the three-digit millions to fund the initial implementation steps. Hence the work to clear the necessary construction sites along with the work to modify the infrastructure can begin immediately. In the Northern spring of 2023, the Supervisory

Board will make a decision as to final approval of the investment required for the two electric arc furnaces so that construction of the facilities could start in 2024. The commissioning of a 220 kV power line in Linz no later than by the end of calendar year 2026 is one milestone required to this end.

By itself, this initial step in the transformation could achieve a roughly 30% reduction in the CO<sub>2</sub> emissions that voestalpine's steel production at its two aforementioned Austrian facilities generates. This would equate to a reduction by about three to four million tons of carbon dioxide annually—or close to 5% of Austria's total current carbon emissions. Product quality will be as high as ever despite the technological transformation thanks to an innovative raw materials mix comprising liquid pig iron, scrap as well as automated process management. The greentec steel concept simultaneously provides the basis for hydrogen metallurgy in the long term.

Moreover, voestalpine has developed a scalable process for enabling carbon neutral steel production that does not rely on fossil carbon and

has obtained a patent for it from the European Patent Office. This patent applies in all of Europe's most important steelmaking countries and covers the manufacture of sponge iron via the direct reduction process using green hydrogen and biogas.

voestalpine plans to continue moving greentec steel in the direction of green hydrogen in order to achieve carbon neutral steel production by 2050. A number of extensive research and development projects are dedicated to this technology (also see the chapter, "Research and Development"). Among others, they include the Linz-based H2FUTURE hydrogen pilot plant; the SuSteel pilot plant in Donawitz that aims to enable sustainable steel production in a single process step based on iron ore using hydrogen plasma; as well as the Hyfor research project at the same facility concerning the use of hydrogen to reduce ultrafine ores.

Besides large investments, the fundamental shift from fossil-based technologies to those based on green electricity and, in the long term, those based on hydrogen technologies also requires a lot more renewable energy. In fact, the very first step in electric arc furnace technology lowers the proportion of coal and coking coal in the energy mix in favor of electrical energy. The operation of two electric furnaces would require additional, externally generated electricity of about 2 TWh per year. At this time, voestalpine only buys about 1.2 TWh of externally produced electricity. The largest portion by far of the relevant power supply is obtained by converting fossil process gases into electricity in the Group's captive power plants (also see subchapter 13.6, "Energy," in the chapter titled "Environment").

The envisioned, complete replacement of carbon with hydrogen in the long term would increase the need for electricity to some 33 TWh. Of this amount, 27 TWh are required for electrolyzing purposes and green steel production operations, and the remaining 6 TWh for the downstream processing chain and infrastructure.

Estimates as to the investments required for just this initial electrification step run to about EUR 1 billion. Increases in operating costs relative to current processes must be anticipated as well—at least in the introductory phase of CO<sub>2</sub>-reduced steelmaking. Hence voestalpine has submitted an application for the first step of its greentec steel concept to the EU ETS Innovation Fund, which financially supports select innovative, large-scale industrial transformation tools. The company has also been in talks with Austria's government regarding national instruments for underwriting both investment and operating costs.

As already described, the actual feasibility of the technological transformation is predicated on the availability of green energy at prices that are competitive throughout the EU and globally; secure, stable supplies; and adequate investment options for the steel industry. voestalpine thus remains critical of the EU's plans to let the benchmark-based, no-cost allocations expire. This would be counterproductive during precisely the period that is critical to decarbonization by 2030, because it would be carried out in tandem with the introduction of an experimental carbon border adjustment mechanism.

voestalpine took other, immediately effective steps related to climate action and resource efficiency in the business year 2021/22 while preparing the fundamental technological shift. Deliveries of the first CO<sub>2</sub>-reduced steel started at the end of calendar year 2021. The carbon footprint of this greentec steel edition is some 10% lower thanks to the increase in the share of green electricity and an innovative raw materials mix that is achieved by adjusting both the reducing agents and the crushed iron ore/chalk mix as well as by maximizing the amount of scrap used. This approach will be expanded to other Steel Division product groups in the future. The installation of PV units throughout the Group is yet another big step in the ongoing expansion of its captive green power generation. (In this respect, also see the section titled "Environmental Investments" on page 79.)

# 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. The company's supply chain management involves systematically collecting data on, and evaluating, the social and environmental effects and risks of suppliers' activities as well as considering them in the development of supplier relationships. voestalpine's Sustainability Strategy defines principles that govern both general procurement and raw materials procurement.

## General Procurement

In voestalpine's view, the consistent implementation of sustainable supply chains makes a very important contribution to the pursuit of the Sustainability Strategy within the Group. Hence its purchasing organization has started to put the roadmap for "Sustainability in the Supply Chain" into practice.

voestalpine ensures when selecting suppliers that they comply with environmental and social principles. Sustainable supplier management is integrated into the procurement processes in view of maintaining long-term partnerships.

The company ensures that those of its employees who work in purchasing receive ongoing training through informational events such as the Purchasing Power Day as well as the three-stage Purchasing Power Academy, which was developed in-house. These offerings also serve to sensitize the given employees to issues of sustainability and compliance.

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







---

March, 22  
World Water Day

## Raw Materials Procurement

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

We face the challenge of permanently 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 evaluated as to corporate responsibility, quality, and performance and are included in our supplier portfolio if the assessment’s outcome is positive. We used the Sustainable Supply Chain Management (SSCM) project 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. High levels 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 for Group Purchasing. It is responsible for the Group's purchasing strategy and has the authority to manage 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. This Committee meets monthly and carries out the following tasks at the behest of the Purchasing Board:

- >> Monitor and continually develop the purchasing structure, especially the lead buyer structure
- >> Bring about decisions arising from escalation processes at the level of the purchasing and lead buyer structure
- >> Strategically prioritize projects, requests, and issues
- >> Harmonize the commodity group structure Group-wide
- >> Coordinate approaches with cross-divisional suppliers
- >> Submit 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 statutory

requirements such as the German Act on Corporate Due Diligence Obligations in Supply Chains (*Lieferkettensorgfaltspflichtengesetz*), the roadmap is designed to ensure compliance with environmental, social, and governance (ESG) criteria and reductions in (Scope 3) CO<sub>2</sub> emissions.

## 8.2 SUSTAINABLE SUPPLY CHAIN MANAGEMENT FOR RAW MATERIALS

Both the Group's Purchasing Terms and Conditions and the Code of Conduct that apply to all suppliers contain numerous criteria aimed at sustainable procurement and, in particular, compliance with human rights.

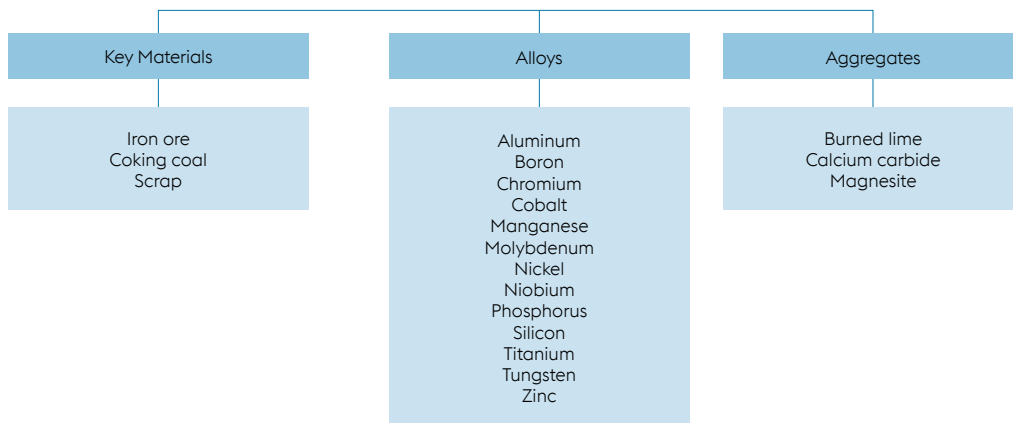
In addition, voestalpine implemented a process in connection with the procurement of raw materials that serves to identify sustainability risks in the supply chain and to avoid and/or minimize potentially adverse effects.

This was based on the Sustainable Supply Chain Management project (SSCM Project) that involved conducting detailed analyses of a typical supply chain in steel production as to materials, countries of origin, and suppliers. As early as in 2016, voestalpine included both external and internal experts in the project and conducted personal conversations with many long-term suppliers in order to identify potentially negative effects in the supply chain.

### EXAMPLE OF A SUPPLY CHAIN: STEEL PRODUCTION



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 • Czech Republic • Finland • Germany • Norway • Poland • Russia • South Africa • Sweden • Turkey • Ukraine • USA

Raw materials, countries of origin, and suppliers were reviewed as to the following issues:



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, for example, to ensure that none of voestalpine's suppliers are hot spots with respect to human rights, particularly child and forced labor.

Whenever the matrix points to challenges at suppliers with respect to environmental issues, the given supplier is asked both to describe the situation and suggest solutions; on-site supplier visits are conducted for verification purposes. Most suppliers—to the extent that they are producers—have already obtained ISO 14001 or ISO 45001 certifications or are in the process of completing the procedure.

## 8.3 CR AND COMPLIANCE CHECKLIST

A questionnaire that asks suppliers to provide information about themselves—the “CR and Compliance Checklist”—was developed simultaneously with the SSCM Project. Besides questions about general corporate information, it especially contains detailed questions about a number of sustainability issues, such as human rights, occupational safety, environmental policies, and compliance. For the time being, the analyses of these questionnaires are stored in an internal database; going forward, however, they are to be embedded in existing IT systems. The Checklist, which so far has been used chiefly in connection with raw materials purchases, is gradually being rolled out to all merchandise categories. It is evaluated on a regular basis and adjusted to changing parameters, such as supply chain legislation.

While on-site visits are conducted regularly at least once a year, this did not happen during the COVID-19 pandemic. Such visits expand the supplier assessment in conjunction with the CR Checklist and can help to eliminate any lingering issues as to potential risks.

## 8.4 SUPPLIER ASSESSMENT

The companies that supply those raw materials, products, and services to the voestalpine Group that directly affect its end products are selected pursuant to a systematic process that comprises personal meetings, a standardized questionnaire, and a quality assessment of the materials. Raw materials suppliers are evaluated once a year and subsequently rated as A, B, or C suppliers. Depending on the raw materials category, different

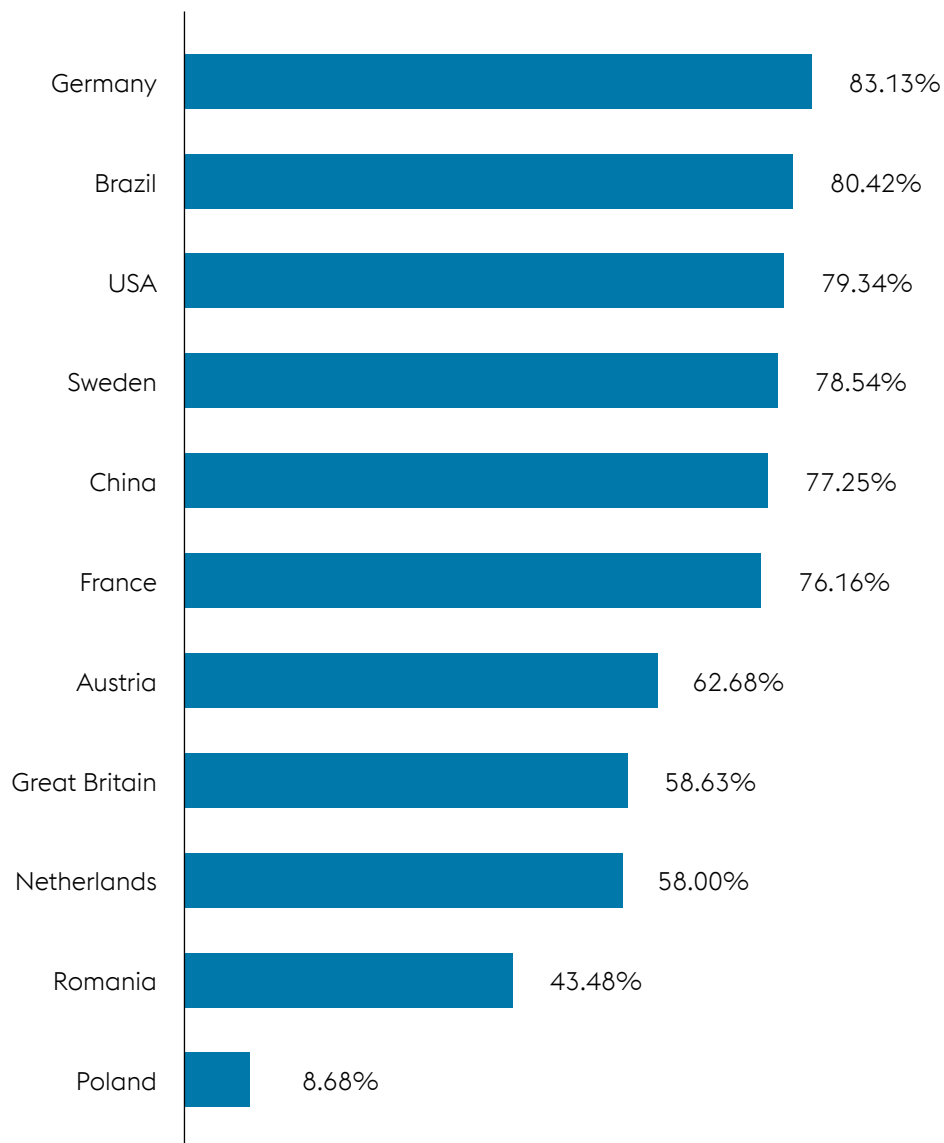
parameters are used to this end, e.g., environmental management, innovation, quality assurance, even flexibility and ability to stick to deadlines. Suppliers that achieve an A or B rating are given preference in the procurement process. Corrective measures are jointly defined with B and C suppliers and set forth in writing; they must be implemented within one year.

## 8.5 LOCAL SUPPLIERS

Whenever possible, voestalpine Group companies make their purchases regionally and locally, thus boosting host country economies. The following graph shows the respective share of local

suppliers. Suppliers are considered local if their business is domiciled in the same country as the voestalpine company they supply.

### LOCAL SUPPLIERS, BUSINESS YEAR 2021/22



## 8.6 INITIATIVES 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 pertaining particularly to input materials and greenhouse gas emissions (GGE) reductions. Following a detailed inspection by independent auditors, the entire plant complex in Linz, Austria, was awarded ResponsibleSteel's Certificate in November 2021.

The collaboration of the World Steel Association with TDI, a provider of a platform that systematically compiles risks related to materials and source countries, allows voestalpine to contribute its pertinent expertise in this connection, too.

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.

### FALLOUT OF THE COVID-19 PANDEMIC ON RAW MATERIALS PROCUREMENT

*All activities of Rohstoffbeschaffungs GmbH, a Group company responsible for raw materials procurement, were shifted to the relevant individuals' homes on the very first day of Austria's lockdown in March 2020. Daily video conference calls involving executive and departmental management enabled a smooth flow of information nonetheless. A comprehensive document that analyzes pandemic-*

*related developments as well as the global raw materials markets was prepared every day for both the executive management and the Management Board.*

*Thanks to the steps taken, there were no production delays due to the lack of raw materials at any time during the pandemic.*

# 9. ETHICAL CORPORATE MANAGEMENT

For one, ethical corporate management means accountable corporate governance of the Group that is geared to creating sustainable shareholder value in the long term; for another, it means aligning the conduct of all Group employees with statutory requirements and internal guidelines as well as moral and ethical values (Compliance).

## Ethical Corporate Management

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 Code of Corporate Governance (ACCG).

## Compliance

We commit to complying with all laws in all of 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 UN Charter and the European Convention on Human Rights and Fundamental Freedoms, and we support the UN Global Compact (UNGC).







---

**April, 28**  
**World Day**  
**for Safety and Health at Work**

## 9.1 COMPLIANCE

The company requires its companies and all of its employees to comply with 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 treat-

ment of customers, suppliers, other business partners, and employees are expressly spelled out in the voestalpine Code of Conduct.

Likewise, voestalpine also 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 following numerous conversations and discussions within the voestalpine Group at the level of management boards, managing directors, and division heads. 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 and expanded 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. It has been published in German and 20 other languages and may be downloaded here: <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 protection
- >> Protection of information and intellectual property
- >> Secrecy of confidential information
- >> Intellectual property
- >> Protection of corporate property and IT usage
- >> Workplace protections
- >> Environmental 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 equity 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 voestalpine's 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 as well. Absolutely 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 when 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. They also firmly establish 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 front 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 matters of corruption, bribery, and acceptance of gifts. It defines the procedure that must be followed prior to the engagement of sales representatives, agents, and other marketing consultants. An objective analysis of business partners' environment and scope of activities before establishing business relationships with them aims to ensure that the business partners, too, 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 interactions with federations, professional associations, and other industry organizations; and defines concrete rules of conduct for absolutely all 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 & Prevention Program**

These rules and regulations clarify voestalpine'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. Finally, 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**

This set of rules and regulations is directed toward suppliers of goods and services as well as toward brokers, consultants, and other business partners. It defines the principles of and requirements for doing business with voestalpine.

Among other things, the company requires its business partners to respect and comply with human rights as fundamental values in accordance with the European Convention on Human Rights and Fundamental Freedoms and the UN Charter. In particular, this applies to the prohibition of child and forced labor; the prohibition of human trafficking and modern slavery in any way, shape, or form; the equal treatment of employees; and the right to employee representation and collective bargaining.

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

The Lobbying Code of Conduct, which was newly adopted in the business year 2020/21, regulates dealings with stakeholders in Austria as well as in Europe and internationally in accordance with the Austrian Lobbying and Advocacy Transparency Act (*Lobbying- und Interessenvertretungs-Transparenz-Gesetz*) and provides a clear and transparent framework for the company's lobbying activities. Just as the general voestalpine Code of Conduct, the Lobbying Code of Conduct, too, is binding on all management board members, managing directors, and non-executive employees of all entities in which voestalpine AG has a direct or indirect equity 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 SYSTEM**

Responsibility for adherence to Compliance regulations rests with the respective management. A Compliance system was established in the voestalpine Group during the business year 2011/12 to help management fulfill this responsibility and to set up the processes required to that end.

Aside from a Group Compliance Officer, a Divisional Compliance Officer was appointed for

each division; additional Compliance officers were appointed in certain divisional sub-units. The Group Compliance Officer reports directly to the Chairman of the Management Board but is independent and not bound by instructions. The Divisional Compliance Officers report to both the Group Compliance Officer and the respective division heads on the Management Board.

voestalpine AG				
Group Compliance Officer				
Steel Division	High Performance Metals Division	Metal Engineering Division	Metal Forming Division	Other
Divisional Compliance Officer	Divisional Compliance Officer	Divisional Compliance Officer	Divisional Compliance Officer	Group Compliance Officer
Compliance officer in larger sub-units	Compliance officer in larger sub-units	Compliance officer in larger sub-units	Compliance officer in larger sub-units	

### 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 system 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—are not part of the Compliance officers' sphere of responsibility. Other organizational units are tasked with managing these Compliance issues.

