

SUSTAINABILITY REPORT

2022 · 2023



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"DEAR STAKEHOLDERS,
THE ASPECTS COVERED IN THIS REPORT STEM FROM OUR DESIRE TO BE SUSTAINABLE, FROM BOTH AN ECOLOGICAL AND ECONOMIC PERSPECTIVE, WHEN PRODUCING HIGH-PERFORMANCE STEEL, AND WITHOUT NEGLECTING SOCIAL SUSTAINABILITY.

WE FIRMLY BELIEVE THAT ECOLOGY IS A VALUE THAT UNDERPINS THAT OF QUALITY.

AT voestalpine HPM ITALIA WE ARE CONVINCED THAT PRODUCING IN ACCORDANCE WITH ECOLOGICAL PRINCIPLES WILL RESULT IN A QUALITATIVELY SUPERIOR PRODUCT, WHICH CAN THEN BE SOLD IN A DIFFERENT WAY".

Mr. Marco Mearini, Managing Director
voestalpine High Performance Metals Italia S.p.A. since 2020

LETTER TO STAKEHOLDERS

SUSTAINABILITY AS A COMPETITIVE EDGE IN THE MARKETPLACE.

Initially viewed as a potential cost constraint, sustainability has become our core strength, enhancing our activities and our value. We have worked closely with in-house teams to integrate sustainability in our operations. Our marketing team communicates sustainability efforts in a transparent manner, emphasizing the circular economy, lower emissions and energy savings. They work with shopfloor and purchasing teams to ensure that sustainability permeates our operations. From energy-efficient practices to strategic purchasing, sustainable ideas originate within single units. We have invested in initiatives to showcase the economic advantages of our high-quality, longer-lifetime products. By stressing energy efficiency and a reduced CO2 footprint, we help our customers to cut emissions. With the impending carbon tax, our sustainably produced steel edges closer to competitors in price terms, effectively showing up the difference between sustainably produced and traditionally produced steel.

HOW CUSTOMERS CAN RECOGNIZE THE TRANSITION TOWARDS SUSTAINABILITY.

It has always been our way to do more than that required by law in this area: even today our in-house rules make us a global frontrunner, a benchmark in the sphere of sustainability. The original decision to go down this path was a bold one, not devoid of risks, particularly from a financial perspective. Some of our rivals took advantage of our approach and implemented a more assertive business strategy to capture a larger market share. Nevertheless, we remained committed to our convictions and stayed true to our sustainable steel production ethos. Our choices were validated by the outcomes. We continue to be acknowledged by the market for upholding these ideas, especially younger generations, who have become increasingly aware of environmental issues.

FUTURE GENERATIONS AND US.

We are building the voestalpine HPM Italia of tomorrow with fresh minds and innovative ideas. We have hired more than 15 people in recent months. We have given individuals the opportunity to work flexibly and "remotely" (smart working), be a part of youthful working groups and take on roles of responsibility. We are also striving to improve our gender diversity, with women now making up approximately 30% of our workforce.

Another major objective pertains to safety, an area in which we have already achieved a highly ambitious and significant goal: zero accidents. Thanks to a series of tangible investments in planning, procedures and skilled professionals, we have maintained an accident-free record for over 12 months. **Changing a company's culture takes the time needed to foster universal concepts.** For all of us, investing in environmentally sustainable practices leads to financial and social benefits. In our case, the cultural shift has been accompanied by a complete overhaul of management, which has handled the transformation, driven on by the pandemic, with great success."





1. voestalpine High Performance Metals Italia S.p.A.

1.1 COMMITMENT TO SUSTAINABILITY

The Sustainability Report is an annual document prepared and drafted by voestalpine High Performance Metals Italia S.p.A. on a voluntary basis to communicate its sustainability strategy, the activities it carries out and the results achieved in the three areas (Environmental, Social, Economic), also with reference to Agenda 2030 Sustainable Development Goals (SDGs).

voestalpine High Performance Metals Italia S.p.A. relies on its Sustainability Report to communicate with its stakeholders in a clear and transparent manner.

METHODOLOGICAL NOTE

In its journey towards the sustainable management of its operations, voestalpine High Performance Metals Italia S.p.A. has chosen to share with its stakeholders ongoing activities, key achievements and the objectives the company has set for the future. This Sustainability Report is the first of its kind, establishing a baseline for reporting on economic, social and environmental topics. voestalpine HPM Italia intends to publish such a report every year.

In order to ensure the reliability of the information presented, every effort has been made to limit the use of estimates (where necessary, this has been clearly indicated), by acquiring comprehensive and reliable data. The process of preparing the Sustainability Report has involved all company functions, coordinated by the Marketing department and top management.

Disclosure of this document is subject to the approval of the Managing Director.



"OUR JOURNEY TOWARDS SUSTAINABILITY BEGAN IN THE 1990S, DRAWING INSPIRATION FROM THE VIRTUOUS EXAMPLES SET BY SCANDINAVIAN COUNTRIES. THROUGH A CIRCULAR ECONOMY AND A FOCUS ON THE ENVIRONMENT, THE COMPANY GAINED A COMPETITIVE EDGE BY PROMOTING QUALITY, ECOLOGICAL RESPECT AND CUSTOMER ENGAGEMENT. OUR FUTURE GOAL IS TO INSPIRE INDIVIDUALS, FOSTERING A CONSISTENT COMMITMENT TO EMPLOYEE WELL-BEING, WORKPLACE SAFETY AND MINIMAL ENVIRONMENTAL IMPACT, OPTIMIZING COMPANY PROCESSES TO ENSURE A MORE EFFICIENT AND ECO-SUSTAINABLE FUTURE."

**Mr Marco Mearini,
Managing Director**

This is a simplified Sustainability Report. We refer you to the full Corporate Responsibility Report of voestalpine AG for further information.

SCOPE OF THE SUSTAINABILITY REPORT

The scope of the Sustainability Report corresponds:

- For economic aspects, to the consolidated Financial Statements of voestalpine High Performance Metals Italia S.p.A.
- For environmental and social aspects, to the operational facilities in Milan and respective commercial offices.

In this Report, we have reported indicators for FY2021-2022 (April 1, 2021 - March 31, 2022) and FY2022-2023 (April 1, 2022 - March 31, 2023). We have also provided some information and objectives that will be included in the next Report.

For some environmental indicators data refer to the calendar year, as indicated.



This report has been drafted according to the international Global Reporting Initiative (GRI) standard for sustainable reporting. GRI provides guidelines and principles for the drafting of reports covering key sustainability topics in the environmental, social and economic spheres. Its main goal is to promote the transparency and accountability of organisations regarding sustainability, facilitating comparisons among various corporate reports. The adoption of the GRI standard ensures that the information in the report is consistent and relevant to stakeholders.

We can say that the theme of sustainability dates back to the 1987 Report of the World Commission on Environment and Development (Brundtland Report), in which the concept of 'sustainability' or 'sustainable development' was highlighted as 'development that meets the needs of the present without compromising the ability of future generations to meet their own needs'. In 2016 the United Nations drew up the

Sustainable Development Goals (SDGs), comprising 17 objectives to guide the actions of governments, businesses and communities towards achieving more sustainable economic development by 2030. The SDGs serve as a reference framework in which voestalpine HPM Italia S.p.a. has identified its material topics.

voestalpine HPM Italia endeavours to make its own contribution to achieving the Sustainable Development Goals underwritten by UN member states in the 2030 Agenda.



1.2 SUSTAINABLE VALUE CREATION

In its approach to 'doing business,' voestalpine High Performance Metals Italia S.p.A. believes in economic dimensions being integrated with social and environmental sustainability. This belief is translated into actions through the definition of objectives and strategic plans to pursue them. voestalpine HPM Italia's EES (Economic, Environmental and Social) strategy is based on a profound transformation within the company. The Change Management project being implemented by voestalpine HPM Italia includes sustainability as one of its five areas of action.

PEOPLE

"In the past, a company's organisational set-up was geographically based," Marco Mearini explains, "whereas today the approach is much more flexible. We enable the emergence of individuals' skills and passions within a work environment that allows job role changes, when necessary, while respecting the vocation of each worker. This approach creates a highly effective corporate culture and sense of belonging. Basically, the specialisation of skills is sectoral-based rather than geographical."

PROCESSES

"We began by studying all company processes to completely overhaul them," says Marco Mearini, "from order management to product delivery and after-sales support. All with the sole aim of being the top in customer service. Our marketing activity for instance already works in synergy with communication to anticipate the needs of tomorrow's market. This translates into a competitive advantage for our clients." The digitalisation of internal processes, adoption of IoT and monitoring through digital tracking of outgoing materials are the main stages of this critical phase of the Change Management project."

TECHNOLOGIES

"The reorganisation of production, focused on Industry 4.0, is an investment for the future", Marco Mearini emphasizes. "We are implementing new material processing services, and have introduced automation in our storage machines. Not only that, we have provided our employees with new technology platforms. Increased investments in cutting-edge technologies will not only enhance products, services and the work environment but will also enable the Group to maintain its position as a leader in all key sectors, such as tools, medical devices, food and beverage, oil and gas, and aerospace."

