



CORPORATE
RESPONSIBILITY
FACTSHEET

2021/22

FIGURES, DATA, FACTS

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

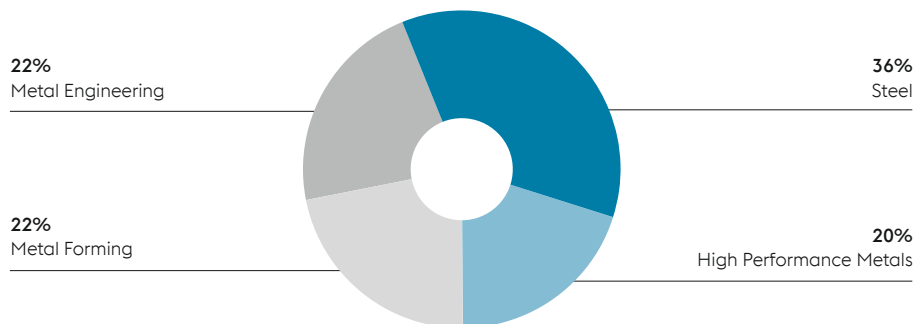
DEVELOPMENT OF THE KEY FINANCIAL INDICATORS

In millions of euros	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.

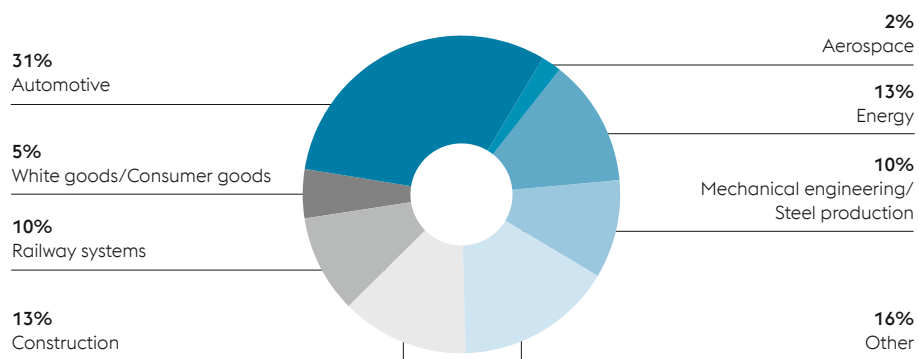
REVENUE BY DIVISION

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



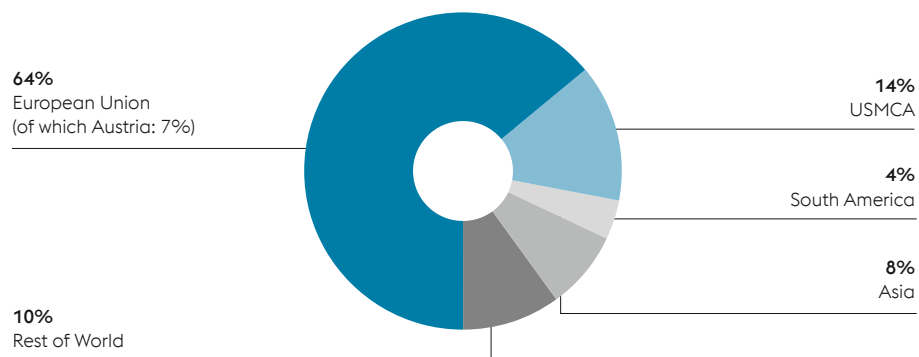
REVENUE BY INDUSTRY

In percent of Group revenue, business year 2021/22



REVENUE BY REGION

In percent of Group revenue, business year 2021/22

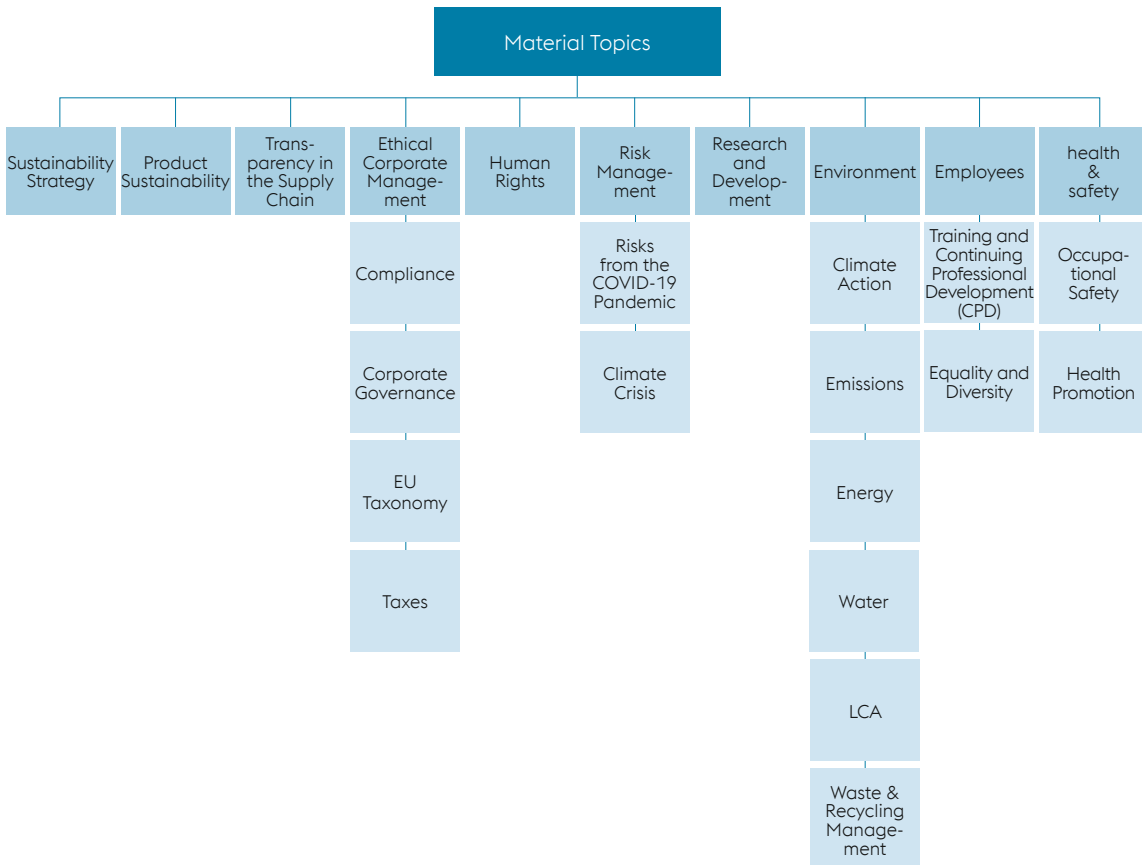
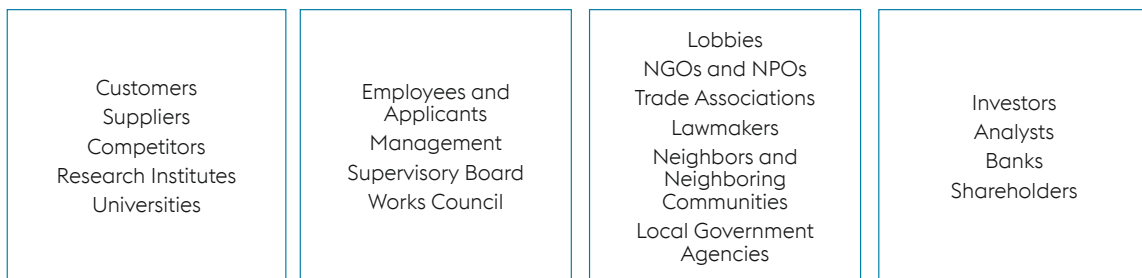


