

MISSION FUTURE. SOLUTIONS FOR TOMORROW.

Environmental declaration
Sustainability magazine /2023




ENVIRONMENTAL DECLARATION 2023

**In accordance with EMAS Regulation 1221/2009
as amended by Regulation (EU) 2017/1505 and 2018/2026**

This environmental declaration is consistent with Commission Regulation (EU) 2018/2026 of 19 December 2018 amending Annex IV to Regulation (EC) 1221/2009 of the European Parliament and of the Council on the voluntary participation by organisations in a Community eco-management and audit scheme (EMAS).





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 Content validated by the EMAS auditor
and relevant to the environmental declaration

The text in this document is a translation of the German version of the Environmental Declaration 2023 of voestalpine Stahl Donawitz GmbH, which has been validated by the environmental verifier Lloyd's Register. Only the validated German version is binding.



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COMPANY



MISSION FUTURE. SOLUTIONS FOR TOMORROW.

Preserving the natural foundations of life and ensuring an intact environment are goals that put particular demands on all of us, both privately and professionally. In the future, only those businesses that choose to identify sustainable action as a recognisable element of their corporate policy, and actually implement it, will be amongst the success stories. By introducing an environmental management system that is consistent with the EMAS Regulation and ÖNORM EN ISO 14001 in 1999, voestalpine Stahl Donawitz GmbH took an important step towards preserving the environment and initiated a continuous process of improvement in environmental protection.

The technical knowledge of steel manufacturing, outstanding human potential, coupled with ongoing continued development of processes as well as close cooperation with our customers enables us to meet the ever increasing demands on the performance properties of steel, while at the same time ensuring increased levels of environmental protection. The management team views environmental protection as an essential component of

corporate governance and ensures that the specific goals and rules of conduct are pursued and followed in all roles and at all levels. This way of thinking will remain at the heart of everything that we do. A process that can only achieve success with the involvement of all employees. As a modern, forward-looking Austrian business, we are eager to contribute our bit to ensure that we and our children have an environment worth living in.

“Sustainability is an integral component of our actions. We want to preserve both our business activities and our environment for future generations. With this in mind, we strive to develop our processes and products on an ongoing basis, with a view to lightening the load on our environment and natural resources. Simultaneously, it is important for us to create a solid social foundation, not just as a responsible employer, but for society as well.”

The management



Michael KÖCK
Procurement, Finance, Controlling,
Plant Projects/Plant Development,
Sales, Information Technology



Gerhard SCHUSTER
Production, Energy and Logistics,
Research and Development,
Quality, Plant Service



Paul FELSBERGER
Human Resources Management,
Occupational Health and
Safety, Legal, Administration,
Management Systems

MANAGEMENT POLICY

Sustainability as a basic principle of our actions.

As a company, we develop and manufacture premium-grade steel that meets the requirements of our customers. In Quality Control, Environmental Protection, Energy Efficiency and Occupational Health and Safety, we operate and subject to continuous improvement an integrated management system for scheduling, implementation and continuous development. Its substance is consistent with the current rules and ISO standards.

In all areas

- » The management team undertakes to ensure compliance with legal requirements and other binding obligations as well as to continuously improve products, activities, plants and processes.

- » There is regular goal setting and assessment of the pursuit of those goals.
- » The resources that are needed to be able to achieve strategic and operational goals are provided.
- » Our employees take part in continuous development and qualification and are given guidance to help them to act independently, professionally and responsibly.

We encourage our employees to actively participate in the improvement process.

WE ACT TO ENSURE QUALITY

We ensure the maintenance and further development of quality by

- » Using qualified procedures and processes in production and service creation.
- » Ensuring that there are no errors and by working thoughtfully, efficiently and safely.
- » Using the customer-supplier principle.

- » Applying the ÖNORM EN ISO 17025 standard in chemical laboratories for the accredited tests specified in the range of services. Committing to good professional practice, quality of testing and implementation of corresponding principles and instructions.

WE ACT TO ENSURE ENVIRONMENTAL PROTECTION

The company undertakes to protect the environment and to prevent environmental pollution by

- » Initiating process optimisations that reduce the impact on the environment.
- » Ensuring optimised use of all substances and energy sources in production as well as utilising residual materials and internal cycle materials.
- » Using concepts to protect against industrial accidents.

We engage in dialogue about environmental protection with neighbours, authorities, employees, customers and interest groups as part of open and factual communication.

WE ACT TO ENSURE ENERGY EFFICIENCY

The overarching aim is to constantly improve the energy efficiency and effectiveness of our systems and processes in order to reduce specific energy consumption and sustainably conserve resources. This is achieved by

- » Optimally using and recovering energy from waste gases from production operations so that the need for and purchase of external energy can be configured to the optimum.

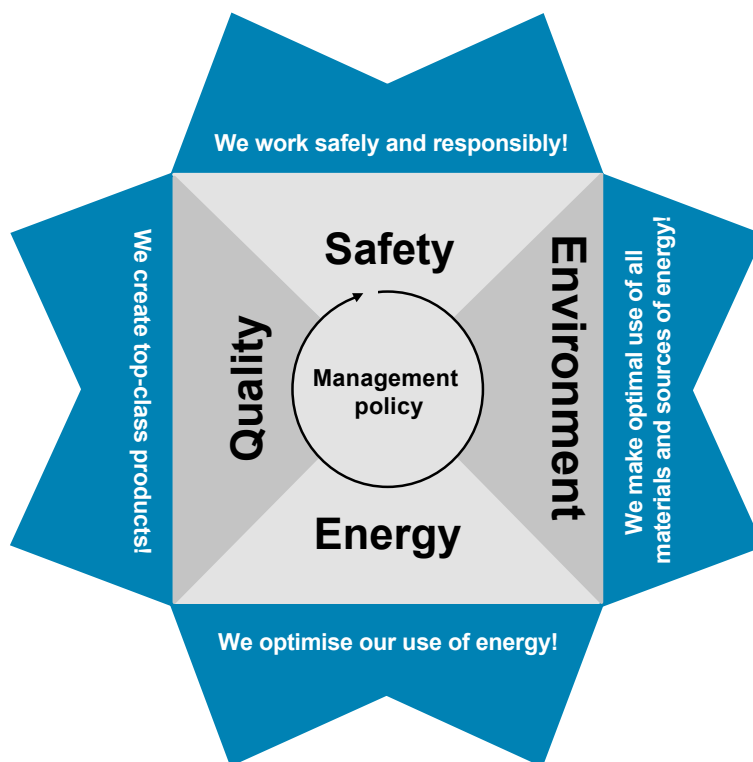
- » Procuring energy-efficient systems, products and services to the extent that this corresponds with our economic possibilities.

WE ACT TO ENSURE OCCUPATIONAL HEALTH AND SAFETY

Every occupational accident is one too many and can be avoided. Safe and healthy employees are the foundation of a healthy and successful company. We promote this by

- » Ensuring that our managers stand behind these basic values and ensure that they are consistently adhered to.
- » Evaluating, monitoring and communicating current development through regular steering committees.

- » Actively involving employees and employee representatives in processes and workflows.
- » Requiring our contractors and partners to prioritise the health and safety of their employees.
- » Maintaining company health management with programmes for prevention, shift work and general health promotion.



THE COMPANY. TRADITION. INNOVATION. SUSTAINABILITY.

