

CORPORATE
RESPONSIBILITY
FACTSHEET

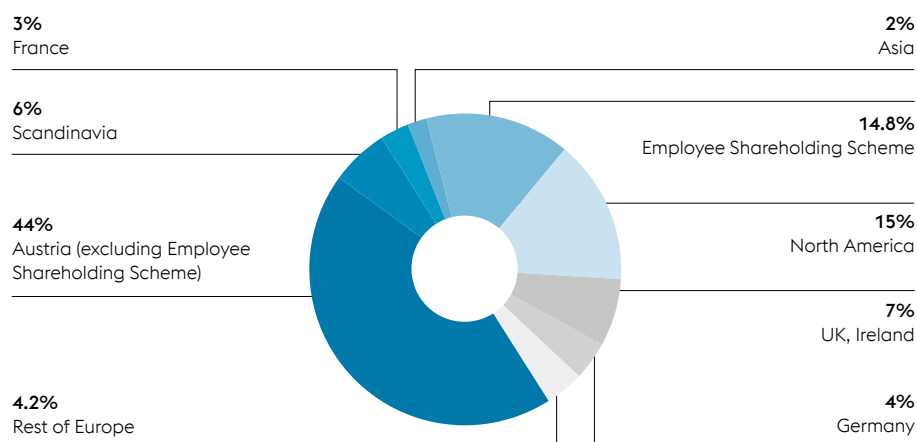
2019

DEVELOPMENT OF THE KEY FIGURES

In millions of euros	2014/15	2015/16	2016/17	2017/18	2018/19
Revenue	11,189.5	11,068.7	11,294.5	12,897.8	13,560.7
EBITDA	1,530.1	1,583.4	1,540.7	1,954.1	1,564.6
EBITDA margin	13.7%	14.3%	13.6%	15.2%	11.5%
EBIT	886.2	888.8	823.3	1,180.0	779.4
EBIT margin	7.9%	8.0%	7.3%	9.1%	5.7%
Employees (FTE)	47,418	48,367	49,703	51,621	51,907
Research expenditures	126.7	131.8	140.3	152.0	170.5
Operating expenses for environmental protection facilities in Austria	222.0	237.0	231.0	258.0	299.1
Environmental investments for production facilities in Austria	43.0	55.0	46.0	40.0	66.0
Crude steel production (in millions of tons)	7.929	7.733	7.596	8.140	6.895

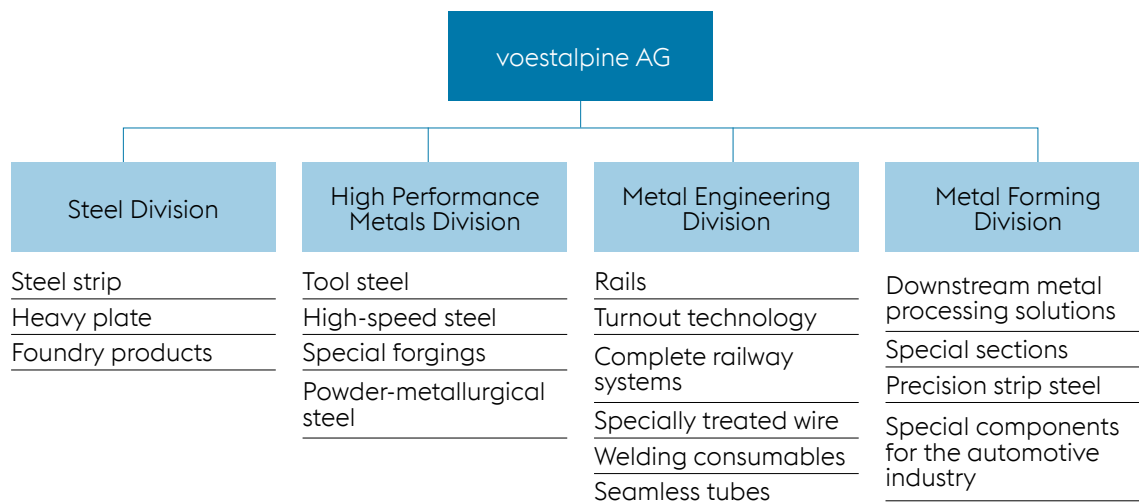
SHAREHOLDER STRUCTURE

In percent, as of the close of the business year 2018/19



CORPORATE STRUCTURE

The voestalpine Group does business in more than 50 countries on all five continents. Its four divisions encompass 500 Group companies. The Group is headquartered in Linz, Austria.



STAKEHOLDER AND CR MANAGEMENT

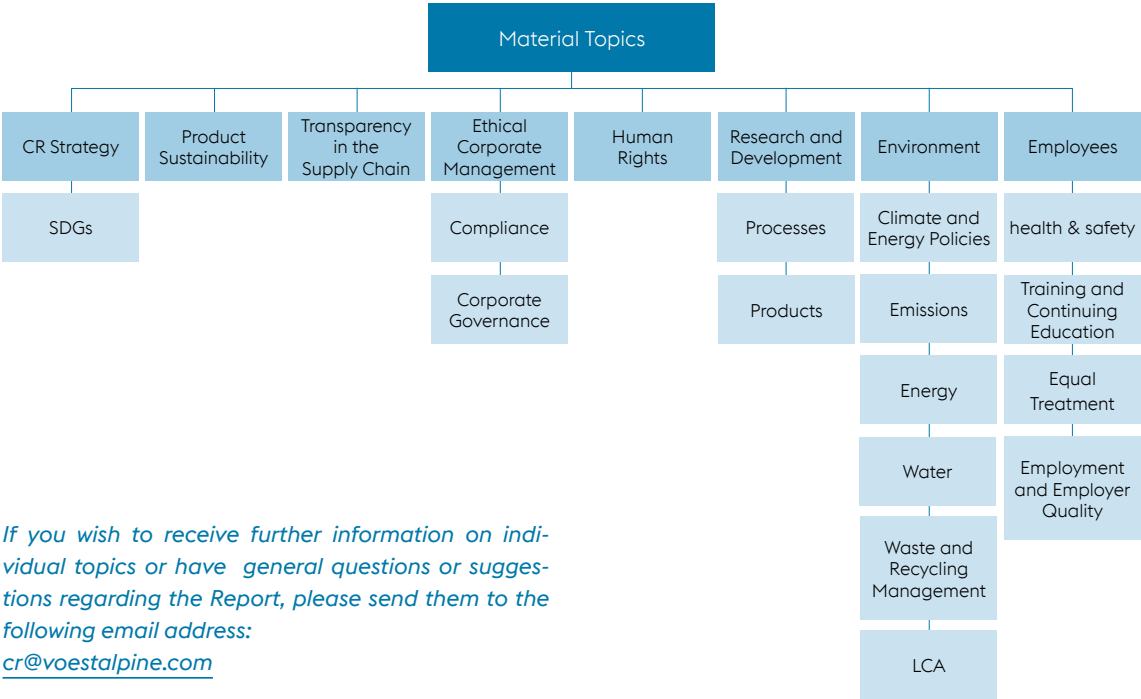
Through its Management Board as well as executive and non-executive personnel, voestalpine is in regular contact with the stakeholder groups enumerated below. Numerous opportunities such as expert discussions and roundtables, conferences, trade shows as well as analyst and investor meetings are used to this end. Both the employee survey, which is conducted on a regular basis, and annual employee performance reviews are important settings for structured communications with internal stakeholders. voestalpine is also represented on a wide variety of bodies serving advocacy groups, trade associations, lobbying campaigns, and platforms.

