

CONSOLIDATED CORPORATE GOVERNANCE REPORT 2016/17

COMMITMENT TO THE AUSTRIAN CORPORATE GOVERNANCE CODE

The Austrian Corporate Governance Code provides Austrian stock corporations with a framework for managing and monitoring their company. The Code aims to establish a system of management and control of companies and Groups that is accountable and geared to creating sustainable, long-term value. It is designed to increase the degree of transparency for all stakeholders of a company.

The Code is based on the provisions of Austrian stock corporation, stock exchange, and capital market law, the EU recommendations regarding the responsibilities of members of Supervisory Boards and the compensation of company directors as well as the OECD Principles of Corporate Governance. Since 2002, the Code has undergone a number of revisions. The present Corporate

Governance Report is based on the most recent amendment of the Code, which was adopted in January 2015.

» The Code can be accessed by the public at www.corporate-governance.at

The Code achieves validity when companies voluntarily undertake to adhere to it. The Management Board and the Supervisory Board of voestalpine AG recognized the Corporate Governance Code in 2003 and have also accepted and implemented the amendments introduced since that date. voestalpine AG has thus committed itself to comply with the most recent version, as amended, of the Austrian Corporate Governance Code.

In addition to the mandatory “L rules,” the Company also complies with all of the “C rules” and “R rules” of the Code.¹

¹ The Corporate Governance Code contains the following rules: “L rules” (= Legal) are measures prescribed by law; “C rules” (= Comply or Explain) must be justified in the event of non-compliance; “R rules” (= Recommendations) are recommendations.

COMPOSITION OF THE MANAGEMENT BOARD

» Dr. Wolfgang Eder

Born 1952;
Member of the Management Board since 1995; Chairman of the Management Board since 2004; End of the current term of office: 03/31/2019; Member of the Supervisory Board of Oberbank AG

Assigned areas of responsibility

Group Development, including Raw Materials Strategy; R&D and Innovation Strategy; Corporate Human Resources; Corporate Communications and Corporate Image; Compliance; Legal Department; M&A; Strategic Environmental Management; Investor Relations; Internal Auditing

Positions at material subsidiaries¹ of the voestalpine Group

voestalpine Stahl GmbH, Chairman of the Supervisory Board;
voestalpine Edelstahl GmbH, Chairman of the Supervisory Board;
voestalpine Metal Engineering GmbH, Chairman of the Supervisory Board;
voestalpine Metal Forming GmbH, Chairman of the Supervisory Board;
voestalpine Rohstoffbeschaffungs GmbH, Chairman of the Advisory Board

» Dipl.-Ing. Herbert Eibensteiner

Head of the Steel Division

Born 1963;
Member of the Management Board since 2012; End of the current term of office: 03/31/2019

Assigned area of responsibility

Information Technology

Positions at material subsidiaries¹ of the voestalpine Group

voestalpine Stahl GmbH, Chairman of the Management Board;
voestalpine Edelstahl GmbH, Member of the Supervisory Board;
voestalpine Metal Engineering GmbH, Member of the Supervisory Board;
voestalpine Metal Forming GmbH, Member of the Supervisory Board;
voestalpine Grobblech GmbH, Chairman of the Supervisory Board;
voestalpine Steel & Service Center GmbH, Chairman of the Supervisory Board;
Logistik Service GmbH, Chairman of the Supervisory Board;
voestalpine Rohstoffbeschaffungs GmbH, Deputy Chairman of the Advisory Board

» Dipl.-Ing. Dr. Franz Kainersdorfer

Head of the Metal Engineering Division

Born 1967;
Member of the Management Board since 2011; End of the current term of office: 03/31/2019; Member of the Supervisory Board of VA Erzberg GmbH, Eisenerz