STAKEHOLDER AND CR MANAGEMENT

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.

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

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



ETHICAL CORPORATE 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

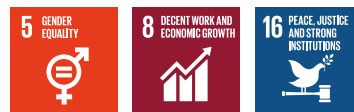
In order to ensure that managing and controlling the Group responsibly serves to create sustainable shareholder value in the long term, the Group's Management Board and Supervisory Board undertook as early as in 2003 to comply with the Austrian Code of Corporate Governance (ACCG).

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).



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.

EU-TAXONOMIE

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. 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.

		In millions of euros				
		Code	Absolute revenue	Share of revenue		
Taxonomy-Eligible Revenue	A. Taxonomy-Eligible Economic Activities					
		3.9.	7,312.4	49.0%		
		6.2.	21.2	0.1%		
		6.14.	1,523.6	10.2%		
		Revenue from Taxonomy-Eligible Economic Activities		8,857.2	59.4%	
		B. Revenue from Taxonomy Non-Eligible Economic Activities		6,066.1	40.6%	
	Total Revenue		14,923.3	100.0%		
		In millions of euros				
		Code	Absolute capital expenditure	Share of capital expenditure		
Taxonomy-Eligible Capital Expenditure (CapEx)	A. Taxonomy-Eligible Economic Activities					
		3.9.	373.5	52.7%		
		6.2.	0.2	0.0%		
		6.14.	51.5	7.3%		
		Capital Expenditure, Taxonomy-Eligible Economic Activities		425.2	60.0%	
		B. Capital Expenditure, Taxonomy Non-Eligible Economic Activities		283.1	40.0%	
	Total Capital Expenditure		708.3	100.0%		
		In millions of euros				
		Code	Absolute operating expense	Share of operating expenses		
Taxonomy-Eligible Operating Expenses (OpEx)	A. Taxonomy-Eligible Economic Activities					
		3.9.	571.2	69.0%		
		6.2.	2.1	0.3%		
		6.14.	44.0	5.3%		
		Operating Expenses, Taxonomy-Eligible Economic Activities		617.3	74.5%	
		B. Operating Expenses, Taxonomy Non-Eligible Economic Activities		210.8	25.5%	
	Total Operating Expenses		828.1	100.0%		

HUMAN RIGHTS

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

HUMAN RIGHTS TRAINING FOR EMPLOYEES

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

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

HUMAN RIGHTS TRAINING FOR SECURITY PERSONNEL

voestalpine's plant security staff largely comprises the company's own employees who are subject to the 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.

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 facilities—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.

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.



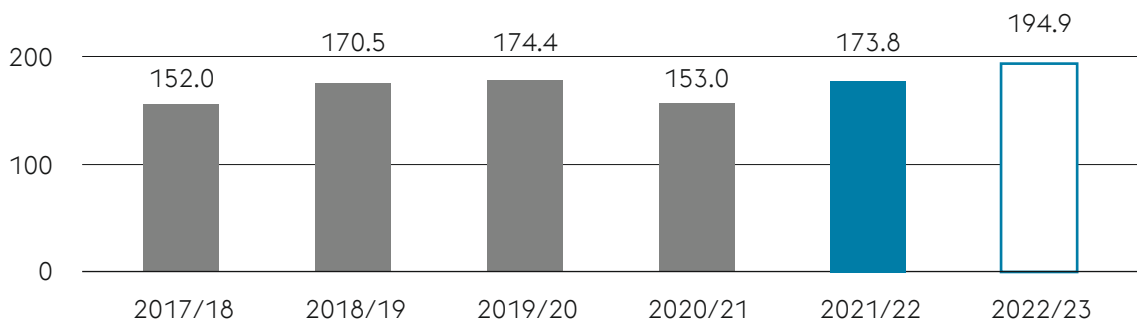
RESEARCH EXPENDITURES OF THE voestalpine GROUP

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



ENVIRONMENT

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

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

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

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

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

Process-related emissions cannot be entirely avoided due to the chemical and physical properties of existent production processes. We

operate our production facilities based on the principle that the best available technologies must be applied as appropriate and in economically viable fashion. We also develop new approaches that aim to minimize environmentally relevant effects on the air, soil, and water as best as possible.