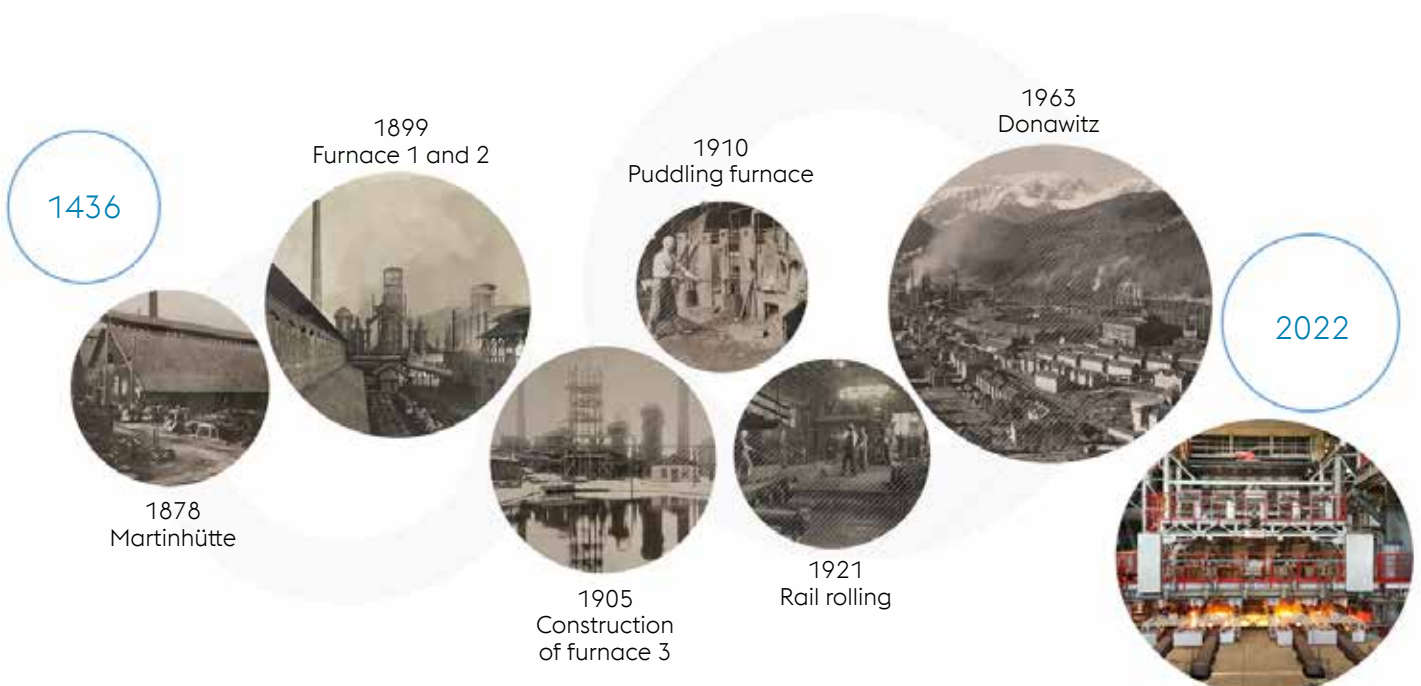
EXPERTISE FOR MORE THAN 140 YEARS

The origins of today's steelworks in Donawitz go back to the documented hammer mills of 1436. Ongoing changes to the structure of the iron processing business gave rise to the first Styrian puddling steel production between 1834 and 1837.

Consistent research and innovation then helped the hammer mills to evolve and become the most important company in the field of steel production – voestalpine Stahl Donawitz GmbH.

Today, Stahl Donawitz GmbH is part of the voestalpine Group and comes under the Metal Engineering Division, where it operates as an independent company alongside four other business units – Tubulars, Wire Technology, Welding Consumables and Railway Systems.

- 1973** Merger of ÖAMG with Vereinigte Österreichische Eisen- und Stahlwerke AG (VÖEST)
- 1991** Partition of the company at the Donawitz site into three separate companies
- 1995** 5 October, voestalpine Stahl AG becomes a listed company
- 2000** Commissioning of the world's most state-of-the art compact steelworks
- 2005** Commissioning of the 2nd vacuum system (vd)
- 2007** Commissioning of the Mur water plant
- 2008** Commissioning of the power plant unit
- 2019** Opening of the Metallurgy Technology Centre
- 2020** Commissioning of the CC4 continuous casting plant



LEOBEN DONAWITZ. THE HOME OF OUR STEEL

The plant site of voestalpine Stahl Donawitz GmbH is located on the outskirts of the city of Leoben in the Austrian region of Upper Styria and is designated as an industrial area. The site is surrounded by roads and a railway line on both the eastern and western sides. The company has its own railway terminal. The wider surroundings comprise green agricultural areas and forest; the distance to the plant itself is around 300 metres. The Vordernberg Stream flows immediately adjacent to the plant site.

Key facts

- » Premium producer of high-purity steel
- » More than 1200 employees
- » Annual production capacity of 1.65 million tonnes
- » More than 1000 different steel brands



PRODUCTION PROCESS

FASCINATION. STEEL. OUR PRODUCTS. PREMIUM STEEL

The extensive range of steel types for the highest of quality standards is produced on the following production line: Sintering plant – Furnace – LD converter – Secondary metallurgy (ladle furnace, vacuum degassing plant) – Continuous casting plants – Billet rolling mill. The quality standard, certified in accordance with ÖNORM EN ISO 9001, guarantees the production of high-purity steel types, with the lowest and precisely defined inclusion contents

with the lowest contents of accompanying and trace elements, the narrowest analysis limits for alloy contents and minimal gas contents. We produce the following steel types in accordance with domestic and international standards and special customer requirements and operate to a high level of process efficiency with great ability to adapt to the respective conditions:



- » Case hardening steel
- » Tempered steel
- » Weatherproof structural steel
- » Cold heading and cold extrusion steel
- » Reinforcing steel
- » Chain steel
- » Soft steel for drawing
- » Carbon steel for drawing
- » Prestressing steel for concrete
- » Tyre cord steel
- » Steel for welding consumables
- » Spring steel
- » Rolling bearing steel
- » Machining steel
- » Rail steel
- » Heat-resistant steel
- » Cold-work steel
- » Bar steel
- » Steel for seamless pipes

Donawitz has built up an outstanding international reputation as a steel production site in part through co-development of the LD process (basic oxygen steelmaking process). The name 'LD' comes from Linz and Donawitz, the locations of the world's very first LD steelworks. Nowadays, some two thirds of global steel production applies the LD process.



Rail steel



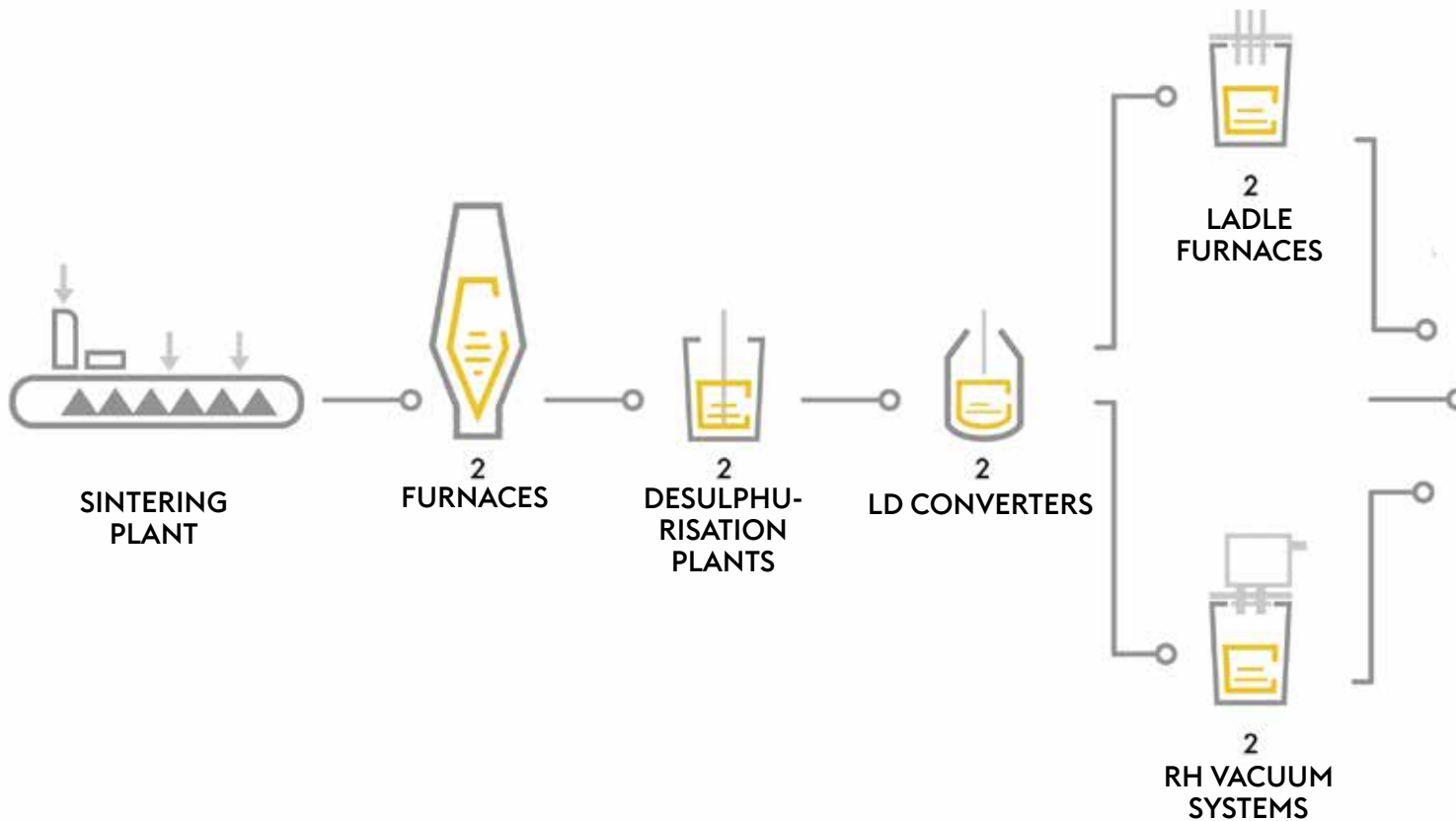
Cold heading grades



Steel for seamless pipes

ATTENTION. HOT. AN OVERVIEW OF THE PRODUCTION PROCESS.

voestalpine Stahl Donawitz



The flowchart shows the process route of steel production.