Assigned area of responsibility

Long-term energy supply of the Group

Positions at material subsidiaries¹ of the voestalpine Group

voestalpine Metal Engineering GmbH, Chairman of the Management Board;
voestalpine Stahl GmbH, Member of the Supervisory Board;
voestalpine Edelstahl GmbH, Member of the Supervisory Board;
voestalpine Metal Forming GmbH, Member of the Supervisory Board;
voestalpine Stahl Donawitz GmbH, Chairman of the Supervisory Board;
voestalpine Schienen GmbH, Chairman of the Supervisory Board;
voestalpine Tubulars GmbH, Chairman of the Supervisory Board;
voestalpine Wire Rod Austria GmbH, Chairman of the Supervisory Board;
voestalpine Rohstoffbeschaffungs GmbH, Member of the Advisory Board

¹ The material subsidiaries listed in this report are the divisions' lead companies as well as subsidiaries of the voestalpine Group with revenue of over EUR 200 million.

» **Mag. Dipl.-Ing. Robert Ottel, MBA**

CFO

Born 1967;
Member of the Management Board since 2004; End of the current term of office: 03/31/2019; Chairman of the Supervisory Board of APK-Pensionskasse AG, Vienna; Member of the Supervisory Board of Josef Manner & Comp. AG, Vienna; Member of the Supervisory Board of CEESEG AG, Vienna; Member of the Supervisory Board of Wiener Börse AG, Vienna

Assigned areas of responsibility

Corporate Accounting and Reporting; Controlling, including Investment Controlling; Group Treasury; Taxes; Management Information Systems; Risk Management

Positions at material subsidiaries¹ of the voestalpine Group:

voestalpine Stahl GmbH, Deputy Chairman of the Supervisory Board; voestalpine Edelstahl GmbH, Deputy Chairman of the Supervisory Board; voestalpine Metal Engineering GmbH, Deputy Chairman of the Supervisory Board; voestalpine Metal Forming GmbH, Deputy Chairman of the Supervisory Board

» **Dipl.-Ing. Franz Rotter**

Head of the High Performance Metals Division

Born 1957;
Member of the Management Board since 2011; End of the current term of office: 03/31/2019

Assigned areas of responsibility

Procurement Strategy; Health & Safety

Positions at material subsidiaries¹ of the voestalpine Group

voestalpine Edelstahl GmbH, Chairman of the Management Board; voestalpine Stahl GmbH, Member of the Supervisory Board; voestalpine Metal Engineering GmbH, Member of the Supervisory Board; voestalpine Metal Forming GmbH, Member of the Supervisory Board; BÖHLER Edelstahl GmbH, Member of the Supervisory Board; Buderus Edelstahl GmbH, Member of the Supervisory Board; Uddeholms AB, Member of the Board of Directors; Villares Metal S.A., Member of the Supervisory Board; BÖHLER Schmiedetechnik GmbH, Member of the Supervisory Board

» **Dipl.-Ing. Dr. Peter Schwab, MBA**

Head of the Metal Forming Division

Born 1964;
Member of the Management Board since 2014; End of the current term of office: 03/31/2019

Positions at material subsidiaries¹ of the voestalpine Group

voestalpine Metal Forming GmbH, Chairman of the Management Board; voestalpine Stahl GmbH, Member of the Supervisory Board; voestalpine Edelstahl GmbH, Member of the Supervisory Board; voestalpine Metal Engineering GmbH, Member of the Supervisory Board

¹ The material subsidiaries listed in this report are the divisions' lead companies as well as subsidiaries of the voestalpine Group with revenue of over EUR 200 million.