Circular Economy and Life Cycle Assessments (LCAs)

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

Energy and Climate Policy: Commitment to low carbon production

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



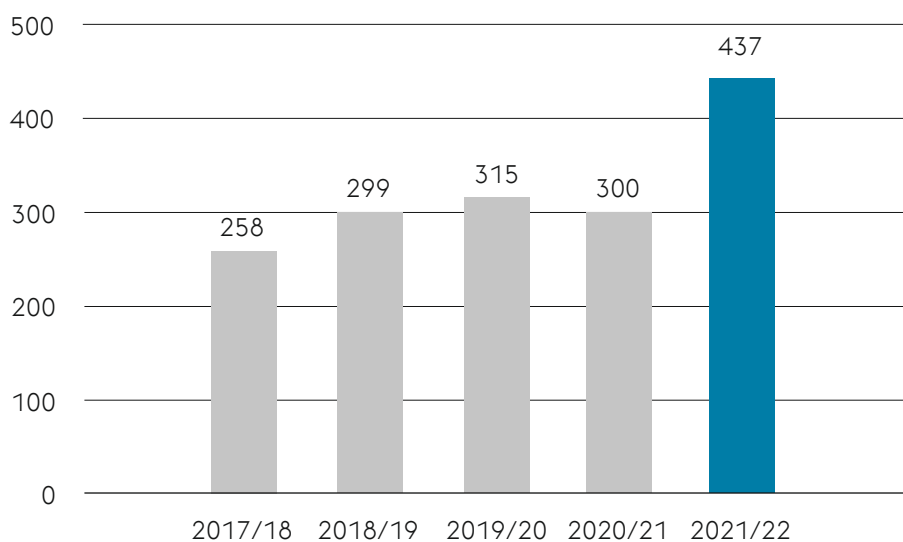
ENVIRONMENTAL MANAGEMENT SYSTEMS

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

The voestalpine Group has implemented management systems across the board worldwide. Fully 75% of its production plants have implemented an environmental management system (EMS) pursuant to ISO 14001 or the EU's Eco-Management and Audit Scheme (EMAS); Thirty percent of the entities are subject to certified energy management pursuant to ISO 50001.

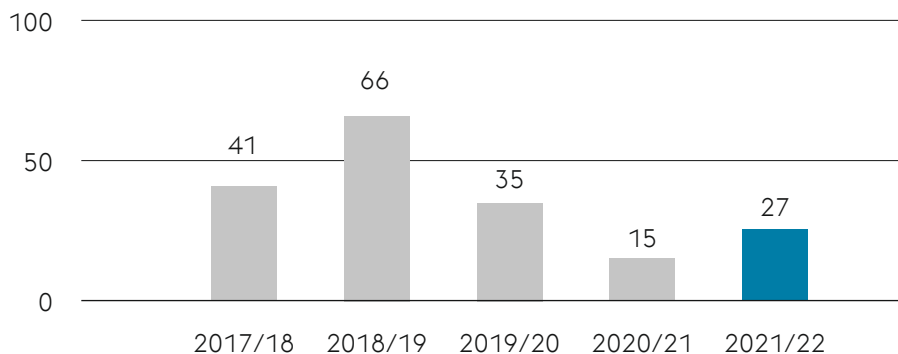
ENVIRONMENTAL EXPENDITURES

In millions of euros



ENVIRONMENTAL INVESTMENTS

In millions of euros



GREENHOUSE GAS EMISSIONS

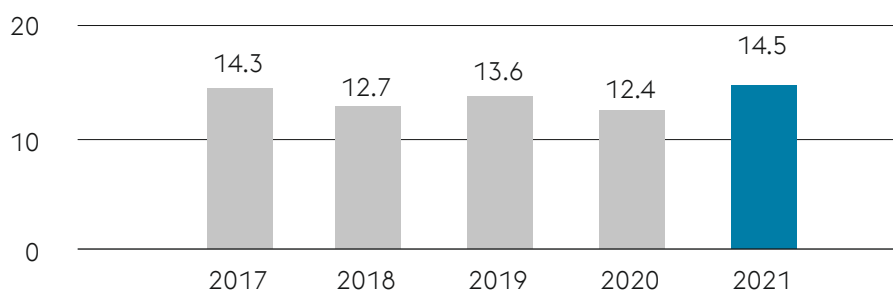
The direct greenhouse gas emissions (Scope 1) of the voestalpine Group's roughly 120 production facilities rose in calendar year 2021 by 16.2% to 14.5 million tons of CO₂ equivalents, after declining the previous year on account of the COVID-19 crisis. In Austria, the Group's plants in Linz and Donawitz 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.