During the reporting period, communications with individual stakeholder groups took place in various settings and with respect to various topics as described below.



Ongoing communication with the stakeholders was the most important factor in determining the key subject areas.

The following subject areas have been identified as material aspects of the sustainable performance of voestalpine:



*If you wish to receive further information on individual topics or have general questions or suggestions regarding the Report, please send them to the following email address:
cr@voestalpine.com*

ETHICAL CORPORATE MANAGEMENT

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

Ethical Corporate Management

In order to ensure that the responsible management and control of the Group serves to create sustainable value in the long term, the Group's Management Board and Supervisory Board undertook as early as in 2003 to comply with the Austrian Corporate Governance Code.

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.

COMPLIANCE

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

Human Rights

We commit to upholding human rights in accordance with the UN Charter and the European Convention on Human Rights, and we support the UN Global Compact (UNGC).



employees are spelled out in the voestalpine Code of Conduct.

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

CORPORATE GOVERNANCE

The Management Board and the Supervisory Board of voestalpine AG resolved as early as in 2003 to recognize the Austrian Corporate Governance Code (the “Code”); they have also implemented all of the amendments introduced in the meantime without exception.

In addition to the Code’s binding legal requirements (“L rules”), voestalpine AG voluntarily complies with all of its “comply or explain” rules (“C rules”) and recommendations (“R rules”). The Code provides Austrian stock corporations with a framework for managing and monitoring their companies. It is based on the provisions of Austrian stock corporation, stock exchange, and capital market law as well as, generally, on the OECD Principles of Corporate Governance.

It was most recently revised in January 2018. The Code achieves validity when companies voluntarily undertake to comply with it. It aims to establish a system for managing and controlling companies and groups that is accountable and geared to the creation of sustainable value in the long term. By voluntarily undertaking to abide by the Code, voestalpine supports these objectives and commits to providing a high degree of transparency to all of the company’s stakeholders.

Business transactions with associated companies and parties as well as pending legal proceedings (e.g., antitrust proceedings) are reported in the quarterly and annual reports of voestalpine AG.

HUMAN RIGHTS

voestalpine is committed to respecting and upholding human rights in accordance with the United Nations Charter and the European Convention on Human Rights. Since 2013, voestalpine has supported the UN Global Compact (UNGC) whose ten principles address labor standards, environmental protection, and anti-corruption above and beyond the promotion of human rights.

COLLECTIVE BARGAINING AND THE RIGHT TO FREEDOM OF ASSOCIATION

About 80% of voestalpine's employees are in an employment relationship that is governed by a collective agreement.

Every employee has the freedom and right to join a union. The workforce in all voestalpine companies may elect representatives to the works councils. The voestalpine 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 is strictly against child, forced, and bonded labor. So far, there has been no known case of such forms of labor in the entire Group. Nor does voestalpine tolerate any form of child, forced, and bonded labor at its suppliers and business partners.

voestalpine's Code of Conduct for Business Partners states in this respect:

The Business Partner undertakes 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 prohibition of any form of human trafficking, the equal treatment of employees, and the right to employee representation and collective bargaining.

HUMAN TRAFFICKING AND MODERN SLAVERY

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

HUMAN RIGHTS TRAINING FOR SECURITY PERSONNEL

voestalpine's plant security staff is largely made up of the company's own employees. The Code of Conduct also applies to third-party employees, and the Code of Conduct for Business Partners applies to their employers. Both documents stipulate compliance with human rights.

voestalpine provides human rights training for its own employees; external security personnel are trained by their own employers.

RIGHTS OF INDIGENOUS PEOPLES

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

RESEARCH AND DEVELOPMENT

We continuously conduct research on innovative products and processes, and develop novel technologies in order to 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. We take on the responsibility of educating and 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 place great value in long-term, trusted relationships with our customers and suppliers in the field of research too and work closely with universities and scientific institutions.

The continuous development of new products and production processes is vital for a technology-driven company such as voestalpine, so that it can differentiate itself from the competition and remain successful in the market. This is how innovations ensure the company's future in the long term. Research and Development (R&D) thus are a material element of voestalpine's long-term corporate strategy.



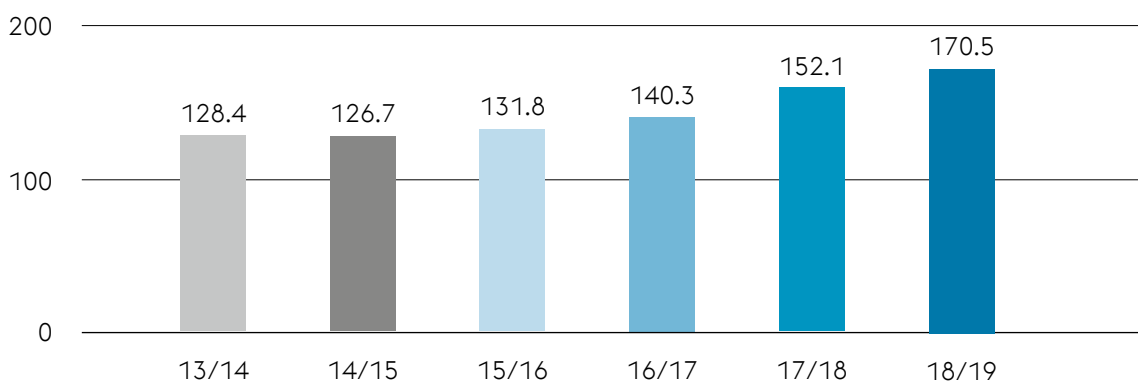
RESEARCH EXPENDITURES

The continuous increase in research expenditures over the past few years reflects the importance attributed to R&D within the Group.