WORKSPACE

voestalpine HPM Italia voestalpine HPM Italia is a forward-thinking organisation, evident both conceptually and physically in the reorganisation of workspaces that prioritize collaboration. "In addition to relaxing dining areas," Marco Mearini goes on, "we have added spaces where one can enjoy a coffee while attending a presentation, and have adopted flexible work organisation methods. In this regard, smart working has dispelled a taboo and demonstrated that we can meet the needs of individual workers, allowing people to have a fulfilling life and decent standard of living. This also helps to raise productivity and enthusiasm."

SUSTAINABILITY

voestalpine HPM Italia has a broader idea of sustainability, which forms the basis for a virtuous chain in which everyone is actively involved. All activities performed in the company form part of a division-level framework called InSPire - Sustainable Performance, initiated by the High Performance Metals division. This holistic approach links together the economic, ecological and social aspects of sustainability. At its core, this approach revolves around four main themes: Circular Economy, Climate Impact, Sustainable Sourcing and Social Impact.

1.3 inSPire: THE FRAMEWORK FOR SUSTAINABILITY IN HIGH PERFORMANCE METALS

We make every job sustainable.

inSPire is our reference sustainability framework, and we have an ambitious vision: to incorporate all the sustainability pillars in our day-to-day activities and ensure a lasting legacy for current and future generations.

ECONOMIC SUSTAINABILITY IS A CORE STRENGTH OF OUR COMPANY. INVESTING IN A SUSTAINABLE BUSINESS MODEL MEANS INVESTING IN OUR FUTURE AND IN THE INTEGRITY OF OUR CORPORATE MODEL ESF ROP 2014-2020 / Opportunities and Inclusion



THE inSPire MISSION

As a leading global supplier of high-performance materials, with an exclusive support network that inspires customer trust, inSPire ensures a level of sustainable performance that goes beyond expectations for the planet and for future generations.

By integrating products, services, and technical expertise, it has a profound impact within its sphere of action.

Through its example, inSPire enables customers to engage in sustainable initiatives and suppliers and partners to be at the forefront of transformational processes essential for tomorrow



FOR MORE DETAILS:
inSPire - voestalpine HPM Italia

MAIN SUSTAINABILITY GOALS OF inSPire

Every transformation needs a vision. To turn that vision into reality, a specific strategy and goals to drive daily operations are indispensable.

The goals of High Performance Metals are clear: to make a significant contribution in the areas of the circular economy, climate impact and sustainable supplies. The organization has thus established four priority objectives, each with its respective actions, fully respecting all sustainability pillars."

The voestalpine group has joined the Science-Based Targets initiative (SBTi), which sets science-based sustainability goals, contributing to this project with our inSPire framework.

Reducing CO₂ emissions by 50% in our operations (Scope 1 & 2) by 2029



Contributing to the voestalpine group target of reducing CO₂ emissions by 25% in our supply chain (Scope 3) by 2029



Reusing over 90% of recycled scrap and secondary raw materials in our production processes by 2030.



inSPire's VALUES



"WE VALUE SUSTAINABILITY AS AN OPPORTUNITY, WHICH IS WHY WE HAVE SET OURSELVES AMBITIOUS TARGETS AS PART OF OUR SUSTAINABILITY STRATEGY."

Philipp Horner,
Chief Sustainability Officer
voestalpine HPM

Rootedness. Being embedded in an established global organisation, we have broad-based know-how and experience in our field of expertise. Deeply rooted traditions, diverse cultures and proven technologies provide us with a solid base for our daily actions.

Cooperation. Connected through international partnerships, diverse cultures and individuals, we rely on a highly collaborative approach to provide durable, high-performance materials for current and future generations.

Courage. The claim to be one step ahead requires us to actively pursue new paths and innovative solutions. Profound and sustainable change needs the courage to seek cooperation rather than opposition among participants in the same industry.

Performance. Our aim to reach high-performance levels also takes into consideration the upstream and downstream processes of our solutions, and requires a focus on creating added value for the planet's climate and for our society

Focus. When implementing sustainability, we are committed and determined to attain specific goals. This stems not only from the high standards we set ourselves, but also from our knowledge of necessary transformational processes for tomorrow.

1.4 voestalpine GROUP

The voestalpine group operates in the steel and technology sector, possessing complementary expertise in materials and processing, and is a global leader in the sectors it works in.

The group is continuing along its path of sustainable internationalisation. Key markets include primarily European markets, but also USMCA (USA, Mexico, Canada), and Asia (especially China), which are significant markets for future growth.

RESEARCH AND DEVELOPMENT

The voestalpine group has invested 190 million EUR in R&D and employs over 700 researchers. It is an industrial company that places significant emphasis on research. This may be seen by the numerous new patents granted and awards given for high-tech applications. The commitment to R&D stretches to collaborative relationships with over 100 scientific institutes worldwide.




500/50/5
branches/countries/
continents



8
production sites



51,200
employees



140
warehouses and service
centers



18.2
billion EUR
in revenue



1995
stock exchange
year of listing



2.5
billion EUR
in EBITDA



4
divisions

Data for fiscal Year 2022/23

Data for fiscal Year 2022/23

World's number one supplier of high-performance materials, with a global support network that has earned the trust of its customers.

GROUP DIVISIONS

STEEL DIVISION

High-quality steel strips and heavy plates suitable for the most sophisticated applications.



HIGH PERFORMANCE METALS DIVISION

Tool steels, high-speed steels and special forgings. Brands: Additive Manufacturing and Engineered Products.



METAL FORMING DIVISION

Leader in highly specialised sectors, providing high-quality metal processing solutions through a global network and related services.



METAL ENGINEERING DIVISION

Dedicated to railway technologies. Number one in Europe for the production of tracks and cables with special treatments; a leader in the seamless tube sector for special applications and high-quality welding consumables.



1.5 voestalpine HIGH Performance Metals Italia

voestalpine High Performance Metals Italia is based in Milan, via Filippo Palizzi 90. The Milan headquarters spans more than 8,000 square metres. A warehouse is also available where goods destined for customers arrive and depart. There are also sales offices across Italy.



demand for a semi-finished or finished product, produced by 3D printing or conventionally, high-tech and ready to use.

The Group's history goes back more than a hundred years: Böhler had been operating in Italy since 1890, and Uddeholm since 1971. The merger of the two companies gave rise to Böhler-Uddeholm Italia in 1999, which became voestalpine High Performance Metals Italia S.p.A. on 1 March 2018. On that date Böhler Uddeholm Italia S.p.A.

changed its name to voestalpine High Performance Metals Italia S.p.A.

In 2010 Buderus Edelstahl joined forces with the newly named company.

The voestalpine Group, to which the company belongs, has more than 500 offices on five continents.

Underpinned by a solid strategy and workforce commitment, FY22-23 was record-breaking in terms of revenues, profit and equity.

voestalpine High Performance Metals Italia S.p.A.'s business focuses on pro-

duct marketing across Italy and in-house manufacturing processes such as cutting to specifications, milling and machining.

it also provides customers with services such as heat treatment, delivered by external partners. Two technical departments support sales and focus on product and process quality and environmental protection through product circularity.

HISTORY OF voestalpine High Performance Metals Italia S.p.A.

voestalpine High Performance Metals Italia S.p.A. is a publicly traded company that sells high-speed steels, special tool steels and high-performance special alloys for technology-intensive applications.

voestalpine HPM Italia's steels have excellent chemical, physical and mechanical properties, meeting requirements such as wear resistance, corrosion resistance, compression/tensile strength and ductility, fitting a wide range of applications and sectors. Special mould and tool steels are modified according to whether hot

or cold processing is applied and the type of product being processed (steel, plastic, aluminium, etc.). They can also be used for the construction of components (e.g. components for the automotive industry, oil and gas extraction, mechanical engineering and consumer goods industry, etc.).

In the past two years voestalpine HPM has produced 3D printing powders by investing in state-of-the-art atomisation plants. In addition to powders, it has launched two major projects: Additive Manufacturing and Engineered Product, both responding to market

"THE HIGH PERFORMANCE METALS DIVISION OF voestalpine IS A TECHNOLOGY-DRIVEN COMPANY ALWAYS ON THE LOOKOUT FOR INNOVATION AND ENHANCED PERFORMANCE FOR OUR CUSTOMERS. THIS VISION AND ITS SUCCESSFUL EXECUTION IS RELIANT ON OUR EMPLOYEES ALL OVER THE WORLD, WHO ENSURE THAT WE STAY "ONE STEP AHEAD". THE SAME HOLDS TRUE FOR OUR ITALIAN ORGANISATION, WHICH HAS DONE A PHENOMENAL JOB OVER THE LAST COUPLE OF YEARS IN FOLLOWING THIS VISION. OUR ITALIAN TEAM HAS GONE THROUGH A LOT OF CHANGES, AND FOCUSED ON BECOMING A MORE CUSTOMER-CENTRIC ORGANISATION, SUPPORTING OUR PARTNERS WITH FIRST-CLASS STEEL PRODUCTS AND LATELY MORE AND MORE SERVICES AND SOLUTIONS."