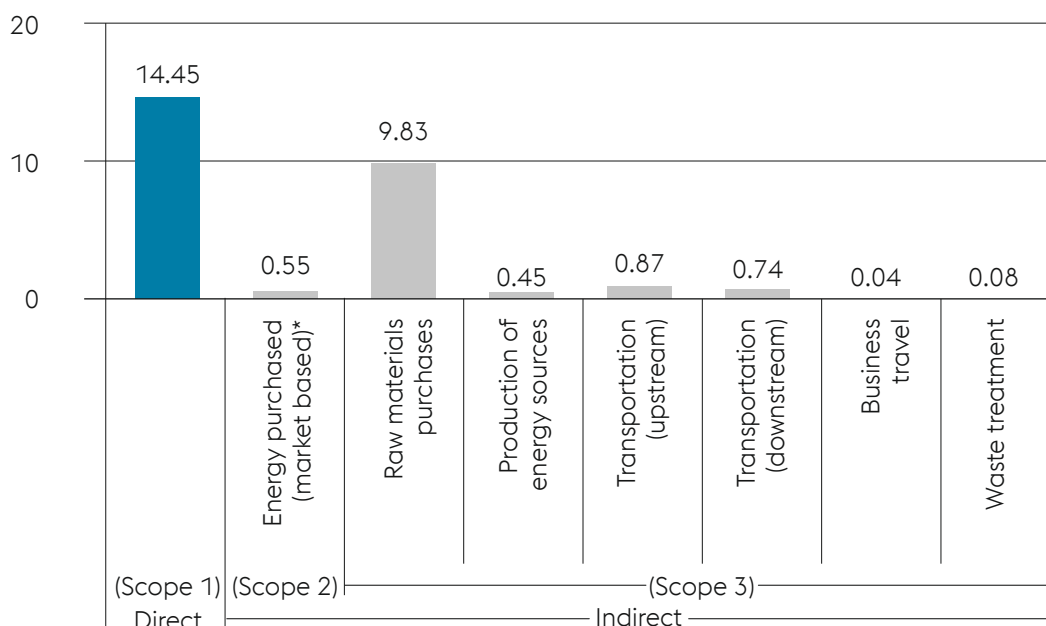
SCOPE 1 EMISSIONS

In millions of tons of CO₂e



DIRECT AND INDIRECT GREENHOUSE GAS EMISSIONS 2021

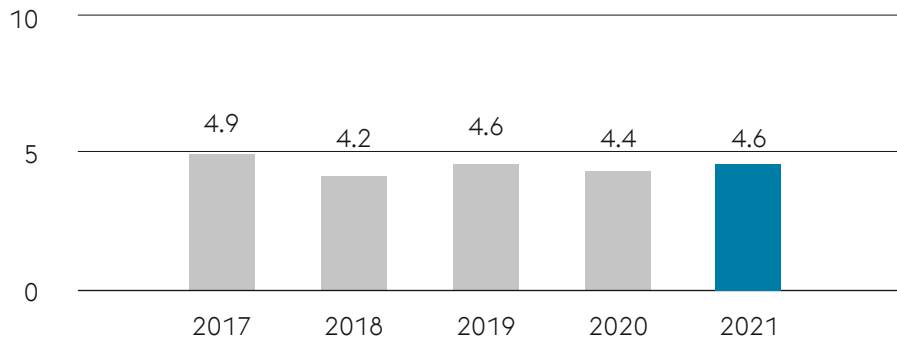
In millions of tons of CO₂e



* Scope 2 market based: 0.55 million tons CO₂e
 Scope 2 facility based: 0.73 million tons of CO₂e

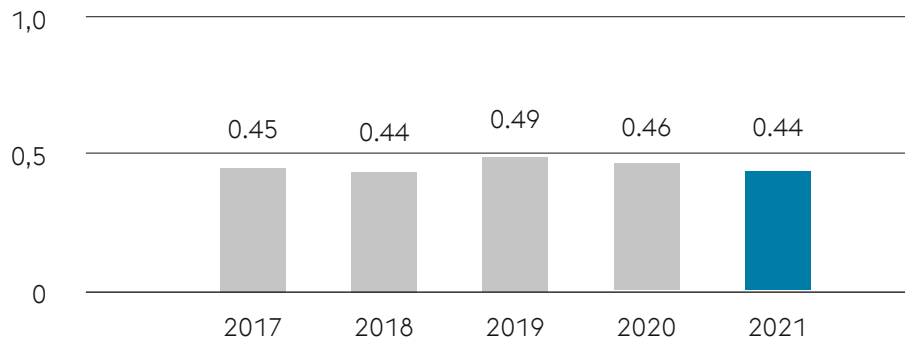
SO₂ EMISSIONS

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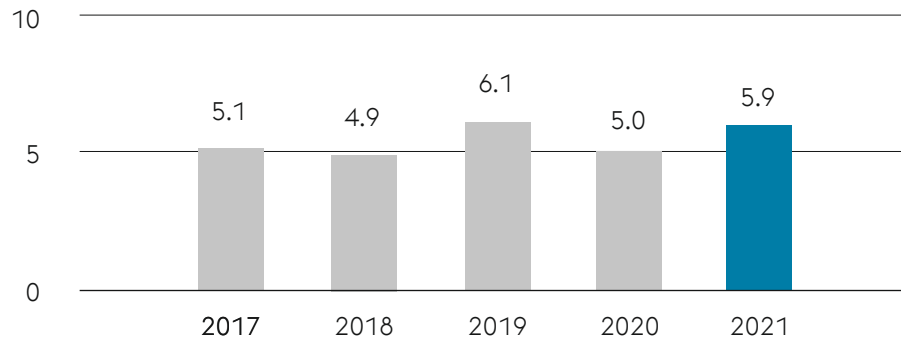
SPECIFIC SO₂ EMISSIONS

kg/t product



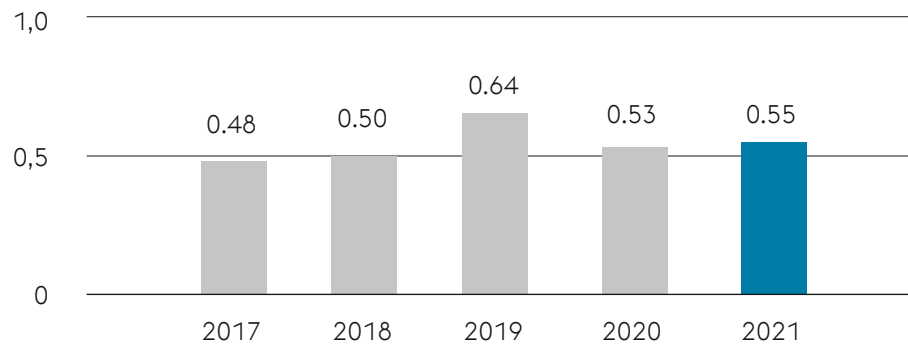
NO_x EMISSIONS

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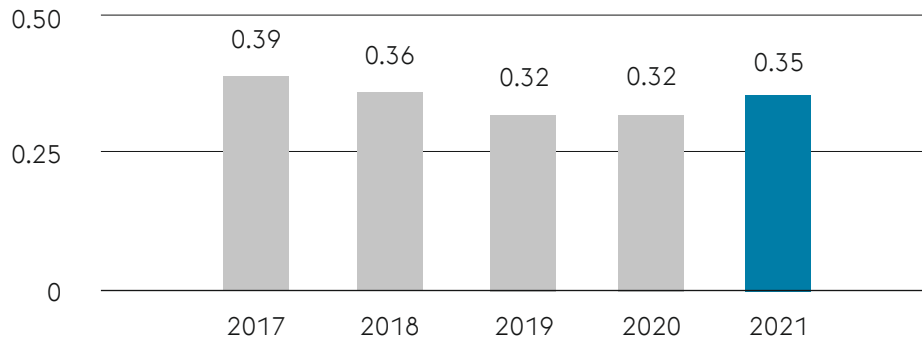
SPECIFIC NO_x EMISSIONS