A total of EUR 170.5 million (+12.1%) were spent on R&D in the business year 2018/19.

GROSS R&D EXPENDITURES

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



STEEL—A SUSTAINABLE MATERIAL

Steel is one of the most important materials in our day-to-day lives. Whether buildings or households, whether industry or mobility: No sphere of life is conceivable without steel. Rising standards of living in many emerging economies go hand in hand with the continual increase in the consumption of steel. Yet the protection of both the climate and the environment call for a new view of raw materials. On the one hand, steel's footprint is good, because the possibilities for recycling it are almost unlimited. On the other hand, the production and processing of steel require lots of resources and energy. The research & development departments of technology groups such as voestalpine face major challenges against the backdrop of the envisioned decarbonization of the economy.

Even in terms of its applications, steel can contribute to a sustainable way of life, thanks especially to the opportunities that lightweight construction offers. For example, ultra-high strength

steel possessing higher degrees of malleability is used in lightweight automotive construction. The reductions in the weight of autobodies lower both fuel consumption and emissions. Low-loss electrical steel strip as well as inline-bonded lamination stacks are built into highly efficient electric engines, thus making an important contribution to electric mobility. Lifecycle-optimized turnouts equipped with diagnostic and assistance systems as well as tracks made of wear-resistant steel grades enable both high availability of a given rail infrastructure and the highest degree of passenger safety.

Special steels boost the efficiency of conventional power plants. Steel also plays a major role in the generation of electricity from renewable sources, for example, in wind turbines. In the toolmaking industry, high-performance steel equipped with special coatings ensures longer useful lives and lower maintenance expenditures.

INNOVATIONS FOR SUSTAINABLE PRODUCTION PROCESSES

The production of steel will remain an energy-intensive process even in the future. voestalpine works continuously to find new solutions for decarbonizing steel production. The company is endeavoring to replace coal with alternative sources of energy through bridging technologies—particularly based on natural gas, as in its new direct reduction plant in Texas. The next step is to develop the direct reduction process using hydrogen instead of natural gas.

A hydrogen electrolyzer plant is currently being built at the company's site in Linz in order to research the technology and its potential for

steel production. The groundbreaking, so-called "SuSteel" project serves to conduct research on the direct production of steel using hydrogen plasma. A pilot plant is being built to this end at voestalpine's site in Donawitz.

As far as the goal to lower the use of both resources and energy is concerned, digitalization contributes significantly to the continued refining and optimizing of existent production processes. Mechatronics, model-based controls, and artificial intelligence all contribute to sharp increases in process efficiency.

ENVIRONMENT

Environmentally conscious action is firmly integrated into the voestalpine Group's corporate philosophy. This concerns all areas of the production chain and focuses on the most economical use possible of resources—especially raw materials and energy—as well as on efforts to minimize the environmental impact of processes and products.

To achieve these goals, we utilize the best available technologies in voestalpine's production plants and continually work to boost efficiency, lower emissions, and reduce the consumption of energy in connection with the existent system of steel production. Our intensive work to research new, environmentally friendly production processes and, not least, to refine materials and products makes material contributions to the company's environmental footprint as well.

All of these activities are managed through transparent and efficient environmental management systems (EMSs) that have been widely implemented in the voestalpine Group.

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

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

As a result of these consistent efforts, voestalpine has become a leader in the European steel industry, for example, with respect to emission intensity and resource efficiency.

Emissions in the Air, Soil, and Water: Minimize Using the Best Available Technologies

Process-related emissions cannot be entirely

avoided due to the chemical-physical properties of existent production processes. We operate our production facilities pursuant to the principle of using the best available technologies as appropriate and in economically viable fashion. We also develop new approaches in order to minimize environmentally relevant effects on the air, soil, and water to the greatest extent possible.

Circular Economy & Life Cycle Assessment

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

Energy and Climate Policy

Commitment to low-carbon production: We are meeting the challenge of decarbonizing the economic system in the long term not only 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, the scientific community, technical colleges and universities as well as environmental organizations.



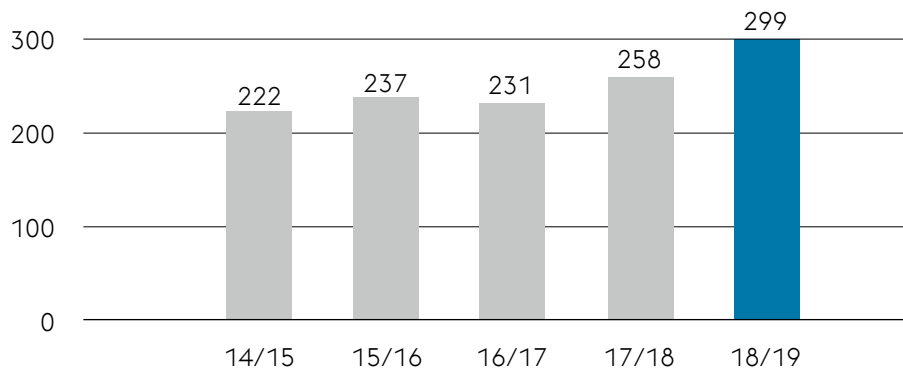
ENVIRONMENTAL MANAGEMENT SYSTEMS

About 60% of the 130 Group companies worldwide that are included in internal environmental data management use an environmental management system (EMS) pursuant to ISO 14001. These entities account for 100% of the company's crude steel production. About 15%

of our facilities have also been validated under the EU's Eco-Management and Audit Scheme (EMAS), and more than 20% utilize a certified energy management standard pursuant to ISO 50001.