COMPOSITION OF THE SUPERVISORY BOARD

» Dr. Joachim Lemppenau Born 1942	Chairman of the Supervisory Board (since 07/01/2004), Initial appointment: 07/07/1999 Former Chairman of the Management Board of Volksfürsorge Versicherungsgruppe, Hamburg
» Dr. Heinrich Schaller Born 1959	Deputy Chairman of the Supervisory Board (since 07/04/2012), Initial appointment: 07/04/2012 CEO of Raiffeisenlandesbank Oberösterreich AG, Linz; Second Deputy Chairman of the Supervisory Board of Raiffeisen Bank International AG, Vienna; Deputy Chairman of the Supervisory Board of AMAG Austria Metall AG, Braunau-Ranshofen
» KR Dr. Franz Gasselsberger, MBA Born 1959	Member of the Supervisory Board , Initial appointment: 07/01/2004 CEO of Oberbank AG, Linz; Chairman of the Supervisory Board of Bank für Tirol und Vorarlberg Aktiengesellschaft, Innsbruck; Deputy Chairman of the Supervisory Board of BKS Bank AG, Klagenfurt; Member of the Supervisory Board of AMAG Austria Metall AG, Braunau-Ranshofen; Member of the Supervisory Board of Lenzing AG, Lenzing
» Dr. Hans-Peter Hagen Born 1959	Member of the Supervisory Board , Initial appointment: 07/04/2007 Managing Director of BALDUS Consulting GmbH, Vienna; Member of the Supervisory Board of Telekom Austria AG, Vienna
» Dr. Michael Kutschera, MCJ. (NYU) Born 1957	Member of the Supervisory Board , Initial appointment: 07/01/2004 Attorney at law; Partner at Binder Grösswang Rechtsanwälte GmbH, Vienna
» Prof. (em) Dr. Helga Nowotny, Ph.D. Born 1937	Member of the Supervisory Board , Initial appointment: 07/02/2014 Former President of the European Research Council
» Mag. Dr. Josef Peischer Born 1946	Member of the Supervisory Board , Initial appointment: 07/01/2004 Former Director of the Chamber of Workers and Employees for Upper Austria, Linz
» Dipl.-Ing. Dr. Michael Schwarzkopf Born 1961	Member of the Supervisory Board , Initial appointment: 07/01/2004 CEO of Plansee Holding AG, Reutte; Member of the Supervisory Board of Mayr-Melnhof Karton AG, Vienna; Member of the Board of Directors of Molibdenos y Metales S.A., Santiago, Chile

Delegated by the Works Council:

» Josef Gritz Born 1959	Member of the Supervisory Board , Initially delegated: 01/01/2000 Chairman of the Works Council for Wage Earners of voestalpine Stahl Donawitz GmbH, Donawitz
» Brigitta Rabler Born 1959	Member of the Supervisory Board , Initially delegated: 05/01/2013 Chairwoman of the Works Council for Salaried Employees of voestalpine AG, Linz
» Hans-Karl Schaller Born 1960	Member of the Supervisory Board , Initially delegated: 09/01/2005 Chairman of the Group Works Council of voestalpine AG, Linz; Chairman of the European Works Council of voestalpine AG, Linz
» Gerhard Scheidreiter Born 1964	Member of the Supervisory Board , Initially delegated: 01/01/2012 Chairman of the Works Council for Wage Earners of BÖHLER Edelstahl GmbH & Co KG, Kapfenberg

All Supervisory Board positions held by shareholders' representatives terminate as of the close of the Annual General Meeting of voestalpine AG, which adopts resolutions relative to the business year 2018/19.

None of the members of the Supervisory Board missed more than half of the meetings of the Supervisory Board during the last business year.

COMPENSATION REPORT FOR MANAGEMENT BOARD AND SUPERVISORY BOARD

MANAGEMENT BOARD

The fixed compensation of the Management Board is determined by the General Committee of the Supervisory Board pursuant to the Austrian legal situation and is reviewed periodically.

The award of a bonus is subject to a target agreement to be concluded with the General Committee of the Supervisory Board that consists of quantitative and qualitative targets. The maximum bonus is limited to 200% of the annual gross salary for members of the Management Board and to 250% of the annual gross salary for the Chairman of the Management Board. If the agreed target values for quantitative targets are achieved exactly, 60% of the maximum bonus applies; if the agreed target values for qualitative targets are achieved, 20% of the maximum bonus applies. The over-achievement of the targets is taken into consideration proportionately until the maximum bonus is reached. The target amounts for the quantitative targets are EBIT and the return on capital employed (ROCE). Specific target amounts are determined periodically (for a period of three years) by the General Committee of the Supervisory Board in consultation with the Management Board. Its basis of calculation is independent of the respective budget and the medium-term business plan, i.e., budget compliance does not mean achieving a bonus. The qualitative targets agreed for the business year

2016/17 were firstly the presentation of a long-term NAFTA strategy for the voestalpine Group and, secondly, the development of basic technology options for CO₂-reduced steel production.