kg/t product



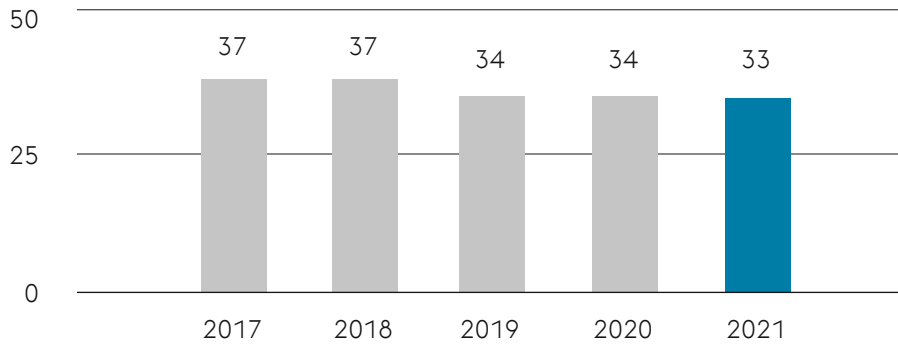
CAPTURED DUST EMISSIONS

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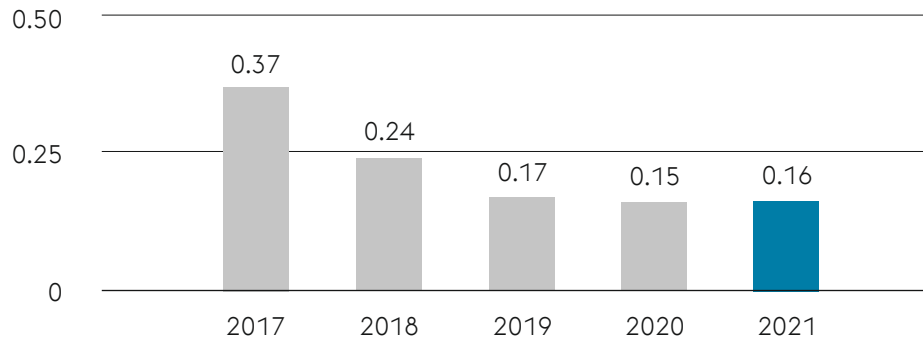
SPECIFIC CAPTURED DUST EMISSIONS

g/t of product



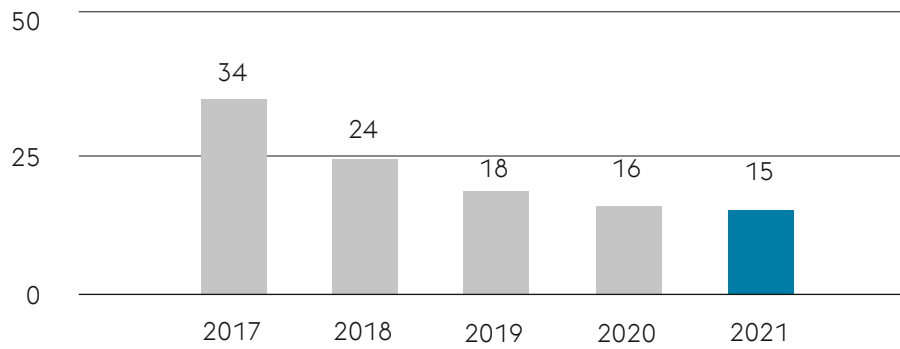
VOC EMISSIONS

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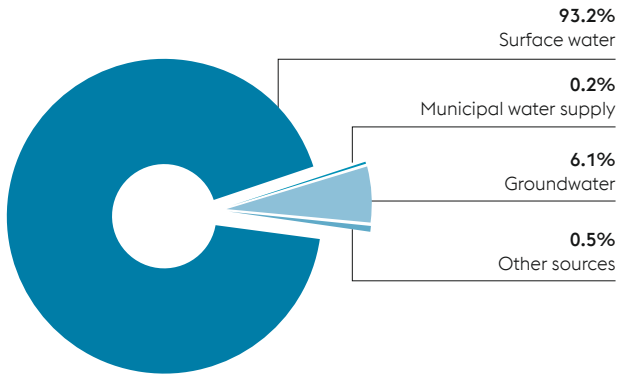