Martin Fuhrmann

Managing Director/Director Region International voestalpine HPM International GmbH

ABOUT voestalpine High Performance Metals Italia

1991	1995	2003	2007	2011	2017	2018	2020
Merger of Austrian Böhler Group with Swedish Uddeholm Group to form Böhler Uddeholm AG, headquartered in Vienna and owned entirely by ÖIAG (Republic of Austria). The history of Böhler and Uddeholm goes back to 1446 and 1668 respectively.	Partial privatisation of Böhler-Uddeholm, with an initial public offering on the Vienna Stock Exchange.	Completion of the Böhler-Uddeholm privatisation process with the sale of Österreichische Industrie Holding AG (ÖIAG) shareholding.	Acquisition of Böhler Uddeholm AG by voestalpine AG group from di Linz, a European leader in the steel industry. Böhler Uddeholm is voestalpine's Special Steel division, alongside the three Steel, Metal Engineering and Metal Forming divisions.	Holding company Böhler-Uddeholm AG changed its name to voestalpine Edelstahl GmbH.	The name of the holding company changed to voestalpine High Performance Metals. Böhler Uddeholm Italia S.p.A.	changed its name to voestalpineHighPerformanceMetals Italia S.p.A. The change management	process got under way, involving a reorganisation of the company, starting with a strategic vision providing scope to People, Processes, Technologies and Sustainability and redefining the concept of Workspace.



1.6 PROJECTS AT THE CORE OF TRANSFORMATION FOR A BETTER FUTURE

LEAN MANAGEMENT AND OPERATING MODEL

The goal of the Operating Model is to create a consistent and integrated framework to guide the company in successfully pursuing its objectives, particularly that of becoming a Premium Company for customer service, focusing on logistics and sales.

The Operating Model implemented by voestalpine HPM Italia is not only effective but also very flexible and adaptable to changing market conditions and business and group challenges. It is consistently aligned with the company's strategy to ensure that all activities are aimed at supporting long-term business goals

In the modern corporate landscape, Lean Management has emerged as a crucial approach to enhancing operational efficiency, reducing waste and fostering a culture of continuous improvement. Following the Lean approach, since 2020 voestalpine HPM Italia has been on something of an Operating Model journey. The Operating Model at voestalpine HPM Italia has been developed over three phases: an initial Analysis phase, where over 250 activi-

ties were outlined; a second Design phase, and finally the implementation phase, which includes a Sustainability Check to monitor progress."

voestalpine HPM Italia has successfully created an organisational and operational structure that defines the planning and management of activities and resources to achieve strategic and operational objectives.

Key elements of the voestalpine HPM

Organisational Structure. After a thorough analysis of internal workflows, the company set-up was defined, including divisions, business units, teams and hierarchical relationships. This also involved the allocation of responsibilities and powers within the organisation.

Operational Processes. The key processes followed by the company to carry out its daily activities have been identified. These processes include sales, HR management, financial management, logistics and warehouse management, supply chain, marketing and quality.

Roles and Responsibilities. Definition of who is responsible for what within the organisation. This includes defining the roles and responsibilities of employees, managers and executives

Organisation Culture. The operating model reflects the corporate culture, including shared values, norms, practices and attitudes within the organisation. Please refer to the Culture Model chapter



COMPANY CULTURE AS THE FOUNDATION OF TRANSFORMATION: voestalpine HPM Italia

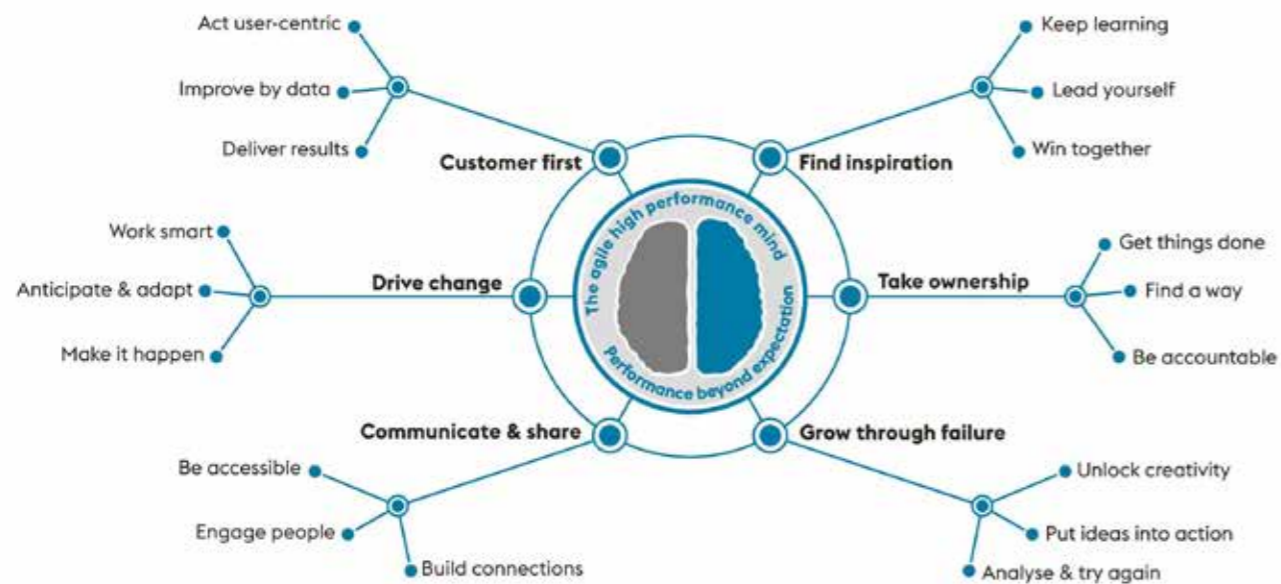
THE FUNDAMENTAL CONNECTION BETWEEN CULTURE AND PERFORMANCE

The corporate culture at voestalpine HPM Italia is not only significant but a key part of our success. The company has recently embraced a distinctive Culture Model in the context of an ambitious Performance & Transformation project, which is shaping our path towards the future.

Corporate culture is not merely a set of values and behaviors; rather, it's a driving force that steers the company towards its goals. For voestalpine HPM Italia, the culture model has become a central element in our mission for continuous improvement and adaptation to challenges in an ever-evolving market.

1.7 PRODUCTS AND SERVICES

voestalpine High Performance Metals Italia S.p.A.



A DISTINCTIVE CULTURE MODEL

voestalpine HPM Italia has embraced a well-defined Culture Model based on the core principles of its parent company, voestalpine Group. This model is built upon six fundamental pillars:

1. CUSTOMER FIRST
Customer focus is an absolute priority. The culture model places the customer at the center of every business decision and action, ensuring that products and services fully meet their needs and expectations.
2. TAKE OWNERSHIP
"In voestalpine HPM Italia's Culture Model, every member of the organisation is expected to take responsibility for their actions and decisions. This not only fosters autonomy and individual initiative but also encourages a sense of pride and belonging to the company."
3. COMMUNICATE&SHARE
Innovation is at the core of voestalpine HPM Italia's company culture. Cooperation and exchanging ideas are encouraged at all levels, fostering creativity and adaptability within the organisation.
4. DRIVE CHANGE
The company acknowledges that the business world is constantly evolving, and adaptability is crucial for long-term success. Employees are encouraged to be agents of change, identifying improvement opportunities and working together to implement new ideas and processes.
5. FIND INSPIRATION
voestalpine HPM Italia believes that inspiration can come from many sources, both internal and external. Employees are encouraged to seek new ideas and approaches, learn from others and mutually inspire one another to develop innovative solutions to challenges.
6. GROW THROUGH FAILURE
voestalpine HPM Italia embraces the concept that failure can be a stepping stone to future success. The company promotes a culture where mistakes are seen as learning opportunities.



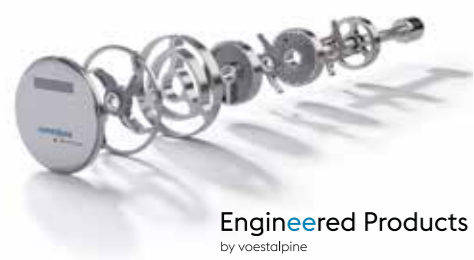
Böhler
World leader for the supply of tool steels, high-speed steels and special materials. The steelworks is located in Kapfenberg, Austria, its origins dating back to 1446.



Uddeholm
Leader in the production of steels for molds and industrial tools. The steelworks is located in Sweden, in Hagfors, its origins dating back to 1640.



Buderus Edelstahl
One of the leading German manufacturers of high-performance special steels, specializing particularly in materials for large plastic molds. It is based in Wetzlar, Germany.



Engineered Products
by voestalpine

ENGINEERED PRODUCTS

Engineered Products are customised, ready-to-use components made from premium voestalpine materials. They are designed and manufactured to fit specific requirements, undergoing all necessary production steps such as machining, heat treatment and high-quality PVD coating.



ADDITIVE MANUFACTURING

This is not just a new way of manufacturing; it's a new way of thinking. There are no limits to digital design and to creating the final product layer by layer. Additive Manufacturing (AM), commonly known as '3D printing,' allows for quicker production, lighter parts and shapes that were previously impossible to obtain.