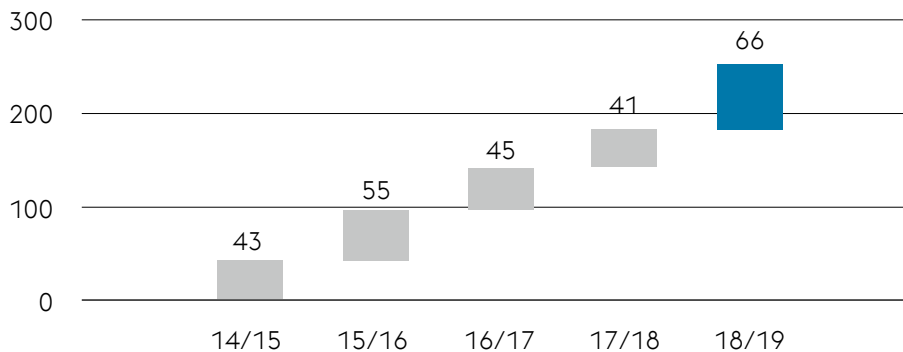
ENVIRONMENTAL EXPENDITURES voestalpine AG

In millions of euros



ENVIRONMENTAL INVESTMENTS voestalpine AG

Cumulative, in millions of euros



AIR EMISSIONS

GREENHOUSE GAS EMISSIONS

The direct greenhouse gas (GHG) emissions of the approximately 130 production facilities of voestalpine in the calendar year 2018 were 12.7 million tons; the two Austrian plants that produce crude steel (Linz and Donawitz) account for 85% of this amount.

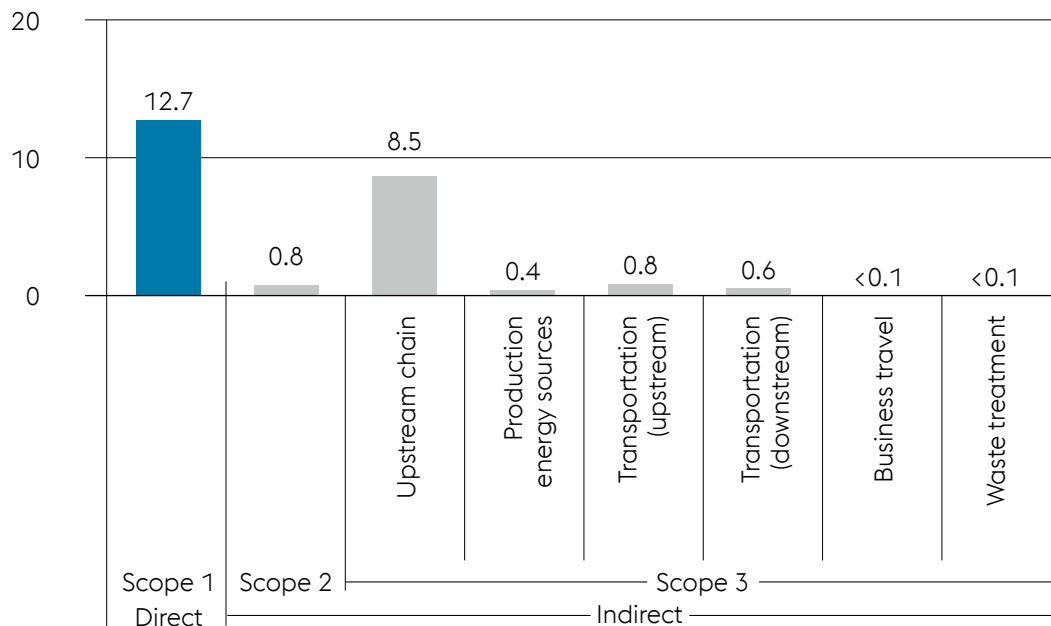
voestalpine places great value on transparency and thus has participated in the Carbon Disclosure Project (CDP) among others since 2017. To this end, the greenhouse gas emissions were tallied and externally verified in

comprehensive fashion for all production facilities along the entire value chain in accordance with ISO 14064-3.

In 2018, voestalpine was given the CDP's high "B" rating for its transparency in climate reporting and its activities with respect to both climate protection and climate strategy.

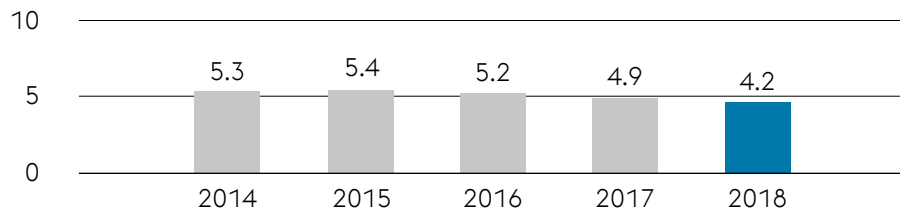
DIRECT AND INDIRECT GHG EMISSIONS

In million tons of CO₂e



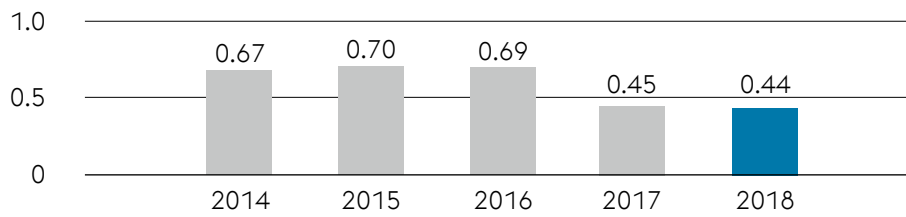
SO₂ EMISSIONS

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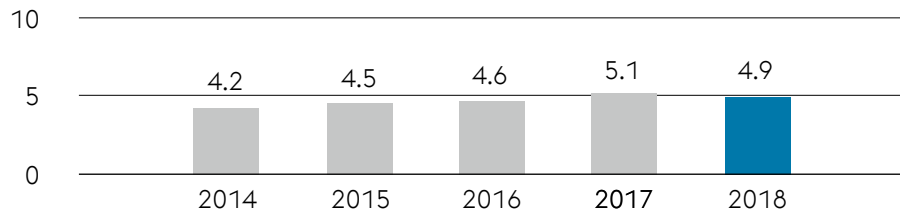
SPECIFIC SO₂ EMISSIONS