### 9.1.3 PREVENTIVE MEASURES

As part of its Compliance activities, voestalpine places special importance on preventive measures including, in particular, training and continuing professional development (CPD), discussions at the management level, and communications. As a result, managing directors, sales personnel, and other employees have attended face-to-face training that is aimed at sensitizing them to matters of antitrust law since 2002.

The voestalpine Group introduced e-learning courses on the subject of Compliance back in 2009. This e-learning curriculum has been repeatedly revised and expanded over time. Finally, the existent training on antitrust law (including an advanced course) and on the Code of Conduct were redesigned and rolled out anew in the business year 2019/20. In addition to the learning units, the courses 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”

---

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. In the business year 2021/22, the COVID-19 pandemic and the ensuing governmental restrictions and/or internal protection and security measures reduced the extent to which such training could be carried out; it was replaced in part by training via video conferencing.

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. In the business year 2021/22, the young executive training program and hence the face-to-face Compliance training units that it contains were suspended in part on account of the COVID-19 pandemic.

Compliance is a regular topic in the Group’s communications campaigns 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 voestalpine 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 department of voestalpine AG; the Group Compliance Officer; or one of the Divisional Compliance Officers. Upon request, whistleblowers are ensured of absolute confidentiality.

Furthermore, an option to anonymously report violations via a Web-based whistleblower system has been available since 2012. Up to the business year 2021/22, however, reports using this system could be made only on matters involving antitrust law, corruption, fraud, and conflicts of interest; in other words, only reports on these issues were processed through this system. Starting with the business year 2022/23, reports regarding other matters such as environmental action or data protection may be filed using this Web-based whistleblower system also. The system makes it possible for the appropriate Compliance Officers to communicate with whistleblowers while maintaining the latter's absolute anonymity.

## 9.2 CORPORATE GOVERNANCE

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

In addition to the ACCG's binding legal requirements ("L rules"), voestalpine AG voluntarily complies with absolutely all of its "C rules" (comply or explain) as well as its "R rules" (recommendations). The ACCG 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 ACCG was most recently revised in January 2021. It achieves validity when companies voluntarily undertake to comply with it. It aims to establish an accountable corporate governance system for companies and corporate groups that is geared to creating sustainable value in the long term. By voluntarily undertaking to abide by the ACCG, voestalpine supports these objectives and commits to providing a high degree of transparency to all of the company's stakeholders.

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

## 9.3 EU TAXONOMY

### 9.3.1 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 Austrian Commercial Code (*Unternehmensgesetzbuch – UGB*)). In this connection, all economic activities are to be categorized as to their environmental sustainability.

The reporting under the EU Taxonomy Regulation follows a two-step process. It involves 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” (i.e., whether it complies with the Taxonomy). An entity’s economic activities are considered “taxonomy non-eligible” if the Taxonomy Regulation does not cover them.

This Regulation identifies six environmental goals. In order to be classified as taxonomy compliant, economic activities must make a substantial contribution to one of these goals, at minimum. Furthermore, the given activities may not substantially undermine achievement of the other environmental goals (i.e., “Do No Significant Harm” – DNSH).

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

Solely two environmental goals—“climate action” and “climate change adaptation”—must be included in the considerations as to whether the company’s relevant activities are taxonomy eligible and thus reportable for the business year 2021/22.

The following key performance indicators (KPIs) must be shown for the reporting period:

- >> Share of revenue associated with economic activities covered by the EU Taxonomy Regulation.
- >> Share of capital expenditure (CapEx) associated with economic activities covered by the EU Taxonomy Regulation.
- >> Share of operating expenses (OpEx) associated with economic activities covered by the EU Taxonomy Regulation.



### 9.3.2 voestalpine's APPROACH

voestalpine established a project team at the time the EU Taxonomy Regulation and its associated obligations for companies were published. This team comprises employees from the following departments: Finance, Investor Relations, Environment and Corporate Responsibility as well as experts from each division.

External experts were also consulted in order to enable the most comprehensive assessment possible of the subject matter.

An analysis at the Group level was performed to determine taxonomy eligibility. In a first step, this involved carrying out a classification based on the codes under the Nomenclature of Economic Activities (NACE) assigned to the company. Accordingly, the project team analyzed every

Group company in turn to verify and/or modify the respective classification. The team also reviewed in this connection whether a single economic activity could be attributed to a given entity or whether it had to be classified as engaging in several economic activities. The selected classification procedure thus ensured that economic activities were not counted twice. The following economic activities were identified as material to the voestalpine Group:

- >> Manufacture of iron and steel
- >> Freight rail transport
- >> Infrastructure for rail transport

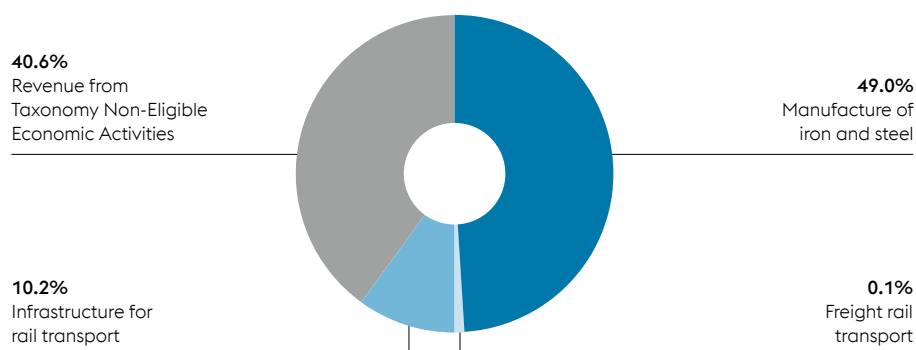
### 9.3.3 RESULTS OF THE KPIs

#### Taxonomy-Eligible Revenue

Pursuant to the EU Taxonomy Regulation, revenue as per IAS 1.82(a) must be used to determine taxonomy-eligible revenue. This revenue equates to the revenue shown in the Consolidated Income Statement of the Group's Annual Report 2021/22 and thus is used as the deno-

minator in the following table to determine the company's taxonomy eligibility. The numerator comprises the portion of the revenue that is generated from economic activities covered by the EU Taxonomy Regulation. This results in the following classification for the voestalpine Group:

In millions of euros	Code	Absolute revenue	Share of revenue
<b>A. Taxonomy-Eligible Economic Activities</b>			
Manufacture of iron and steel	3.9.	7,312.4	49.0%
Freight rail transport	6.2.	21.2	0.1%
Infrastructure for rail transport	6.14.	1,523.6	10.2%
<b>Revenue from Taxonomy-Eligible Economic Activities</b>		<b>8,857.2</b>	<b>59.4%</b>
<b>B. Revenue from Taxonomy Non-Eligible Economic Activities</b>		<b>6,066.1</b>	<b>40.6%</b>
<b>Total Revenue</b>		<b>14,923.3</b>	<b>100.0%</b>

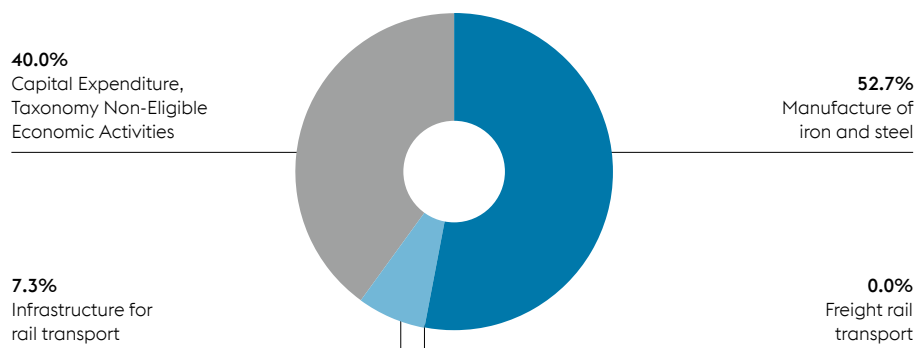


### Taxonomy-Eligible Capital Expenditure (CapEx)

Additions to assets—including additions to property, plant and equipment; intangible assets; and right-of-use assets under leases from business combinations—were utilized as the basis for determining the taxonomy-eligible capital expenditure. Investments via joint ventures as well as investments in financial in-

struments were not taken into account. As the capital expenditure matches the data shown in the “Operating Segments” section of the Annual Report 2021/22, it is used as the denominator. The numerator comprises all capital expenditure generated through economic activities covered by the EU Taxonomy Regulation. This results in the following classification for the voestalpine Group:

In millions of euros	Code	Absolute capital expenditure	Share of capital expenditure
<b>A. Taxonomy-Eligible Economic Activities</b>			
Manufacture of iron and steel	3.9.	373.5	52.7%
Freight rail transport	6.2.	0.2	0.0%
Infrastructure for rail transport	6.14.	51.5	7.3%
<b>Capital Expenditure, Taxonomy-Eligible Economic Activities</b>		<b>425.2</b>	<b>60.0%</b>
<b>B. Capital Expenditure, Taxonomy Non-Eligible Economic Activities</b>		<b>283.1</b>	<b>40.0%</b>
<b>Total Capital Expenditure</b>		<b>708.3</b>	<b>100.0%</b>

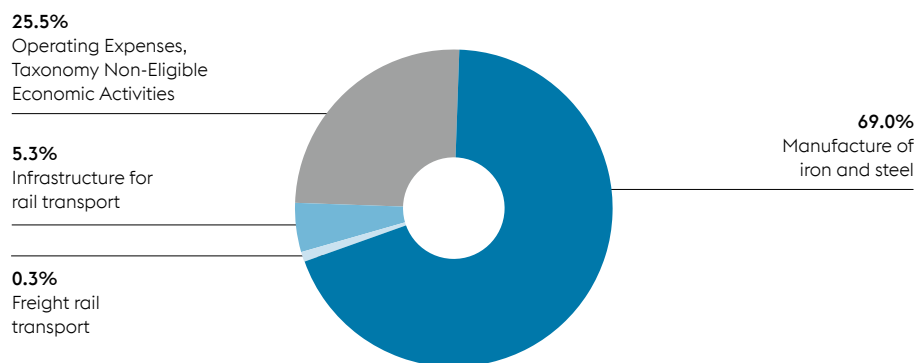


### Taxonomy-Eligible Operating Expenses (OpEx)

In contrast to the revenue and the capital expenditure, the operating expenses cannot be directly extracted from the company's Annual Report 2021/22. Only a few select expense categories are relevant to the determination of the denominator for the operating expenses. They include building renovation activities;

maintenance and repairs of property, plant and equipment; research and development expenses; employee training expenses; and current lease expenses. The numerator comprises those operating expenses that are generated through economic activities covered by the EU Taxonomy Regulation. This results in the following classification for the voestalpine Group:

In millions of euros	Code	Absolute operating expenses	Share of operating expenses
<b>A. Taxonomy-Eligible Economic Activities</b>			
Manufacture of iron and steel	3.9.	571.2	69.0%
Freight rail transport	6.2.	2.1	0.3%
Infrastructure for rail transport	6.14.	44.0	5.3%
<b>Operating Expenses, Taxonomy-Eligible Economic Activities</b>		<b>617.3</b>	<b>74.5%</b>
<b>B. Operating Expenses, Taxonomy Non-Eligible Economic Activities</b>		<b>210.8</b>	<b>25.5%</b>
<b>Total Operating Expenses</b>		<b>828.1</b>	<b>100.0%</b>



## 9.4 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 of the Group 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. The design of the Group's tax policies complies with all applicable tax laws in any case.

>> **Corporate responsibility**

The 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 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. In order 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 Group 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 an external tax consultant 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. These principles ensure the Group's sustainable development.

### 9.4.1 COUNTRY-BY-COUNTRY REPORTING

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

See the chapter, "Investments," in voestalpine's Annual Report 2021/22 for the names and domiciles of the Group companies. The country-specific disclosures in the Country-by-Country Report (see table on pages 130–131) concern entities that are included in the Consolidated Financial Statements by virtue of being fully consolidated; see the "Investments" chapter of voestalpine's Annual Report 2021/22.

Hence information on entities measured at equity (classified as "KEA" or "KEG" in the aforementioned chapter) as well as on unconsolidated entities (K0) are not contained in aforesaid Report. The data concern the period from April 1, 2021, through March 31, 2022.

The table is presented on pages 130 and 131 of the Appendix.



---

May, 15

International Day  
of Families

# 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 in addition to the promotion of human rights. The present CR Report also serves as the annual Communication on Progress (CoP) under the UNGC.**

Respecting and upholding human rights is of great importance to voestalpine. voestalpine does not tolerate child or forced labor, discrimination of any kind (also in connection with hiring and employment)—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 titled "Respect and Integrity." The obligation to uphold human rights is also firmly established in the company's binding Code of Conduct for Business Partners.

The formal proposal for a directive that the EU Commission presented in February 2022 regarding EU supply chain legislation aims to oblige companies to uphold human rights and comply with rules and regulations related to environmental action all along their supply chains. voestalpine is preparing intensely for compliance with these requirements.





---

June, 05  
World  
Environment Day

## HUMAN RIGHTS TRAINING FOR EMPLOYEES

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

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

Module 1 Fundamentals of Human Rights	Module 2 Human Rights in Day-to-Day Work	Module 3 Human Rights in the Supply Chain
Definition Human Rights at voestalpine Code of Conduct Sustainable Development Goals Corporate Responsibility Interactive Elements Additional Information voestalpine's Infomercial on CSR	Working Conditions Non-Discrimination Equal Opportunity Right to Freedom of Association Right to Education	Critical Human Rights Success and Risks Alliances SSCM and CR Checklist Consequences

The webinar will be available in the following languages: German and English as well as Czech, Dutch, French, Italian, Mandarin &

Cantonese, Polish, Portuguese, Romanian, Russian, Spanish, Swedish, and Turkish.

## HUMAN RIGHTS TRAINING FOR SECURITY PERSONNEL

voestalpine's plant security staff largely comprises the company's own employees who are subject to the Group's Code of Conduct. Employees of third-party entities are subject to voestalpine's Code of Conduct for Business Partners. Both documents mandate compliance with human rights requirements.

voestalpine itself conducts the human rights training for its own employees; external security personnel are trained by their respective employers.

## COLLECTIVE BARGAINING AND THE RIGHT TO FREEDOM OF ASSOCIATION

About 80% of all of the voestalpine Group's employees are in an employment relationship that is governed by a collective agreement. Every employee has the freedom and right to join unions. The workforce in all voestalpine companies may elect representatives to the works councils. The Group has both a European Works Council and a Group Works Council, both of which maintain good communications with management.

## CHILD LABOR AND FORCED LABOR

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

## HUMAN TRAFFICKING AND MODERN SLAVERY

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

## RIGHTS OF INDIGENOUS PEOPLES

As voestalpine operates solely in developed industrial areas, its business operations do not in any way impinge on the rights of indigenous peoples.

# 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 bonded labor;
- Principle 5: the effective abolition of child labor; and
- Principle 6: the elimination of discrimination in respect of employment and occupation.

## ENVIRONMENTAL PROTECTION

- 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.

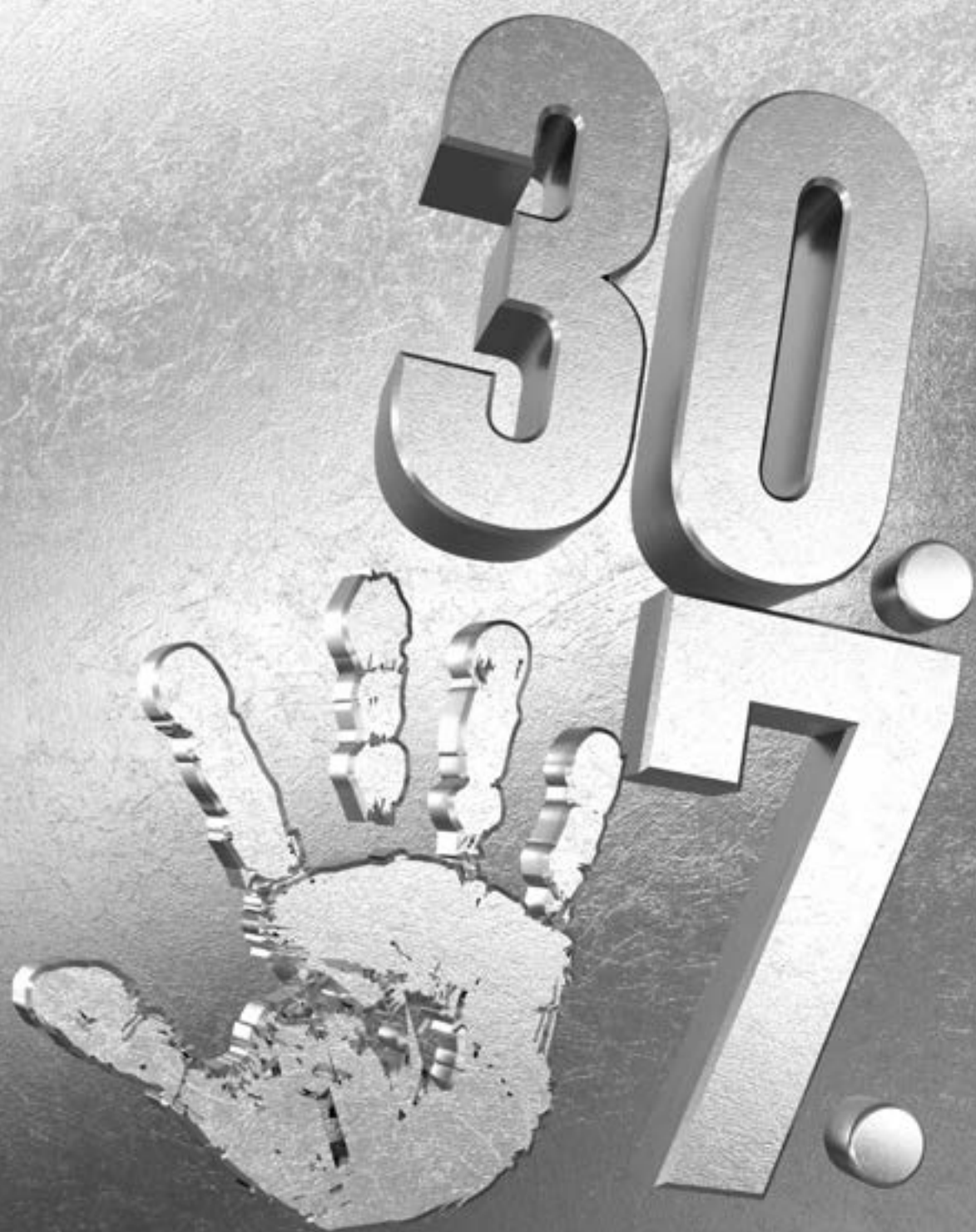
## ANTI-CORRUPTION

- 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, 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 of child and forced labor; the equal treatment of employees; and the right to employee representation and collective bargaining.*

---



---

July, 30  
World Day  
Against Trafficking in Persons

# 11. RISK MANAGEMENT

Proactive risk management of the kind voestalpine has been practicing for many years secures the company's existence as a going concern in the long term and thus is a key to the success of the Group on the whole. Material risks are identified, analyzed, and assessed systematically and early on via both the uniform risk management process (which all operating and strategic Group companies must undergo several times a year) and the internal control systems (which also are integral components of the organizational and operational structure). These processes are subject to continuous monitoring. Measures to minimize risk are taken immediately as necessary.