SERVICES

voestalpine HPM Italia not only provides the product but also supports the customer in initial steel processing, optimizing time and facilitating production work. Services include mechanical processing (6-side machining, customised cutting, milling, etc.), heat treatment, logistics and support from two technical departments capable of providing pre and post-sales consulting and conducting training sessions at institutes such as Politecnico di Milano and AQM.

There have been no cases of non-compliance of voestalpine HPM Italia products with regulations or self-regulation codes concerning the health and safety of workers and customers. All voestalpine HPM Italia products come with documen-

tation that provides customers with clear information regarding characteristics, safety and potential use in specific and highly regulated sectors (e.g., Aerospace sector and MOCA regulations for all products destined for the Food & Beverage sector).

HIGH-PERFORMANCE MATERIALS FOR THE MOST DEMANDING INDUSTRIES AND CUSTOMERS



AUTOMOTIVE



ENERGY SECTOR



AEROSPACE



FOOD & BEVERAGE



MECHANICAL ENGINEERING



CONSUMER GOODS



SPECIAL APPLICATIONS



MEDICAL TECHNOLOGY



OIL AND GAS

voestalpine High Performance Metals Italia S.p.A. CERTIFICATION



The commitment to continuously improve services and processes and ensure the utmost efficiency and satisfaction of each served customer lies at the core of voestalpine High Performance Metals Italia's Quality Management System, certified according to ISO 9001 standard

In addition to specific certification for the target market, voestalpine High Performance Metals Italia is among the 7% of Italian companies holding Cribis Prime Company certification, acknowledgement of the highest commercial reliability. This recognition has been awarded to voestalpine High Performance Metals Italia year after year.



1.8 GOVERNANCE MODEL



**MARCO
MEARINI**

Managing Director



**MARCO
COLOMBO**

CFO



**VALENTINA
FUSETTI**

Procurement & Legal



**PAOLO
DALMASIO**

IT



**MARTA
DEL PUPPO**

Marketing & CRM



**STEFANO
MERCURIO**

Operation & Lean



**MAURO
BORTOLOTTI**

Sales Director
Böhler



**LUCA
COMERIO**

Sales Director
Uddeholm



**MARCO
CHIESA**

Sales Director
Buderus

voestalpine High Performance Metals Italia S.p.A. is a joint-stock company with a sole shareholder (voestalpine HPM GmbH Austria), with no other entities to report on.

The Management Body of voestalpine High Performance Metals Italia S.p.A. is the Board of Directors, made up of 7 members, including a Chairman and a Managing Director.

The Control Body is the Board of Statutory Auditors, consisting of five members. The sole shareholder has also appointed an auditing firm (PricewaterhouseCoopers S.p.A.).

A Deputy Chairman of voestalpine High Performance Metals Italia S.p.A. (the Managing Director), 3 executives with full powers of attorney and top management have also been appointed.

The Board of Directors is always actively involved in economic, environmental and social issues, in particular defining relative strategies and objectives. It also has the power to appoint executives with full and special powers of attorney to ensure the smooth running of activities, also relating to economic, environmental and social issues. Any decision in this respect is taken with the approval of the Chairman of the Board and other Board members.

RISK MANAGEMENT AND INTERNAL CONTROL SYSTEM

voestalpine High Performance Metals Italia S.p.A. implements a common risk management model for all companies and divisions of the voestalpine Group. The compliance strategy of the voestalpine Group and the tools used to implement it are therefore applied within voestalpine HPM Italia.



COMPLIANCE STRATEGY OF THE voestalpine GROUP

» To reinforce legal and moral integrity, raise awareness among Group management and employees regarding unlawful conduct.

» To uphold and consolidate the Group's reputation in the eyes of all stakeholders.

» to eliminate or reduce the risk of damage resulting from regulatory violations.

» To implement preventive measures to avoid regulatory violations.

» To provide the necessary resources to uncover regulatory violations.

» To take appropriate action in response to regulatory violations, including the application of sanctions.

COMPLIANCE TOOLS AND MEASURES

» Risk analysis: To identify regulatory compliance risks within the Group through continuous analysis.

» Prevention: To implement management measures based on values and awareness, in addition to compliance control measures. This includes communication initiatives, training programs and internal control system measures.

» Detection: To establish a reporting system and conduct specific investigations and reviews to uncover compliance violations.

» Response: To take action in the event

of compliance violations to prevent further breaches (e.g. additional controls, further training).

» Sanctions: To impose appropriate sanctions in the event of compliance violations. These may include labour law consequences, reporting to competent authorities, termination of contracts with third parties, etc.

A RESPONSIBLE BUSINESS

voestalpine High Performance Metals Italia S.p.A. operates in the market adhering to a Code of Conduct shared with all companies within the voestalpine Group. The voestalpine Code of Conduct also outlines the basic principles that the Group's companies adhere to in relations with the suppliers of goods and services, business intermediaries, consultants and other business partners.

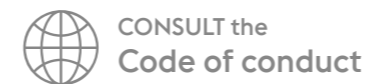
Failure to comply with framework conditions on a social, political and legal level in the various countries where it operates may result in significant financial losses for the company and irreversibly damage the Group's reputation. The Code of Conduct provides the foundation for all decisions and business activities within the voestalpine Group. It is the cornerstone for morally, ethically and legally impeccable behavior displayed by all employees in the Group.

It is also in the Group's interests for its constituent companies, including voestalpine HPM Italia, to bring the Code of Conduct to the attention of their main business partners (clients, suppliers, consultants, etc.) and, when selecting a business partner, for their employees to consider compliance with voestalpine regulations or equivalent compliance regulations in their decision-making process.

The Code of Conduct is disseminated among all employees, including through specific online courses, and is published on the company's website, along with the Code of Conduct for Business Partners.

In addition to the Code of Conduct, the Group has specific Guidelines on:

- » Antitrust
- » Business Conduct (corruption/offering of money, acceptance of gifts, conflicts of interest)
- » Compliance Manuals



COMPLIANCE OFFICER

The question of Compliance is highly significant for voestalpine HPM Italia. An ad hoc structure has thus been established, comprising two Compliance Officers, one responsible for the entire Group and one looking over each Division.

Both serve as an internal point of contact, available to employees for any questions and issues related to compliance. They are also responsible for the following issues:

- » Antitrust regulations
- » Corruption
- » Compliance on financial markets
- » Fraud (cases of internal theft, scams, embezzlement, infidelity)
- » Conflict of interest
- » Extraordinary matters assigned to Compliance Officers by the management of voestalpine AG (e.g. issues related to UN or EU sanctions)

All other compliance-related topics, such as environmental law, taxation, invoicing, labour law, employee protection, data protection, etc. are not within the scope of competence of the Compliance Officers, and are assigned to other company functions.



"THERE HAVE NEVER BEEN CASES OF CORRUPTION, SINCE THE PROCUREMENT DEPARTMENT TAKES ALL THE NECESSARY STEPS IN COMPLIANCE WITH THE GROUP'S CODES AND DIRECTIVES TO ENSURE THAT NO FAVOURITISM IS SHOWN TOWARDS ANY BUSINESS PARTNERS".

Valentina Fusetti,
voestalpine HPM Italia Compliance Officer



voestalpine High Performance Metals Italia provides tools (i.e. anonymous reporting via mail) to stakeholders to report behavior deemed unethical.

In voestalpine HPM Italia, there have been no cases of non-conformities regarding marketing communications, violations of customer privacy, loss of customer data or violations of environmental, social and economic laws and regulations.

voestalpine HPM Italia undergoes an annual compliance audit on tax matters conducted by a specially appointed auditing company on behalf of the Sole Shareholder.

Regarding the matter of "transfer pricing", voestalpine HPM Italia has entrusted an external company (KPMG) with the task of drafting an annual report on intragroup transactions to justify the prices of these transactions.

QUALITY MANAGEMENT SYSTEM AND QUALITY POLICY

voestalpine High Performance Metals Italia S.p.A. has implemented a Quality Management System certified by a Third Party, Lloyd's Register Quality Assurance Italy Srl. The Bohler Division moreover has been certified according to the AS 9120 REV. B standard - Quality Management Systems - Requirements for Aviation, Space and Defense Distributors since June 2019.

PRIVACY POLICY

voestalpine High Performance Metals Italia S.p.A., as the holder of a large volume of personal data, has prepared a compliance document in accordance with the General Data Protection Regulation - EU Regulation 2016/679, aimed at protecting confidential information.

HEALTH AND SAFETY AT WORK

The safety and health of employees are fundamental values for voestalpine HPM Italia, and are given the utmost priority. The success of the company's culture regarding health and safety is based on continuous improvements to the work environment and numerous preventive measures. All employees are required to support safety and health in their work environment by adhering to standards, guidelines, and regulations for labour protection and safety.



2.1 ECONOMIC AND COMMERCIAL PERFORMANCE



Commercial Performance and Generated Economic Value	FY2021-2022	FY2022-2023
Revenue	100.8 mln €	111.2 mln €



"A STABLE ECONOMIC SITUATION ALLOWS US TO FURTHER DEVELOP OUR BUSINESS MODEL AND REALIZE PROJECTS WITHIN THE SCOPE OF ENVIRONMENTAL AND SOCIAL AND SUSTAINABILITY".