The amount of the contractually approved company pension depends on the length of service for members of the Management Board Dr. Eder, Mag. Dipl.-Ing. Ottel, and Dipl.-Ing. Eibensteiner. The amount of the annual pension equals 1.2% of the last annual gross salary for each year of service. The pension benefit cannot exceed 40% of the last annual gross salary (without variable compensation). A defined contribution arrangement was made with the members of the Management Board Dipl.-Ing. Rotter, Dipl.-Ing. Dr. Kainersdorfer, and Dipl.-Ing. Dr. Schwab; whereby 15% of their annual gross salary (without bonuses) is paid by the Company into the pension fund.

The members of the Management Board receive severance benefits at the time of termination of their employment by way of analogous application of the Salaried Employees Act (*Angestellten-gesetz*).

D&O insurance has been taken out for the members of the Management Board (as well as for executives) and for the members of the Supervisory Board, the costs of which amounting to EUR 0.1 million (2015/16: EUR 0.1 million) are borne by the entity.

The compensation paid to the members of the Management Board of voestalpine AG is comprised as follows for the business year 2016/17:

	Current fixed compensation	Current variable compensation	Total
Dr. Wolfgang Eder	1.10	2.03	3.13
Dipl.-Ing. Herbert Eibensteiner	0.80	1.17	1.97
Dipl.-Ing. Dr. Franz Kainersdorfer	0.80	1.17	1.97
Mag. Dipl.-Ing. Robert Ottel	0.80	1.17	1.97
Dipl.-Ing. Franz Rotter	0.80	1.17	1.97
Dipl.-Ing. Dr. Peter Schwab	0.80	1.17	1.97
2016/17	5.10	7.88	12.98
2015/16	4.44	5.98	10.42

In millions of euros

In addition to the remuneration in accordance with the above table, the following service costs (personnel expenses) are recognized in the consolidated financial statements for members of the Management Board with defined benefit pension agreements: Dr. Eder EUR 0.00 million (2015/16: EUR 0.00 million), Mag. Dipl.-Ing. Ottel EUR 0.30 million (2015/16: EUR 0.35 million), and Dipl.-Ing. Eibensteiner EUR 0.27 million (2015/16: EUR 0.31 million); the following pension costs are recognized in the consolidated financial statements for members of the Management Board with defined contribution pension agreements: Dipl.-Ing. Rotter EUR 0.12 million (2015/16: EUR 0.11 million), Dipl.-Ing. Dr. Kainersdorfer EUR 0.12 million (2015/16: EUR 0.11 million), and Dipl.-Ing. Dr. Schwab EUR 0.12 million (2015/16: EUR 0.09 million). Pension payments amounting to EUR 0.96 million (2015/16: EUR 0.93 million) were paid by the pension fund for former members of the Management Board with defined benefit pension agreements.

At the reporting date, the outstanding balance of the variable compensation was EUR 6.64 million (2015/16: EUR 4.92 million). No advances or loans were granted to the members of the Management Board of voestalpine AG.

Until July 3, 2016, directors' dealings notices of the members of the Management Board were published on the website of the Austrian Financial Market Authority at www.fma.gv.at; after July 3, 2016, notices are published on the Company's website (www.voestalpine.com » Investors » Corporate Governance).