## The following risks among others are monitored:

- >> Availability of raw materials and energy supplies
- >> Logistics and supply chains
- >> Climate change risks
- >> Failure of production facilities
- >> Failure of IT systems
- >> Compliance risks
- >> Risks associated with data protection
- >> Risks from the financial sector

## Physical Risks of Climate Change

The voestalpine Group has taken comprehensive proactive measures to deal with risks from natural disasters such as floods or low water levels, heavy snowfall, droughts, storms and strong wind, or fluctuations in temperatures. This includes regular run-throughs as well as inspections and risk surveys that are conducted with insurance companies. At some facili-

ties—especially those located along coasts or rivers—changing water levels also pose risks. voestalpine monitors these and other physical risks on a regular basis and verifies whether the existent emergency plans and structural measures such as fire alarms, sprinklers, and flood control mechanisms continue to provide adequate protection.

In addition to the steps taken within the company, regular exchanges of information with internal and external insurance companies help to minimize the fallout from such risks for the Group.

As regards raw material supplies (e.g., deliveries by ship to the Linz facility), any climate-induced fluctuations in river water levels and any resulting difficulties in the navigability of rivers (e.g., the Danube River) 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 (including their effects) from areas such as personnel issues, respect for human rights, and the fight against corruption are taken into account at all levels. 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 crisis teams at three decision-making levels (Group, divisions, companies), took and continues to take steps to counteract the COVID-19 pandemic and its ramifications as best as possible. The maintenance or adjustment (as the case may be) of the precautionary measures that were already put in place at the

onset of the pandemic (e.g., hygienic and protective measures, working from home) 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 ended to ensure the organization's stability as best as possible. Developments related to the pandemic are monitored on an ongoing basis. Emergency and crisis plans that were implemented along with additional measures are evaluated at regular intervals and are adjusted and/or expanded as necessary in the light of new information.

# 12. RESEARCH AND DEVELOPMENT

voestalpine's corporate strategy focuses on leadership in innovation, technology, and quality. Research and development thus are integral to the company's business model. The ongoing development of new products and production processes is indispensable for voestalpine as it aims to differentiate itself from the competition and maintain its technology leadership. Innovation that responds to customers' needs thus ensures the company's success in the long term. voestalpine also works to ensure that absolutely all projects related to the development of products and processes make a positive contribution to sustainability. Sustainability criteria to which all R&D projects can be allocated without exception were introduced to this end.



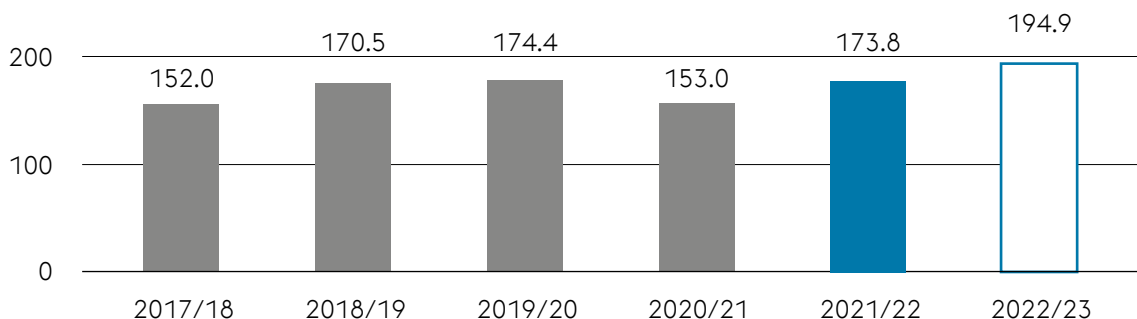
## 12.1 RESEARCH EXPENDITURES OF THE voestalpine GROUP

After declining in 2020/21 in connection with the COVID-19 crisis, in the business year 2021/22 voestalpine once again substantially increased investment in R&D. In fact, the total of EUR 173.8 million even sets a new all-time high.

The R&D budget for the business year 2022/23 is EUR 195 million. This continues previous years' upward trend and reflects the great importance that the Group attaches to research and development.

### GROSS R&D EXPENDITURES

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







---

**August, 12**  
International  
Youth Day

## 12.2 STEP-BY-STEP PLAN TO ACHIEVE CLIMATE NEUTRAL STEEL PRODUCTION

Climate neutrality by 2050: This is the climate target that the European Green Deal has established. Regulatory pressure on the European steel industry, which currently generates more than 6% of EU-wide carbon dioxide emissions from fossil fuels, thus is correspondingly high. Markets, too, especially in the automotive industry, have become increasingly vocal in recent years as to the need for steel products that are produced with the smallest possible carbon footprint.

voestalpine's greentec steel program serves to pursue an ambitious, step-by-step plan for the decarbonization of steelmaking in the long term. In a first step, the Group now offers all flat steel products that are manufactured by its Steel Division in Linz, Austria, in a CO<sub>2</sub>-reduced edition as well. Compared with the conventional production route, this approach achieves a direct reduction in carbon emissions by some 10% thanks not only to adjustments in both the reducing agents and the raw materials mix but also to the complete shift to green electricity. This does not affect the excellent quality that our customers expect from us in terms of both materials and processing. Over and above the orders we have already received, there are indications that demand for sophisticated steel products in the greentec steel edition—such as hot finished strip steel, isovac electrical steel strip, or phs-ultraform—will remain high in the future, too.

The next significant phase in voestalpine's step-by-step plan will make it possible to cut the CO<sub>2</sub> emissions from steel production by one third up until 2030 by replacing the existing blast furnace route in part with a hybrid electric furnace route. Scrap, liquid pig iron, and hot briquetted iron (HBI) are the most important pre-

materials for the electric furnace route, which will be used for carbon-neutral production of high quality steel in the future. By undertaking intensive R&D activities in the field of materials science, voestalpine ensures going forward that it can manufacture high quality steel grades as before, even though the raw materials mix has changed.

At the same time, the voestalpine Group is intensively researching breakthrough technologies in order to steadily expand the use of green hydrogen in the steel production process over the long term and thus to make voestalpine's entire steel production carbon neutral by 2050. All planned tests on the hydrogen electrolyzer facility have been successfully completed. The generation of hydrogen in an electrolyzer facility using electricity is a typical example of so-called "sector coupling." Currently, this facility is being operated at the Group's Linz plant as a standby for the purpose of stabilizing the power grid.

Various follow-up projects related to the management of hydrogen and CO<sub>2</sub> have been launched. Among other things, they examine the separation and subsequent storage (i.e., carbon capture and storage – CCS) or use (i.e., carbon capture and utilization – CCU) of CO<sub>2</sub> as well as the use of hydrogen as a reducing agent in metallurgical processes. A pilot plant was successfully started up at the Group's Donawitz, Austria, facility as part of the Sustainable Steelmaking (SuSteel) initiative—a groundbreaking project serving to research the direct production of steel using hydrogen plasma. Batch operations have also been launched at the Primetals Hyfor pilot plant, where iron ore fines are reduced to sponge iron using hydrogen.

## 12.3 OPTIMIZING PRODUCTION PROCESSES

To maintain operational excellence, voestalpine continually analyzes and further refines processes along the value chains in order to boost both production efficiency and resource conservation. The digital transformation is a key to success in this respect. Developing model-based rules for relevant process steps helps not only to significantly improve the quality of strip steel but also to reduce the amount of resulting scrap. Measurement systems equipped with machine learning algorithms capable of taking and analyzing measurements directly at the production line serve as well to optimize processes. Systems of this nature have already been implemented, for instance, to determine the grain sizes of input materials in both the blast furnaces and the direct reduction plant.

Europe's most advanced 3D sand printing facility for steel castings was commissioned at the voestalpine Foundry in Traisen, Austria. It serves primarily the energy sector as well as the automotive and railway industries. 3D sand printing is much more sustainable and environmentally friendly than its predecessor process thanks to the elimination of the wooden pattern, the integration of sand recycling, and the reductions in logistics expenditures.

The efficient use and management of rail resources in the future will require fully networked railway systems. voestalpine Railway Systems GmbH thus is working to accomplish this highly complex research task as part of the Rail4Future project in close collaboration with Austrian Railways (ÖBB) and other partners. Simulations and digital twins will be used for the very first time in an attempt to substantially shorten the innovation cycles of new products and digital solutions. The voestalpine Böhler Welding Group conducts research on environmentally friendly solutions in welding technology. ECOspark® served to develop copper-free solid wire that is used in joint welding. Over and above its excellent efficiency in both manual and automated welding processes, solid wire also conserves resources.

The Metal Forming Division is working to further refine processing technologies such as roll forming, press-hardening, and welding, and to optimize them with the help of simulation methods. The aim is to create all-encompassing, fully networked processes. To this end, work is being done to develop closed loop systems in which neural algorithms design self-optimizing production lines.

# 13. ENVIRONMENT

**Environmentally conscious action is firmly integrated into the voestalpine Group's corporate philosophy. Hence the company works not only to use resources such as raw materials and energy sparingly along its entire production chain but also to minimize the environmental impact of its 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 existent steel production processes. Our intensive work to research new, more environmentally friendly production processes and, not least, to continue refining 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 manufacturing facilities:**

- >> To take comprehensive responsibility for its products
- >> To optimize the production processes
- >> To establish environmental management systems
- >> To integrate the company's employees into all of these approaches and ensure environmentally conscious conduct on the part of each and every one of them
- >> To engage in an open and professional dialogue



---

**September, 29**  
International Day  
of Awareness of Food Loss and Waste

**Environmental action is a core component of voestalpine's Sustainability Strategy. The following principles are enshrined in it:**

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

Process-related emissions cannot be entirely avoided due to the chemical and physical properties of existent production processes. We operate our production facilities based on the principle that the best available technologies must be applied in economically viable fashion. We also develop new approaches that aim to minimize environmentally relevant effects on the air, soil, and water as best as possible.

**Circular Economy and  
Life Cycle Assessments (LCAs)**

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

**Energy and Climate Policy—  
Commit to low-carbon production**

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



# 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 business segments that produce and process steel, meaning absolutely all energy and emissions intensive units 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 assessments of processes, products, and materials. Moreover, the metrics compiled as part of envi-

ronmental data management provide the basis for strategic planning and operational implementation of environmental activities.

The voestalpine Group has established environmental management systems (EMSs) across the board worldwide. Seventy-five percent of its production plants, which account for 83% of the Group's total production volume, use an EMS pursuant to ISO 14001 or the EU's Eco-Management and Audit Scheme (EMAS). Thirty percent of the entities are subject to certified energy management pursuant to ISO 50001.

In the business year 2021/22, furthermore, the Steel Division's production entities were certified as a sustainable steel production facility under the ResponsibleSteel Standard.

## 13.2 ENVIRONMENTAL INVESTMENTS

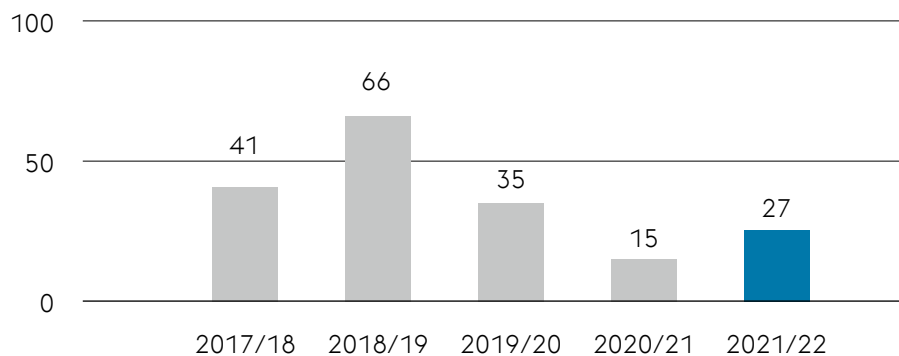
The voestalpine Group boosted its environmental investments in the business year 2021/22 by 75%, from EUR 15.3 million to EUR 27 million.

This substantial increase serves to return capital expenditures of this nature to previous levels. In the two prior business years (2019/20 and 2020/21), the distortions and uncertainties

arising from the COVID-19 crisis led to a strong decline in investments overall, thus also resulting in lower environmental investments. In the reporting period (2021/22), voestalpine invested mainly in preparations for the fundamental technological transformation (see the “Climate Action” chapter) as well as in steps to cut CO<sub>2</sub> emissions and boost energy efficiency.

### ENVIRONMENTAL INVESTMENTS

In millions of euros



A Group-wide project to install photovoltaics (PV) units with an output of just under 61 MWp (megawatt peak) on a surface of about 310,000 m<sup>2</sup> was launched in the business year 2021/22. It is an important milestone in achieving sustainable captive power generation. The total electricity that these PV units generate per year would allow an average electric vehicle to circumnavigate the earth 10,000 times. Additional PV units are already being prepared.

voestalpine’s Steel Division already wants to cover its customers’ growing demand for green steel as best as possible using currently available technologies. To achieve these aims, the division is optimizing three aspects of production: The process. The raw materials mix. The energy

used. Over and above the very first delivery of CO<sub>2</sub>-reduced steel under the greentec steel edition from the plant in Linz, Austria (as described in the “Climate Action” chapter), at the end of calendar year 2021 the first climate neutrally produced tool steel rolled off the assembly line at the Hagfors facility of the High Performance Metals Division in Sweden. Extensive technology was developed and implemented to this end: Liquefied natural gas (LNG) is replaced with fossil fuel-free liquefied biogas (LBG), and green electricity or fossil fuel-free diesel (HVO100) is used to power all transportation within the plant. This cuts carbon dioxide emissions by up to 90%. voestalpine purchases additional emissions allowances to offset the small amount of CO<sub>2</sub> emissions that remains, because a type of carbon that cannot yet be eliminated stays in

the metal scrap and graphite. The environmental action projects being funded this way are certified under the Gold Standard for the Global Goals (GS4GG). Hence they not only contribute to climate action but also to achievement of additional UN sustainability targets (SDGs). voestalpine's Hagfors facility plans to achieve complete climate neutrality by 2030 and to apply the same approach to its entire value chain by 2035.

The Metal Engineering Division has taken a number of steps to continue cutting its energy consumption. For example, this involved optimizing the blast furnace gas (BFG) network at the Group's plant in Donawitz, Austria—its most energy intensive. It expanded the degree to which the facility's captive power plant can utilize the resulting BFG to generate captive energy by some 7,000 MWh annually. Improvements in the waste heat network further enhanced the captive power plant's efficiency. Optimizing the fuel preheating process made it possible to boost captive power generation by an additional 4,000 MWh per year.

Construction of a new rotary hearth furnace stack for heat extraction purposes is being planned at the facility in Kindberg, Austria. This investment will make it possible in the future to feed up to 15 GWh to the envisioned district heating plant that will supply the city of Kindberg.

Furthermore, a multitude of measures were put in place at several Metal Engineering Division plants to further optimize the use of materials, hydrological circuits, and clean air activities. Just as at other Group facilities, here, too, work continued on projects related to the electromobility charging infrastructure, the shift to electric vehicles and forklifts for inter-facility transportation, the thermal refurbishment of production floors, and the retrofitting of facilities with energy-saving LED lighting.

The Metal Forming Division, which manufactures innovative products for PV units, among other things, aims to achieve climate-neutral production by 2035. Its Kematen and Böhlerwerk facilities in Lower Austria cover their need for electrical energy through their own hydropower plants on the Ybbs River and certified renewable energy. New PV units were installed to further increase the amount of captive energy generated. The division is carrying out a comprehensive energy reduction project in collaboration with an industrial partner. This includes lowering its need for electricity and natural gas, for instance, by replacing inefficient drives and engines, installing heat pumps to recover energy, and using district heating to heat both production and administrative facilities.

Over and above the aforementioned preparations for the greentec steel investment project and the first CO<sub>2</sub>-reduced products, in the business year 2021/22 the Steel Division successfully cleared all remaining areas related to the legacy pollution clean-up project on the area of the former coking plant.



## 13.3 ENVIRONMENTAL EXPENDITURES

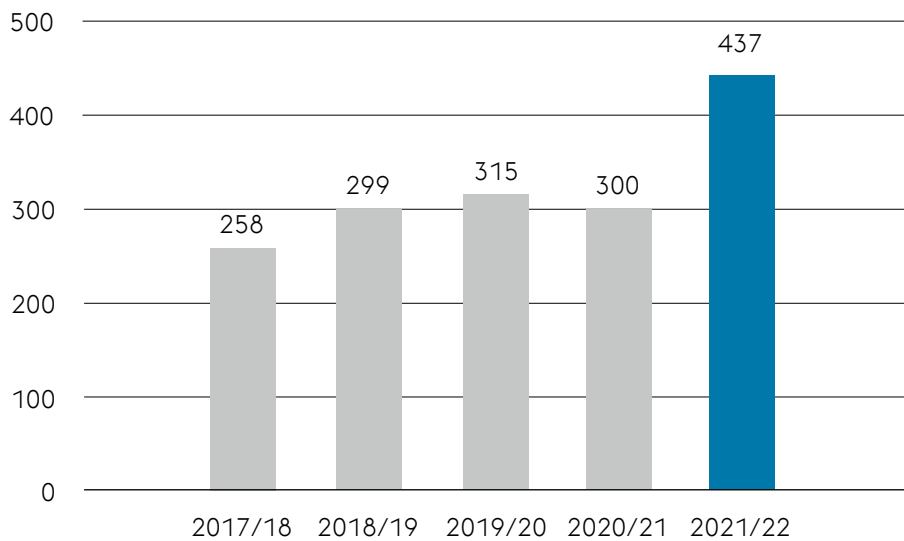
The voestalpine Group's current environmental expenditures jumped by 46% in the business year 2021/22, from EUR 300.1 million to a new high of EUR 437 million.

**Almost all of these funds were used for the following projects:**

- >> Air emissions and clean air activities (72%)
- >> Waste recycling, reuse, and disposal (18%)
- >> Measures to protect the aquatic environment (10%)

### ENVIRONMENTAL EXPENDITURES

In millions of euros



## 13.4 AIR EMISSIONS

Conventional production of pig iron and steel generates air pollutants such as carbon dioxide (CO<sub>2</sub>) as well as sulfur dioxide (SO<sub>2</sub>) and nitrogen oxides (NO<sub>x</sub>) simply for reasons related to processes and raw materials.

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 remaining emissions.

Over the past several decades, the voestalpine Group substantially lowered the level of 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

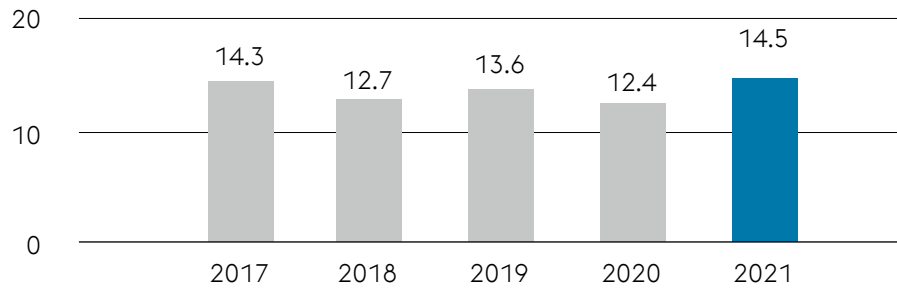
The direct greenhouse gas emissions (Scope 1) of the voestalpine Group's roughly 120 production facilities rose in calendar year 2021 by 16.2% to 14.5 million tons of CO<sub>2</sub> equivalents, after declining the previous year on account of the COVID-19 crisis. In Austria, the Group's plants in Linz and Donawitz that use the blast furnace route to produce crude steel account, respectively, for 9.6 million tons and 3.1 million tons thereof.