Marco Colombo,
CFO voestalpine HPM Italia

2. ECONOMIC SUSTAINABILITY

2.2 SUPPLY CHAIN

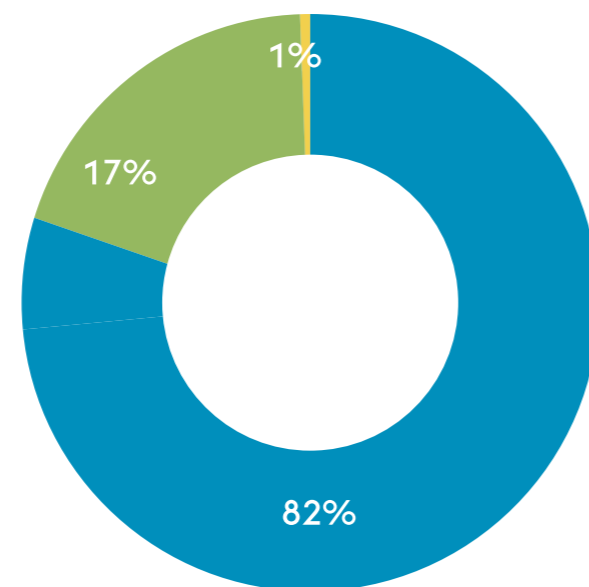


Purchases of materials are largely intercompany (66% Böhler, 23% Uddeholm, 7% Buderus), with just 4% of materials purchased from outside the group

TYPE OF SUPPLIER	NUMBER	LOCATION
Processing suppliers	19	Italy
Non-intercompany material purchase suppliers	5	Europe
Suppliers for non-intercompany material purchases	1	World
Suppliers for intercompany material purchases	10	Europe
Transport	4	Italy
Services	48	Italy
TOTAL	87	

* Data refers to FY 21-22

PERCENTAGE USE OF LOCAL SUPPLIERS



■ ITALY
■ EUROPE
■ WORLD

2.3 voestalpine HPM PRODUCT CARBON FOOTPRINT

voestalpine HPM is working intensively both internally and with partners along its value chains to evaluate its product carbon footprints.

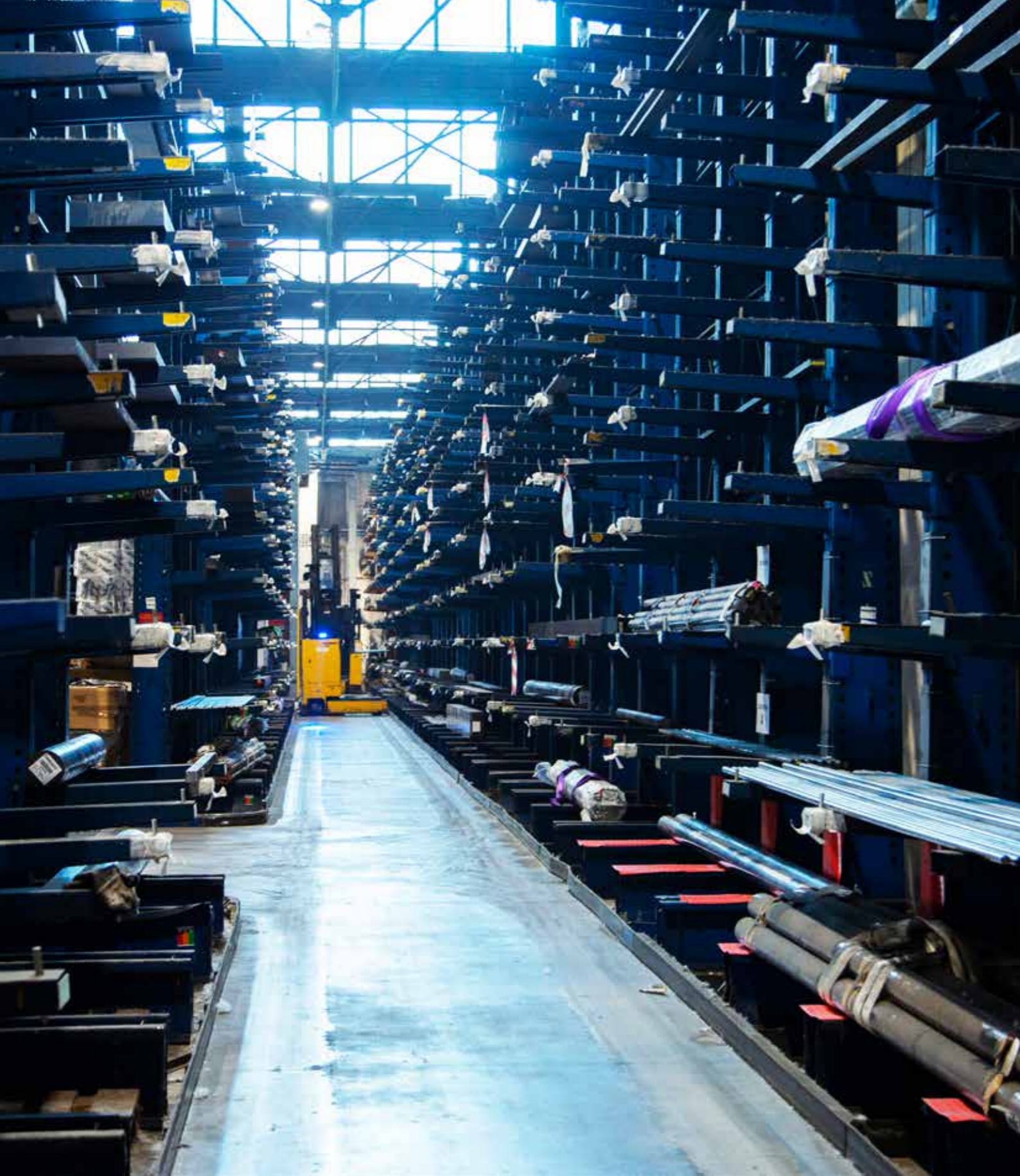
In providing a precise Product Carbon Footprint, voestalpine BÖHLER Edelstahl emphasizes the importance of addressing decarbonisation challenges for its customers in a transparent manner. The company utilizes the eco2nboard methodology, a methodical and automated approach for calculating the Product Carbon Footprints of its products. This method has undergone third-party review in compliance with ISO 14040, ISO 14044, and the Greenhouse Gas Protocol - Product Life Cycle Accounting and Reporting Standard.

The sustainability team at voestalpine BÖHLER Edelstahl, working in concert with inSPire Sustainable Business, has developed a systematic approach to convey product-specific carbon footprints. This approach is encapsulated in a self-developed software called "eco2nboard." With the help of this software, voestalpine BÖHLER Edelstahl can now quantify the carbon footprint of over 130,000 products, spanning from raw material extraction to the finished product's departure from the factory. This method is commonly referred to as "Cradle-to-Gate."

This comprehensive approach takes into account all relevant direct emissions (Scope 1) and indirect emissions (Scope 2 and Scope 3). For Scope 3 emissions, factors are primarily sourced from Sphera's industry-standard LCA-Database solution. However, to enhance data accuracy, it is recommended that these factors are gradually replaced with supplier-specific data.

A clear system boundary has been defined based on extensive materiality analysis, which is essential for understanding the components involved in the calculation. It is important to note that, as there is currently no standardised definition for a system boundary, voestalpine BÖHLER Edelstahl acknowledges that its data may differ from the carbon footprints of other steel mills.

In the Review Statement, voestalpine BÖHLER Edelstahl has received third-party confirmation that its calculation method is in alignment with the aforementioned standards. Information on how these data are conveyed to customers can be found in the provided sample reporting sheet.



3.1 PEOPLE AT THE CENTER



4,460
Training hours delivered

48
Training hours per employee per year

100%
Permanent contracts



PEOPLE



25
Women



62
Men

FY2022-2023

3. SOCIAL SUSTAINABILITY

In the past two fiscal years voestalpine HPM Italia has been actively seeking employees with the right skills, experience and determination. These are essential qualities for the company's growth and achievement of ambitious goals. The figures presented in this section on the Social aspect of Sustainability highlight a turnover rate that does not exceed 15%, partly due to the implementation of "employer branding" initiatives that have raised the company's appeal for both current employees and job applicants.

At voestalpine HPM Italia S.p.A. goals are clearly defined in regular meetings involving the entire organisation; these values are outlined in the Culture Model, contributing to an improved sense of belonging. All new hires are offered permanent contracts, with female representation in the company standing at 30%, and the average age of employees falling within the 41-60 age bracket.

Training takes on a fundamental role for the company, which invests to enhance both soft and hard skills of its workforce. Training programs, as shown on page 37, are developed through internal collaboration, and cover a range of topics, from the use of cutting-edge technologies to English language courses for business purposes. There is a focus on mandatory safety and compliance training, some of which is provided by the parent company under the name LMS (Learning Management Software), a fully digital and customised 4.0 method. All new hires undergo an onboarding process within the company, with a mentor guiding and supporting them in their new roles.