Raw materials – such as ores, coke and limestone – are delivered by rail. The fine ores and aggregates are sent to the sintering plant to produce a coarse material (sinter) that can be used in the furnace. In the furnaces, the input materials, such as sinter, lump ores and pellets, are turned into crude iron with the aid of coke and coal as sources of energy and reducing agents. The hot pig iron passes through several stages at the steelworks to become high-quality steel. In the final production stage, the liquid raw steel is cooled in continuous casting lines, converted into solid form (billets) and, depending on the customer's requirement, rolled in the billet rolling mill. The finished products are delivered to the customer.

CC4 – 4 STRANDS



CC3 – 5 STRANDS

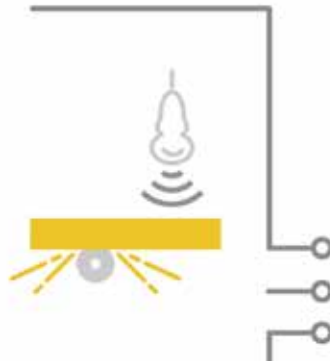


BILLET ROLLING
KWW



BLOCKS

ULTRASONIC
TEST



HD FINISHING



BILLETS



Steel production produces dust emissions, process waste gases and furnace residues. All plants have state-of-the-art dust filter systems, process waste gases are used in the company's internal power plant to generate electricity and furnace residues are processed with quality assurance and handed over to customers.

SUSTAINABILITY

voestalpine

ONE STEP AHEAD.



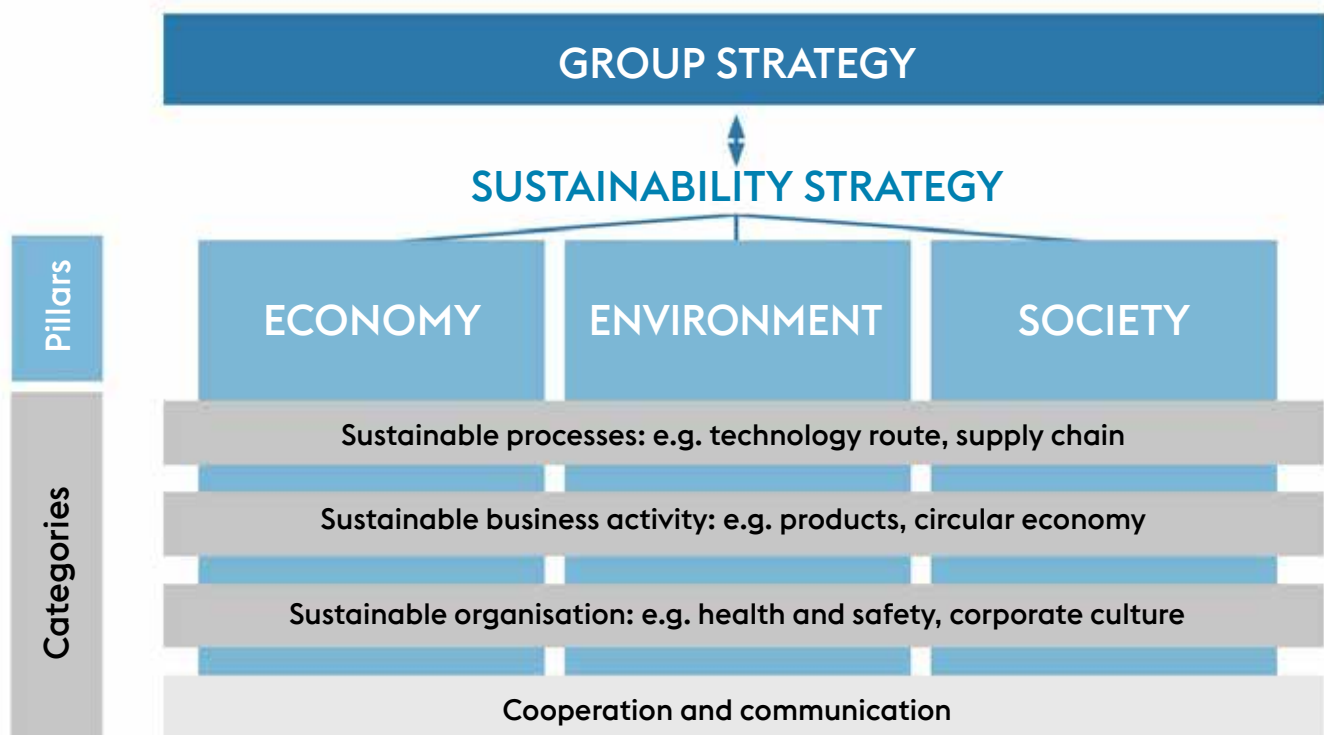
FOCUS ON SUSTAINABILITY.

voestalpine SUSTAINABILITY STRATEGY.

voestalpine Stahl Donawitz is part of a global steel and technology group that is a market leader in its business areas. It employs around 50,000 people and operates around 500 Group companies and sites in over 50 countries. We are conscious of our far-reaching economic, environmental and social responsibility, and pursue sustainability as a guiding principle in every decision we make and every act we undertake. This extends across the product life cycle, from raw materials procurement to production and through to recycling, from training and self-improvement to the health and diversity of our employees.

The sustainability strategy adopted by voestalpine AG in 2021 is the basis for our mindset and our actions, and is shaped, in essence, by the Sustainable Development Goals (SDGs) of the United Nations. Our business operations are a major contributor to achieving these goals.

The strategy is holistic in its design, and encompasses three pillars – economy, environment and society. It is designed to be implemented both in our processes and business activities as well as in the organisation of voestalpine. The following figure shows the key elements of voestalpine's sustainability strategy.



The figure shows the key elements of the sustainability strategy.

In addition to economic efficiency and appreciation as key elements for long-term success, the sustainability strategy clearly shows the importance of focusing in on and steering the other two pillars – environment and society – as part of risk management, resilience and future-proofing.

The focus is on the contribution of the internal processes and the supply chain to achieving the UN Sustainable Development Goals (SDGs) and our own internal sustainability goals. Sustainable enterprise concentrates

on the development of innovative products for and with customers and on promoting the circular economy. The health and safety of employees, training and self-improvement and an appreciative company structure are essential components of sustainable organisations.

Decisive action is indispensable when it comes to dealing with ecological, social or economic challenges. The sustainability strategy specifies the action areas that are determinative for the development of voestalpine.

STRATEGIC ACTION AREAS



Principles and goals have been defined on the basis of the sustainability strategy, which can be found in voestalpine's current CR report, the most up-to-date version of which is available at <https://www.voestalpine.com/group/de/konzern/corporate-responsibility>.

The following sections look at the main action areas for voestalpine Stahl Donawitz GmbH.

CLIMATE PROTECTION. WE DON'T TALK. WE ACT.



With greentec steel, voestalpine has developed an ambitious, phased plan in order to make its contribution to achieving global climate goals.

Climate neutral by 2050 - That is our goal

The first phase, starting in 2027, will be to reduce CO₂ emissions by up to 30 per cent by partially replacing existing, coal-based furnace technology with green electricity-powered electric arc furnace technology. This is equivalent to almost 5 per cent of Austria's annual CO₂ emissions and will make greentec steel the largest climate protection programme in Austria.

New plants and essential infrastructure are scheduled to commence construction in 2024, and in 2027, electric arc furnaces are due to begin operation in both Linz and Donawitz. An important prerequisite for completion of this first phase is sufficient availability of electricity. Beginning in 2030, voestalpine is planning the next major step towards long-term CO₂-neutral steel production with the additional replacement of one furnace in each of Linz and Donawitz.

CO₂-neutral steel production by 2050

As a long-term goal, voestalpine intends to produce steel entirely CO₂-neutral by 2050. In pursuit of this goal, the Group is currently researching several new processes and investing in pilot projects intended to uncover new paths in steel production. Hydrogen is set to play an important role.

