



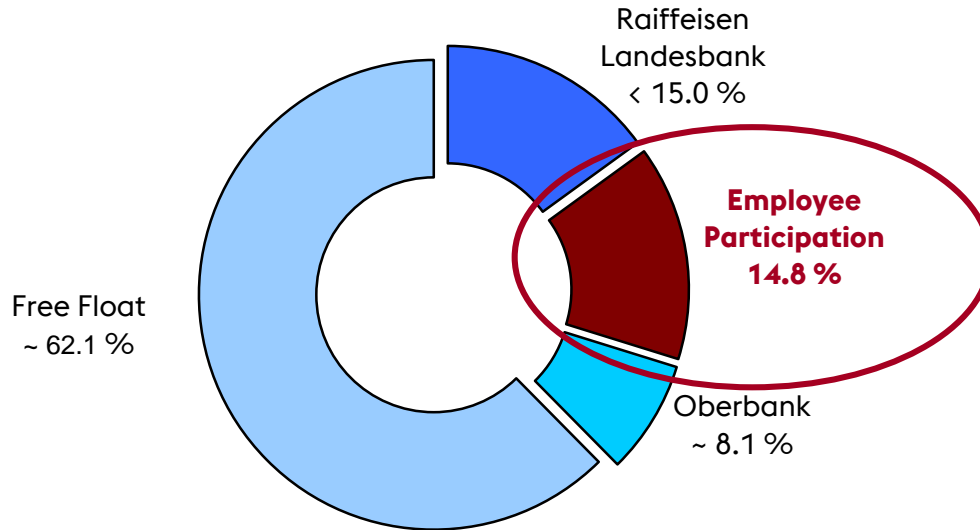
voestalpine EMPLOYEE PARTICIPATION

voestalpine Employee Participation

voestalpine
ONE STEP AHEAD.

voestalpine AG – SHAREHOLDER STRUCTURE

Shareholder Structure voestalpine AG (status 31.3.2020)



By collectively bundled voting rights of 14.8 %* employees are a stable core shareholder!

*active employees: 12.9 %
former employees: 1.9 %

AIM OF THE EMPLOYEE PARTICIPATION

contribution to secure the development of the company

“Strategic Ownership“

- » to defend against unrequested ownership restructuring, stability for future development stability for future development
- » to participate in decision making, in case of fundamental questions of the company, with more than 10% of shares
 - » Annual General Meeting
 - » Supervisory Board

possibility for individual profit for the employees

- » bonus from the employer
- » use of tax advantages
- » receive yearly dividends
- » take part in an increase of share-price

AUSTRIAN MODEL - GENERAL PRINCIPLES

Financing

- » Within the frame of the wage increase through national collective bargaining agreements, a part of the percentage wage increase has been used ten times to build up the employee participation since the year 2000. In extension of the agreed fee, supplemented by additional bonus of the employer, the employees get continuously allotted shares. The principles of the model are regulated by a Group internal works agreement.
- » Within the frame of the yearly profit related bonus payment, a part is used for allocation of shares.
- » Austria: tax (and social security contributions) relief for allocation of shares hence a maximum of € 4,500 yearly and/or € 3,000 yearly depending on the model in use.

bundling of voting rights, sustainability

- » The employee assigns the voting right of his shares through a trust agreement to the foundation during his whole employment in the voestalpine Group.

status March 2020

- » 22,800 employees in
- » all of the 52 Austrian subsidiaries integrated

INTERNATIONAL MODEL - FRAMEWORK

central, standardised design

- » Group Management Board offers a standardised international model

discounted purchase of shares

- » “Bonus Shares“ follow investment (3:1)
- » yearly contribution range from basically € 300 to € 3,000 (can be adjusted yearly)

according national laws / tax benefits

- » share price discount or matching share plan based on national regulations
- » using national benefits when fitting to the Group model (e.g. SIP in UK)

voting rights, bundling period

- » transfer of the voting rights to Austrian Mitarbeiterbeteiligung Privatstiftung
- » bundling period of 5 years

status Business Year 2019/20

- » general international offer introduced since 2009 in UK, D, NL, PL, B, CZ, I, CHE, ROU, SWE, ESP
- » 97 subsidiaries in the Netherlands (9), United Kingdom (8), Poland (6), Germany (37), Belgium (4), Czech Republic (4), Italy (6), Switzerland (2), Romania (8), Sweden (7) and Spain (6)
- » 2,500 employees are integrated
- » on average 20 % of all invited employees participate in the model

voestalpine AG

WHAT MAKES US UNIQUE

Employee Participation in the voestalpine Group, especially its basis of bundling voting rights (“strategic ownership“) is

in Austria:

- » ONE OF THE VERY FEW models with individual acquisition of shares but collective bundling of the voting rights
- » the ONLY model which integrates all employees of a group and which uses the possibility of this kind of collective bargaining agreement
- » the ONLY model which is represented in a Supervisory Board
- » with its volume of voting rights and its value of integrated shares the LARGEST broad based financial employee participation

in Europe:

- » ONE OF THE FEW models which operates cross border
- » ONE OF THE VERY FEW models which is represented in any kind of board
- » the ONLY model with an international systematic bundling of voting rights with individual shareholding at the same time



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voestalpine **voestalpine Mitarbeiterbeteiligung**

Die voestalpine Mitarbeiterbeteiligung ist ein Instrument der Mitarbeiterbeteiligung und ermöglicht es den Mitarbeitern, an der Entwicklung und dem Erfolg der voestalpine zu beteiligen. Das geschieht entweder aufgrund einer freiwilligen Entscheidung der Mitarbeiter oder aufgrund einer gesetzlichen Verpflichtung.

Mitarbeiterbeteiligung ist ein Instrument der Mitarbeiterbeteiligung und ermöglicht es den Mitarbeitern, an der Entwicklung und dem Erfolg der voestalpine zu beteiligen.

14,8 %
STIMMENANTEILE VON DER KONZERNE

Die Mitarbeiterbeteiligung ist ein Instrument der Mitarbeiterbeteiligung und ermöglicht es den Mitarbeitern, an der Entwicklung und dem Erfolg der voestalpine zu beteiligen.

von ein paar Jahren überlegt, dass man sich stärker mit dem Unternehmen identifiziert, wenn man daran beteiligt ist."

ÖSTERREICH	
FRANKREICH	
NIEDERLANDE	
VEREINIGTES KÖNIGREICH	
DEUTSCHLAND	
POLEN	
BELGIEN	
TSCHECHIEN	
ITALIEN	
SCHWEIZ	
RÖMISCHES KÖNIGREICH	
SCHWEDEN	
SPANIEN	

Informationen zur voestalpine Mitarbeiterbeteiligung:
Intranet voestalpine AG:
<https://mitarbeiterbeteiligung.voestalpine.net/>
Internet / Homepage voestalpine AG:
<https://www.voestalpine.com/group/de/konzern/mitarbeiterbeteiligung/>