kg/t of product



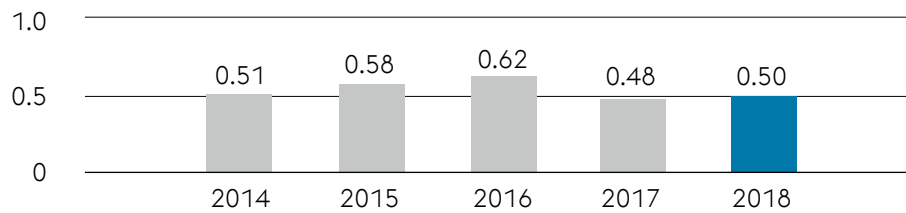
NO_x EMISSIONS

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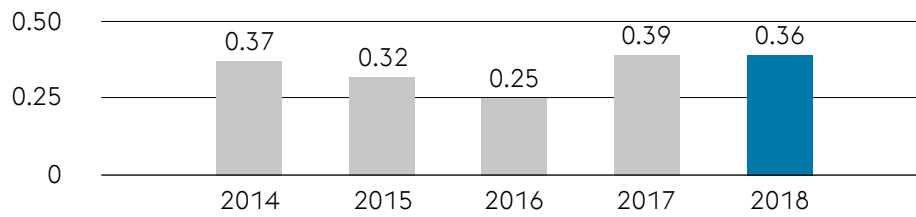
SPECIFIC NO_x EMISSIONS

kg/t of product



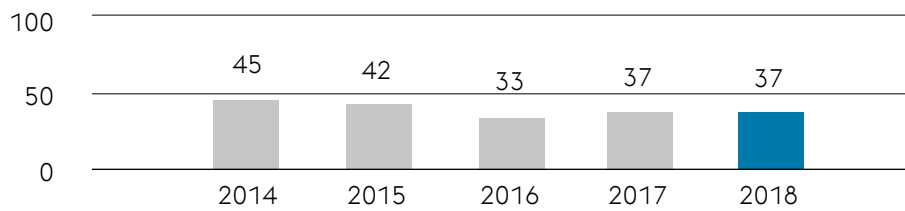
CAPTURED DUST EMISSIONS

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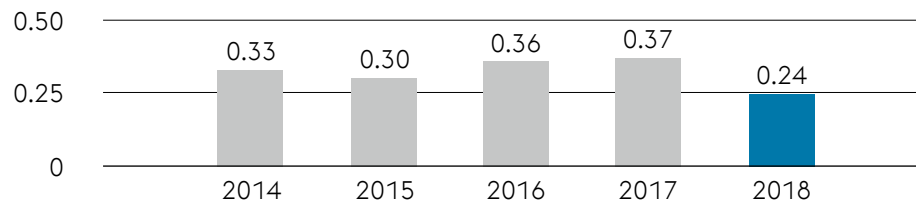
SPECIFIC CAPTURED DUST EMISSIONS

g/t of product



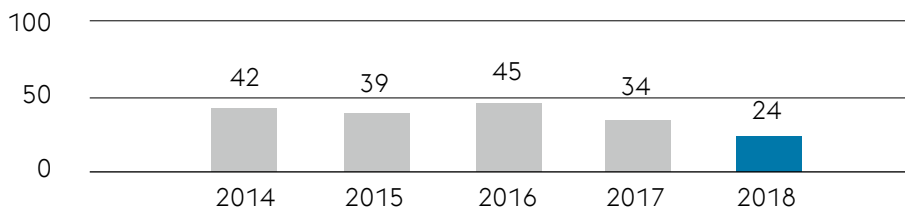
VOC EMISSIONS

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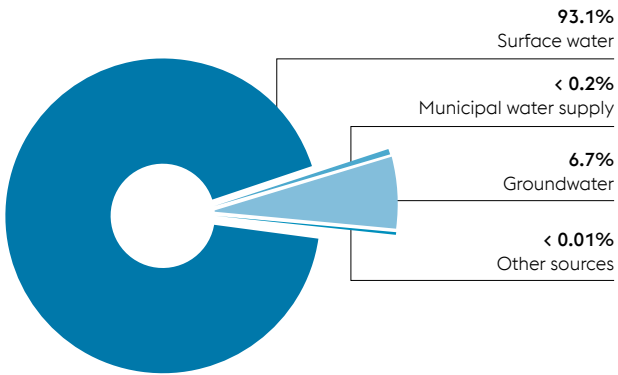