Over and above carbon dioxide, the emissions data also include two other greenhouse gases, specifically, methane and nitrous oxide.

In addition to the direct (Scope 1) emissions, the indirect greenhouse gas emissions (Scope 2 + Scope 3) were also compiled and analyzed in accordance with the EU's environmental footprint (EF) 3.0 climate change methodology.

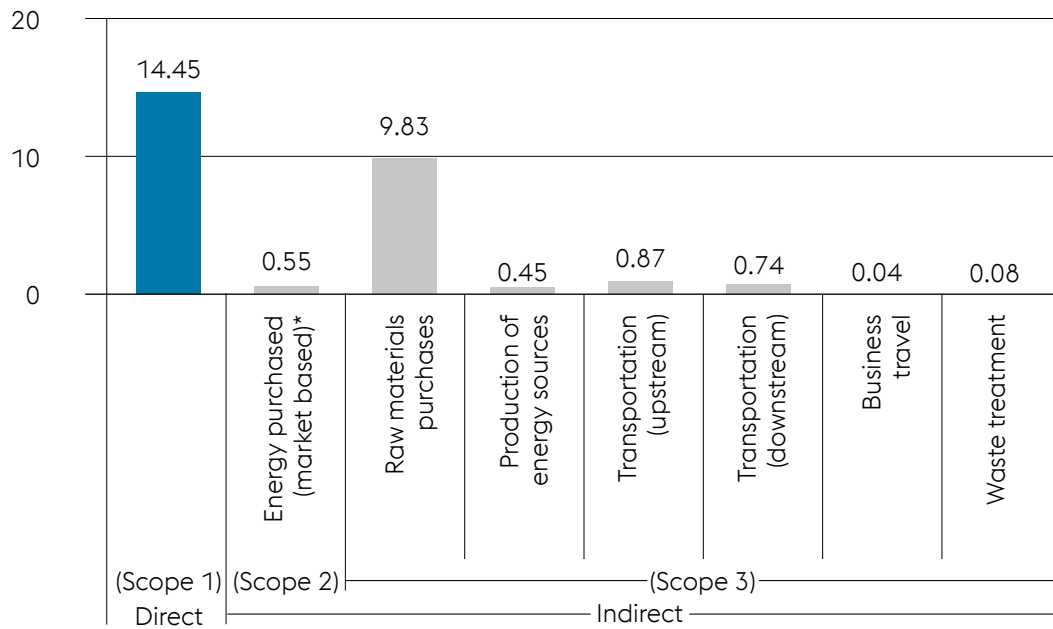
## SCOPE 1 EMISSIONS

In millions of tons of CO<sub>2</sub>e



## DIRECT AND INDIRECT GREENHOUSE GAS EMISSIONS 2021

In millions of tons of CO<sub>2</sub>e



\* Scope 2 market based: 0.55 million tons CO<sub>2</sub>e  
 Scope 2 facility based: 0.73 million tons of CO<sub>2</sub>e

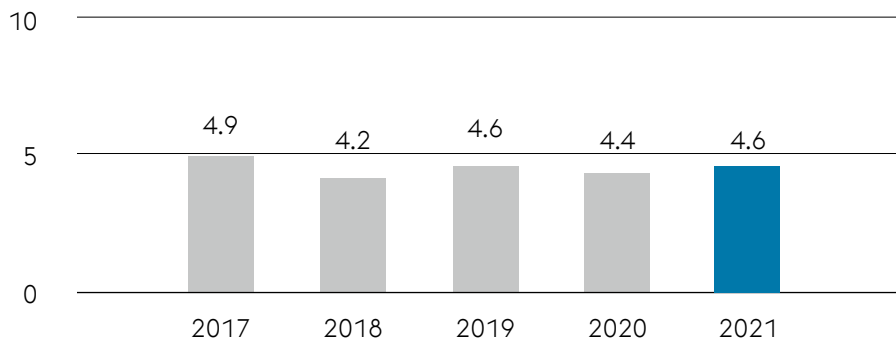
### 13.4.2 SO<sub>2</sub> EMISSIONS

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 generates sulfur dioxide (SO<sub>2</sub>).

While the specific SO<sub>2</sub> emissions in calendar year 2021 were 0.44 g/t of product and thus less than the previous year's value of 0.46 kg, in absolute terms, SO<sub>2</sub> emissions rose from 4.4 kt to 4.6 kt for production-related reasons.

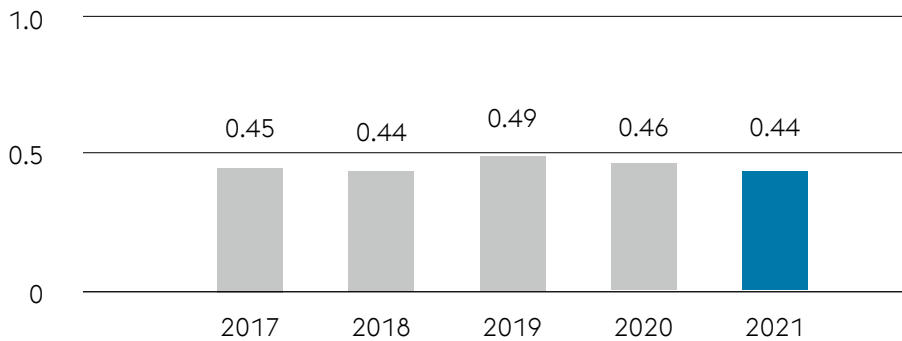
#### SO<sub>2</sub> EMISSIONS

kt



#### SPECIFIC SO<sub>2</sub> EMISSIONS

kg/t product



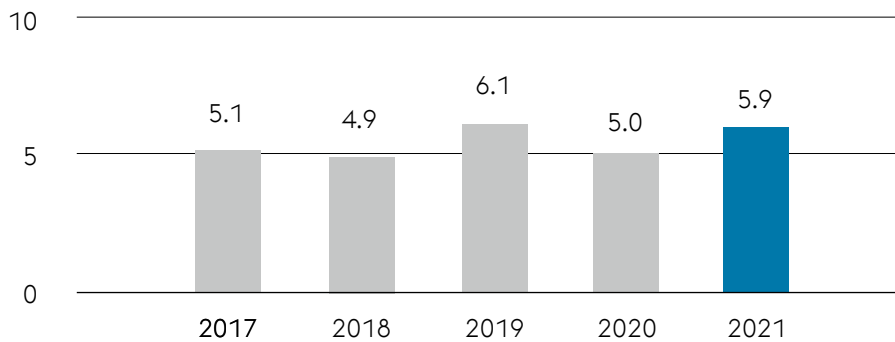
### 13.4.3 NO<sub>x</sub> EMISSIONS

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

Due to the renewed increase in production, voestalpine's absolute NO<sub>x</sub> emissions climbed in calendar year 2021 from 5.0 kt to 5.9 kt. The specific NO<sub>x</sub> emissions per ton of product were 0.55 kg (previous year: 0.53 kg).

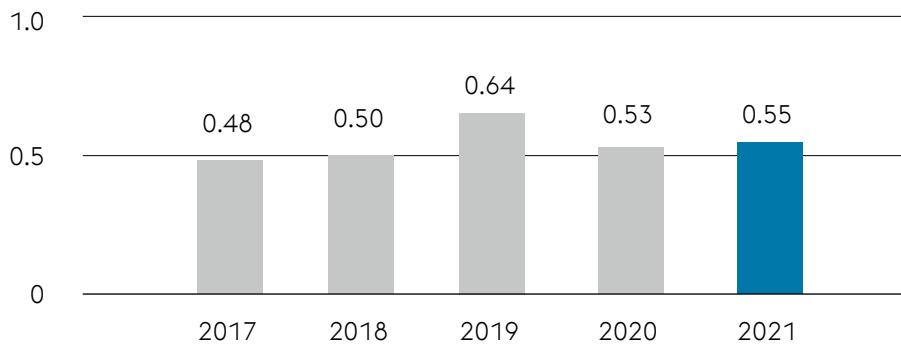
#### NO<sub>x</sub> EMISSIONS

kt



#### SPECIFIC NO<sub>x</sub> EMISSIONS

kg/t product



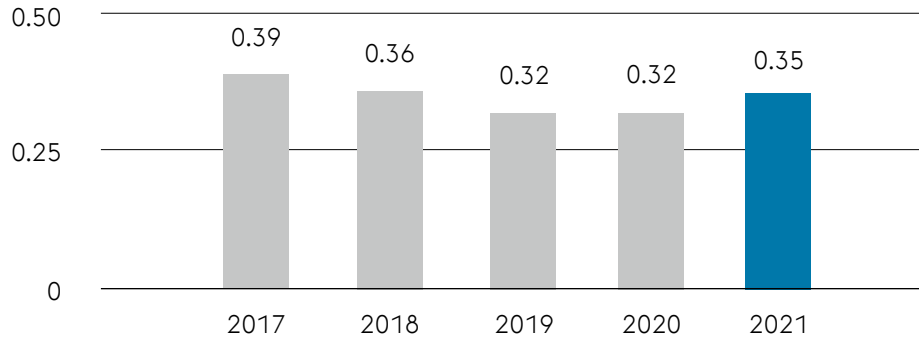
### 13.4.4 CAPTURED DUST EMISSIONS

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 calendar year 2021, the captured dust emissions per ton of product remained low both in absolute terms (0.35 kt) and specifically (33 g).

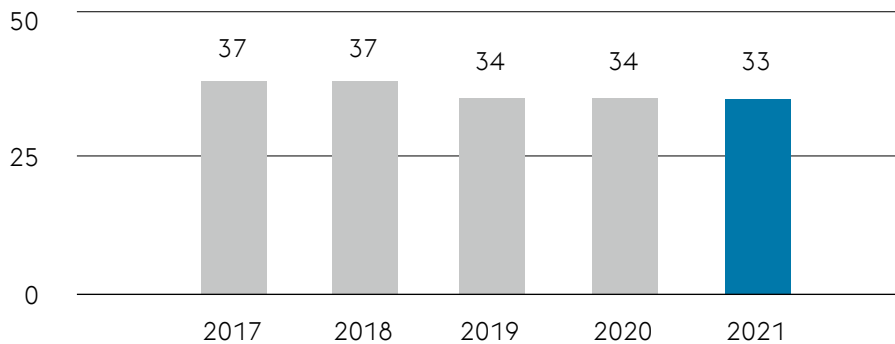
#### CAPTURED DUST EMISSIONS

kt



#### SPECIFIC CAPTURED DUST EMISSIONS

g/t of product



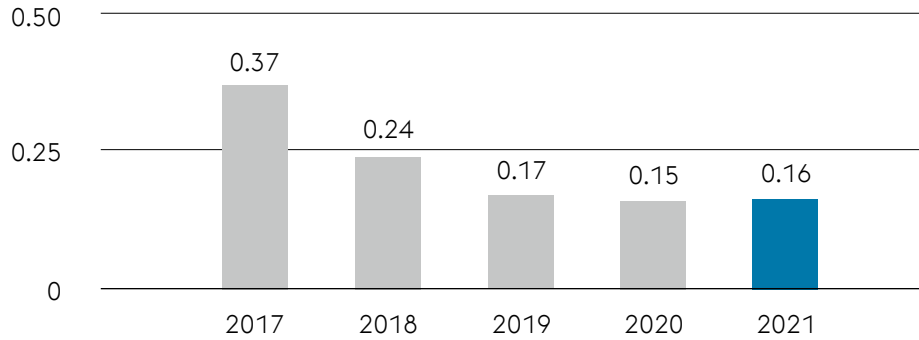
### 13.4.5 ORGANIC AIR POLLUTANTS

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.

In recent years, voestalpine commissioned several technically sophisticated pieces of equipment to cut VOC emissions. This made it possible to achieve a substantial decline in the emission of organic air pollutants. In calendar year 2021, VOC emissions per ton of product were 0.16 kt (2020: 0.15 kt) absolutely and 15 g (2020: 16 g) specifically.

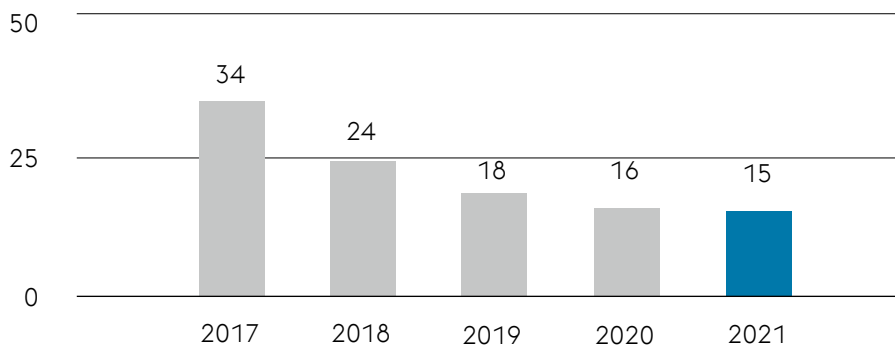
#### VOC EMISSIONS

kt



#### SPECIFIC VOC EMISSIONS

g/t of 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.

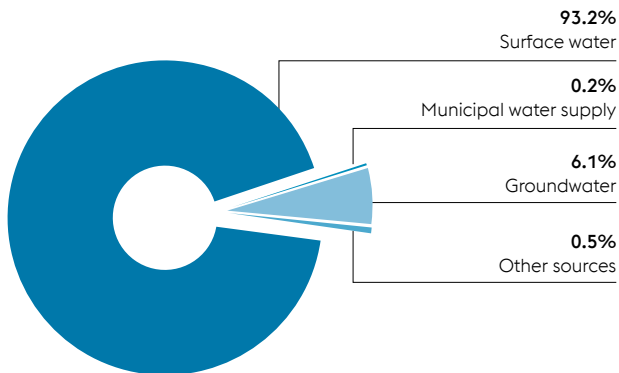
Thanks to circular systems and the repeated utilization of process water, voestalpine uses water resources as sparingly as possible. In keeping with ISO 14046 and the integrated LCA approach, assessments of the water circulation systems are performed across absolutely all production steps and sites.

The amount of water used rose from 678 million m<sup>3</sup> in calendar year 2020 to 722 million m<sup>3</sup> in calendar year 2021 due to expanding crude steel production and processing. Most of it (93%) was sourced from surface water for cooling purposes and returned back to the source in the same quality. The direct blue water consumption climbed from 12.4 million m<sup>3</sup>

to 14.0 million m<sup>3</sup>; as before, this equates to 1.32 million m<sup>3</sup> per ton of product. Upstream steel production accounted for most of the indirect consumption of 53.4 million m<sup>3</sup> (2020: 47.4 million m<sup>3</sup>) in absolute terms and thus (as previously) 5.03 m<sup>3</sup> per ton of product.

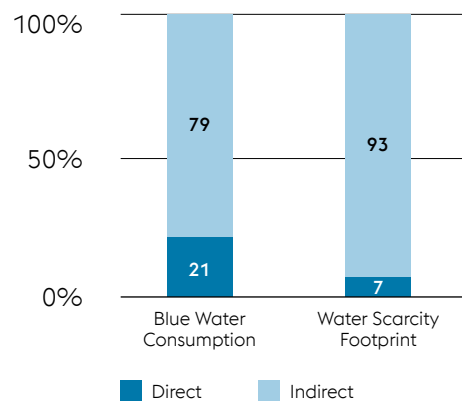
voestalpine's water consumption in production and processing has but minor effects on local water systems and does not aggravate conditions in regions already affected by water scarcity. This is the finding of an externally verified study that determined the water scarcity footprint based on a cradle-to-gate analysis of all production activities across the entire value chain. 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 detailed analyses of the ways they contribute to the given region's water scarcity, also taking local hydrogeological conditions into account.

## WATER EXTRACTION 2021



## WATER FOOTPRINT 2021

In percent





## 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 the EU aims to achieve by 2050.

Decoupling the economy from the consumption of resources requires 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. As a result, own and third-party scrap are a key raw material for the Group: in connection with conventional

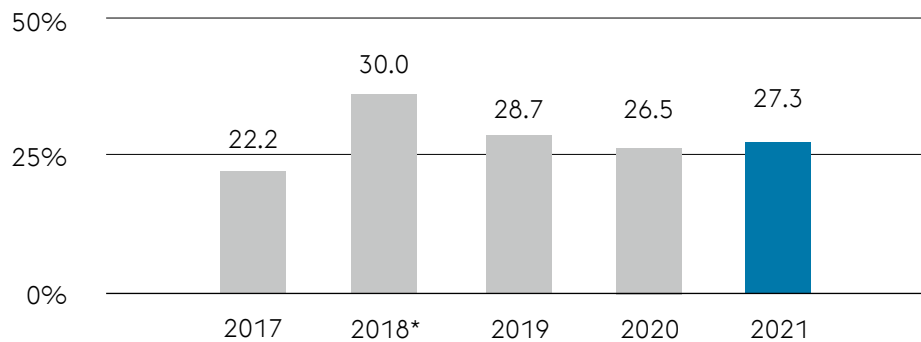
technology, where scrap is used especially in the Linz and Donawitz steel plants, as well as in connection with the envisioned shift to electric furnaces at these two facilities (also see the “Climate Action” chapter).

Scrap is also used to manufacture special steel grades in the electric furnaces of the High Performance Metals Division.

In calendar year 2021, the recycling rate relative to product output was 27.3% (2020: 26.5%). This metric concerns the product's iron content that is derived from secondary raw materials such as scrap iron.

### RECYCLING RATE

In percent



\* From 2018: Recycling rate of iron relative to product output

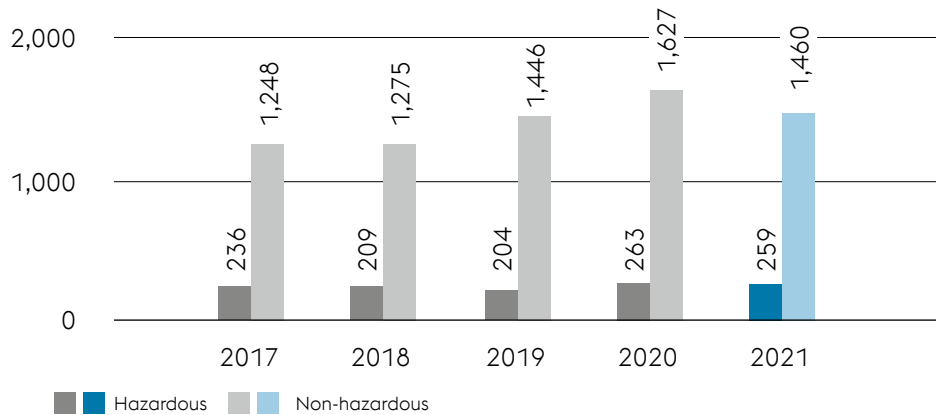
voestalpine implements numerous measures to promote internal circularity as well as the external utilization of residual products and waste from both the production plants and downstream facilities. For one, process management in the integrated steel mills is subject to continual improvement. For another,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

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

In calendar year 2021, the specific volume of hazardous waste was 24 kg per ton of product (2020: 28 kg/t), and that of non-hazardous waste was 138 kg per ton of product (2020: 173 kg/t). The absolute quantity of waste has grown in tandem with the general increase in production capacity.