SUPERVISORY BOARD

Under Section 15 of the Articles of Incorporation, the members of the Supervisory Board of voestalpine AG receive 0.1% of the profit after tax reported in the approved consolidated financial statements as compensation. The total amount is distributed in accordance with an allocation key as follows: 100% for the Chairman, 75% for the Deputy Chairman, and 50% for all other members, according to the change to Section 15 of the Articles of Incorporation resolved by the 2016 Annual General Meeting with a minimum

compensation of EUR 27,000 for the Chairman, EUR 20,000 for the Deputy Chairman, and EUR 13,000 for all other members of the Supervisory Board. Compensation is limited to a multiple of four times the stated amounts. Additionally, members of the Supervisory Board receive an attendance fee amounting to EUR 500 per Supervisory Board meeting. There is no separate compensation for meetings of the committees of the Supervisory Board, but they receive an attendance fee of EUR 500 per meeting.

According to this regulation, the shareholders' representatives on the Supervisory Board received the following compensation for the business year 2016/17: Dr. Joachim Lemppenau (Chairman): EUR 108,000 (2015/16: EUR 108,000)¹; Dr. Heinrich Schaller (Deputy Chairman): EUR 80,000 (2015/16: EUR 80,000)¹; all other shareholders' representatives: EUR 52,000 (2015/16: EUR 52,000)¹. The members of the Supervisory Board nominated by the Works Council do not receive any compensation.

The annual compensation of members of the Supervisory Board and the mode of calculation have been definitively regulated by the Articles of Incorporation since the 2006 Annual General Meeting and do not require a separate resolution by the Annual General Meeting every year.

The compensation of the Supervisory Board (including attendance fee) totaled EUR 0.55 million (2015/16: EUR 0.55 million)¹ in the business year 2016/17. The compensation of the Supervisory Board for the business year 2016/17 is paid out at the latest 14 days after the Annual General Meeting on July 5, 2017. No advances or loans were granted to members of the Supervisory Board of voestalpine AG.

Until July 3, 2016, directors' dealings notices of the members of the Supervisory Board were published on the website of the Austrian Financial Market Authority at www.fma.gv.at; after July 3, 2016, notices are published on the Company's website (www.voestalpine.com » Investors » Corporate Governance).

¹ Change to the amount of compensation for the shareholders' representatives on the Supervisory Board published in the Annual Report 2015/16 on the basis of the change to Section 15 of the Articles of Incorporation resolved by the 2016 Annual General Meeting.

As legal counsel to voestalpine AG and its subsidiaries, the law firm Binder Grösswang Rechtsanwälte GmbH, of which Dr. Michael Kutschera (member of the Supervisory Board) is a partner, provided legal advisory services relating in particular to corporate and capital market law issues in the business year 2016/17. Fees for these matters were invoiced at the general hourly rates of the law firm of Binder Grösswang Rechtsanwälte GmbH applicable at the time. For the business year 2016/17, total net fees of EUR 32,098.00 (2015/16: EUR 36,994.00) were incurred for services provided by the law firm of Binder Grösswang Rechtsanwälte GmbH.

INFORMATION REGARDING THE INDEPENDENCE OF THE MEMBERS OF THE SUPERVISORY BOARD

All of the members elected to the Supervisory Board by the Annual General Meeting have confirmed that they consider themselves to be independent based on the criteria defined by the Supervisory Board (Corporate Governance Code, Rule 53). The criteria for independence defined by the Supervisory Board may be viewed on the website www.voestalpine.com and correspond largely to Appendix 1 of the Corporate Governance Code. Furthermore, with the exception of Dr. Heinrich Schaller, who represents the shareholder Raiffeisenlandesbank Oberösterreich Invest GmbH & Co OG, and Mag. Dr. Josef Peischer, who represents the voestalpine Mitarbeiterbeteiligung Privatstiftung, none of the members elected to the Supervisory Board by the Annual General Meeting are shareholders with an investment of more than 10% or represent the interests of such shareholders (Rule 54).