PERSONNEL	FY2021-22	FY2022-23
Executives	5.4%	6%
Managers	16.1%	13%
White collars	55.9%	57%
Blue collars	22.6%	24%
Total employees	100%	100%
Permanent contract	100%	100%
Fixed-term contract	0%	0%
Men	68.8%	71%
Women	31.2%	29%

External personnel

» 1 blue collar worker under staff leasing agreement

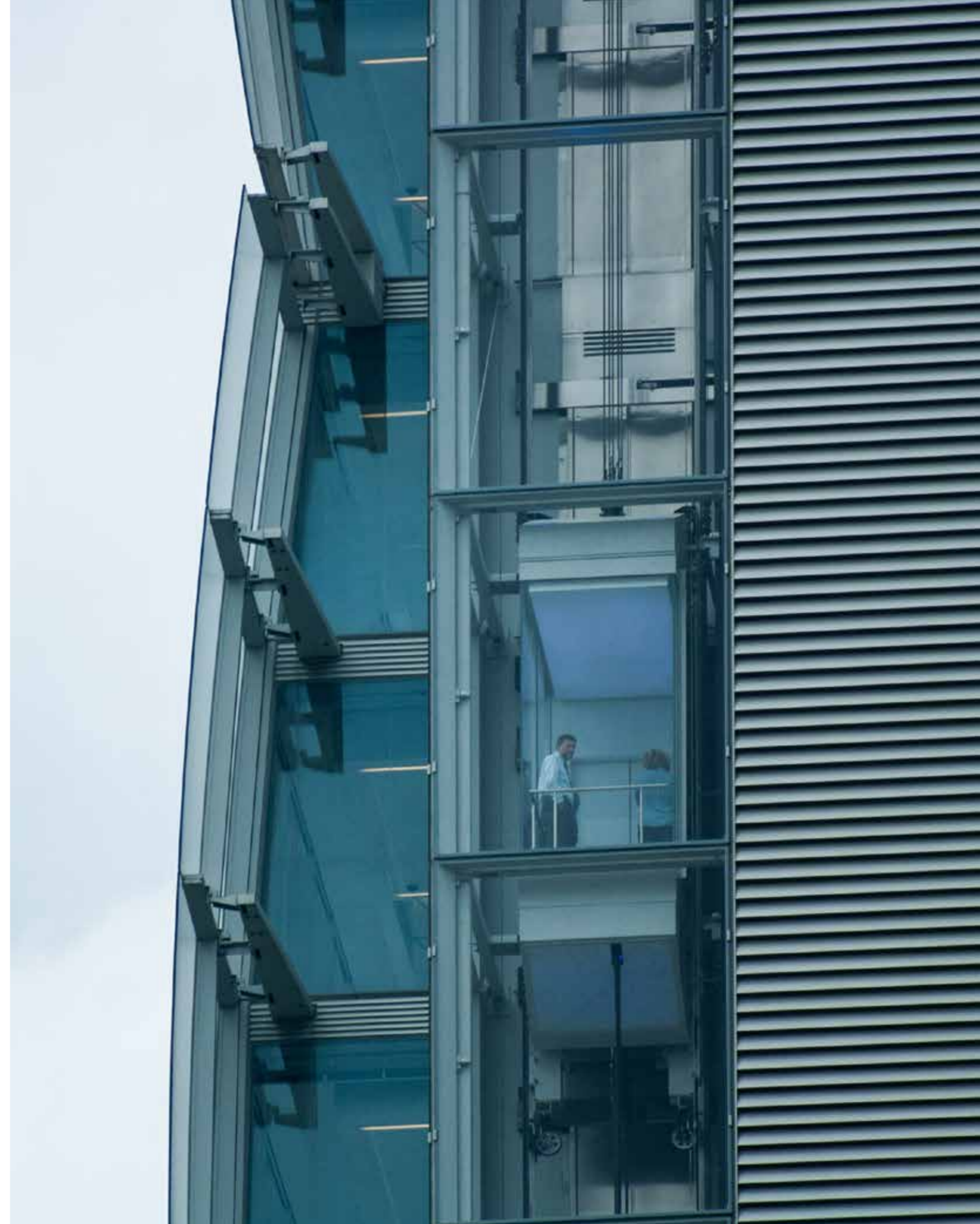
Outsourcing and external suppliers

» 3 security and surveillance workers;

» Outsourcing contracts for cleaning services, transport, heat treatment, facility, plant and machinery maintenance.

» Waste, scrap, oil disposal services and pest control.

» IT and Quality Consulting

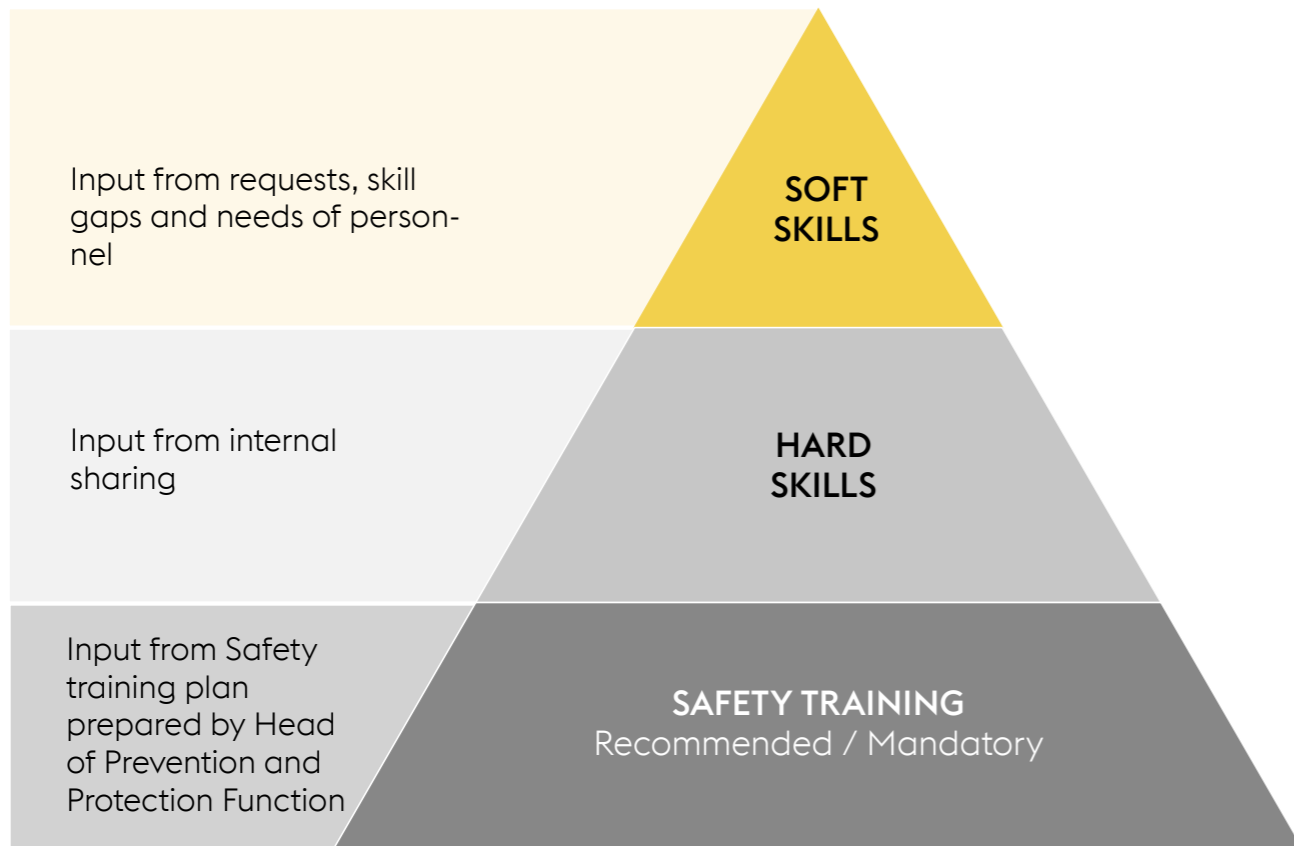


3.2 STAFF TRAINING AND ENGAGEMENT

The 'training pyramid' provides an outline of voestalpine HPM Italia's approach to training needs and relative planning.



CTP
Corporate Training Plan



+ CORPORATE-DRIVEN TRAINING ON COMPLIANCE TOPICS

	FY2021-2022		FY2022-2023	
Training hours	3,905		4,460	
	1,172	2,733	1,287	3,173
Training hours employee/year	42		48	



EMPLOYEE INVOLVEMENT AND EXCHANGE INITIATIVES

- » Annual local survey
- » Three-year group survey
- » Internal Sharing
- » Training needs survey
- » MBO, setting of specific, measurable objectives
- » Definition of performance bonus following discussion between employer and trade union representatives
- » Sales incentives for the external sales network, reviewed on a quarterly basis to reflect rapid market changes.

ALL THESE ACTIONS ARE FORMALISED



LISTENING TO EMPLOYEES

The March 2022 survey showed that people are proud to be part of the company, and find their work meaningful; they get along with the manager and their colleagues, and hold their work to be important. The areas for improvement that emerged relate to

the potential for improving the exchange of information between management and employees, creating opportunities for meetings where the company's objectives can be clarified. To respond to these improvement insights, systematic communication of news

and important information for employees by the Managing Director has become standard practice at voestalpine HPM Italia.