SPECIFIC VOC EMISSIONS

g/t of product

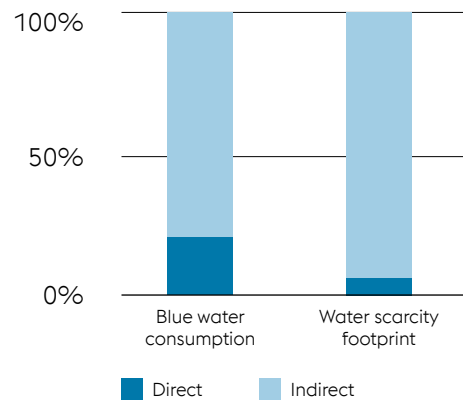


WATER EXTRACTION 2018



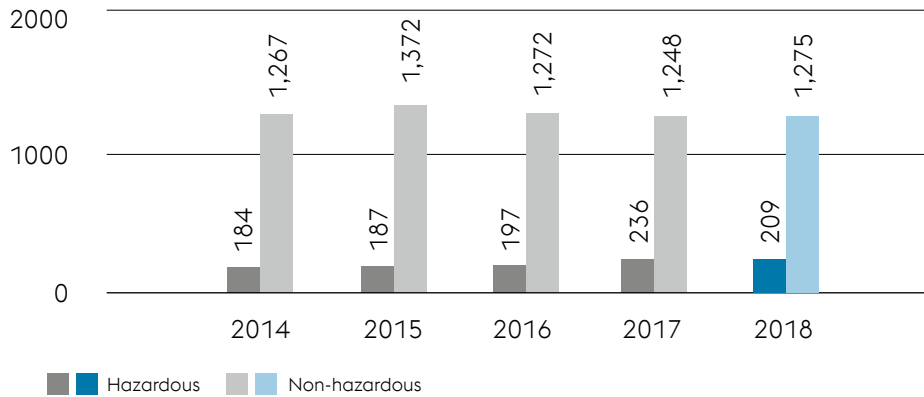
WATER FOOTPRINT voestalpine AG

In %



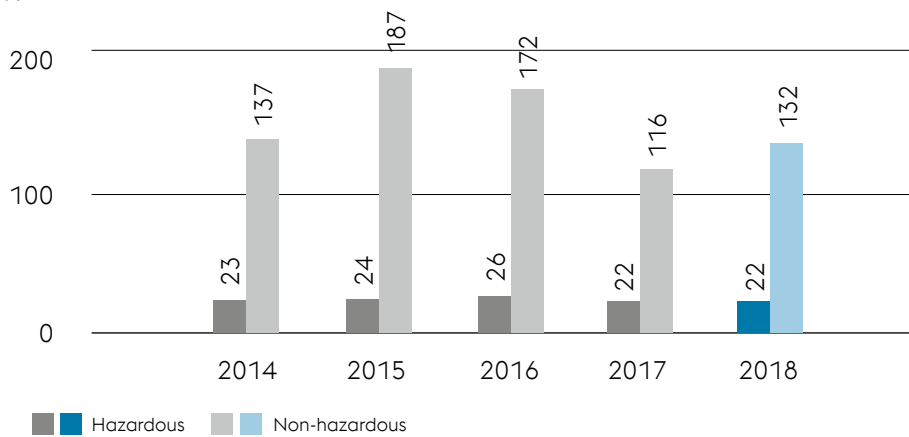
WASTE VOLUME

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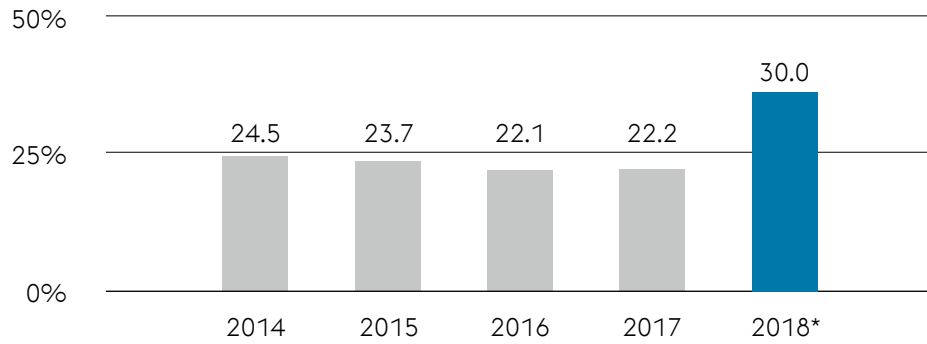
SPECIFIC WASTE VOLUME

kg/t of product



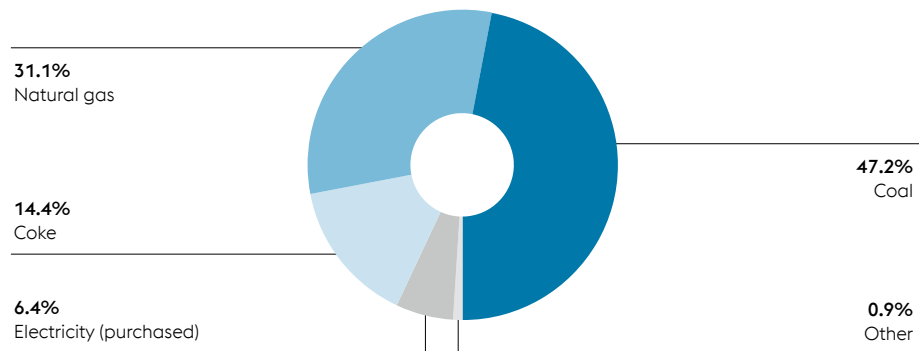
RECYCLING RATE

In %



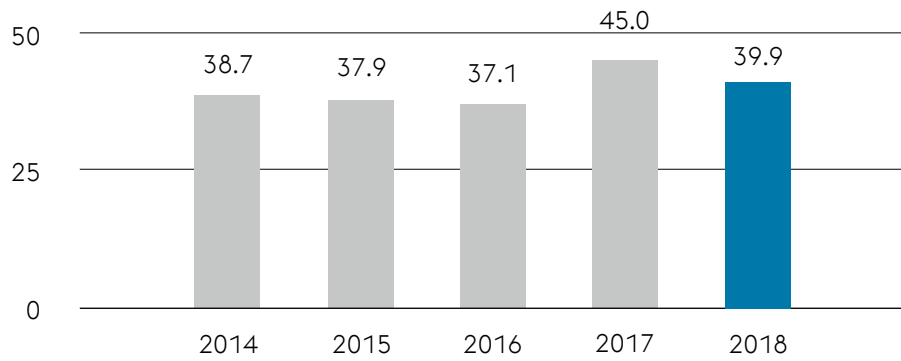
* From 2018: recycling rate of iron relative to product output
(= percentage of iron in the product made of secondary raw materials such as scrap)

PERCENTAGE OF ENERGY SOURCES 2018



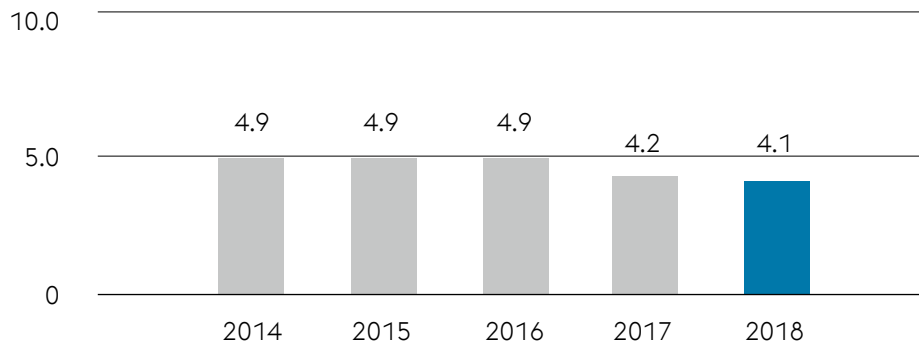
TOTAL ENERGY CONSUMPTION

TWh



SPECIFIC TOTAL ENERGY CONSUMPTION

MWh/t of product



HUMAN RESOURCES

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

Corporate Culture

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

Training and Continuing Education

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.