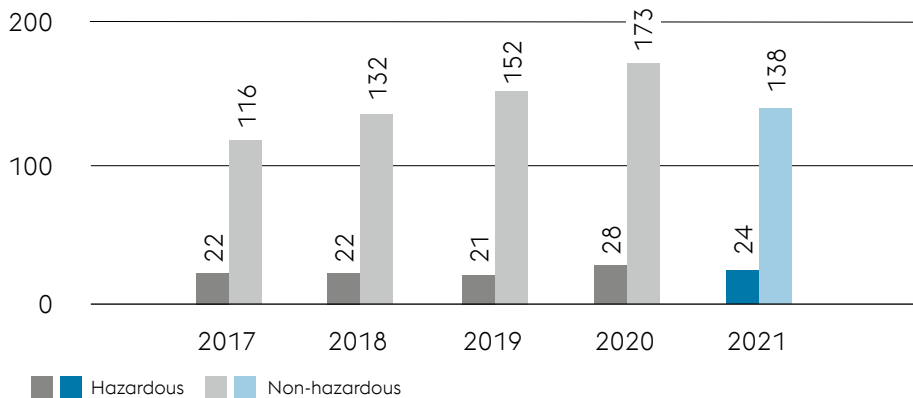
### WASTE VOLUME

kt



### SPECIFIC WASTE VOLUME

kg/t product

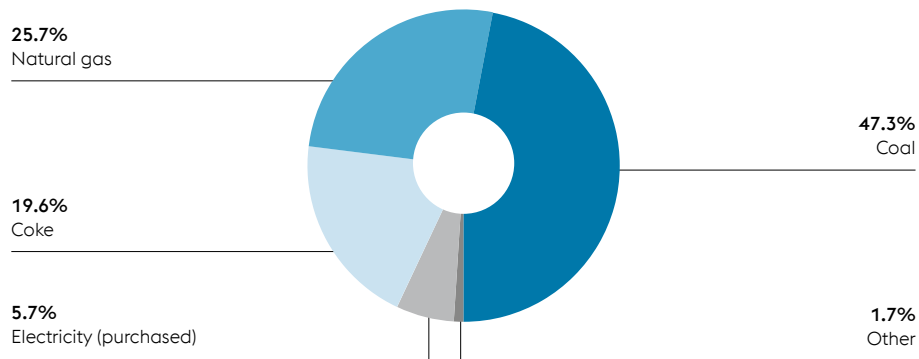


## 13.7 ENERGY

As described in detail in the CR Report 2020, the still dominant blast furnace route is rooted in a fossil energy and raw materials mix. Most of this energy is converted: voestalpine generates electricity in its captive power plants from process gases and uses it to drive the production process and the downstream processing steps. As a result, the Group can largely cover its need for electric power through captive generation.

Merely 5.7% of its total energy consumption is currently obtained from the power grid. The balance is covered by converting coal (47.3%) and by using the resulting coke (19.6%) and natural gas (25.7%).

### PERCENTAGE OF ENERGY SOURCES 2021

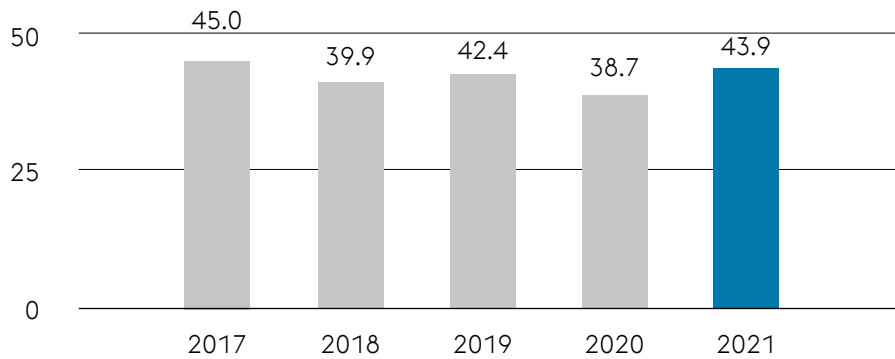


In calendar year 2021, the voestalpine Group's total energy consumption rose from 38.7 TWh to 43.9 TWh for production-related reasons. Considered specifically, the energy consumption remained constant at the 2020 level despite substantial increases in the production volume, namely 4.1 MWh per ton of product. This was

achieved thanks to efficiency gains despite almost full capacity utilization. The largest consumers were the steel production plants in Linz (27 TWh) and Donawitz (6.6 TWh) as well as the direct reduction plant in Corpus Christi, Texas, USA (4.7 TWh).

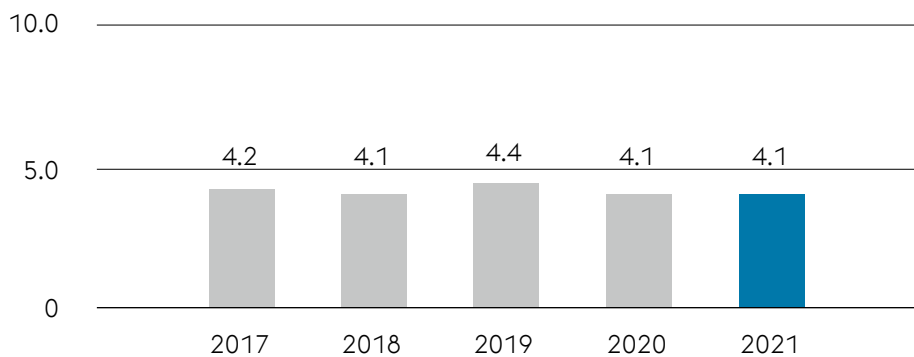
### TOTAL ENERGY CONSUMPTION

TWh



### SPECIFIC TOTAL ENERGY CONSUMPTION

MWh/t of product



The energy volume, the current electricity mix, and the exorbitant increases in electricity prices since the Northern fall of 2021, along with exploding natural gas prices against the backdrop of threats to energy security starting in February 2022 on account of the war in Ukraine,

illuminated the challenges associated with the technological transformation in the direction of CO<sub>2</sub>-reduced and, in the long term, CO<sub>2</sub>-neutral steel production. Some of these challenges will have to be solved primarily at the political level.



---

October, 24  
World Development  
Information Day

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

## Corporate Culture

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

## Diversity

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

## Training and Continuing Professional Development (CPD)

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



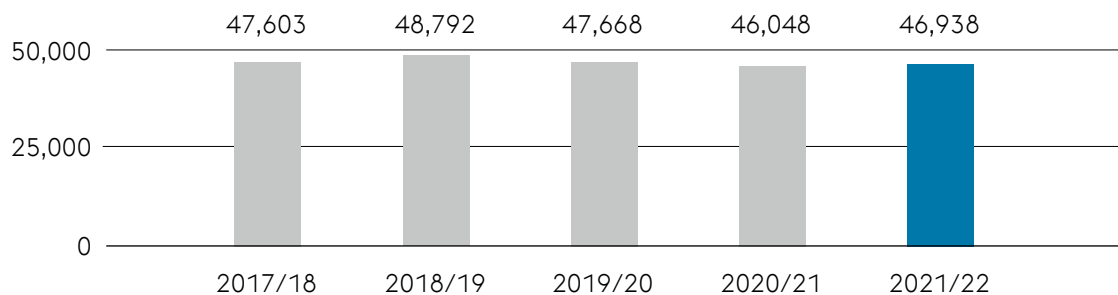
# 14.1 EMPLOYEE STRUCTURE

As of the annual reporting date (March 31, 2022), the voestalpine Group had a global workforce of 46,938 employees (head counts).

When 1,369 apprentices and 3,386 temporary employees are included, this number rises to 50,225 full-time equivalents (FTEs).

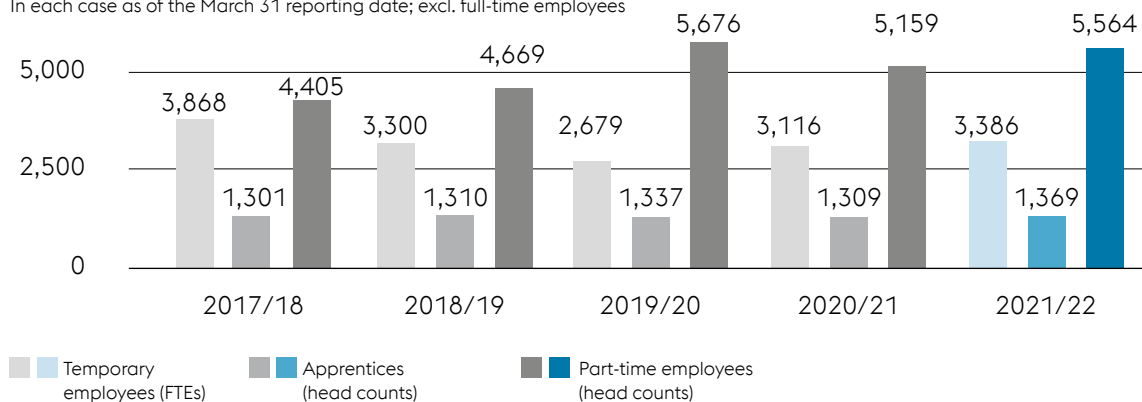
## DEVELOPMENT OF THE NUMBER OF EMPLOYEES

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



## EMPLOYEE STRUCTURE BY EMPLOYMENT CONTRACT

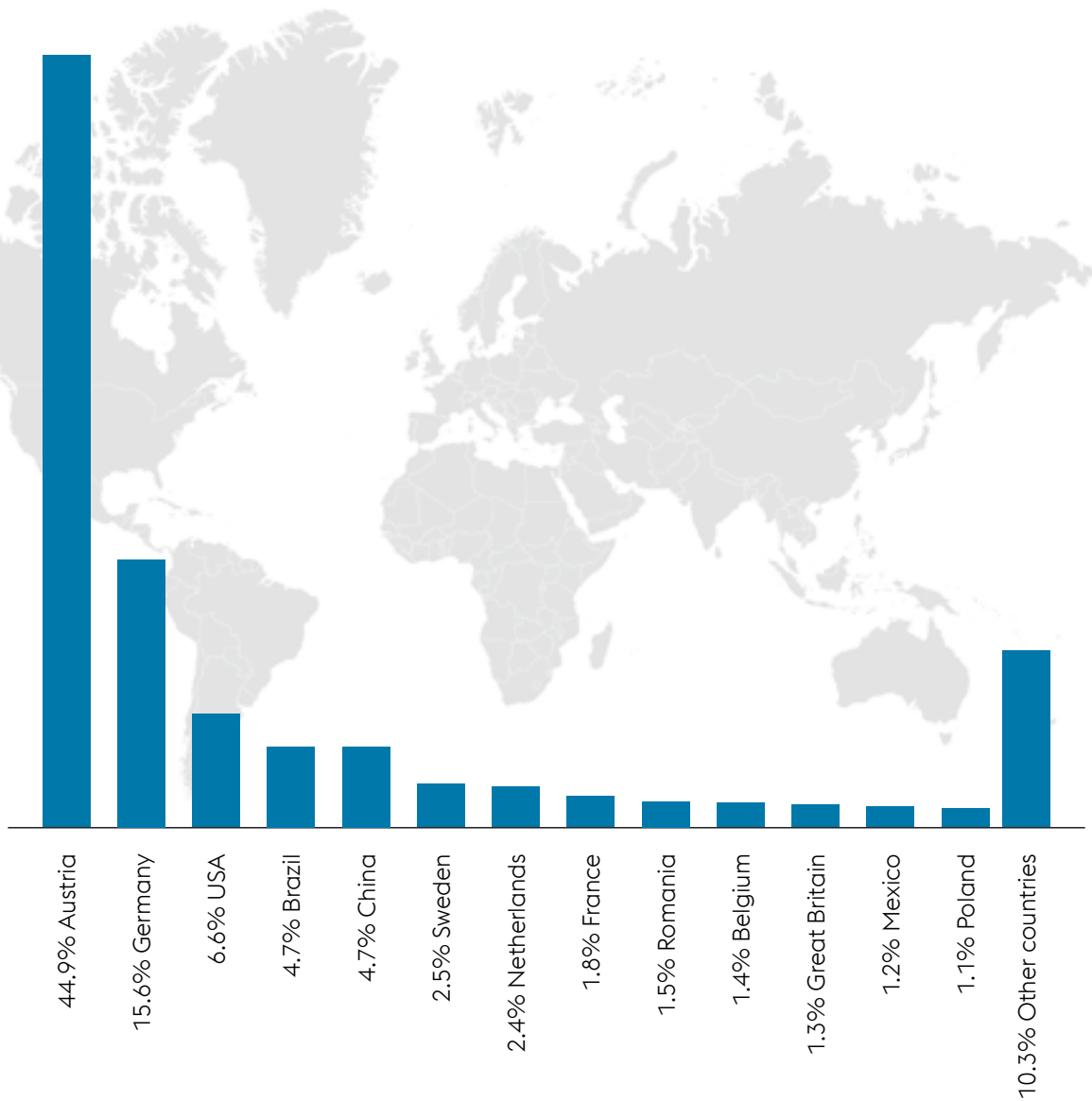
In each case as of the March 31 reporting date; excl. full-time employees



### 14.1.1 EMPLOYMENT BY COUNTRY AND REGION

voestalpine comprises about 500 Group companies and facilities in 50 countries on five continents. A total of 44.9% of its employees

(based on FTEs) work in Austria, and 55.1% at facilities outside of the country.



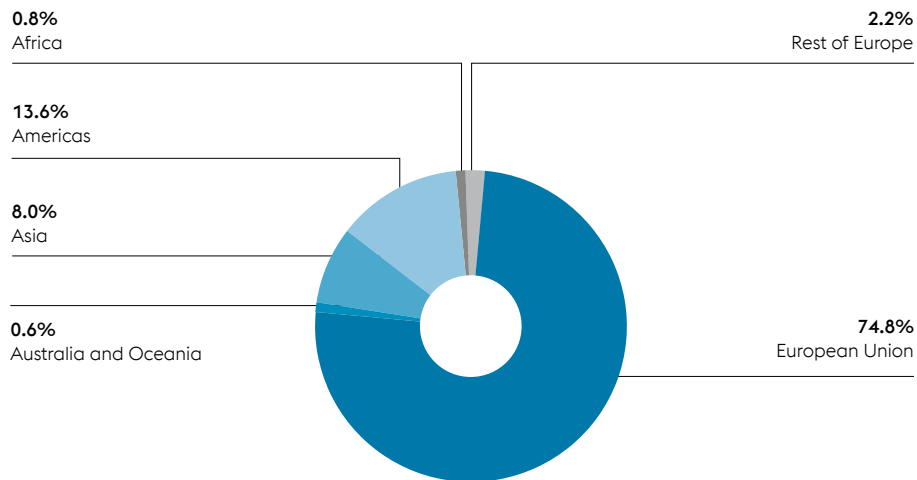


voestalpine is considered an attractive employer in the countries in which it works. This facilitates local recruiting, with the result that most

employees at any given facility are local residents.

## WORKFORCE BY REGION

As of the reporting date (March 31, 2022), 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

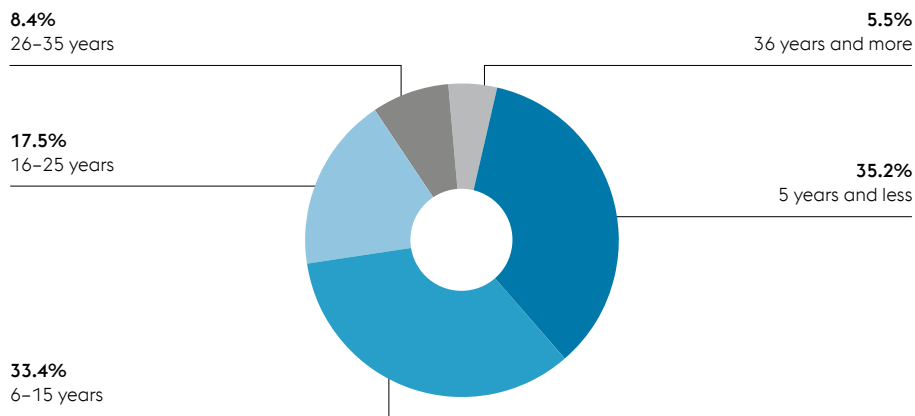
In the business year 2021/22, employees who had been with the voestalpine Group for a period of up to five years constituted the largest group,

followed by employees who had six to fifteen years of service with the Group.

### YEARS OF SERVICE

As of the March 31, 2022, 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 low. In the reporting period, the turnover rate for employment contracts terminated by mutual agreement or by the employee was 8.2%. The collection of data regarding hires and

departures takes all employees into account (managing directors, management board members, and temporary absentees are included whereas apprentices, interns, freelancers, and master's/doctoral degree candidates are excluded). On average, there were 20 applications for each job opening, thus further illustrating voestalpine's attractiveness as an employer.

## 14.2 EQUALITY AND DIVERSITY

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

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

### FOSTERING RESPECTFUL CONDUCT: E-LEARNING COURSE ON SEXUAL HARASSMENT IN THE WORKPLACE

*voestalpine has always placed the greatest importance on respectful relationships. All employees—regardless of their sex or gender—must at all times be able to feel respected, appreciated, and safe at their workplace within the voestalpine Group. We at voestalpine do not tolerate discrimination, intimidation, or sexual harassment. An e-learning course entitled “Handling Sexual Harassment in the Workplace” was created pursuant to the parameters of Austrian*

*law in order to further sharpen people's awareness of appropriate and respectful relationships within our Group, create clarity as to responsibilities, and further entrench knowledge of legal requirements. For the time being, the multi-stage rollout of this online training course, including a version tailored to apprentices, has been limited to the voestalpine Group's Austrian entities. Taking the course is binding on all employees.*

#### 14.2.1 PERSONS WITH DISABILITIES

In Austria, companies with more than 25 employees are required to make jobs available for individuals with disabilities. As of March 31, 2022, a total of 580 voestalpine employees in Austria reported that they were subject to the beneficiary classification under the Austrian Act on the Employment of People with Disabilities (*Behinderteneinstellungsgesetz*). For reasons related to data protection, outside of Austria no information is collected on employees' potential dis-

abilities. It goes without saying that voestalpine fulfills all statutory requirements regarding the employment and integration of people with disabilities that may apply at any given location. A variety of action steps over and above the foregoing ensures that everybody within the Group engages in mutually respectful treatment. 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 ensure that the general framework for equal opportunity is in place and work 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 to women and seek to increase the percentage of women in both job applications and employment in these fields. (In the English-speaking world, MINT is known as science, technology, engineering, and mathematics – STEM.)

Measures adapted to the given entities and the regional contexts are taken to ensure that voestalpine is attractive to potential female applicants and that female employees are given good development opportunities.

As of the annual reporting date (March 31, 2022), women accounted for 15.4% of all employees in the voestalpine Group. The percentage of women among wage employees was 6.4%; among salaried employees it was 29.6%. Women comprised 12.9% of all executives (salaried employees with permanent responsibility for human resources, including forepersons, but excluding members of management boards).

There was a slight increase in the number of women in most of these categories. The number of women among apprentices completing non-technical training (shown in the “Female apprentices (other)” category) was particularly high and reached 48.1% in the reporting period for the very first time.