SPECIFIC VOC EMISSIONS

g/t of product

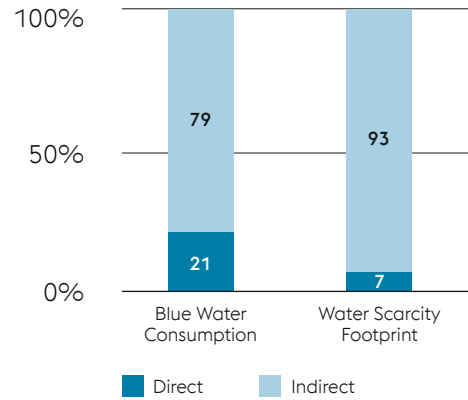


WATER EXTRACTION 2021



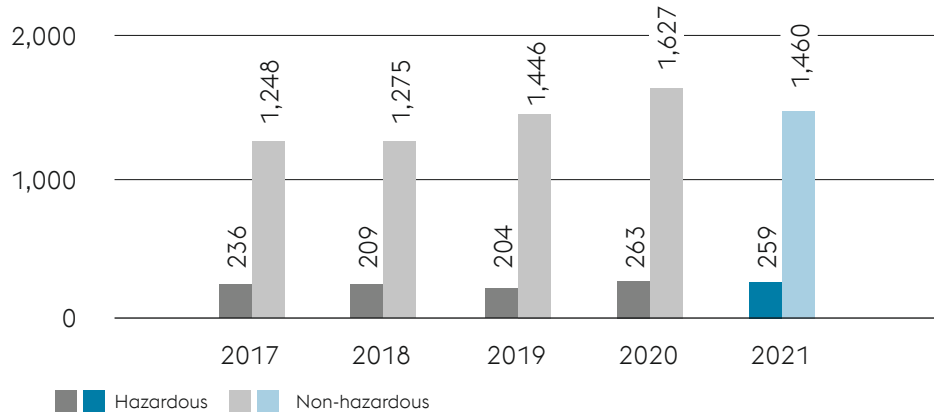
WATER FOOTPRINT 2021

In percent



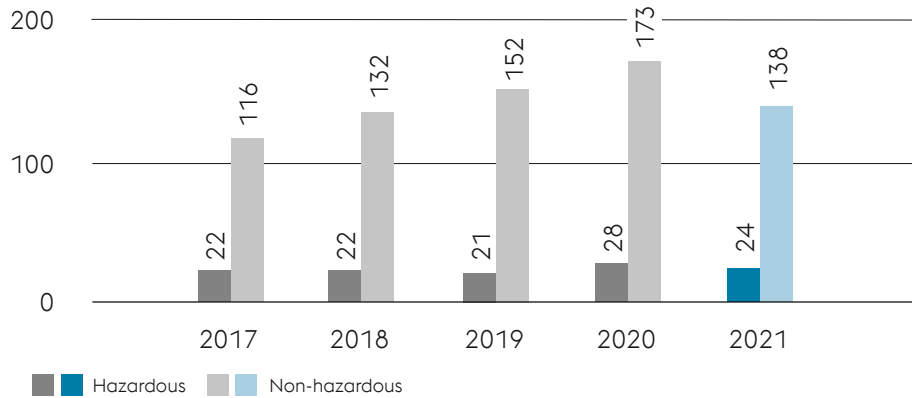
WASTE VOLUME

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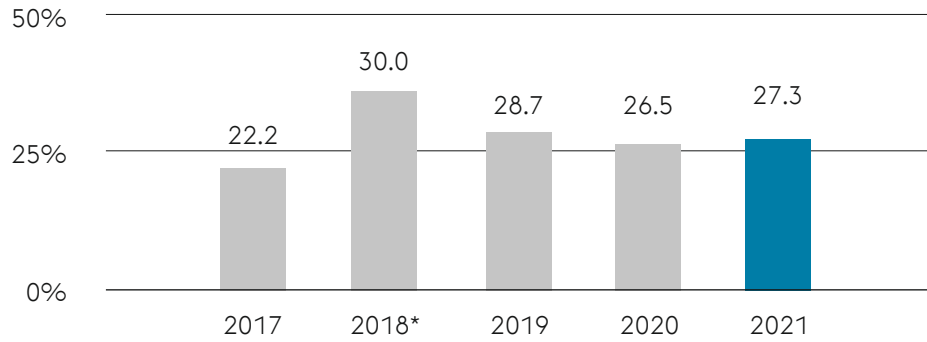
SPECIFIC WASTE VOLUME

kg/t product



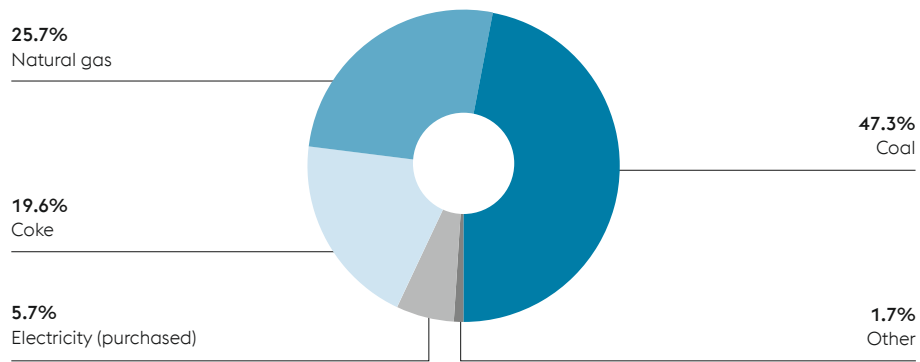
RECYCLING RATE

In percent



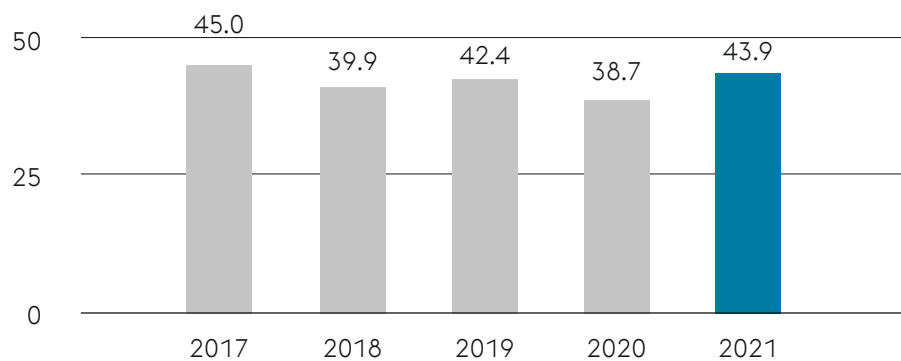
* From 2018: Recycling rate of iron relative to product output