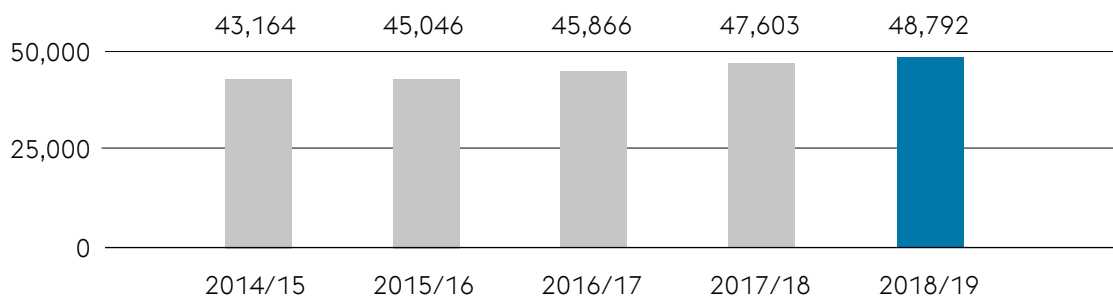
Diversity

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



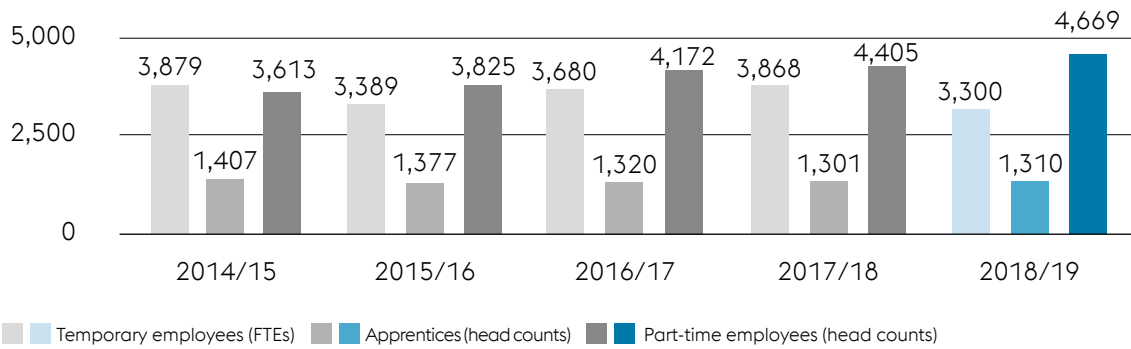
DEVELOPMENT OF THE NUMBER OF EMPLOYEES

Personnel (excl. apprentices and temporary employees, head counts), per business year



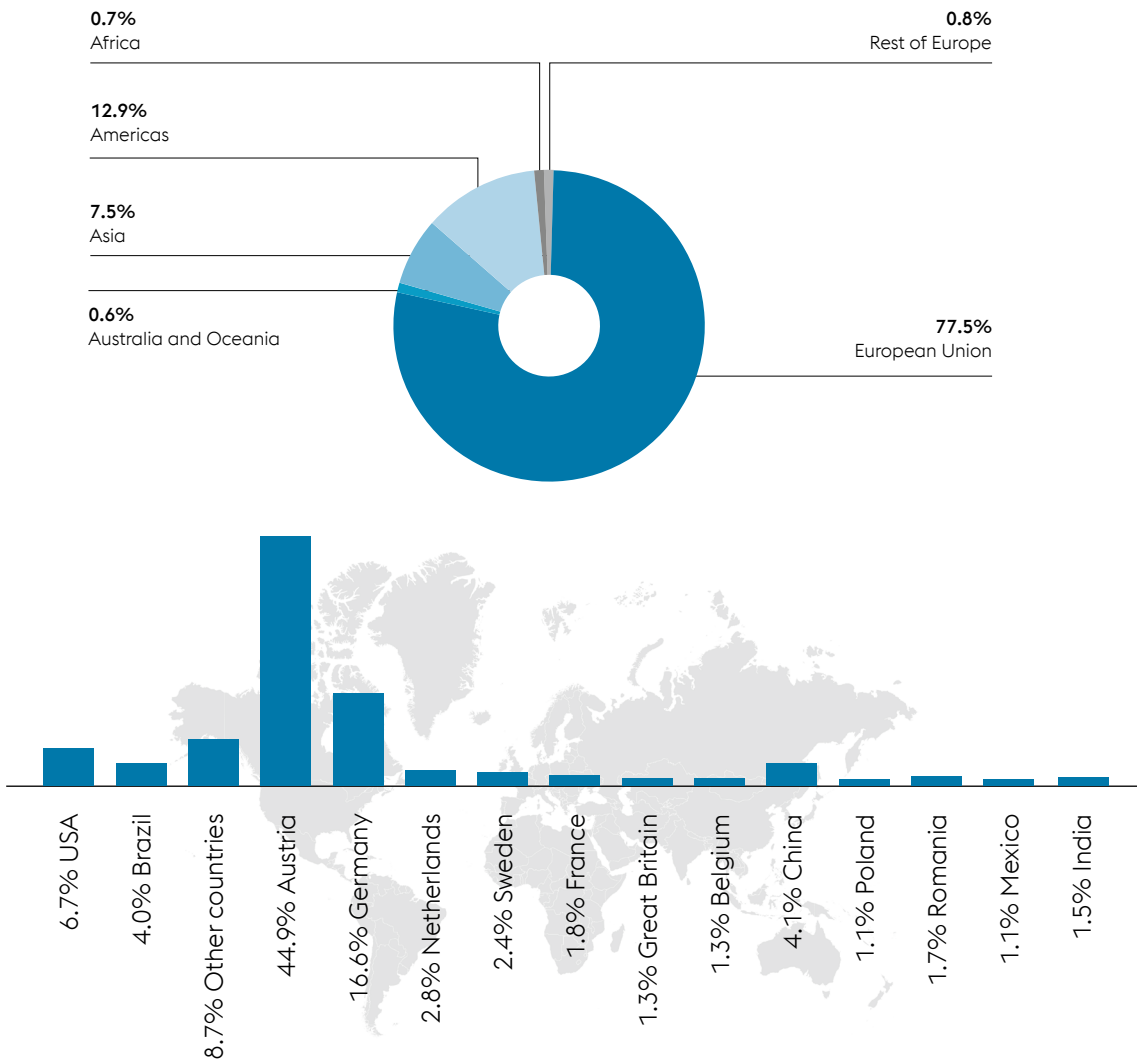
EMPLOYEE STRUCTURE BY EMPLOYMENT CONTRACT