LISTEN TO INTERVIEWS WITH HPM ITALIA EMPLOYEES



DANIEL CHENET
Sales Developer Böhler

#DeliverResult
#ConcentratiSuiRisultati



ROBERTA NEGRI
Direct Purchasing

#WinTogether
#VinciAssieme



LUCA COMERIO
Sales Director Uddeholm

#EngagePeople
#CoinvolgiLePersone



RICCARDO ZANCHETTA
KAM & Technical Manager Uddeholm

#LeadYourself
#GuidaTeStesso



ANTONIO SPADA
Nesting Specialist

#KeepLearning
#ContinuareAdImparare



3.3 HEALTH AND SAFETY PROTECTION



voestalpine High Performance Metals Italia S.p.A. considers people's health and safety to be one of its main priorities, and focuses on reducing accidents and related events by implementing appropriate prevention measures, paying attention to staff training needs, ensuring continuous improvement and checking the adequacy and effectiveness of measures adopted. voestalpine High Performance Metals Italia S.p.A. identifies and constantly updates internal procedures and requirements applicable to health and safety aspects.

those subscribed to by the company - applicable to every aspect of health and safety, providing adequate managerial and economic resources to maintain full compliance with legal requirements and subscribed standards over time, ensuring safe and healthy working conditions, eliminating hazards and/or reducing any risks associated with the conduct of its business.

voestalpine High Performance Metals Italia S.p.A. is also committed to seeking constant dialogue with its employees and their full engagement.

Since the outbreak of the Covid-19 emergency in 2020, voestalpine High Performance Metals Italia S.p.A. has taken additional measures to protect the health of its people.

Furthermore, it endeavours to inform, educate and train its own personnel and the staff of contractors working on site regarding health and safety and the environmental consequences of any deviations from defined standards and procedures.

voestalpine High Performance Metals Italia S.p.A. is committed to identifying all legal requirements - or in any case



INDICATOR		UNIT OF MEASUREMENT	FY 21-22	FY 22-23
Accidents	IF	Number of accidents/number hours worked*1000000	6.9	0
Occupational Diseases		Occupational diseases reported/FY	0	0
Accidents	IG	Working days lost/number of hours worked*1000	0.07	0

WE HAVE ACHIEVED THE GOAL OF ZERO ACCIDENTS!

TRAINING FRIDAYS

At voestalpine High Performance Metals Italia S.p.A., monthly safety meetings, known as 'Training Fridays', are held with managers, supervisors and workers in production departments, with the aim of:

- » Offering a space to exchange views and be inspired
- » Providing insights on changes and novelties
- » Raising awareness on specific issues related to health and safety
- » Illustrating specific safety standards
- » Providing insights on near misses and accidents that have occurred



3.4 COOPERATION WITH LOCAL ENTITIES



voestalpine HPM Italia for Opera in Fiore

Following renovation work, voestalpine HPM Italia donated a number of no longer used kitchen units to the Opera in Fiore Cooperative operating in the Milan area.

It also cooperates with Gruppo L'Impronta and Opera in Fiore to find jobs for disadvantaged people. In July 2022, for example, it entrusted the maintenance of green areas to the Opera in Fiore Cooperative.

voestalpine HPM Italia and Universities

voestalpine HPM Italia also collaborates with external educational institutions, such as Politecnico di Milano and the AQM School of Die Casting, with which they organize courses and workshops on materials and services.

3.5 CORPORATE WELFARE AND EMPLOYEE SCHEMES

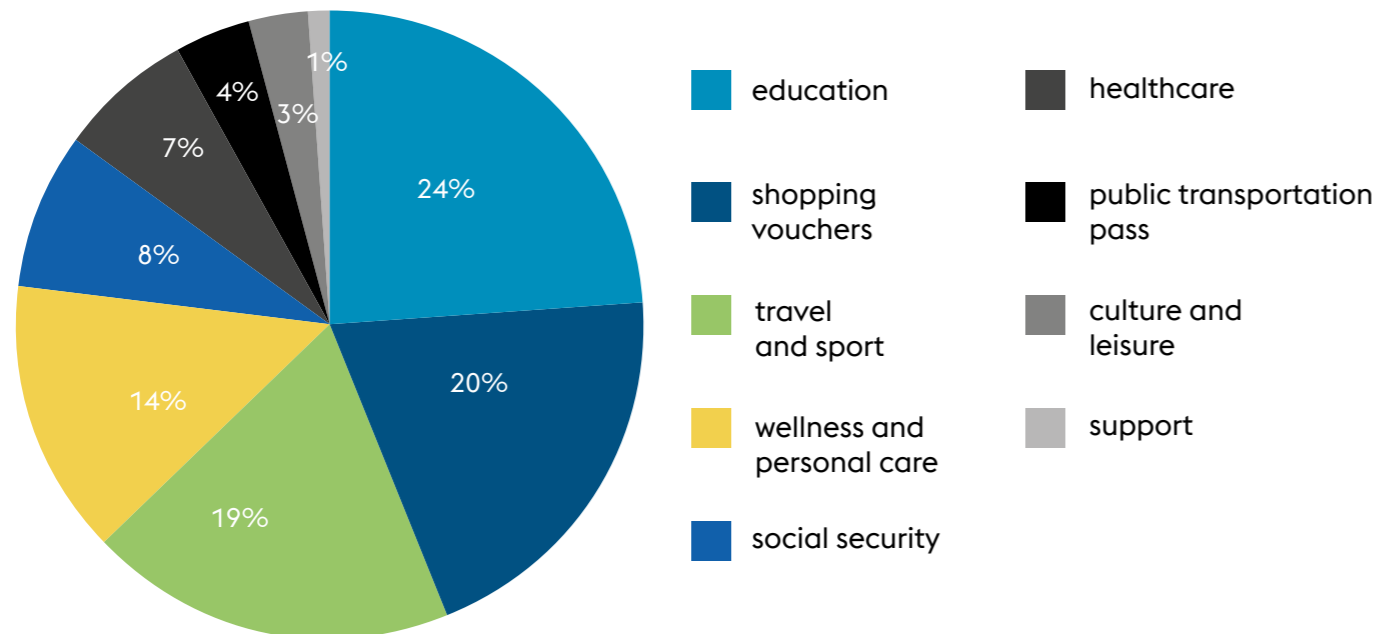
voestalpine HPM Italia aims to motivate people in the workplace and make them feel happy at the end of their working day.

This is precisely why significant investments have been made in the company's welfare activities, including:

- » the possibility of purchasing voestalpine shares without additional operating costs and with enhanced investment benefits
- » individual smart working agreement for 1 day per week
- » 20 hours per year of leave for specialist medical visits
- » possibility of taking sickness leave after working for at least 2 hours, without requiring a medical certificate
- » health insurance as per the National Collective Bargaining Agreement (CCNL) and supplementary insurance for executives and managers, extended to the whole family unit
- » Covid insurance policy
- » free voluntary access to the flu vaccine

WELFARE FY 22-23

In 2022 a Welfare platform was put in place for all employees. In FY 22-23 a sum of €800 was allocated for each of the 89 employees. A total of €64,017.00 has been spent, distributed as follows:



"AFTER THE FIRST LOCKDOWN, WE DID NOT JUST GET BACK TO WORK, WE BEGAN TO RESHAPE OUR CONCEPT OF WORK. WE INTRODUCED TOOLS FOR SMART WORKING, PROVIDING MOBILE PHONES AND LAPTOPS TO ALL WHITE-COLLAR AND SOME BLUE-COLLAR WORKERS. IN FULL AGREEMENT WITH RSUS (WORKERS' UNION REPRESENTATIVES), WE DREW UP AN ADDITIONAL CONTRACT WHICH CURRENTLY ALLOWS FOR ONE DAY OF REMOTE WORK PER WEEK. OUR AIM IS TO MEASURE PEOPLE'S PERFORMANCE BASED ON RESULTS RATHER THAN THE HOURS SPENT IN THE OFFICE."

Mr Marco Mearini,
Managing Director

voestalpine HPM Italia, through regional funding, within the framework of the Public Notice for the adoption of Smart Working Business Plans ESF ROP 2014-2020.

Axis I – Action 8.6.1, to gradually introduce smart working mode in the company through a structured project that has lasted more than 7 months. The project seeks to fine-tune the principles of smart working and implement them within the company.



ESF/RSF 2014-2020 / OPPORTUNITÀE ANNUUSIONEION

4.1 POLICIES AND GOALS OF ENVIRONMENTAL SUSTAINABILITY

Sustainable production processes, responsible resource management, and the use of the best possible technologies are fundamental components of voestalpine Group's corporate philosophy and operational activities.

These principles form the basis for the long-term aspiration to be a leader in product and service quality.

Every sector of the production chain is optimised to make the most frugal use of resources (mainly raw materials and energy) and minimize the impact of processes and products on the environment.