COMMITTEES OF THE SUPERVISORY BOARD

The Articles of Incorporation authorize the Supervisory Board to appoint committees from among its ranks and to define their rights and responsibilities. The committees can also be given the right to make decisions. In accordance with the ratio defined in Section 110 (1) of the Labor Constitution Act (*Arbeitsverfassungsgesetz, ArbVG*), the employee representatives on the Supervisory

Board have the right to nominate members with a seat and a vote for Supervisory Board committees. This does not apply to committees that handle relations between the Company and the members of the Management Board.

The following Supervisory Board committees have been established:

GENERAL COMMITTEE

The General Committee is both the Nomination and Compensation Committee as defined by the Corporate Governance Code.

As the Nomination Committee, the General Committee submits recommendations to the Supervisory Board regarding filling Management Board positions that become vacant and handles issues regarding succession planning. As the Compensation Committee, the General Committee is also responsible for executing, amending, and dissolving employment agreements with members of the Management Board as well as for all matters associated with the management of Management Board members' stock option plans. Furthermore, the General Committee has the right to make decisions in urgent cases. It also makes decisions regarding whether members of the Management Board are permitted to take on ancillary activities.

Members of the General Committee of the Supervisory Board:

- » Dr. Joachim Lemppenau (Chairman)
- » Dr. Heinrich Schaller (Deputy Chairman)
- » Hans-Karl Schaller

AUDIT COMMITTEE

The Audit Committee is responsible for monitoring the financial reporting process, the work undertaken by the auditor, reviewing and preparing approval of the annual financial statements, reviewing and monitoring the independence of the auditor, and reviewing the recommendation for the appropriation of earnings, the Management Report, and the Consolidated Corporate Governance Report. It is also this committee's responsibility to review the Group's Consolidated Financial Statements and to submit a recommendation for the selection of an auditor and to report to the Supervisory Board in this matter. Furthermore, the Audit Committee is responsible for monitoring the effectiveness of the company-wide internal control system, the internal audit system, and the risk management system.

Members of the Audit Committee of the Supervisory Board:

- » Dr. Joachim Lemppenau (Chairman)
- » Dr. Heinrich Schaller (Deputy Chairman)
- » KR Dr. Franz Gasselsberger, MBA
- » Dr. Hans-Peter Hagen
- » Hans-Karl Schaller
- » Josef Gritz

NUMBER OF SUPERVISORY BOARD MEETINGS AND SIGNIFI- CANT MATTERS RAISED DURING SUPERVISORY BOARD MEETINGS AND MEETINGS OF THE COM- MITTEES DURING THE BUSINESS YEAR 2016/17

During the business year 2016/17, the Supervisory Board fulfilled its responsibilities under the law and the Articles of Incorporation, holding five plenary sessions and three meetings of the Audit Committee. In addition to ongoing reports on the Group's current economic and financial situation, these meetings dealt in particular with company acquisitions, the NAFTA 2020 regional strategy, European energy and climate policy including potential alternative technologies for CO₂-reduced steel production, as well as matters involving the supply of raw materials, innovation, and IT. The Audit Committee dealt with the review and preparation of the approval of the Company's consolidated financial statements and the individual financial statements, preparation of the recommendation for the appointment of an auditor as well as topics relative to the internal control system, the risk management system, and Internal Auditing. The auditor, Grant Thornton Unitreu GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft, Vienna, attended two of the three meetings of the Audit Committee and was available for questions and discussions.

In the last meeting of the business year, the Supervisory Board carried out the self-evaluation stipulated under Rule 36 of the Corporate Governance Code and, without the presence of the Management Board, dealt with the general cooperation between Management Board and Supervisory Board, quality and scope of the documents made available to the Supervisory Board as well as organizational questions based on a list of questions.

PRINCIPLES OF THE voestalpine GROUP'S COMPENSATION POLICY

Employees' total compensation is primarily paid in the form of a fixed salary in line with market conditions, and otherwise as variable compensation.

The amount of the fixed salary is based on the activities, role, and position of the employee, as well as individual experience and expertise. Any relevant statutory provisions and agreements in collective wage agreements or works agreements are complied with. The amount of the variable compensation is dependent on the achievement of set targets. Depending on the employee's role, both qualitative and quantitative are set (in particular EBIT and ROCE). Targets are usually set for one business year in each case.