Our path to climate neutrality is scientifically supported by the Science Based Targets initiative.

“The approval of the Supervisory Board of voestalpine AG for the installation of an electric arc furnace plant in Donawitz is an important major sign, both for the future of the site and for further development towards sustainable and climate-neutral steel production.”

Gerhard Schuster, technical management

“In order to secure the long-term future of our site, transformation to climate-neutral steel production is a mark.”

Michael Köck – commercial management

In **2022**, the Supervisory Board of voestalpine AG gave the green light to preliminary work for climate-friendly steel production. The next approval stage has since been completed.

2023 – Approval of electric arc furnaces

An electric arc furnace is set to be built in Linz and in Donawitz, with an investment volume of 1.5 billion Euros.

Beginning in 2027, up to 50 per cent of steel production in Donawitz will have reduced CO₂ emissions. This marks the largest investment in the history of the site, and the largest technological change since the introduction of the LD process to ensure further development towards sustainable and climate-neutral steel production.

MILESTONES FOR GREEN STEEL PRODUCTION



- **2022**
Supervisory Board gives green light to **climate-friendly steel production**: start of preliminary work
- **2023**
Supervisory Board approves **investment in electric arc furnaces in Linz and Donawitz**
- **2024**
Construction starts on both electric arc furnaces
- **2027**
Commissioning of an electric arc furnace in both Linz and Donawitz
- **From 2027**
2.5 m tonnes of CO-reduced steel annually
- **From 2030**
Further replacement of one furnace each in Linz and Donawitz
- **2050**
CO-neutral steel production goal to be reached

RENEWABLES. MISSION POSSIBLE.



In addition to technological feasibility, the availability of sufficient quantities of renewables at competitive prices, or their distribution over efficient grids, is a fundamental requirement for the decarbonisation of steel production.

This applies both to the implementation of a hybrid technology using electric arc furnaces and to a long-term technology transformation based on green hydrogen.

GENERATION OF GREEN ELECTRICITY

Hydropower

Cooling water returned from the Donawitz plant to the Mur is converted into electricity by two Francis turbines

(approx. 8,000 MWh/year). In addition, integration of future hydropower plants nearby is also planned.

GREEN POWER PROCUREMENT – PARTNERSHIPS

Mur hydropower plant

The 30 kV direct line from the composite hydropower plant in Leoben to the UW Süd substation at voestalpine Stahl Donawitz GmbH was commissioned on 1 April 2019.

Since then, an average of approx. 35 GWh/year has been fed directly into the voestalpine plant.

Photovoltaics

A photovoltaic system was installed on the Ehrenheimhalde and commissioned in cooperation with energy partner Verbund as a first step towards supplying the voestalpine site in Donawitz with solar energy.

The resulting amount of energy corresponds to around one percentage point of the current electricity taken from the public grid at the site. In the future, the 2520 south-facing modules will supply around 1.5 million kWh of green electricity annually, with the help of ten inverters.

The Ehrenheimhalde photovoltaic plant, which occupies some 1.5 hectares, has been supplying a maximum peak output of 1.36 megawatts since October 2022.



voestalpine Stahl Donawitz GmbH not only provides renewable energy resources in cooperation with Verbund, but has also found a PV systems partner in energy supply company Energie Steiermark. Working together, they will construct a new PV plant on a wasteland area of the landfill, which will be able to supply a peak output of up to 400 kilowatts.

A long-term energy supply agreement has also been concluded with Energie Steiermark for Power Purchase Agreements (PPA – special electricity supply contracts).

Wind power

With effect from the 2023/24 business year, the newly constructed Stanglalm wind farm in Mürztal will begin supplying green electricity to voestalpine companies in the Lower Austria and Styria regions. A 'Power Purchase Agreement' concluded with plant operator Windheimat will secure part of the strong future increase in energy demand over the long term through sustainable energy drawn from the immediate area.

The wind farm, comprising nine wind energy converters, is expected to supply around 90 million kWh of electricity per year, helping to diversify and safeguard the energy supply. As most wind power is generated in the winter months, the setup is a particularly efficient combination with the existing photovoltaic and hydropower plants, which in turn supply energy primarily in the summer months. The

Since 1 April 2023, the Karlschacht PV farm has been supplying approx. 4,000 MWh of solar energy per year to voestalpine Stahl Donawitz GmbH via the public electricity grid.

In addition, PV plants are also planned on production hall roofs and in selected open spaces at and around the Donawitz site. The projects – realised with strategic partners – will be connected to the voestalpine plant grid via direct lines, thereby contributing to a significantly increased PV share in the future electricity mix.

new wind turbines join the existing Hochpürschtling wind farm, which is set to become a green electricity supplier to voestalpine beginning in 2024. Together, the two wind farms will be able to feed in as many as 48 megawatts per year starting next year, with a predicted annual energy quantity of around 135 million kWh.

“voestalpine Stahl Donawitz GmbH will continue to focus on using environmentally responsible technologies, like photovoltaics, wind power and hydropower, to meet climate goals and take another big leap towards site competitiveness.”

Gerhard Enickl, division manager for energy and logistics



PRODUCT SUSTAINABILITY – CIRCULAR ECONOMY



The circular economy concept requires consideration of the overall value chain of products according to ecological, economic and social aspects across all phases of the life cycle – from raw materials to production, use or consumption to end of life, which itself represents the beginning of a new life cycle. Because of its durability and the ease with which it can be repaired, plus the option of reprocessing it as scrap to form new products, steel is

considered a permanent material. Consequently, steel is already in a position to make an important contribution to the EU's goal of a circular economy by 2050.

At voestalpine Stahl Donawitz GmbH, this focus on the circular economy has long been implemented at process and product level and undergoes constant further development.

STEEL. DURABLE. RECYCLABLE.

Steel life cycle

The voestalpine focus when determining the sustainability of our products is currently on environmental aspects, i.e. the analysis of the environmental impacts of products and their decarbonisation. A central element and methodological tool for this is the life cycle assessment (LCA). This analysis requires uniform, resilient and globally comparable methods that can contribute to creating an international level playing field and thus promote sustainable economic growth.

The creation of an Environmental Product Declaration (EPD) is an important tool for determining and communicating the environmental impacts of products

based on a life cycle assessment. EPDs are based on the EN 15804+A2 and ISO 14025 standards and are checked and verified by independent third parties. voestalpine Stahl Donawitz GmbH is a key upstream supplier and its data have already been incorporated into the environmental account for products of sister companies (rails, pipes). These declarations are listed and published in the declaration programme of Institut Bauen und Umwelt e.V. (IBU). Creation and publication of an EPD for voestalpine Stahl Donawitz GmbH products is scheduled for the 2023/2024 financial year.

BY-PRODUCTS AND RECYCLED MATERIALS FROM STEEL PRODUCTION

The use of recycled materials from our own steel production, plus waste and secondary raw materials from external production processes, also represents a significant contribution to the circular economy. By-products from

By-product – granulated slag

Granulated furnace slag or granulated slag is used as an aggregate in the cement industry. The use of furnace slag improves the mechanical properties of the cement and helps to reduce CO₂ emissions in cement production.

Granulated slag has a complex chemical composition, being a mixture of silicates, aluminates and calcium oxide, with variation according to the origin and composition

steel production can in turn be used as secondary raw materials for production in other industrial sectors, such as granulated slag.

of the input materials. Adding granulated slag helps to make cement more resistant to chemical attack and to corrosive environments. The components improve the strength and durability of the cement and minimise the risk of cracks and spalling. Additionally, granulated slag used as a clinker substitute in cement production makes a valuable contribution to reducing CO₂ emissions.

The sales volume of granulated slag has remained constant in recent years, and comprises the volume produced on an ongoing basis as well as that from the dismantling of historical stocks. This stock emerged in times when the reuse of by-products did not play an important role and when the efforts of other industrial partners to minimise their emissions were not yet so advanced. The dismantling of this stock involves considerable effort and expense, but will pay off as an important contribution to Austria's ambitious climate goals.