Measures for improving efficiency, reducing emissions and saving energy, in addition to transparent and efficient environmental management, represent both an ethical value for the company and the Group and an important variable in the business management strategy.

voestalpine High Performance Metals Italia S.p.A. believes that environmental protection is a central and integrated objective within economic and social policies.



4. ENVIRONMENTAL SUSTAINABILITY

voestalpine HPM ITALIA CONTRIBUTION TO CIRCULAR ECONOMY

Steel can be obtained through two different production cycles:

1. The integrated cycle: using iron ore and fossil carbon as the main raw materials.
2. Electric arc furnace (EAF): using ferrous scrap that is melted down, allowing maximum exploitation of the potentially infinite recyclability of steel

Steel can be recycled infinitely without losing its original characteristics.

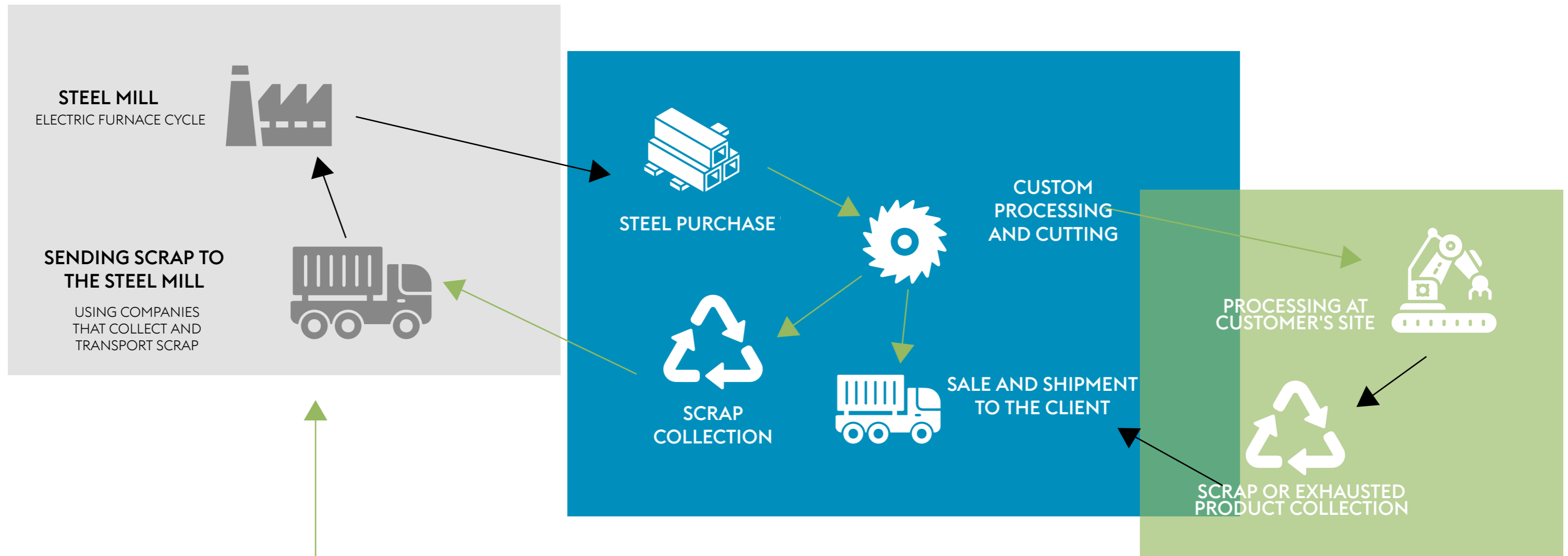
Scrap iron from steel is a precious and enduring resource, essential for the development of a circular economy. The waste from processing and cutting to size, carried out at voestalpine HPM Italia is:

1. minimised, thanks to the application of innovative technologies in processes such as 'cutting optimizer' software.
2. returned to the production cycle at the Group's steel plants.

Where does the steel sold by voestalpine HPM Italia come from?

Most of it comes from the Group's steel plants (Böhler, Uddeholm, Buderus Edelstahl), which produce their steel via an electric furnace cycle.

THE GOAL OF voestalpine HPM ITALIA IS TO INVOLVE ITS CUSTOMERS IN A SCRAP RECOVERY NETWORK THAT MAXIMIZES THE RETURN OF MATERIALS TO THE STEEL MILLS.



4.2 ENERGY



Indicator	Unit	2021	2022
Electricity consumption	kWh	793,797	749,901
Methane consumption	m ³	199,161	97,739
Fuel consumption (Company vehicles)	litres	75,053	52,334

4.3 GHG EMISSIONS

voestalpine High Performance Metals Italia S.p.A. reports its direct (Scope 1) and indirect (Scope 2) GHG emissions using the GHG Protocol Corporate Accounting and Reporting Standard developed by WRI (World Resources Institute) and WBCSD (World Business Council for Sustainable Development).

voestalpine HPM is currently working on an evaluation of its Scope 3 emissions, and plans to provide this information in future reports.

Indicator		Unit	2021	2022
GHG Emissions	Direct GHG emissions (Scope 1)	tonCO ₂	568	312
GHG Emissions	Direct GHG emissions (Scope 2)	tonCO ₂	314	296
Tot GHG Scope 1 and Scope 2		tonCO ₂	882	608





FROM WASTE TO EFFICIENCY: REDUCING GAS CONSUMPTION

Thanks to the adoption of a structured and continuous approach to data analysis, the company was able to observe a significant increase in gas consumption in January 2022 and isolate this from the impact of geopolitical factors at that time. This allowed action on two fronts: first, the introduction of technical improvements to automate the heating system based on actual temperatures and needs. Second, strengthening the company's data-driven approach, focusing the model on consumption data. These proactive measures optimised operations and also reduced costs, ensuring a more efficient and sustainable future for the company.



ONE TONNE OF CO2 CORRESPONDS TO.....

 3,300 km travelled by a petrol-fueled car

 A flight from Frankfurt to New York

 8,800 cups of coffee

Source UFAM 2021

COMPANY CAR FLEET RENEWAL



Following the launch of our company car fleet renewal scheme in 2020, we have reduced our CO2 emissions by about 40 tonnes/year.

LESS PLASTIC



The installation of water dispensers has enabled us to do away with many plastic bottles, the equivalent of about 1.8 tonnes of CO2/year not emitted.

4.4 WASTE

Indicator	Unit	2021	2022
Quantity of waste	Kg of total (special) waste generated	273,747	475,568
Quantity of hazardous waste	Kg of hazardous waste generated	19,323	15,860
Quantity of hazardous waste per unit of product sold	Kg of hazardous waste generated/tonnes of goods sold	1.05	1.18
Quantity of non-hazardous waste	Kg of non-hazardous waste generated	254,424	459,708
Quantity of non-hazardous waste per unit of product sold	Kg of non-hazardous waste generated/tonnes of goods sold	13.83	34.50
Waste recovery	% of waste (hazardous and non-hazardous) sent for recovery vs. disposal	95%	97%
% of hazardous waste	% of hazardous waste	7%	3%
% of non-hazardous waste	% of non-hazardous waste	93%	97%



1 lt of petrol generates about 2.34 kg CO₂



1 lt of diesel oil generates about 2.61 kg CO₂





5. GOALS

PRESENT AND FUTURE PROJECTS

ECONOMIC

Creation of a Nesting Office	Process optimisation using "cutting optimizer" software to reduce waste (production residues) and unnecessary processing, leading to lower energy consumption and minimising workers' exposure to risks associated with handling workpieces.
Lean Management	Adoption of a new Operating Model based on Lean Management.
Purchase of new automated warehouses	Improved processing efficiency and space utilisation in the warehouse, along with a reduction in risks associated with traditional handling of steel materials.
Digitalisation of Production Orders	Implementation of software to network production cutting machines, enhancing process control and monitoring the performance and maintenance status of machines.

SOCIAL

Machine and Equipment Safety	Machinery and Equipment Replacement Plan
Welfare	Special parking for women employees
Organisational Well-being	Ticket restaurant (meal voucher) system
Cooperation with local entities	Engaging social cooperatives by employing protected categories to manage green areas on the company's premises
Intercompany communication	In-house quarterly newsletter Systematic communication of updates and important information to employees through webex speeches by the CEO.

ENVIRONMENTAL

Energy Efficiency	Replacement of all traditional light bulbs with LED lights
Transport/Logistics	Renewal of the company vehicle fleet with EURO 6+ vehicles, estimated reduction of CO2 emissions from approximately 175g/km to about 140g/km per vehicle Circular Economy Project in concert with Bohler Foundry
Waste reduction and recycling	Improvement of waste sorting for all waste produced in the company Improvement of company areas set aside for temporary waste storage Installation of free water dispensers to reduce the consumption of plastic bottles and resulting waste Purchase of new printers with a document management system to streamline and reduce paper consumption and resulting waste
Compensation of CO2	Planting of 1,500 trees within the next 3 years as part of a Treedom project.
GHG Reporting	Measurement of greenhouse gas (GHG) emissions resulting from its activities Team Building
People engagement	Events to promote the Culture Model. Mentoring program for new hires. Onboarding for individuals transitioning from the parent company.





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WE MAKE PERFORMANCE SUSTAINABLE.



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voestalpine
ONE STEP AHEAD.