There are limits on the maximum possible variable compensation and the weighting of targets for managing directors and executives. Compensation packages for all other employees are determined by the individual companies according to local practice and requirements in line with market conditions. Various compensation elements are possible, including non-monetary elements:

- » Pension plans (e.g., in the Austrian pension fund)
- » Insurance (e.g., accident insurance)
- » Discounted canteens
- » Coupons

The compensation package for managing directors and executives always includes variable compensation (bonus) and in some cases a pension plan and a company car.

MEASURES TO ADVANCE WOMEN ON THE MANAGEMENT BOARD, THE SUPERVISORY BOARD, AND OTHER LEADERSHIP POSITIONS

In the business year 2016/17, the percentage of female executives was at about 11.5%, thus decreasing slightly compared to the previous year (12.0%). Since the business year 2013/14, one woman has been in a divisional management position; and since the last election in July 2014, two women have been on the Supervisory Board of voestalpine AG, which consists of twelve members. Within the scope of internal leadership development efforts, great importance is being placed

on continuing to expand the percentage of female participants. Therefore, the Group is making every effort to ensure that women are represented at each training level of the Leadership Development Program (“value:program”). In the business year 2016/17, of the total of 186 participants, 15.1% were women. This means that the percentage of women has fallen slightly compared to the previous year (15.4%), however, it is still above the percentage of women in the Group.

Overall, the percentage of women in the voestalpine Group in the business year 2016/17 was 13.5% (previous year: 13.1%). This percentage is still low compared to other sectors of the economy, and this has industry-specific, historical, and cultural reasons. In the consciousness of the public, the image of a steel, technology, and industrial goods company is still the image of heavy industry and, therefore, broad-based recruitment of female employees is a challenging undertaking. However, the percentage of women in the voestalpine Group among salaried employees up to the age of 30 is now around 40%; despite all of our efforts, the figure for workers is still only 5.5%. None of the Group companies have explicit “female quotas.” Rather, the voestalpine Group is striving to implement appropriate measures in order to increase the percentage of women in the Group at all levels. This includes a number of activities, some of which are country-specific, such as participation in “Girls’ Day,” the targeted advancement of women in technical professions, and/or increased hiring of female graduates of technical schools and universities. Furthermore, establishment and expansion of in-house child care facilities and collaborations with external facilities is being accelerated. Such facilities and collaborations can be found at the Austrian plant locations of Linz and Leoben/Donawitz, for instance. As a result of these efforts, women are

now employed in leadership positions in traditionally male-dominated, technical areas of the Company. Women also occupy executive positions in the financial, legal, strategic, communications, and human resources departments in a number of Group companies. For example, the area “Legal and Compliance” in two of the four divisions is headed by women.

In annual human resources reporting, data on the percentage of women in executive positions is collected and analyzed regularly according to their qualifications and their status in the training programs in order to monitor the sustainability of the implemented measures.

EXTERNAL EVALUATION OF COMPLIANCE WITH THE CORPORATE GOVERNANCE CODE

The Corporate Governance Code provides for a regular external evaluation of compliance with the Code. This evaluation was carried out by the Group’s auditor during the audit of the 2016/17 financial statements. The review of compliance with the C rules of the Code regarding the audit (Rules 77 to 83) was conducted by the law firm WOLF THEISS Rechtsanwälte GmbH & Co KG. As a result of this evaluation, the auditors have determined that the declaration given by voestalpine AG with regard to compliance with the January 2015 version of the Corporate Governance Code conforms to the actual conditions and/or facts. The external review report may be viewed on the website www.voestalpine.com.

Linz, May 17, 2017

The Management Board

Wolfgang Eder

Herbert Eibensteiner

Franz Kainersdorfer

Robert Ottel

Franz Rotter

Peter Schwab

This report is a translation of the original report in German, which is solely valid.