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



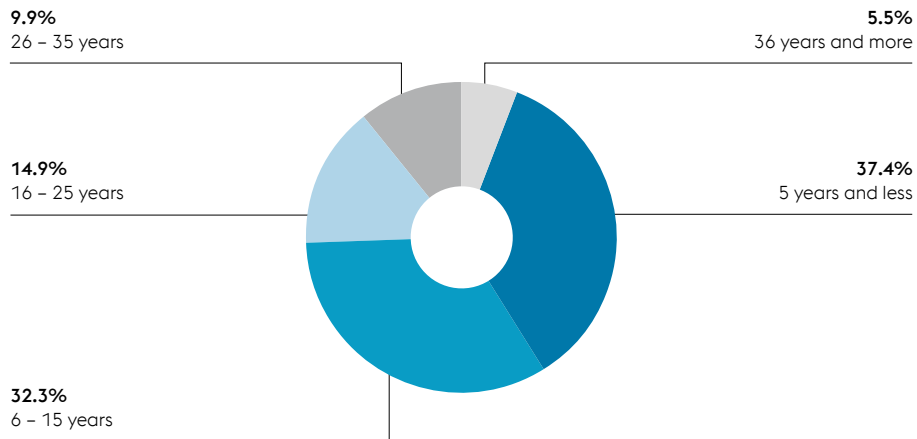
WORKFORCE BY REGION

As of the March 31, 2019, reporting date, based on FTEs



YEARS OF SERVICE

As of the March 31, 2019, reporting date



EQUALITY AND DIVERSITY

Globally, just under 52,000 people (FTEs) work for voestalpine. Each and every employee is valuable on account of their individual strengths and abilities and must be respected. The fact that voestalpine's CEO signed the company's Diversity Charter in February 2018 underscores the Group's approach to both diversity and equal treatment. voestalpine is committed to respecting all people with whom it has a relationship (employees, customers, business partners)—irrespective of gender, skin color, nationality, ethnicity, religion or worldview, impairment, age, sexual orientation, and identity.

This commitment and corresponding actions create a climate of acceptance and mutual trust. As laid out in the chapter "Respect and Integrity" of the voestalpine Code of Conduct, the Group does not tolerate any form of discrimination.

DIFFERENTLY-ABLED INDIVIDUALS

In Austria, companies with more than 25 employees are required to make jobs available for differently-abled individuals. For reasons related to data protection, outside of Austria no

information is collected on employees' potential impairment. voestalpine fulfills all statutory obligations at all of its locations in this respect.

WOMEN AT voestalpine

As of the annual reporting date (March 31, 2019), women made up 14.4% of all employees in the voestalpine Group. The percentage of female workers among wage employees is 5.7%; among salaried employees it is 28.9%. As of March 31, 2019, women accounted for 12.5% of female executives (salaried employees with permanent staff responsibility, including forepersons, but

excluding members of the Management Board). There was a slight increase in the percentage of women in most of these categories. At 52.7%, the percentage of women among apprentices completing non-technical training (shown in the “Female apprentices (other)” category) is particularly high.

PERCENTAGE OF FEMALE EMPLOYEES

In each case as of the March 31 reporting date

	2014/15	2015/16	2016/17	2017/18	2018/19
Women overall	13.3%	13.1%	13.5%	13.8%	14.4%
Female executives	11.0%	12.0%	11.5%	12.3%	12.5%
Salaried female employees	28.4%	28.4%	28.5%	28.8%	28.9%
Wage female employees	4.1%	3.9%	4.5%	4.9%	5.7%
Female apprentices (technical)	12.1%	11.8%	12.4%	13.5%	13.4%
Female apprentices (other)	55.9%	55.2%	50.8%	47.4%	52.7%

TRAINING AND CONTINUING EDUCATION

voestalpine believes that enhancing employee qualification levels is instrumental to both innovation and quality, and thus the company’s success. Numerous measures promote employee training and continuing education and simultaneously serve to expand their career opportunities. The total expenditure for human resources

development in the business year 2018/19 exceeded EUR 54 million. A total of 84.8% of all Group employees took part in training and continuing education programs. In the business year 2018/19, the total volume of training hours was 913,078, i.e., an average of 22.1 hours per trained employee.

health & safety



At voestalpine, human safety and health are fundamental values and have the highest priority.

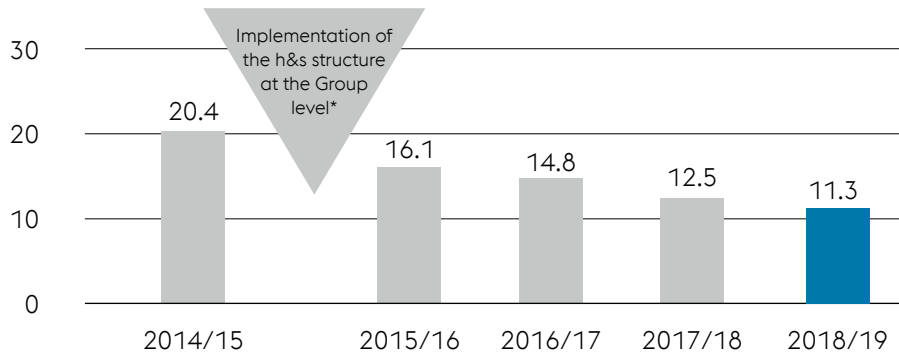
We work to further reduce the frequency of accidents and to improve the health of all employees of the voestalpine Group—wherever they work, whatever their position.

In our view, safety standards that apply Group-wide are the basis of a successful corporate health & safety (h&s) culture.



DEVELOPMENT OF THE LOST TIME INJURY FREQUENCY RATE (LTIFR)

As of the March 31 reporting date



* Change in the definition of the key performance indicator

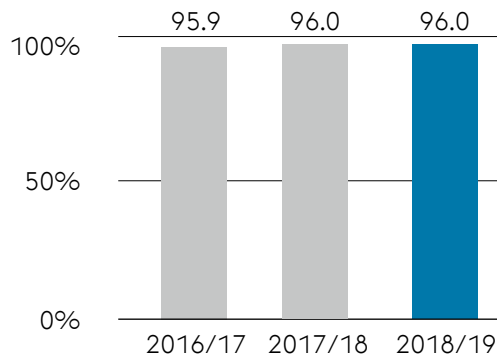
HEALTH STATUS

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

employees are actually present in a pre-defined period.

DEVELOPMENT OF THE HEALTH STATUS

As of the March 31 reporting date



ISO 45001

Many voestalpine Group companies have already been certified under an occupational safety and health management system.

The certification pursuant to the new international ISO 45001 standard is carried out in connection with recertifications pursuant to OHSAS 18001.

CONTACT & IMPRINT

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voestalpine
ONE STEP AHEAD.