## REQUIREMENT REGARDING WOMEN IN EXECUTIVE DEVELOPMENT PROGRAM

---

*As regards the nomination process for the “value: program” (the Group's internal executive development program), a requirement was put in place for the current business year 2022/23 that the percentage of women must be 20% at minimum; the actual number stands at 28%, substantially surpassing the*

*requirement. This is designed to ensure that, from the current business year, more women will be prepared for leadership roles or will receive additional training so that they can enhance their capabilities in their existing leadership roles and will be supported through international networking.*

---

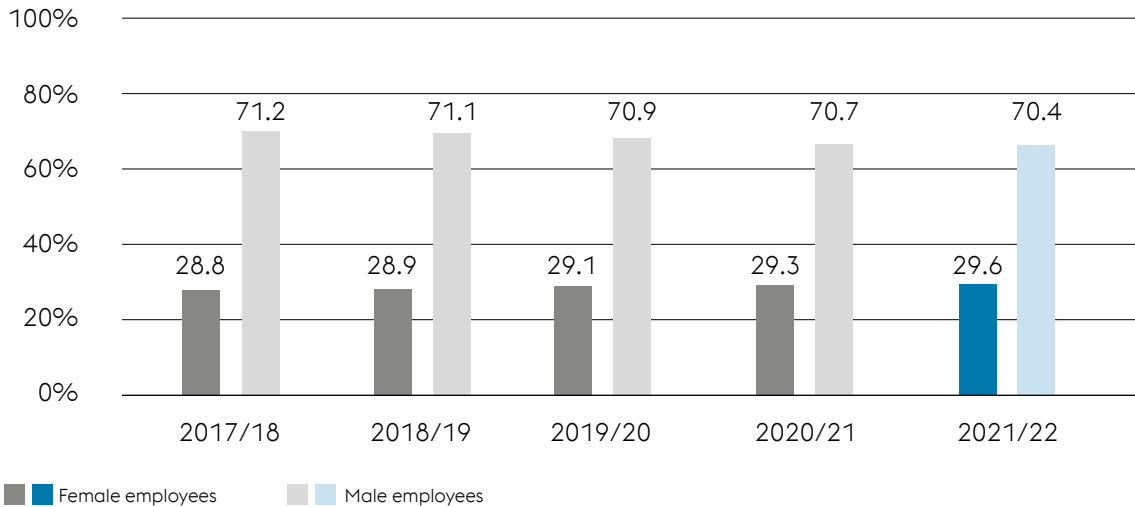
## PERCENTAGE OF FEMALE EMPLOYEES

In each case as of the March 31 reporting date

	2017/18	2018/19	2019/20	2020/21	2021/22
Women overall	13.8%	14.4%	14.7%	14.8%	15.4%
Female executives	12.3%	12.5%	12.5%	13.6%	12.9%
Female salaried employees	28.8%	28.9%	29.1%	29.3%	29.6%
Female wage employees	4.9%	5.7%	5.8%	5.8%	6.4%
Female apprentices (technical)	13.5%	13.4%	15.6%	14.0%	16.5%
Female apprentices (other)	47.4%	52.7%	47.8%	50.3%	48.1%

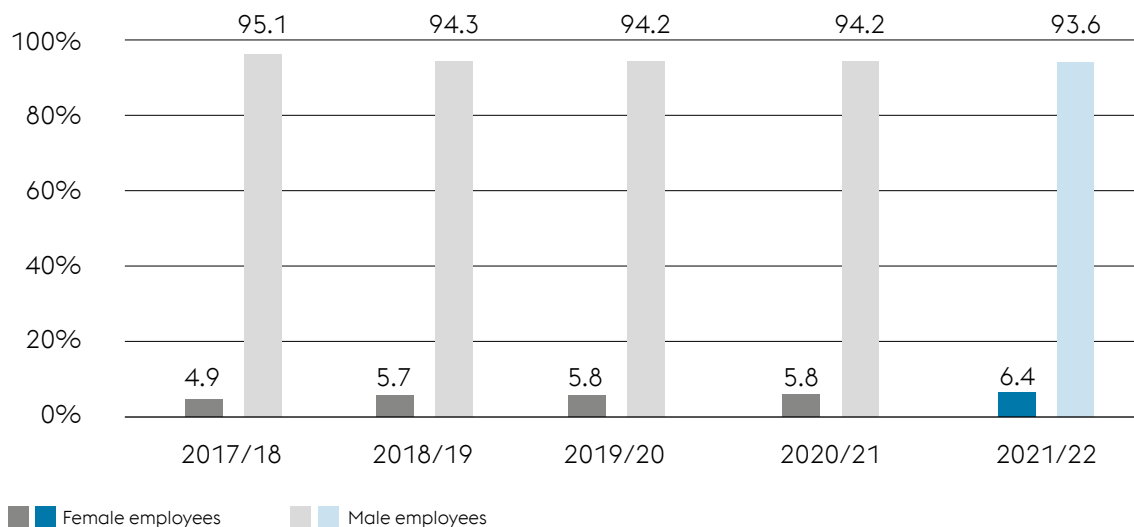
## SALARIED EMPLOYEE STRUCTURE BY GENDER

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, 2022), the average age of employees in the Group was 41.6 years. The following table shows the average age by employment contract and gender.

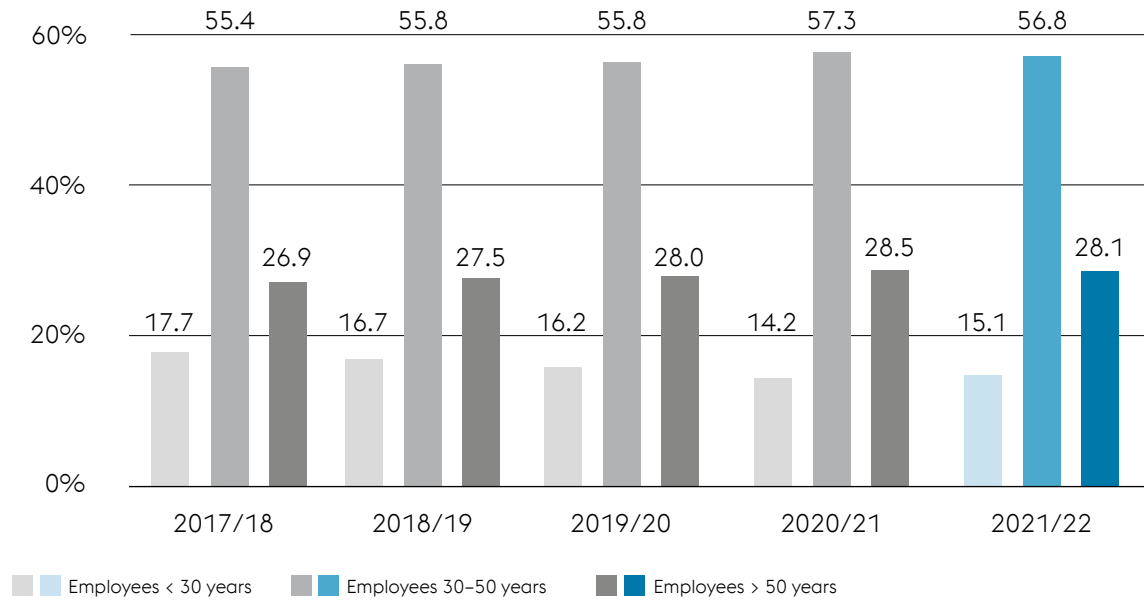
#### AVERAGE AGE OF EMPLOYEES

In each case as of the March 31 reporting date

	2017/18	2018/19	2019/20	2020/21	2021/22
Wage employees	40.4	40.4	40.8	40.9	40.8
Salaried employees	42.4	42.3	42.6	42.8	42.8
Women	39.7	39.9	40.1	40.6	40.3
Men	41.3	41.4	41.7	41.8	41.8

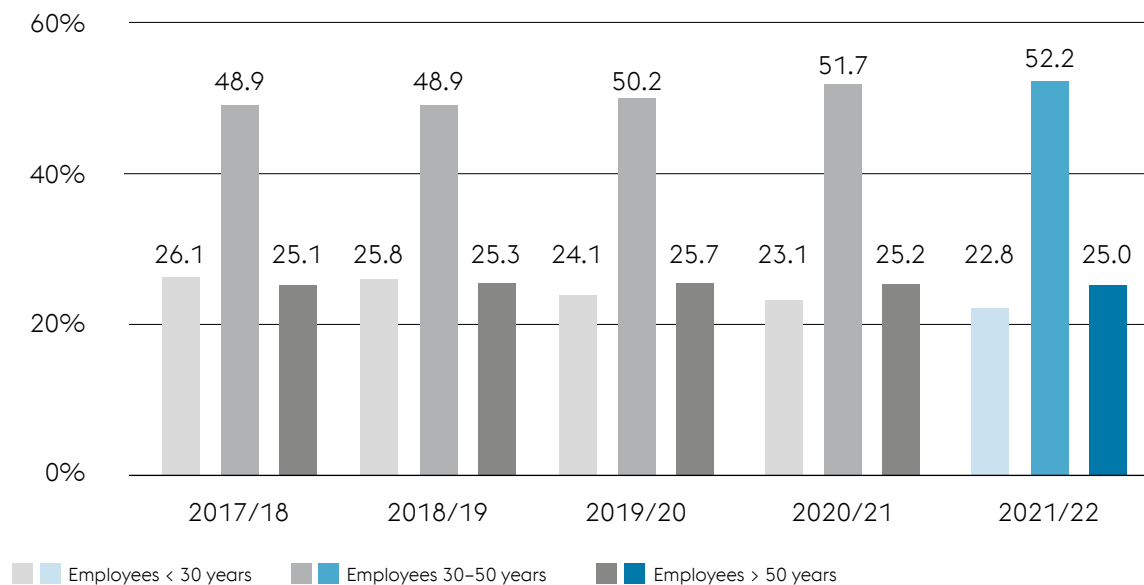
### SALARIED EMPLOYEE STRUCTURE BY AGE GROUP

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

voestalpine regularly conducts a Group-wide survey to ascertain employee satisfaction. The most recent one took place in the Northern fall of 2019. Since then, its findings have been processed and analyzed, suitable actions have been defined, and implementation thereof has been tracked. The two most important action steps that were stipulated for each company were reported by the end of September 2020 using a Group-wide reporting tool (total of 428 measures in 215 companies). As of March 31, 2022, fully 90% of all these measures were being implemented or could be considered as having been put into practice.

The next Group-wide employee survey will take place in the Northern fall of 2022. It will be carried out in 233 Group companies in 47 countries and will be available in 25 languages. Data on employees' level of commitment—i.e., the degree to which employees identify with their company—will once again be collected. There will be ten additional questions. Among other things, they concern career opportunities, work/life balance, collaboration with colleagues and coworkers as well as feedback regarding supervisors.

### 14.3.2 EMPLOYER BRANDING

voestalpine's positioning as an attractive employer is very important to the Group, because it can drive innovation and compete successfully in the market only if it has committed and professionally competent employees. In this connection, the regular employee survey serves as a barometer of employee satisfaction and results in the development of pertinent internal responses. Numerous external personnel mar-

keting activities such as collaborations with (primarily technical) universities, participation in job fairs and career expos as well as sponsoring are pursued to further enhance voestalpine's employer branding. A strong presence in all of the relevant online and social media channels as well as proactive reporting from and about the company boost voestalpine's visibility among the target groups.

## WORLDWIDE TRAINING IN RETENTION MANAGEMENT

---

*In the business year 2021/22, a number of keynote speeches on the issue of employee loyalty were given as part of our CPD program for all employees who work in Human Resources (HR) Group-wide. Experts introduced various tools that serve to develop the employer/employee relationship to strengthen it over the long term in ways satisfactory to both sides. The HR personnel learned how retention management*

*works, and how they themselves can foster individual employees' loyalty to the company through appropriate advice and support. This program was aimed at conveying a realistic sense of how successful management of the relationship between the human being and the organization can help all parties fully realize their potential.*

---



### 14.3.3 ANNUAL EMPLOYEE PERFORMANCE REVIEW

By now, the annual employee performance review has become a key HR development tool in many voestalpine companies. A structured conversation between supervisor and employee once a year outside of daily routines provides the basis for positive collaboration. Careful preparation, regularity, and documentation distinguish these reviews from other kinds of meetings. They involve having both parties take time out to discuss important matters. To describe the process metaphorically: The people involved move from the “pitch,” where daily activity takes place, to the “stadium seating,” where it’s possible to jointly reflect on things at a remove.

Annual employee performance reviews of all salaried employees are mandatory throughout the Group. A recommendation has been made to introduce suitable instruments of this nature (e.g., team performance reviews) 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 2021/22, a total of 28,959 employee performance reviews were conducted Group-wide.

### 14.3.4 PROTECTION OF EMPLOYEES DURING THE COVID-19 PANDEMIC

Even the business year ended (2021/22) was marked by the COVID-19 pandemic and associated local and national measures and thus posed a challenge for our workforce. The health and safety of our employees has the highest priority for us. The COVID-19 (“coronavirus”) task forces that were established back in 2020 at the level of both the divisions and the Group thus continued their work so that steps can be taken operationally in close coordination with the Group’s Management Board and are continually adjusted to current requirements. voestalpine has also been in constant contact with both government agencies and employee representatives.

Among other things, the teleworking options for employees whose work makes it possible to do so were expanded, and face-to-face meetings and business travel were reduced to the absolute

minimum and/or shifted to digital options where feasible. The company ensures that comprehensive hygiene measures are in place and continues to make protective gear and disinfectants available. At many facilities, vaccination campaigns have been carried out with the help of in-house medical personnel. voestalpine has also contributed to several national public service campaigns in favor of vaccination. We have communicated absolutely all steps of this nature to our employees, across the board and in real time.

The fact that both operations at our manufacturing facilities and the Group’s day-to-day business are running so smoothly despite all restrictions and risks is owed largely to the commitment and flexibility of each and every employee.

### RECRUITING IN THE AGE OF COVID-19

*The COVID-19 pandemic also brought about challenges in personnel recruiting and made it necessary to adjust the process accordingly. Where possible, meetings were conducted by telephone or video conferencing. Face-to-face interviews were held sub-*

*ject to compliance with all safety precautions such as wearing masks or face coverings and maintaining minimum physical distances. Besides sanitizers and disinfectants being on hand, plexiglass partitions were installed as well to protect all parties.*

## 14.4 TRAINING AND CONTINUING PROFESSIONAL DEVELOPMENT

Innovation and high quality are inconceivable absent ongoing employee training and continuing 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 facilities.

The total expenditure for HR development in the business year 2021/22 exceeded EUR 52 million. Fully 76.9% of all Group employees took part in training and CPD programs. The training volume in the reporting period came to a grand total of

630,587 hours, which equates to an average of 17.5 hours per trained employee.

Training programs that used to be conducted face to face prior to the outbreak of the COVID-19 pandemic were shifted online yet again during the business year ended. By now, some of them have been converted into a permanent digital format. Blended learning approaches—i.e., combinations of livestreamed online sessions and self-directed learning phases—enable participants to study and practice at their own pace.

### SINDBAD MENTORING PROGRAM

*voestalpine Stahl GmbH has been participating in the so-called Sindbad program in Linz, Austria, since November 2021. The company launched a one-on-one mentoring program. It serves to help socially disadvantaged youth choose a training program or school that offers CPD and supports them on their development journey.*

*Currently, pre-stage graduates are participating in the pilot program as part of their elective modules. Hence three voestalpine employees are serving as mentors, so to speak, to three middle school students in Linz and Wels, Austria, for a year. During this time,*

*the mentors put their course learning into practice as part of a social project by developing trusting relationships and good communication skills and by providing specific guidance to the young people in question as to their individual professional or educational journey. The mentors themselves are supported in their challenging work through seminars on social leadership, workshops, and coaching sessions.*

*Direct insight into the young participants' lives gives not only the mentors but also the company an opportunity to experience other ways of living and enhance their positive views of diversity.*

#### 14.4.1 MANAGEMENT TRAINING

voestalpine relies on the so-called value:program it developed in-house to train current and future executives. We succeeded in carrying out this multi-stage leadership program in the business year 2021/22 after all, despite the limitations associated with the COVID-19 pandemic. Given travel restrictions or lockdowns, however, in many cases individual aspects of the program had to be switched to digital formats.

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 top 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's interest in ensuring that our employees possess

advanced qualifications help to make the value:program successful and hence unique. The international make-up and diversity of the participating executives is another one of the program's cornerstones. It enables them to build personal networks across national boundaries and the company's divisions. Furthermore, the participants are required to work on internal projects. This has the added benefit of allowing the project mentors, in particular, to gain insight

into the advantages of having international teams from the most divergent corporate units and cultures at the Group's disposal.

In the business year 2021/22, only 131 employees from 14 countries were able to participate in this multi-stage executive development program owing to international travel restrictions; women accounted for 12.2% of the total.

## value:digital – THE DIGITAL ERA IS HERE

---

*Lifelong learning is indispensable. In order to do justice to our ambition to always be one step ahead, the value:program described above was expanded by an online counterpart named value:digital. It offers value:program graduates an exclusive learn-on-demand solution that enables them at any time to refresh what they learned or acquire new skills. The pandemic gave us the opportunity to combine the best of both worlds—analog and digital—and to supplement the tried and tested face-to-face value:program with online offerings.*

*In terms of content, the value:digital library concerns the topics already addressed during the relevant stage of the value:program; it is made available to the alumni of that program via this platform. Access to the unique value:digital library is an optional add-on that enables us to take the next step in the direction of the digital transformation within executive development programs also. Since its launch in September 2021, the value:digital database has amassed more than 410 regular users.*

### 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. These programs not only expand these employees' professional qualifications and expertise, they also boost 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.

## REGIONAL TRAINING PROGRAMS AND THE HR ACADEMY

---

*Our two regional training programs—the Early Career Program (ECP) in North America and the Young Professionals Training Program (YPTP) in China—had to be suspended for yet another year on account of the pandemic. The next iterations are planned for the current business year (2022/23) and will extend in part into the business year 2023/24. We used the time to digitalize particular processes, e.g., the nom-*

*ination form, and to revise or newly design some of the underlying concepts.*

*The HR Academy will also be restarted in the current or next business year. This program serves to train HR managers with respect to their active role as a link between executives and employees, working as best they can to help the company achieve its goals.*

## 14.5 APPRENTICES/TRAINEES

As of the annual reporting date (March 31, 2022), the voestalpine Group was training 1,369 apprentices in about 50 skilled trades, the majority (62.9%) at locations in Austria. A total of 19.8% 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 full-time positions. voestalpine believes that it has the duty to invest in the training of young, skilled workers. The development of personal and social skills is equally important over and above excellent professional training. On average, the Group invests more than EUR 90,000 on training a single apprentice.

New ways had to be found during the COVID-19 pandemic to meet with potential apprentices for the company's roughly 500 trainee slots. Online formats such as a digital open house, digital presentations by the company at schools, or participation in digital trade shows took the place of in-person trade shows, in-person open houses, and face-to-face applicant interviews. The Group's HR departments continually review their options in their given regions in order to determine whether face-to-face meetings with applicants are possible.

