

# COMPANY PRINCIPLES

Striking the right balance between productivity, quality, safety, the environment and sustainability is our key to successfully remaining “one step ahead.”

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As a globally acting producer of high-quality steel products, the Steel Division strives toward leadership in the areas of quality, technology and profit in the European steelmaking industry and meets the challenge of combining growth and competitiveness with sustainable action. The integrated management systems for quality, work safety and health, the environment, risk, sustainability and information management make a valuable contribution to the achievement of these objectives, which is why the Management Board has adopted the following principles:

## » **Customer orientation**

Understanding our customers and their expectations in our products, services and organization is one of our highest priorities. The expectations of our customers are the basis for how they define the quality of our company. We orient our processes to customer expectations and thus lay the foundation for sustainable customer satisfaction.

## » **Work safety and health**

The company and its employees are mutually responsible for safety and health. This is how we create safe and healthy working conditions. We create safe places to work for all our employees, promote an atmosphere of self-responsibility and help our staff members conscientiously adopt safe and healthy practices both at work and in their leisure time.

## » **Human rights and compliance**

We uphold human rights pursuant to the UN Charter and the European Convention on Human Rights and Fundamental Freedoms, and we fully support the UN Global Compact. We comply with the laws of each country in which the Steel Division of voestalpine does any business. In our view, compliance is an expression of a culture that is built on ethical and moral principles. We promote appreciative and respectful interaction and take a strong stand against workplace discrimination and harassment.

## » **Environmental protection**

Active environmental protection is firmly anchored in our company. It affects all areas of our organization and is geared to achieving the most economically efficient use of resources and minimizing the environmental impact of our processes and products. Our corporate strategy and environmental guidelines fully comply with international climate objectives and the UN Sustainable Development Goals, and we implement the most effective technologies available for a circular economy, lifecycle assessment and the minimization of emissions to the air, soil and water. The Steel Division is expected to be fully decarbonized and to have achieved CO<sub>2</sub> neutrality by the year 2050 at the latest.

## » **Employee development**

Competent, motivated and conscientious staff members are the most important force in our company. Appropriate measures are taken to maintain the qualifications of each employee as well as to promote and adapt them to future requirements. We create a modern and attractive place to work, a place where each of our employees can flourish.

## » **Innovation and continuous improvement**

We are not satisfied with a performance that is anything less than excellent. Innovative and sustainable product and process development supported by digitalization builds the foundation for accessing new markets, meeting future customer requirements and implementing new production technologies. Operational excellence and the continual improvement and digitalization of processes and management systems are the prerequisites to success and added value in our company. Each employee is tasked with the challenge of making continual improvement.

## » **Strategies, objectives and opportunities**

Our strategy analyzes and takes megatrends and environmental issues into account in identifying opportunities and risks in a timely manner, in recognizing and adapting strategic objectives and subsequently communicating them. In compliance with applicable law, the management systems of the Steel Division effectively achieve our qualitative, ecological and social objectives.

» **Risk Management**

The determination and treatment of risks that either promote or endanger the growth of corporate value are important management tasks and are thus an integral part of our integrated management activities on a company level.

» **Prevention**

Accidents at work, health hazards, adverse effects to the environment, quality issues, information security incidents and damage to production systems can be avoided through preventive measures. Errors and incidents that occur in spite of our every effort are seen as an opportunity to improve. For this reason they are documented, analyzed and corrected.

» **Suppliers**

We foster sustainable partnerships based on mutual trust and understanding with our suppliers in order to ensure the highest levels of sustainable performance for our customers, whom we include in our development activities. We work together with our customers in further optimizing the quality of processes, products and services. Supply chain management in the Steel Division identifies the social and environmental effects and risks of important suppliers and takes these effects and risks into account during supplier evaluation and development.

» **Company and partnerships**

At voestalpine, we work together with a large number of partners and interest groups. Open and regular communication with respect to the concerns and expectations of every partner and interest group is the basis for finding common solutions based on sustainability. At the top of our list of priorities is careful consideration of their interests and compliance with pertinent regulations in the course of our daily work.

Management Board

Hubert Zajicek

Helmut Gruber

Wolfgang Mitterdorfer

Pauline Seidermann