Use of processed recycled materials and external secondary raw materials

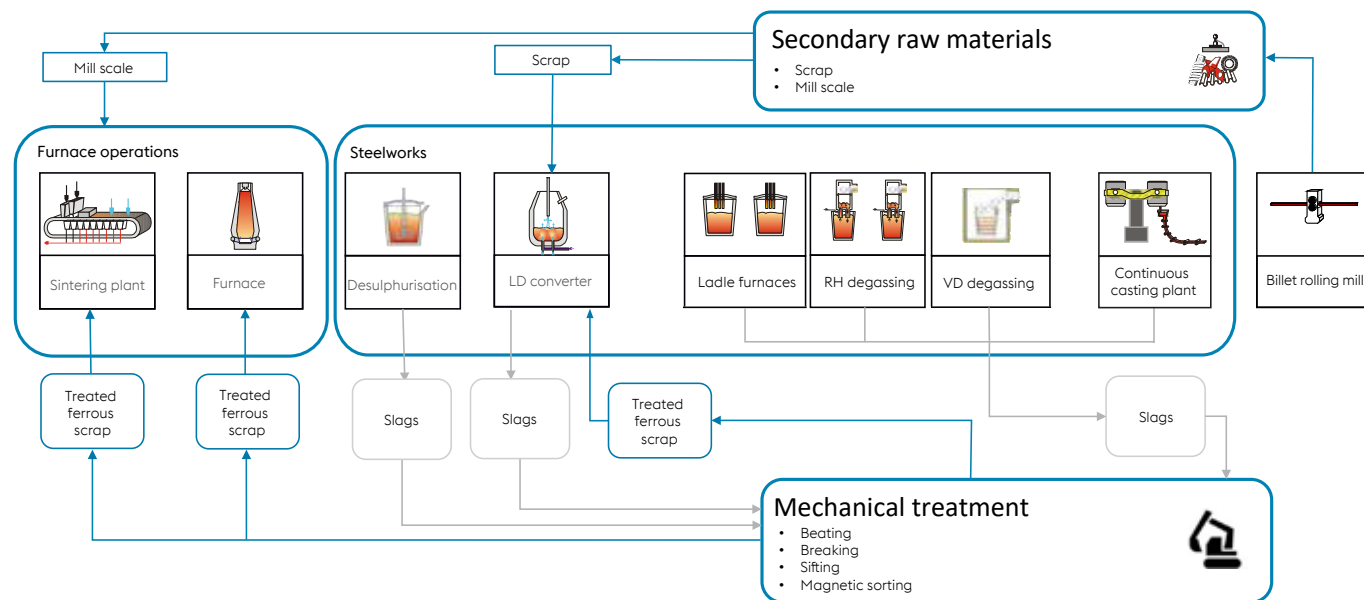
Processed ferrous recyclable materials are reused in production as ferrous scrap for the internal recycling economy. In addition, the purchase of external secondary

raw materials, such as scrap and mill scale, also helps to reduce the use of primary raw materials, thereby contributing to a reduction in CO₂ emissions.

Smart scrap sorting based on laser-based real-time analysis

In order to produce high-grade steel, the scrap used must meet high quality standards. One of the key quality factors is the proportion of trace elements in the scrap. Limits for trace elements in the product standards or specifications are in some cases very low and thus also limit the usability of individual scrap types. As such, an important goal is

to increase the quality of the scrap in terms of the trace elements contained. As part of an internal R&D project known as 'Smart Scrap Sorting', the company is looking at how to analyse and then sort scrap on the basis of a laser-based real-time analysis so that the scrap can then be used in accordance with the quality requirements.



Use and treatment of secondary raw materials as part of steel production

Landfill

Only those fractions that do not satisfy product requirements or that cannot be recycled become waste and must be sent to landfill or otherwise disposed of.

voestalpine Stahl Donawitz GmbH operates an authorised residual waste landfill at its Leoben site for the disposal of company waste, including non-recyclable steelwork slag and smelting waste, as well as for the interim storage of steelwork slag for later

recycling. In the spirit of sustainability and the circular economy, the treatment of waste and by-products has been improved in recent years, and landfill volumes have been significantly reduced, through the introduction of optimised process management and better efforts. Operation of the landfill and acceptance and inspection of waste are carried out in accordance with the legal stipulations.





ENVIRONMENT



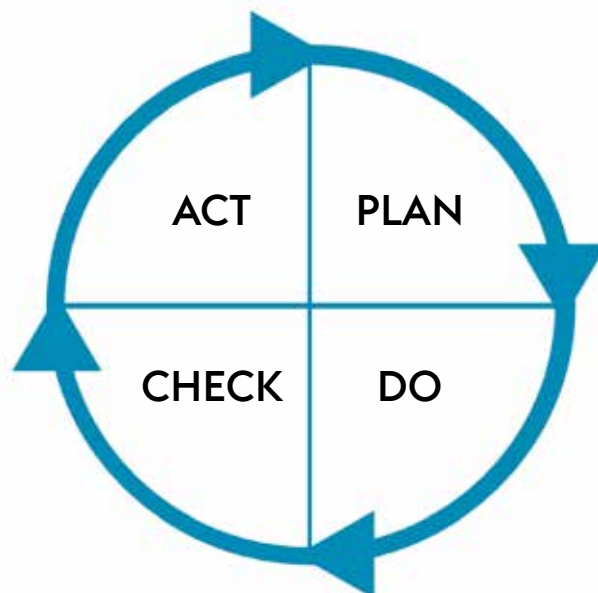
ENVIRONMENTAL MANAGEMENT SYSTEM

ORGANISATION AND STRUCTURE

At the end of the 1990s, the company set up its operational environmental management system in accordance with the EMAS regulation and ISO 14001; the system was validated and certified for the first time in 1999. Today, the management system is operated as an integrated system, encompassing quality, environmental protection, energy efficiency and occupational health and safety. Operational responsibility for environmental interests and continuous improvement rests largely with individual operations managers, who are supported by a number of different teams (Quality/Environmental Protection – Energy – Safety). Higher-level tasks are coordinated and handled by Legal, and external institutions are also involved, if necessary. Occupational health and safety is handled by a safety centre, occupational medical tasks are undertaken by the occupational medical centre, while employee health is promoted by company health management.

The structure and documentation of the environmental management system are consistent with the requirements of the EMAS Regulation and ISO 14001, and those of the energy management system comply with ISO 50001. The management handbook integrates the environmental management, energy management and occupational health and safety management system into the quality management system in accordance with ISO 9001. The detailed implementation rules are specified in procedural and working instructions.

Implementation follows the classic improvement cycle of operational management systems, with the four steps in accordance with PDCA. This cycle is completed once a year and concludes with the assessment of the appropriateness and effectiveness of the management system by company management. Internal environmental audits are performed on an annual basis.



INPUT-OUTPUT BALANCE

The table shows the development of materials flows over the past four calendar years. The data have been generated from internal operational data capture.

		Calendar year	CY 2019	CY 2020	CY 2021	CY 2022
Production quantity, raw steel		[t]	1,459,727	1,134,037	1,533,784	1,436,328
Material/energy	Annual quantity	Spec. quantity [per t raw steel]				
Use of raw materials	Ores, pellets, HBI (furnace operations)	[t]	2,598,286	1,962,397	2,613,646	2,513,146
		[kg/t RST]	1,780	1,730	1,704	1,750
	C-carriers (coke, coke breeze, fine coals)	[t]	746,989	589,698	784,716	748,846
		[kg/t RST]	511.7	520.0	511.6	521.4
Scrap and HBI (steelworks)	[t]	351,307	270,560	378,266	336,107	
	Waste	[kg/t RST]	241	239	247	234
Waste	Non-hazardous wastes, incl. used materials	[t]	317,287	68,292	41,477	48,945
		[kg/t RST]	217	60	27	34
	Hazardous wastes	[t]	12,928	10,415	14,373	14,006
	[kg/t RST]	8.9	9.2	9.4	9.8	
Emissions	Dust (from defined sources)	[t]	37.4	39.9	51.8	47.5
		[kg/t RST]	0.026	0.035	0.034	0.033
	Diffuse dust	[t]	408	287	288	221.7
		[kg/t RST]	0.28	0.25	0.19	0.15
	Dust total (def. and diffuse)	[t]	445	326	338	269
		[kg/t RST]	0.31	0.29	0.22	0.19
	CO	[t]	73,349	63,628	88,243	81,510
		[kg/t RST]	50	56	58	57
	CO ₂ incl. CO	[t]	2,846,643	2,251,948	2,958,608	2,784,609
		[kg/t RST]	1,950	1,986	1,929	1,939
	NO _x	[t]	956	774	1,070	1,017
		[kg/t RST]	0.66	0.68	0.70	0.71
SO ₂	[t]	1,072	859	1,082	1,236	
	[kg/t RST]	0.73	0.76	0.71	0.86	
Organ. C	[t]	87.2	78.8	96.3	76.2	
	[kg/t RST]	0.06	0.07	0.06	0.05	

		Calendar year	CY 2019	CY 2020	CY 2021	CY 2022	
Production quantity, raw steel		[t]	1,459,727	1,134,037	1,533,784	1,436,328	
Material/energy		Annual quantity	Spec. Quantity [per t of raw steel]				
Waste water	Treated waste water (VASD)	[m ³]	27,367,427	21,995,902	22,655,059	22,240,289	
			[m ³ /t RST]	18.7	19.4	15.2	15.5
Energy consumption	Natural gas	[Thou. m ³ /a]	37,387	34,524	37,693	30,498	
			[Nm ³ /t RST]	25.6	30.4	24.6	21.2
	Electricity	[MWh]	311,975	247,190	307,481	290,881	
			[MWh/t RST]	0.214	0.218	0.200	0.203
Energy consumption	Compressed air	[Thou. Nm ³]	70,742	66,632	84,091	83,899	
			[Nm ³ /t RST]	48.5	58.7	54.8	58.4
Electricity generation	Spec. electricity generation from smelting gases (incl. equiv. power)		[MWh/t RST]	0.297	0.269	0.297	0.289



EVALUATION OF ENVIRONMENTAL ASPECTS AND IMPACTS

“Every production activity has an environmental impact, to one degree or another. In steel production, we convert large quantities of material and energy. The annual qualitative and quantitative evaluation of the environmental situation at the site allows us to direct improvement activities in raw material and energy efficiency and in residual materials and waste, water and waste water.”