### HYBRID GROUP APPRENTICE DAY

---

*Even the annual voestalpine Group Apprentice Day had to take place in a completely new format due to the limitations arising from the COVID-19 pandemic. This event enables apprentices to network Group-wide and gives them insights beyond their own workplace. Apprentices thus met on October 5, 2021, for a hybrid event: The Management Board as well as select representatives of the Linz facility spoke via live-stream from Stahlwelt to approximately 500 apprentices and their trainers from Austria, Germany, and Switzerland. Individuals at locations outside of these three countries connected with trainers and appren-*

*tices interactively and provided insights into the apprenticeship activities and environmental management at their given facilities. The Group's apprentices also learned yet again in this connection that climate action is integral to voestalpine's corporate philosophy. Their professional and private environmental engagement was honored during the "voestalpine goes green" apprentice contest. The festive award ceremony was held during the digital Group Apprentice Day and showcased our future skilled workers' pronounced awareness of sustainability.*

---

## 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 2020/21, about 76.3% of the participants looking for work were able to develop a new professional perspective with the help of the Stahlstiftung. The fact that this metric declined by 10.6 percentage points relative to the business year 2019/20 is yet another consequence of the COVID-19 pandemic.

As of the March 31, 2021, reporting date, a total of 546 individuals were receiving assistance from the Stahlstiftung, 73.1% of whom were former employees of the voestalpine Group. The total number of active Stahlstiftung participants in the business year 2020/21 was 888, i.e., 62.6% more than a year earlier (546 individuals).

In addition to the participants covered by the Stahlstiftung in its capacity as a classic employee fund, the activities of 68 individuals on a sabbatical leave were supported during the reporting period.

## 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 Great Britain, Germany, the Netherlands, Poland, Belgium, the Czech Republic, Italy, Switzerland, Romania, Spain, and Sweden 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, 2022, a total of about 24,500 employees have a stake in voestalpine AG. They hold about 25.4 million shares which, due to the general bundling of voting rights, represent 14.2% of the company's share capital (previous business year: 14.1%). In addition, former and active employees of voestalpine hold approximately 1.0 million "private shares" of voestalpine AG via the foundation, which equates to 0.6% 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, 2022, 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 the 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. 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 to continually refine them. Hence we treat health & safety (h&s) with the same consistency and passion as we ensure 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.*

---



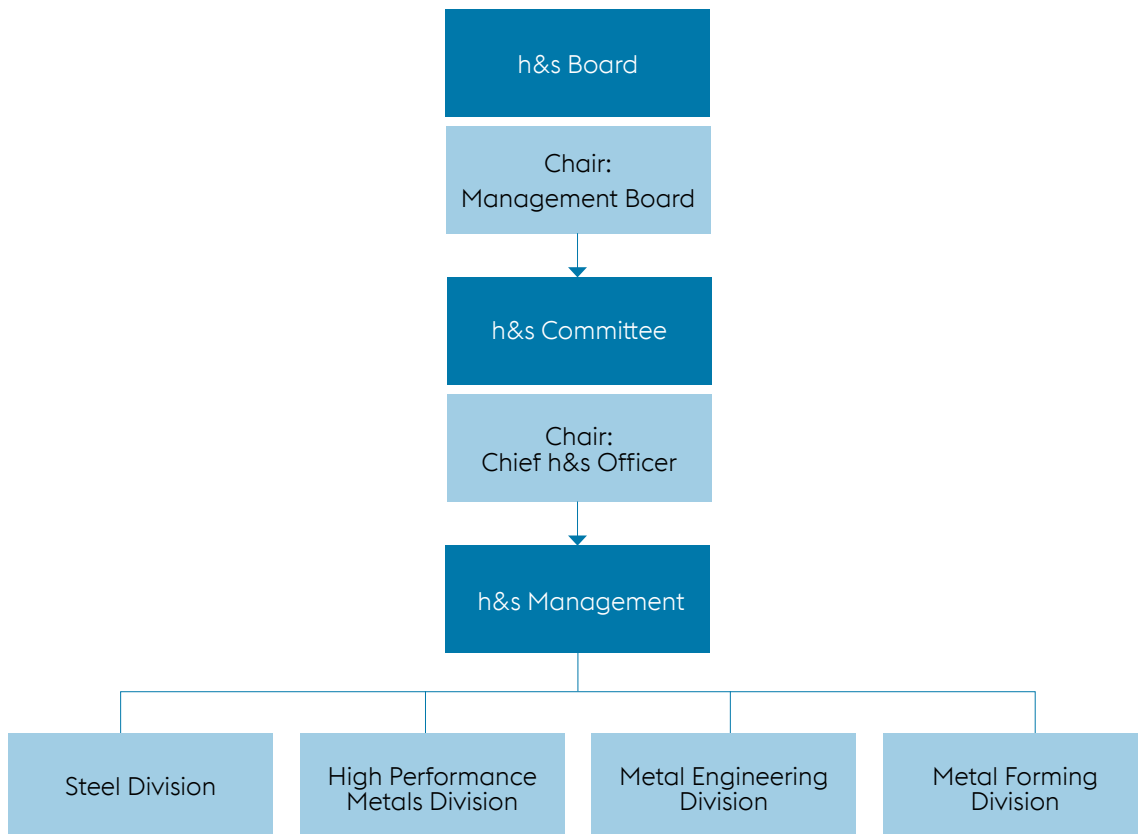
---

**November, 10**  
**World Science Day**  
**for Peace and Development**

## 15.1 THE health & safety SYSTEM

The physical health and psychological well-being of all employees and safety at the workplace are core voestalpine values. This is underscored by the fact that the corporate health & safety 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 is made up of employees of all four divisions as well as a Works Council, collaborate intensely on lowering the frequency of accidents.

voestalpine's health & safety unit works to develop a health & safety culture that all employees throughout the Group can embrace. Managers in each division—in addition to the Chief health & safety Officer, the h&s Board (comprising all Management Board members), and the h&s Committee—also have a role to play in this connection. 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 and then documented by way of event analyses, and appropriate actions must then be devised and implemented.

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 has been required to perform annual safety audits since the business year 2018/19. The managing directors responsible for workplace safety at the production companies, in turn, must 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.

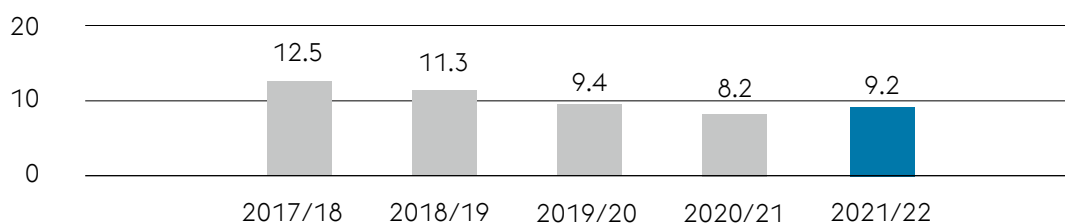
The number of workplace accidents has dropped sharply in recent years thanks to consistent h&s measures in the divisions. In the business year

2021/22, there were 759 reportable workplace accidents but not a single fatal accident among employees of the voestalpine Group.

Owing to the COVID-19 pandemic, it was not possible to conduct an adequate amount of face-to-face training on the topic of workplace safety at all production plants. This explains the slight increase in the accident frequency rate during the reporting period.

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

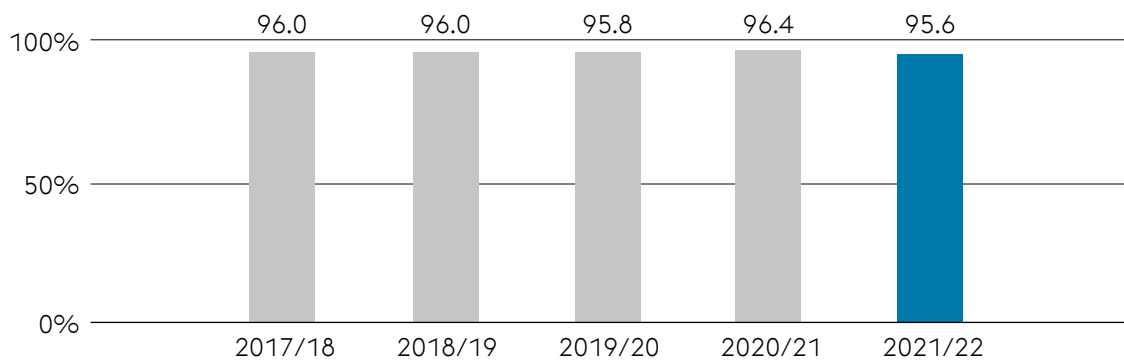
## 15.3 HEALTH STATUS

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 basic psychological interventions. Employees can use this medical support structure to avail themselves of voestalpine's employee health programs that exceed the scope of statutory occupational health programs. At smaller facilities, occupational medical services are provided by select external partners.

There is no Group-wide guidance for such voluntary measures aimed at promoting employee health; instead, they are 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 have a health & safety management system, and 50% are certified pursuant to ISO 45001 (previously OHSAS 18001). This means that some 30,500 employees (72%) working in production are employed at a facility that has a certified occupational safety system.

Some 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 health & safety 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
- >> Responsibility for implementation

**All relevant companies are certified under ISO 45001 up to the business year 2024/25.**

## 15.6 health & safety TRAINING

voestalpine Group companies regularly hold safety meetings with all of their employees. There is a monthly meeting between the master craftsmen and their respective staff. 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. In addition, physical safety inspections are conducted once every quarter by management and once a year by the Management Board.

health & safety training was rolled out Group-wide in the business year 2020/21. It is available in 14 languages, and all employees are required to take the course and complete it. voestalpine's h&s values and safety standards are imparted in this online training, which supplements face-to-face training.

These training sessions vividly demonstrate to employees how voestalpine's safety culture is developed and practiced. The online module can be accessed from any PC via a learning portal. Additional training is carried out for managers as well as for master craftsmen in connection with their qualification program.

### FOCUS ON HEALTH

---

*A hotline serving all employees was established right at the start of the COVID-19 pandemic during the very first lockdown at the Linz facility. People were free to share their insecurities, worries, or concerns with a psychologist, who provided low-threshold assistance.*

*The "Focus on Health" portfolio of short lectures was adjusted as well. In the past five business years, this format has been used directly on site to train small groups of employees on a variety of topics. Due to the pandemic, this format was expanded in the business year 2021/22 to include online training also. Among other things, the focus was on tried and tested content such as shift work or nutrition, as well as on current issues such*

*as stress management or a round of fitness training for the soul. A total of about 400 employees participated in 26 events.*

*These offerings were supplemented by an online course named "Strong Back," which by now has become a regular feature and is conducted twice a week under the guidance of a certified physical therapist. A total of 1,851 log-ins were registered for 56 event dates without requiring a major investment, making it possible to integrate more fitness into employees' day-to-day work routines.*

---

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

voestalpine also works to protect the life and health 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. In Austria, a badge that attests to completion of the safety training must be worn visibly. The training that 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 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 2021/22, 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 AG, the HR managers of the divisions, and representatives of the company's occupational medical services. It acts in timely fashion to coordinate all measures required for protecting our employees' health & safety in different regions and has been meeting once a week since the onset of the pandemic.*

*A COVID-19 prevention package was made available to all Group companies. Current information is communicated Group-wide via email newsletters, board notices, and articles in the intranet, along with links to relevant information published by national government agencies. Various publications have been disseminated in both German and English.*

---

# 16. SOCIETY

**voestalpine has been proactively putting its social responsibility into practice for decades—at both the Group level and in the orbit of its Group companies. Specific 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 Help for Ukraine**

It is a matter of great importance to both voestalpine and its employees to provide support to those affected by the Ukraine war—both those who have remained and those who have fled. The company has donated EUR 1 million for concrete assistance projects run by Caritas, UNICEF, Doctors Without Borders, and the Red Cross. In addition, the Steel Division of voestalpine AG, which has maintained a collaborative business relationship with a Ukrainian community, Horishni Plavni, for decades, has supported the affected region through an additional donation of EUR 250,000. The military attack on Ukraine triggered a humanitarian catastrophe in Europe. This war has fatal consequences, not just politically and economically. It is also causing immense human suffering. As an international Group with deep roots in Europe, voestalpine wants to provide rapid and effective help.

### **Special Focus on Families**

voestalpine's donation to the aforementioned charitable organizations has three elements: immediate aid for people in Ukraine, direct as-

sistance for refugees in European countries bordering Ukraine, and measures that will have a long-term impact on the affected people. Fully 80% of the total donation of EUR 1 million is to be spent locally in Ukraine and in the European countries bordering Ukraine, and 20% is to be spent on assistance to refugees in Austria. In particular, all measures will focus on the special needs of children, adolescents, and young families in this crisis situation.

### **Horishni Plavni: Local Support**

Horishni Plavni is located in the Central Ukrainian region of Poltava on the Dnipro River. For decades, the Steel Division has been procuring a portion of the iron ore pellets it needs from the mining operations located in that area. Many Ukrainians have fled to this region, especially refugees from the cities that have come under heavy fire. The situation is dramatic. Through its donation, the Steel Division supports the procurement of humanitarian relief supplies as well as the work to organize accommodations for the refugees.

## **CODE OF CONDUCT FOR voestalpine's LOBBYISTS (LOBBYING CODE OF CONDUCT)**

---

*voestalpine adopted a Lobbying Code of Conduct for the first time in the business year 2020/21. In order to provide a clear and transparent framework for its lobbying activities, these regulations cover the company's dealings with stakeholders in Austria as well as in Europe and internationally in accordance with the Austrian Lobbying and Advocacy Transparency Act (Interessenvertretungs-Transparenz-Gesetz).*

---

*Just as the general voestalpine Code of Conduct, the Lobbying Code of Conduct, too, 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 equity interest of at least 50% or which it controls in some other way.*

---

# MANAGEMENT BOARD

## voestalpine AG

Herbert Eibensteiner

Franz Kainersdorfer

Robert Ottel

Franz Rotter

Peter Schwab

Hubert Zajicek

Linz, May 24, 2022

**voestalpine**  
ONE STEP AHEAD.

# 17. APPENDIX

## 17.1 GRI CONTENT INDEX

GRI Standard	GRI Description	Reported	Reasons for Omission	Reference / Explanation	UNGC
<b>102: GENERAL DISCLOSURES (2016)</b>					
<b>Organizational Profile</b>					
GRI 102: General Disclosures (2016)	102-1: Name of the organization	●		p. 8	
	102-2: Activities, brands, products, and services	●		pp. 16-17	
	102-3: Location of headquarters	●		p. 12	
	102-4: Location of operations	●		Annual Report 2021/22 <sup>1,2</sup>	
	102-5: Ownership and legal form	●		pp. 8, 15	
	102-6: Markets served	●		pp. 14-15	
	102-7: Scale of the organization	●		Annual Report 2021/22 <sup>3,4</sup>	
	102-8: Information on employees and other workers	●		pp. 95-97	6
	102-9: Supply chain	●		pp. 40-47	
	102-10: Significant changes to the organization and its supply chain	●		Annual Report 2021/22 <sup>5</sup> The ownership and structure of voestalpine remained largely unchanged in the reporting period. Changes in the scope of consolidation are described in the Annual Report 2021/22.	
	102-11: Precautionary Principle or approach	●		pp. 48-55, 70-71, 76-78	
	102-12: External initiatives	●		voestalpine is a supporter of the UN Global Compact (UNGC) as well as a signatory of the worldsteel Sustainability Charter and the Austrian Diversity Charter. In addition, voestalpine commits to the 12 Principles of the ResponsibleSteel Standard.	
	102-13: Membership in associations and interest groups	●		pp. 134-135	
<b>Strategy</b>					
GRI 102: General disclosures (2016)	102-14: Statement from the most senior decision maker	●		pp. 6-7	



GRI Standard	GRI Description	Reported	Reasons for Omission	Reference / Explanation	UNGC
<b>Ethics and Integrity</b>					
GRI 102: General Disclosures (2016)	102-16: Values, principles, standards, and norms of behavior	●		pp. 27-32, 50-52	10
<b>Governance</b>					
GRI 102: General Disclosures (2016)	102-18: Governance structure	●		pp. 21, 119; Annual Report 2021/22 <sup>6,7</sup>	
<b>Stakeholder Engagement</b>					
GRI 102: General Disclosures (2016)	102-40: List of stakeholder groups	●		p. 18	
	102-41: Collective bargaining agreements	●		p. 67	3
	102-42: Identifying and selecting stakeholders	●		p. 18	
	102-43: Approach to stakeholder engagement	●		pp. 19-21 While voestalpine is in constant contact with the stakeholders, they have not been integrated into the report preparation process over and above such contact.	
	102-44: Key topics and concerns raised	●		pp. 19-22	
<b>Reporting Practice</b>					
GRI 102: General Disclosures (2016)	102-45: Entities included in the consolidated financial statements	●		p. 9; Annual Report 2021/22 <sup>2</sup>	
	102-46: Defining report content and topic Boundaries	●		pp. 10, 21-22	
	102-47: List of material topics	●		p. 22	
	102-48: Restatements of information	●		There are no restatements of information provided in previous CR Reports.	
	102-49: Changes in reporting	●		The list of material topics was expanded by the topics, "EU Taxonomy" and "Taxes." The reporting thereon is contained on pp. 57-62 of the chapter titled, "Ethical Corporate Governance."	
	102-50: Reporting period	●		p. 10	
	102-51: Date of most recent report	●		p. 10	

GRI Standard	GRI Description	Reported	Reasons for Omission	Reference / Explanation	UNGC
	102-52: Reporting cycle	●		p. 10	
	102-53: Contact point for questions about the Report	●		p. 11	
	102-54: Statement on the Report in accordance with the GRI Standards	●		p. 8	
	102-55: GRI Content Index	●		pp. 120-127	
	102-56: External audit	●		pp. 138-142	

## GRI 200: ECONOMY

### Economic Performance

GRI 201: Economic Performance (2016)	103: Management approach disclosures	●		pp. 27, 38-39; Annual Report 2021/22 <sup>13</sup>	7
	201-1: Direct economic value generated and distributed	●		Annual Report 2021/22 <sup>8, 9, 10</sup>	
	201-2: Financial implications and other risks and opportunities due to climate change	●		pp. 36-39, 79-81	7
	201-3: Defined benefit plan obligations and other retirement plans	●		Annual Report 2021/22 <sup>11</sup>	

### Procurement Practices

GRI 204: Procurement Practices (2016)	103: Management approach disclosures	●		pp. 40-47	
	204-1: Proportion of spending on local suppliers	●	2	p. 46 Data cannot be reported in full due to non-disclosure agreements.	