PERCENTAGE OF ENERGY SOURCES 2021



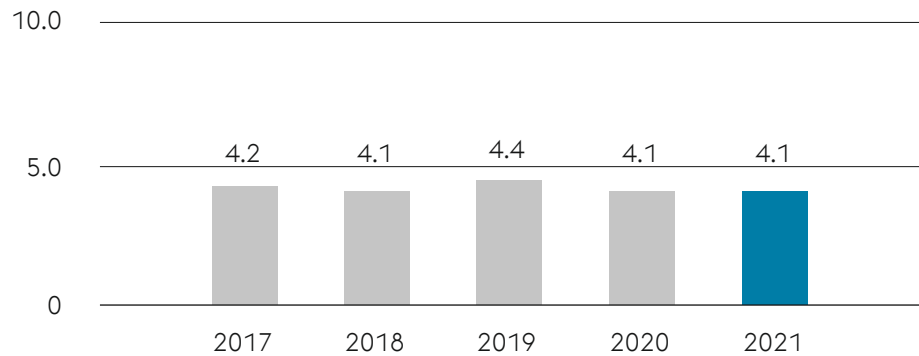
TOTAL ENERGY CONSUMPTION

TWh



SPECIFIC TOTAL ENERGY CONSUMPTION

MWh/t of product



HUMAN RESOURCES

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

Corporate Culture

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

Diversity

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

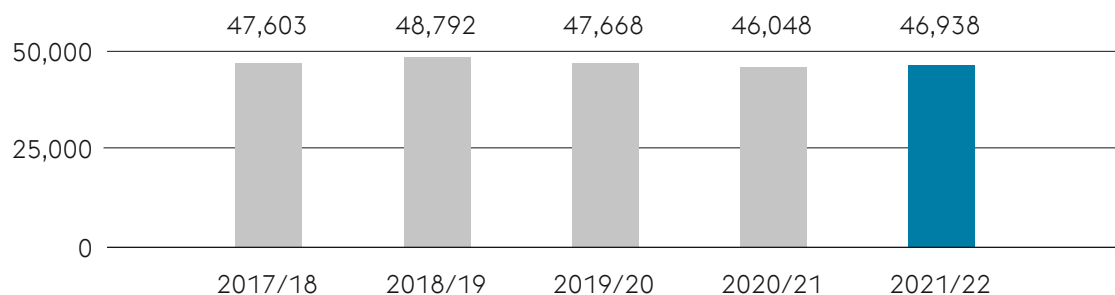
Training and Continuing Professional Development (CPD)

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



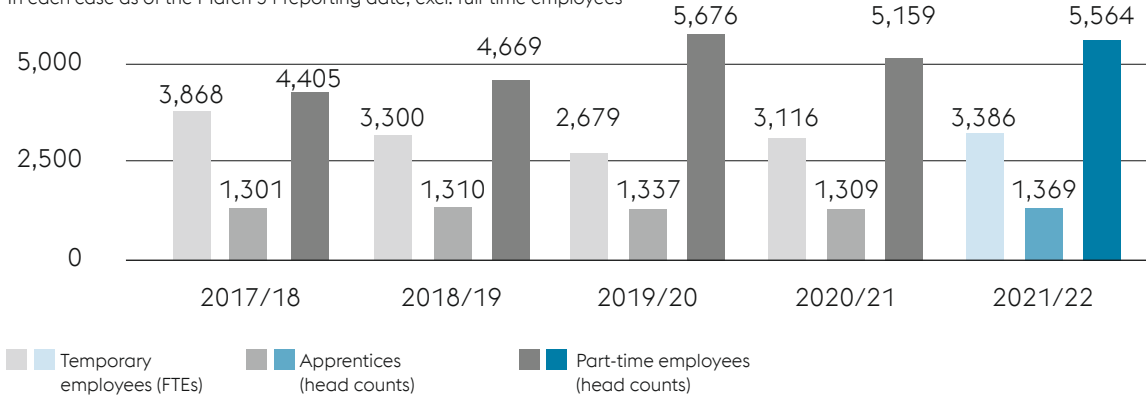
DEVELOPMENT OF THE NUMBER OF EMPLOYEES

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



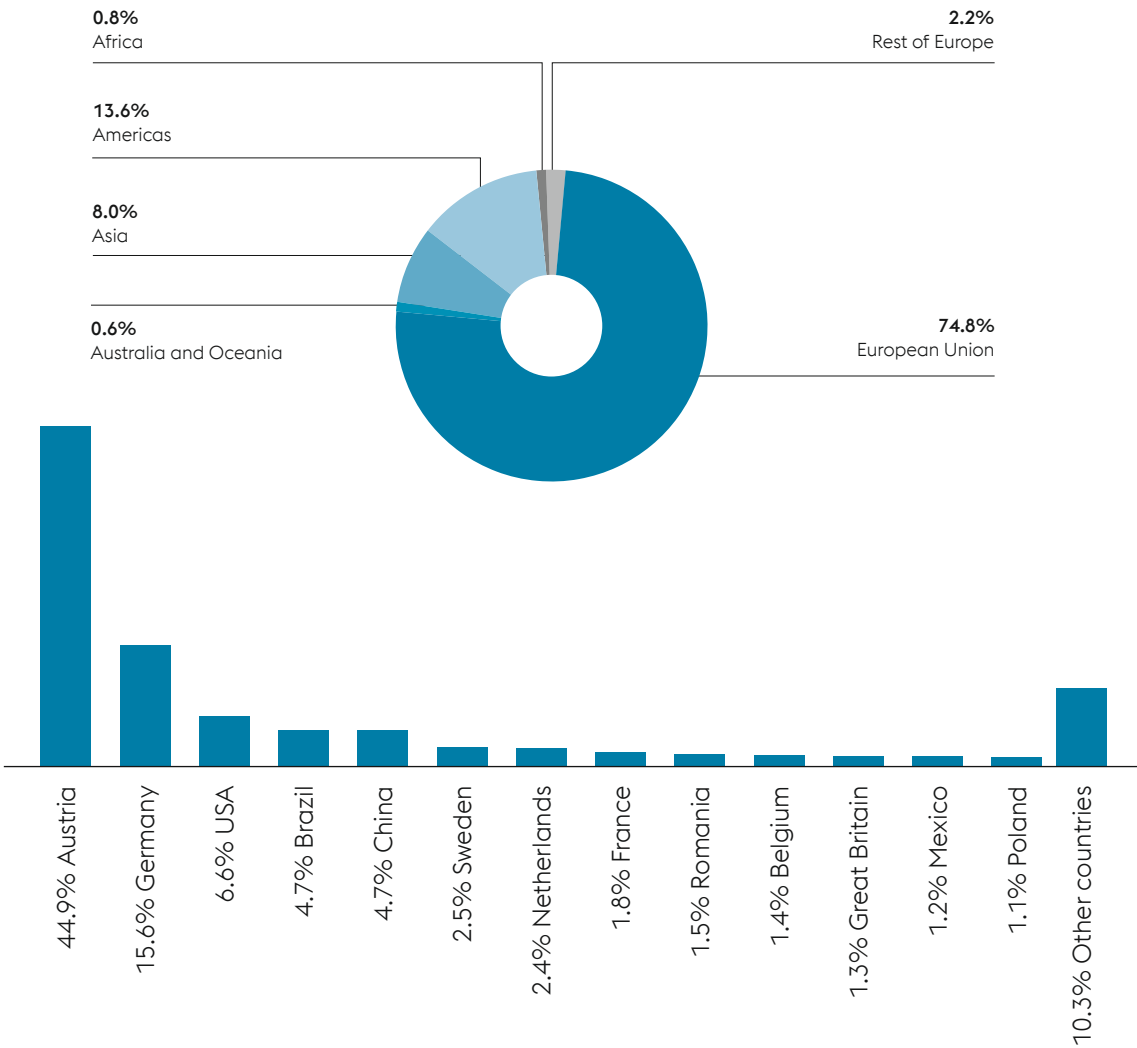
EMPLOYEE STRUCTURE BY EMPLOYMENT CONTRACT