Siegbert Steinberger, environmental management officer

Evaluation procedure

The environmental aspects and environmental impacts of our site are expressed using a qualitative evaluation procedure – an ABC evaluation. This relative evaluation method for issues of environmental relevance uses three categories for ‘urgent need for action’ (category A), ‘medium-term need for action’ (category B) and ‘no need for action’ (category C) for the following evaluation areas: Environmental impact due to production processes (particularly emissions), quantities of input materials, environmental legal compliance and safety issues.

There is a list of criteria for each of these areas. Key aspects are rated as A issues. An environmental goal must be set for A-rated issues, while for B-rated issues, there must be a decision as to if and when an improvement can be achieved with an environmental goal. The quantities and specific key figures from the input-output balance and the ABC analysis are used as a basis for setting environmental goals.

DIRECT ENVIRONMENTAL ASPECTS AND ENVIRONMENTAL IMPACTS

EMISSIONS

Conventional crude iron and steel production emits process and raw materials-derived air pollutants, including carbon dioxide (CO₂), sulphur dioxide (SO₂) and nitrogen oxides (NO_x), as well as dust. voestalpine Stahl Donawitz GmbH has been able to significantly reduce the emissions level in recent years thanks to extensive environmental protection measures and process innovations.

The legally prescribed limit values are safely met. The parameters are checked and the annual releases are recorded by means of continuous measurements and periodic examinations. The emissions values are reported to the authorities annually in the emissions report.

DUST

The modernisation of the steelworks in 1999 marked the beginning of a major reduction in dust emissions at voestalpine Stahl Donawitz GmbH. In the years that followed, dust emissions were reduced by around 82 per cent as a result of further technical measures designed to reduce emissions.

In 2022, the specific dust quantity decreased to 0.19 kg dust per tonne of raw steel produced, compared to the previous year, 2021 (0.22 kg/t steel), following an adjustment to the calculation method used (to UBA Study Germany).

DIRECT AND INDIRECT GREENHOUSE GAS EMISSIONS

Participation in the Carbon Disclosure Project (CDP) requires integrated calculation and external verification of the greenhouse gas emissions (GHG emissions) along the entire value chain for all voestalpine Group production sites.

Detailed information in this regard can be found in the voestalpine AG sustainability report, which is available at: <https://www.voestalpine.com/group/de/konzern/corporate-responsibility>

Greenhouse gas emissions for voestalpine Stahl Donawitz GmbH are calculated by the Group Sustainability department on the basis of the GHG Protocol, and are verified externally.

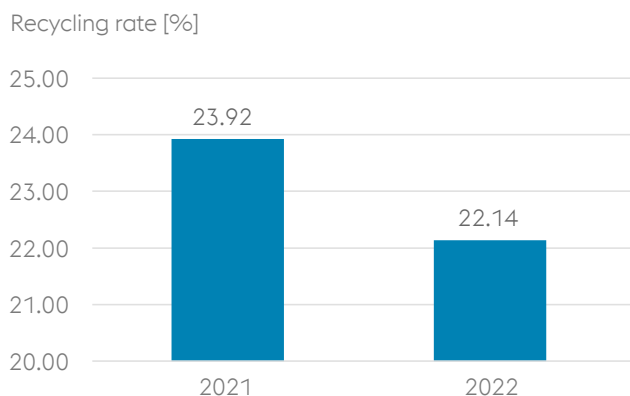
Scope 1:	1,951 kg CO _{2eq} /t crude steel
Scope 2*:	0 kg CO _{2eq} /t crude steel
Scope 3:	951 kg CO _{2eq} /t crude steel
Total:	2,902 kg CO_{2eq}/t crude steel

*Market-based

CIRCULAR ECONOMY. RECYCLING RATE.

As a material, steel can be almost fully recycled, as all resulting products can be fully recycled as scrap at the end of their service life, as many times as needed. Resource-friendly production requires product service lives to be extended and the reusability and recyclability of products to be continuously improved. Secondary raw materials, such as scrap and treated ferrous residues, form an essential basis of raw materials, both for conventional technology (use in steelworks) and for the envisaged conversion to electric furnaces.

The recycling rate has been calculated in accordance with the definitions in ÖNORM EN ISO 14021.



GRANULATED SLAG

The granulated slag produced during the furnace process is used as a secondary raw material in cement production. This helps, on the one hand, to improve the strength and durability of the cement, but on the other, helps to reduce CO₂ emissions through substitution of primary raw materials in cement production.



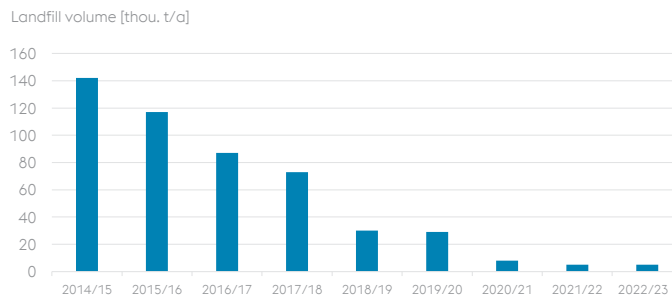
INTERNAL RECYCLED MATERIALS

Conservation of natural resources is very much on the agenda. By better separating the residues from the crude iron and steel production processes, and by optimising processing, we have steadily been able to increase the quantity of separated products for recycling over the

years. Ongoing process improvements in the processing of ferrous scrap and R&D projects looking at, amongst other things, recycling options for non-ferrous scrap provide support for optimised recycling management.

LANDFILL

It has proved possible to close many internal and external loops with secondary raw materials in recent years, which has meant a significant reduction in the volumes of waste sent to landfill each year. More specifically, this has meant a reduction in landfill volumes, from a constant approx. 120,000 t per year down to less than 10,000 t per year, brought about by changes to processing steps and new recycling options. This success has only been possible thanks to ongoing quality control efforts and the huge commitment of our employees.



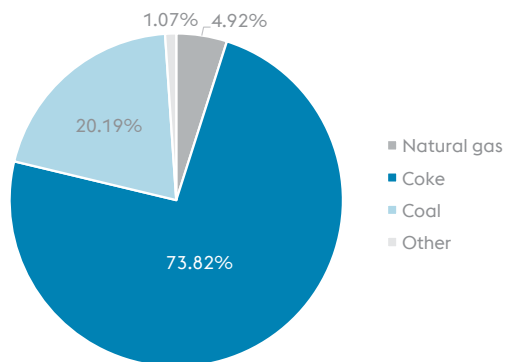
WASTE

Waste management at voestalpine Stahl Donawitz GmbH is governed by the waste management concept. All waste produced by the company is collected and properly disposed of. In 2022, we disposed of or passed on the following quantities of waste and residual matter:

Waste and residual volumes	Tonnes
Hazardous waste for disposal	14,006
Non-hazardous waste for disposal at own landfill site	4,988
Non-hazardous waste for external disposal	2,325
Waste materials returned to upstream suppliers	21
External recycling (ferrous scrap, etc.)	19,640
Sold materials (timber, steel bars, etc.)	21,971

ENERGY

The steel production process in a conventional furnace or using the LD steelworks route is highly energy intensive. Coke, coal and natural gas are used as primary sources of energy, and purchased electricity where necessary. The carbon in the coke and coal is required for the metallurgical work (to reduce the iron oxides to iron) as well as to generate the reaction temperature that is needed in the process. Natural gas is used for purposes including steam generation, for heating and to keep aggregates warm, as well as for the ignition and cutting processes.