### Anti-Corruption

GRI 205: Anti-Corruption (2016)	103: Management approach disclosures	●		pp. 48-55	10
	205-2: Communication and training about anti-corruption policies and procedures	●	4	pp. 53-54 Due to the data situation, at this time no consolidated description of the training by region and employee category can be provided.	10

### Anti-Competitive Behavior

GRI 206: Anti-Competitive Behavior (2016)	103: Management approach disclosures	●		pp. 48-55	
--	--------------------------------------	---	--	-----------	--

GRI Standard	GRI Description	Reported	Reasons for Omission	Reference / Explanation	UNGC
	206-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	●		Annual Report 2021/22 <sup>12</sup>	
<b>Taxes</b>					
GRI 207: Taxes (2019)	103: Management approach disclosures	●		pp. 61-62	
	207-1: Tax approach	●		pp. 61-62	
	207-2: Tax governance, control, and risk management	●		pp. 61-62	
	207-3: Stakeholder engagement and management of concerns related to tax	●		pp. 61-62	
	207-4: Country-by-country reporting	●		pp. 62, 130-131 The country-by-country reporting concerns the business year 2021/22. Hence the period to which the disclosures apply corresponds to the most recent audited consolidated financial statements.	
<b>GRI 300: ENVIRONMENT</b>					
<b>Materials</b>					
GRI 301: Materials (2016)	103: Management approach disclosures	●		pp. 76-81, 89	8
	301-2: Recycled input materials used	●		p. 89	8
<b>Energy</b>					
GRI 302: Energy (2016)	103: Management approach disclosures	●		pp. 76-81, 91	7, 8
	302-1: Energy consumption within the organization	●		pp. 91-92 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.	7, 8
	302-3: Energy intensity	●		p. 92	8
<b>Water and Effluents</b>					
GRI 303: Water and Effluents (2018)	103: Management approach disclosures	●		pp. 76-81, 88	7, 8

GRI Standard	GRI Description	Reported	Reasons for Omission	Reference / Explanation	UNGC
	303-1: Interactions with water as a shared resource	●		p. 88	7, 8
	303-2: Management of water discharge-related impacts	●	4	p. 88 Currently, this indicator is not reported in full due to the data situation. The data situation will be analyzed over the next few years.	7, 8
	303-3: Water withdrawal	●	4	p. 88 Currently, this indicator is not reported in full due to the data situation. The data situation will be analyzed over the next few years.	7, 8
	303-5: Water consumption	●	4	p. 88 Currently, this indicator is not reported in full due to the data situation. The data situation will be analyzed over the next few years.	7, 8
<b>Emissions</b>					
GRI 305: Emissions (2016)	103: Management approach disclosures	●		pp. 36-39, 76-81, 82	7, 8, 9
	305-1: Direct GHG emissions (Scope 1)	●		pp. 82-83 There are no biogenic emissions. Information that exceeds the disclosures required by law can be accessed at this link: <a href="https://www.cdp.net/en">https://www.cdp.net/en</a>	7, 8
	305-2: Energy indirect GHG emissions (Scope 2)	●		pp. 82-83 Information that exceeds the disclosures required by law can be accessed at this link: <a href="https://www.cdp.net/en">https://www.cdp.net/en</a>	7, 8
	305-3: Other indirect GHG emissions (Scope 3)	●		pp. 82-83 Information that exceeds the disclosures required by law can be accessed at this link: <a href="https://www.cdp.net/en">https://www.cdp.net/en</a>	7, 8
	305-5: Reduction of GHG emissions	●		pp. 79-80 Information that exceeds the disclosures required by law can be accessed at this link: <a href="https://www.cdp.net/en">https://www.cdp.net/en</a>	8, 9

GRI Standard	GRI Description	Reported	Reasons for Omission	Reference / Explanation	UNGC
	305-7: Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	●	4	pp. 82, 84-87 Measured data are published in the CR Report. In the next business year, the Group-wide collection of data will be expanded by hardly-degradable organic hazardous substances and hazardous air pollutants.	7, 8
<b>Waste</b>					
GRI 306: Effluents and Waste (2016)	103: Management approach disclosures	●		pp. 76-81, 89-90	8
	306-2: Waste by type and disposal method	●		pp. 89-90	8
	306-2: Management of significant waste-related impacts	●		pp. 89-90	8
	306-3: Waste generated	●		p. 90 Currently, this indicator is not reported in full due to the data situation. The data situation will be analyzed over the next few years.	8
<b>Supplier Environmental Assessment</b>					
GRI 308: Supplier Environmental Assessment (2016)	103: Management approach disclosures	●		pp. 40-47	
	308-1: New suppliers that were screened using environmental criteria	●		All new and existing raw materials suppliers for steel production were screened using environmental criteria.	8
<b>GRI 400: SOCIAL DISCLOSURES</b>					
<b>Employment</b>					
GRI 401: Employment (2016)	103: Management approach disclosures	●		pp. 94, 104-105; <a href="https://www.voestalpine.com/group/en/jobs/working-at-voestalpine/">https://www.voestalpine.com/group/en/jobs/working-at-voestalpine/</a>	6
	401-1: New employee hires and employee turnover	●	1	p. 98 Collection of detailed data is not relevant to the company for controlling purposes. Hence the data are not reported in full pursuant to GRI.	6
<b>Occupational Health and Safety</b>					
GRI 403: Occupational Health and Safety (2018)	103: Management approach disclosures	●		pp. 110-113, 115	

GRI Standard	GRI Description	Reported	Reasons for Omission	Reference / Explanation	UNGC
	403-1: Occupational safety and health management system	●		p. 115	
	403-2: Hazard identification, risk assessment, and incident investigation	●		pp. 112-113	
	403-3: Occupational health services	●		p. 115	
	403-4: Worker participation, consultation, and communication on occupational health and safety	●		pp. 112, 116	
	403-5: Worker training on occupational health and safety	●		p. 116	
	403-6: Promotion of worker health	●		p. 115	
	403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	●		p. 117	
	403-8: Workers covered by an occupational health and safety management system	●		pp. 9, 115-117	
	403-9: Work-related injuries	●	1	pp. 9, 113-114 Collection of detailed data is not relevant to the company for controlling purposes. Hence the data are not reported in full pursuant to GRI.	

### Training and Continuing Education

GRI 404: Training and Continuing Education (2016)	103: Management approach disclosures	●		pp. 94, 106-108	6
	404-1: Average hours of training per year per employee	●	4	p. 106 No detailed, Group-wide database is available.	6
	404-2: Programs for upgrading employee skills and transition assistance programs	●		pp. 106-109	6

### Diversity and Equal Opportunity

GRI 405: Diversity and Equal Opportunity (2016)	103: Management approach disclosures	●		pp. 94, 99-100	6
	405-1: Diversity of governance bodies and employees	●		pp. 100-103; Annual Report 2021/22 <sup>6,7</sup>	6

GRI Standard	GRI Description	Reported	Reasons for Omission	Reference / Explanation	UNGC
<b>Freedom of Association and Collective Bargaining</b>					
GRI 407: Freedom of Association and Collective Bargaining (2016)	103: Management approach disclosures	●		p. 67 Code of Conduct for Business Partners; <a href="https://www.voestalpine.com/group/static/sites/group/downloads/de/konzern/compliance/Code-of-Conduct-EN.pdf">https://www.voestalpine.com/group/static/sites/group/downloads/de/konzern/compliance/Code-of-Conduct-EN.pdf</a>	3
	407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	●	4	p. 67 No detailed, Group-wide database is available due to the scale of the global supplier network.	3
<b>Supplier Social Assessment</b>					
GRI 414: Supplier Social Assessment (2016)	103: Management approach disclosures	●		pp. 40-47	2
	414-1: New suppliers that were screened using social criteria	●		All new and existing raw materials suppliers for steel production were screened based on social criteria.	2
<b>Public Policy</b>					
GRI 415: Public Policy (2016)	103: Management approach disclosures	●		pp. 48-55	10
	415-1: Political contributions	●		In the reporting period, voestalpine did not make any donations or other contributions to politicians and political parties.	10

## LEGEND

- Fully reported
- Partly reported

## Reasons for omission:

- 1 - Not applicable
- 2 - Limited due to non-disclosure agreements
- 3 - Explicit legal prohibitions
- 4 - No information available

## References to Annual Report 2021/22:

- 1 - Worldwide Presence
- 2 - Investments
- 3 - Development of the Key Financial Indicators
- 4 - Overview of the Group
- 5 - Scope of Consolidation
- 6 - Supervisory Board of voestalpine AG
- 7 - Management Board of voestalpine AG
- 8 - Consolidated Management Report 2021/22
- 9 - Consolidated Statement of Cash Flows 2021/22
- 10 - Consolidated Statement of Other Comprehensive Income 2021/22
- 11 - Pensions and Other Employee Obligations
- 12 - Provisions
- 13 - Outlook

## UNGC

As a participant of the UN Global Compact, voestalpine is obligated to publish an annual progress report. The column labeled "UNGC" indicates those of the Ten principles in regards to which the disclosures provide specific information.

## 17.2 TCFD - INDEX

TCFD - Index		
Recommendations and Supporting Recommended Disclosures		
	Governance	CDP Climate Change 2021
Disclose the organization's governance around climate-related risks and opportunities.	a) Describe the 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 impacts 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





December, 10

---

International  
Human Rights Day

## 17.3 TAXES: COUNTRY-BY-COUNTRY REPORTING

Tax jurisdiction	Main activity	Number of employees <sup>1</sup>	Revenue from business transactions with third parties <sup>2</sup>	Revenue from intra-Group transactions with entities in other tax jurisdictions <sup>3</sup>	Profit before tax <sup>4</sup>
ARE	Sales	22	21,628	452	-721
ARG	Sales	79	14,542	0	1,334
AUS	Production, sales	313	152,868	0	18,887
AUT	Production, sales, services	22,558	7,794,812	1,517,172	3,356,972 <sup>?</sup>
BEL	Production	699	284,180	37,340	32,842
BGR	Production	125	11,481	2,380	1,235
BRA	Production	2,377	463,827	51,444	54,392
CAN	Production, sales	255	87,472	3,636	-5,047
CHE	Sales	87	70,905	223	3,129
CHN	Production, sales	2,361	597,908	10,495	94,621
COL	Sales	72	6,542	11	495
CZE	Production, sales	413	79,435	107,093	10,305
DEU	Production, sales	7,837	1,718,437	432,736	1,874
DNK	Sales	14	9,197	23	1,138
ECU	Sales	32	2,782	35	213
ESP	Production, sales	304	78,891	18,417	-16,641
FIN	Sales	9	10,545	0	746
FRA	Production, sales	916	244,574	19,406	14,406
GBR	Production	659	252,762	3,278	40,704
GRC	Sales	5	2,521	0	-52
HKG	Sales	7	840	61	-1,577
HUN	Production	268	49,846	506	5,891
IDN	Production, sales	197	9,533	11,456	-440
IND	Production, sales	707	103,504	3,479	7,809
ITA	Production, sales	464	229,819	40,536	19,622
JPN	Sales	79	34,794	138	2,156
KOR	Sales	50	11,178	82	601
LTU	Production	67	6,557	3,811	652
LVA	Production	4	3,022	33	217
MEX	Production	610	62,688	12,397	4,560
MYS	Sales	69	6,622	40	612
NLD	Production, sales	1,215	518,209	13,815	69,386
NOR	Sales	12	17,724	0	982
PER	Sales	92	10,308	0	2,085
POL	Production, sales	566	290,561	3,218	27,132
PRT	Sales	71	6,016	1,056	-664
ROU	Production, sales	755	156,036	28,488	25,176
RUS	Sales	35	17,682	62	1,815
SAU	Production	46	5,613	0	204
SGP	Sales	159	57,036	186,422	36,816
SVK	Sales	24	5,911	0	705
SWE	Production, sales	1,229	89,138	285,201	51,629
THA	Production, sales	127	13,150	136	739
TUR	Production, sales	323	48,064	989	4,491
TWN	Sales	110	15,607	376	3,737
USA	Production, sales	3,323	1,193,138	32,091	-51,083
VNM	Sales	69	3,901	0	334
ZAF	Production	409	51,445	0	-800

Property, plant and equipment <sup>5</sup>	Tax paid <sup>6</sup>	Tax expense <sup>7</sup>	Reasons for the difference between the tax expense incurred and the income tax determined based on the standard tax rate on the profit before tax <sup>8</sup>
634	0	0	
248	197	169	
20,817	1,742	5,702	
3,681,585	1,440	194,685	a), b), e), f)
45,908	7,150	7,927	
2,704	164	141	
116,168	8,070	15,297	a), b)
28,629	65	219	
11,225	133	470	
164,730	17,835	19,808	d)
2,106	-118	93	
31,772	943	1,649	
656,862	3,663	7,650	a), c)
891	176	247	
457	0	95	
18,495	34	441	
1,296	30	148	
64,129	414	3,425	
30,599	4,811	5,118	a)
111	0	0	
229	0	0	
11,456	360	529	
3,441	109	158	
27,302	1,638	1,955	
47,656	2,435	5,029	
6,841	933	686	
4,842	159	101	
3,771	221	105	
211	0	0	
29,237	3,080	-704	f)
4,524	80	65	
136,248	899	1,940	a), e)
833	101	176	
2,446	720	639	
31,549	1,491	1,002	d)
2,515	6	12	
35,399	8,944	3,599	
570	491	464	
3,097	89	105	
14,339	794	3,555	a), b)
1,455	135	150	
150,109	5,252	13,997	f)
4,603	90	132	
3,376	434	593	
5,922	704	732	
190,143	5,393	4,893	c)
1,846	97	82	
32,331	881	855	

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 differences to 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. Differences to the Consolidated Financial Statements arise, in particular, from the fact that the metric contains values that were 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 differences to the property, plant and equipment shown in the Consolidated Financial Statements.

6 The metric referring to the taxes paid concerns the total income tax paid by all business units within a tax jurisdiction.

7 The “Tax expense” metric concerns the total tax expense of all business units in a tax jurisdiction net of 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) Non-taxable income (e.g., investment income)

b) Non-deductible expenses

c) The GRI metric, “Profit before tax,” contains the total earnings of all business units, but the tax expense is determined by entity (without offsetting the profits and losses of all subsidiaries within a country).

d) Special tax assessment regime/tax incentives

e) Realization of tax loss carryforwards and/or carry-backs

9 This metric contains a high percentage of non-taxable investment income, particularly in Austria.

## 17.4 RESPONSIBLESTEEL



voestalpine commits itself to the 12 Principles of ResponsibleSteel, an advocacy organization. In the business year 2021/22, the Steel Division's production entities were certified as a sustainable steel production facility under the ResponsibleSteel Standard. 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 Leadership**

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 & 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 communities 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.

### ENVIRONMENTAL PROTECTION

- 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.



## 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 were adopted by the UN General Assembly during the United Nations Sustainable Development Summit in New York, USA, on September 25, 2015. A total of 193 UN member states have 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, or 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).**

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



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

## 17.8 INDEPENDENT ASSURANCE REPORT

### **Deloitte.**

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, 2022 has not been prepared, in all material respects, in accordance with the reporting criteria. The reporting criteria consist of the Sustainability Reporting Standards GRI Standards: Core Option issued by the Global Sustainability Standards Board (GSSB) as well as the requirements for the report stated in § 267a UGB (NaDiVeG).

Further, 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 Regulation (EU) 2020/852 (Taxonomy Regulation) and the accompanying Delegated Regulations (EU)2021/2178 and (EU) 2021/2139.

#### 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 include the Sustainability Reporting Standards GRI Standards: Core option issued by the Global Sustainability Standards Board (GSSB) and the reporting requirements mentioned in § 267a UGB (NaDiVeG). Furthermore, they are responsible for collecting the disclosed information on the EU taxonomy in accordance with Regulation (EU) 2020/852 (Taxonomy Regulation) and the supplementary Delegated Regulations (EU)2021/2178 and (EU) 2021/2139.

## **Deloitte.**

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 of the management includes further designing, implementing, and maintaining internal controls, which have been determined as necessary by management for the preparation of a consolidated non-financial report free from material misstatement, whether due to fraud or error.

### Responsibility of the auditor

Our responsibility is to express a limited assurance opinion on whether the consolidated non-financial report is prepared, in all material respects, in accordance with the reporting criteria. The reporting criteria consist of the Sustainability Reporting Standards GRI Standards: Core Option issued by the Global Sustainability Standards Board (GSSB) as well as the requirements for the report stated in § 267a UGB (NaDiVeG).

Further, based on our audit procedures, our responsibility is to express an opinion with limited assurance as to whether any matters have come to our attention that cause us to believe that the disclosed EU taxonomy information has not been prepared, in all material respects, in accordance with Regulation (EU) 2020/852 (Taxonomy Regulation) and the accompanying Delegated Regulations (EU)2021/2178 and (EU) 2021/2139.

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 reporting criteria of GRI Standards: Core option, § 267a UGB (NaDiVeG), as well as the disclosed information on the EU taxonomy have been prepared in accordance with Regulation (EU) 2020/852 (Taxonomy Regulation) and the supplementary Delegated Regulations (EU)2021/2178 and (EU) 2021/2139.

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.

## **Deloitte.**

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, sustainability principles and sustainability management
- Interview of employees of voestalpine AG to assess the methods of data collection, data processing and internal controls
- Comparison of the non-financial disclosures shown in the consolidated non-financial report with the calculation documents provided
- Execution of a media analysis
- Review of the disclosed information on the EU taxonomy for compliance with Regulation (EU) 2020/852 (Taxonomy Regulation) and the supplementary Delegated Regulations (EU)2021/2178 and (EU) 2021/2139
- Furthermore, we conducted procedures regarding whether the reporting requirements of § 267a UGB (NaDiVeG) were met with the consolidated non-financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

The subject matter of our engagement is neither an audit of financial statements nor a 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 subject of our engagement.

### Summarized Conclusion

Based on our work and the evidence we have obtained, nothing has come to our attention that causes us to believe that the consolidated non-financial report of voestalpine AG as of March 31, 2022 has not, in any material aspects, been prepared in accordance with the reporting criteria of the Sustainability Reporting Standards GRI Standards: Core option issued by the Global Sustainability Board (GSSB).

**Deloitte.**

Furthermore, nothing has come to our attention that causes us to believe that the reporting requirements of § 267a UGB (NaDiVeG) are not met with the consolidated non-financial report.

Additionally, based on our audit procedures, nothing has come to our attention that causes us to believe that the EU taxonomy information disclosed is not prepared, in all material respects, in accordance with Regulation (EU) 2020/852 (Taxonomy Regulation) and the accompanying Delegated Regulations (EU)2021/2178 and (EU) 2021/2139.

Engagement approach

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 (refer 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 24, 2022

**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.



# CONTACT & IMPRINT

## Contact

voestalpine AG, Corporate Responsibility  
+43/50304/15-6599  
cr@voestalpine.com

voestalpine AG, Investor Relations  
+43/50304/15-8735  
ir@voestalpine.com

voestalpine AG, Corporate Communications  
+43/50304/15-2090  
mediarelations@voestalpine.com

[www.voestalpine.com](http://www.voestalpine.com)

<https://www.voestalpine.com/group/en/group/corporate-responsibility/>

## Imprint

**Owner and media proprietor:** voestalpine AG, voestalpine-Strasse 1, 4020 Linz, Austria

**Publisher and editorial staff:** voestalpine AG, Corporate Responsibility, T. +43/50304/15-6599  
cr@voestalpine.com, www.voestalpine.com

**Design and implementation:** 7 Punkt Communication Group GmbH, www.7punkt.at

**Printed by:** Kontext Druckerei GmbH, www.kontextdruck.at



Member of  
**Dow Jones  
Sustainability Indices**  
Powered by the S&P Global CSA

**voestalpine AG**  
voestalpine-Strasse 1  
4020 Linz, Austria  
+43/50304/15-0  
[www.voestalpine.com](http://www.voestalpine.com)

**voestalpine**  
ONE STEP AHEAD.







CORPORATE  
RESPONSIBILITY  
REPORT

2021/22

voestalpine

ONE STEP AHEAD.