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



WORKFORCE BY REGION

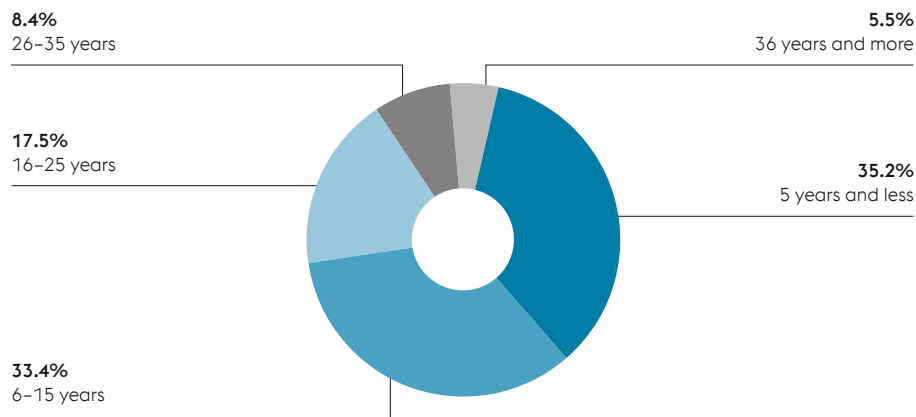
As of the reporting date (March 31, 2022), based on FTEs



YEARS OF SERVICE

As of the March 31, 2022, reporting date

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



EQUALITY AND DIVERSITY

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

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

PERSONS WITH DISABILITIES

In Austria, companies with more than 25 employees are required to make jobs available for 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.

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%

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.

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.

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.

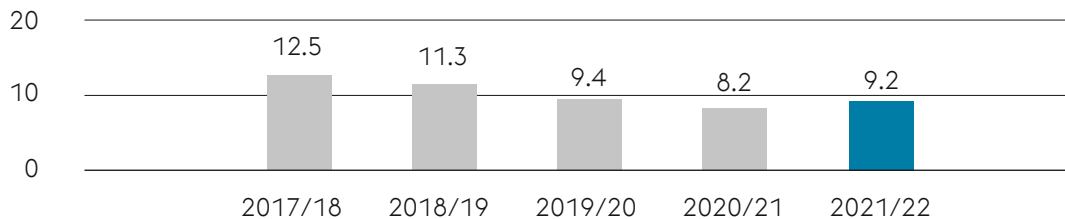


Absolutely all of voestalpine's production companies have a health & safety management system, and 50% are certified pursuant to ISO 45001 (previously OHSAS 18001). This means

that some 30,500 employees (72%) working in production are employed at a facility that has a certified occupational safety system.

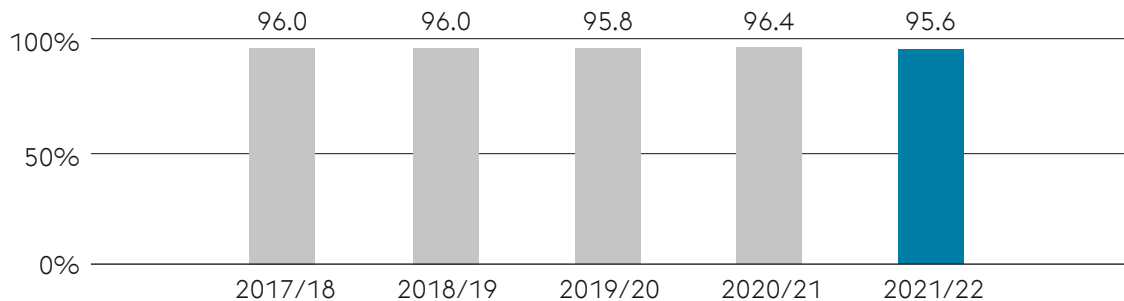
DEVELOPMENT OF THE LOST TIME INJURY FREQUENCY RATE (LTIFR)

As of the March 31 reporting date



DEVELOPMENT OF THE HEALTH STATUS

As of the March 31 reporting date



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

ees were actually present during a pre-defined period.

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