Energy generation and supply

Furnace gas and converter gas (process waste gases) are recycled in the company’s internal power plant for electricity generation. A new power plant unit was constructed in 2008 to increase utilisation of co-generation gas, and thus to boost the proportion of electricity generated internally.

Combined with other measures to improve efficiency in the power plant, these optimisations have enabled an annual increase in internal electricity generation of around 15.8 GWh/year, thus reducing the needed to procure electricity externally.

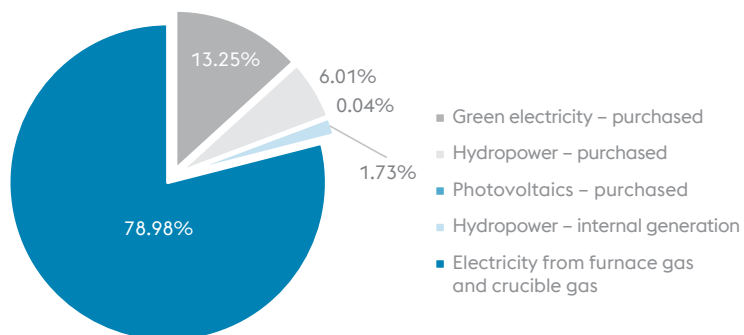
In 2022, furnace and crucible gas recovery (converter gas) was optimised, thereby improving gas utilisation options in the power plant unit.

Reduction in natural gas consumption: in view of the ‘energy crisis’, the government recently mandated a reduction in use of natural gas. Natural gas consumption has thus been reduced in favour of alternative sources of energy in order to protect the European electricity grid.

ELECTRICITY

Thanks to constant optimisation and efficient use of process waste gases, 81 per cent of the electricity supply in 2022 was covered by self-generation (utilisation of co-generation gases and hydropower). Purchased electricity is covered entirely by 100 per cent green electricity.

Power supply CY 2022 – Donawitz site incl. electricity requirement for production of technical gases



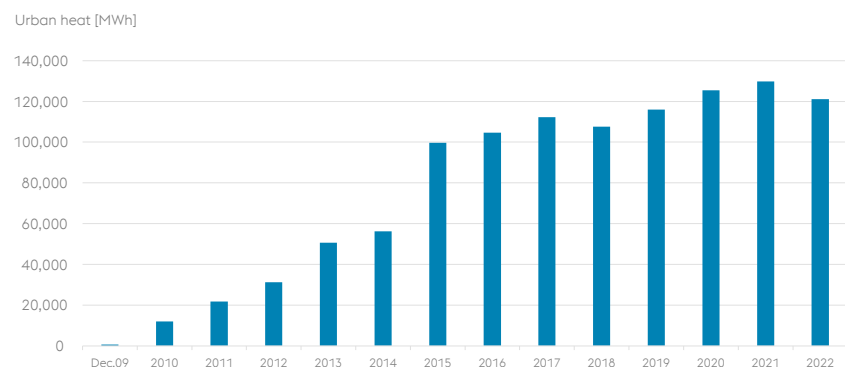
WASTE HEAT

As mentioned above, steel production is highly energy intensive. A considerable part of this energy is released again in the form of waste heat. This is transferred to aggregates and to cooling systems as radiated and convected heat from liquid crude iron, raw steel and slags.

In the compact steel mill, the majority of production goes into a walking beam furnace, hot, immediately after casting. This helps to prevent large heat losses and saves energy at the same time. The thermal and chemical energy potential of process waste gases is utilised in various forms. As an example, the furnace gas produced in the production of crude iron is used as a fuel gas in the hot-blast stoves and, in conjunction with the crucible gas from the LD process (both low-calorific fuel gases), in different power plants to generate electricity, steam and heat.

In addition, the waste gas from the LD process is discharged via a cooling stack, which is also configured as a saturated steam generator. That saturated steam is used for regenerated feed water pre-heating in the power plant.

The waste heat from the hot sintering waste gas in the sintering plant is fed back into the process. In the walking beam furnace in the compact steelworks, the hot flue gas is used to pre-heat the combustion air, while the heat dissipated during the cooling of supporting systems is fed into an existing hot water supply network to provide the plant with heat. District heating is drawn from the power plant and fed via an extensive pipeline system to residents of Leoben and Trofaiach.



Fact box – urban heat	
Thermal capacity	50 MWth
Supply quantity	150 GWh/a
Supply capacity	approx. 10,000 households
Natural gas saving	approx. 15,000,000 Nm ³ /a
CO ₂ saving	approx. 30,000 t/a
Origin	100 per cent waste heat

WATER

Considerate use of water is an essential guiding principle, which is why careful extraction and/or optimisation of closed-loop circulation has uppermost priority.

Water is used almost exclusively to cool aggregates and to generate steam. Cooling water is fed to the Donawitz site after its extraction from the Vordernberg Stream or, if necessary, from the River Mur. Cooling water extracted from either of these sources is used directly in processes or, after purification in gravel-packed filter systems, used as pure water. If needed, potable water can be drawn from the company power plant and steelworks deep well.

Circulation systems and repeat use of process water, perhaps as furnace cooling water, washing water and in granulation water circuits, ensure that water resources are used as sparingly as possible.

Central process water treatment plant

All waste water from activities at the site is collected and fed into a common sewer system. This sewer routes to a central process waste treatment plant, where a two-stage mechanical treatment process treats the waste water before sending the purified waste water to the Mur receiving water in accordance with the applicable water discharge notice. The separated sludge is disposed of externally or utilised internally. The waste water from voestalpine Railway Systems GmbH (PC Rail), voestalpine Wire Rod GmbH and Air Liquide is also treated at the central process water treatment plant. The waste water is monitored continuously in accordance with officially prescribed internal and external monitoring protocols. The limit values are complied with and reported to the authorities on an annual basis.

USE OF LAND

In the zoning plan, voestalpine Stahl Donawitz GmbH is designated as an industrial area. Regular examination of the groundwater in the plant area to indicate potable water quality indicates that there is no contamination of the soil of environmental relevance. This can be explained by safety measures taken in relation to the storage of hazardous substances to effectively prevent penetration into the soil layer – one such example is the concrete covering over the area to which scrap metal is delivered, as well as the sealing of the ground around filling stations and vehicle washing areas.

The total area at the plant site is approximately 520,000 m², which is divided up as follows:

Areas	%
Production halls, buildings	30
Surfaced storage and traffic areas	58
Green areas and unsurfaced areas	12

NOISE

As with all factors that affect the environment, the importance of noise reduction measures has risen in prominence in more recent years. This is addressed by paying more attention to low-noise units and to appropriate noise protection measures, especially when planning new plants. An example measure is the installation of a noise barrier along the railway line a few years ago, to shield neighbouring sites. The area surrounding the plant site

is designated as an industrial area. A noise limit value of 70 dB (A) is set for the sintering plant (Kerpelystrasse, the closest neighbours), a value that has so far never been exceeded thanks to implementation of internal and external measures. Traffic noise is most dominant at the peripheries of the neighbourhood, while operational noise is more background in nature.

ODOURS

There have been no complaints or contact with the authorities in relation to nuisance from odours.



IMMISSION IMPACTS

The impacts of the operational activities of voestalpine Stahl Donawitz GmbH are monitored closely at the company's internal forestry operation, which is located to the north-east of the plant in the main wind direction. The forestry operation encompasses an area of approx. 1,000 ha, which means that conclusions drawn about the environmental impacts of voestalpine Stahl Donawitz GmbH on peripheral regions are representative. The

focus of the forestry operation is to sustainably use the commercial forest for profit, while at the same time to recultivate and manage abandoned areas of the landfill site. The forest is thus a protective area for the landfill site and for the steelmaking activities of voestalpine Stahl Donawitz GmbH. Investigations and growth assessments of standing wood have always shown that there are no growth drawbacks in the area.



HAZARDOUS SUBSTANCES MANAGEMENT

All hazardous substances used at voestalpine Stahl Donawitz GmbH are registered in a database of hazardous substances. The substances are assessed on the basis of the information on the safety data sheet (ABC classification). Approval for use of these substances is provided by the Head of the Chemical Laboratory and the Head of the Safety Centre. When new substances are procured, the respective safety data sheet is requested and the substance is assessed as early as the bidding stage.

For substances that are subject to an A classification, there is consultation with the operational department to determine whether use of the substance is essential or whether a substitute product may be used. Substances are stored to ensure regulatory compliance. The hazardous waste produced after use of hazardous substances is disposed of by authorised waste collection companies in accordance with the requirements of the Waste Management Act.

CONTAMINATED SITE EXAMINATION

The dumping area at the Donawitz site was designated as a contaminated site and assigned to priority class II (in accordance with the Remediation of Contaminated Sites Act). This contaminated site has been subject to safeguarding since 1988. All seepage water that emerges at the base of the dumping area is collected, treated and discharged into the receiving water in accordance with the provisions and limit values of the notice. Additionally, the contaminated site has been successively covered

over. Official approval for safeguarding measures was granted in 1998 in accordance with the Remediation of Contaminated Sites Act; these safeguarding measures were sponsored by Österreichischen Kommunalkredit AG. The measures were officially audited in 2004 and declared successful. The dumping area is now classified as a safeguarded contaminated site. Extensive checks are carried out every year in accordance with the notice.

EMERGENCY PLANNING, EMERGENCY PRECAUTIONS AND ABNORMAL OPERATING CONDITIONS

If an emergency arises, immediate steps are taken in accordance with the voestalpine Stahl Donawitz GmbH plant alarm plan and individual procedural instructions, which govern the flow of information and the measures that must be taken in an emergency. Abnormal operating conditions, such as start-up and shutdown processes at operating plants with possible impacts on emissions in relation to air, water, waste and noise, are recorded and documented accordingly in order to prove that the legal boundary conditions are met in these situations as well.



INDIRECT ENVIRONMENTAL IMPACTS

PRODUCT IMPACTS

In terms of products, voestalpine Stahl Donawitz GmbH produces low-alloy steels which customers use primarily for processing into railway rails, steel pipes and wire products. These are products whose constituents have little impact on

the environment. In addition, after the end of their usage cycle, these products are mostly reused as secondary raw materials (scrap) in iron and steel production.

TRAFFIC VOLUME DUE TO DELIVERY OF INPUT MATERIALS AND PRODUCT DELIVERY

98 per cent of raw materials, input materials and aggregates are delivered by voestalpine Stahl Donawitz GmbH suppliers by rail, while 2 per cent are transported by lorry. Approximately 95 per cent of product deliveries

are by rail and, within the factory site, by low-lift forklift trucks; approx. 5 per cent are transported by lorry to those customers without a railway terminus.

CONSIDERATION OF ENVIRONMENTAL PROTECTION WHEN COMMISSIONING SUPPLIERS

The company strives to give preference to suppliers with an environmental certificate. Another concern is the need to commission local companies for services where possible. This means shorter transport routes and thus fewer emissions, and helps to support regional economic operators. As an example, the headquarters of the waste disposal company is just four kilometres away. This waste

disposal company is certified as a specialist waste disposal company in accordance with ISO 9001 and ISO 14001. Similarly, the company commissioned to clean all site buildings is certified in accordance with ISO 9001 and ISO 14001 and validated in accordance with the EMAS Regulation.



LEGAL COMPLIANCE

The Legal department at voestalpine Stahl Donawitz GmbH subscribes to federal and local legislation, thereby helping to ensure that the company is always informed of the current status of environmental legislation. Updates in line with EU laws, directives, regulations and federal and local laws are also ensured through subscription to a regular data carrier (CD-ROM for environmental law) and through weekly information from a consulting firm.

The key legal stipulations for the company are derived from the Commercial Code, the Water Act, the Employee Protection Act and the respective implementing regulations. In addition, specifications in accordance with Annex I to Directive 2010/75/EU (BAT specifications) apply to the following activities:

- » Activity 2.1: Metal ore (including sulphide ore) roasting or sintering
- » Activity 2.2: Production of pig iron or steel (primary or secondary fusion) including continuous casting, with a capacity exceeding 2,5 tonnes per hour

All environmental protection and occupational health and safety-related requirements that apply to the company are checked by Legal for relevance and are presented clearly in a legal register. The requirements in official notices are summarised in a database of notices. Both are made available to the persons responsible for the individual operational departments.

IMPLEMENTATION AND COMPLIANCE VERIFICATION

Each head of department is responsible for ensuring compliance with the regulations within his or her area of responsibility. Verification of legal compliance is carried out through internal audits and by means of a database of notices. Compliance with safety-related regulations is verified during our own safety inspections.

Information for the operating plant permit is forwarded by Legal to the respective facilities for the inspection date, the inspection is carried out at the site and its conclusion reported back to Legal. Measurement and monitoring obligations that are of environmental relevance are carried out with reference to the operational inspection calendar.

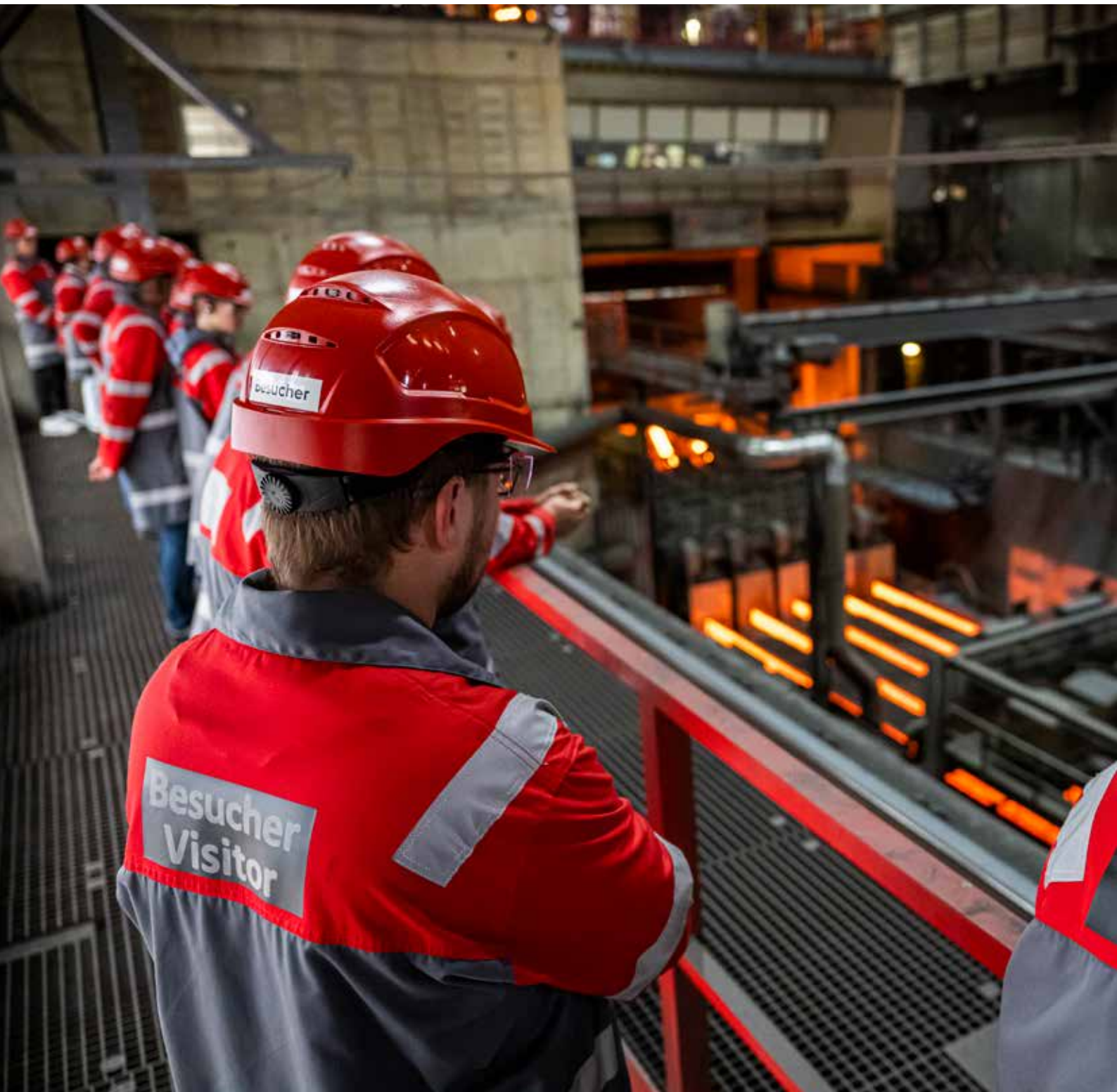
The company complies with the applicable legal regulations (except for selective measurements in an internal partial flow to the central sewage treatment plant).

Internal environmental management audits are carried out in relevant departments of the company on an annual basis by independent and appropriately qualified personnel. The results are evaluated by the management team as part of the management review.

ENVIRONMENTAL COMMUNICATION

A cornerstone of our communication is substantive openness – internally and externally. Internal communication serves to inform all employees about the current environmental situation in order that everyone can contribute to improvement. Communication is provided through various media, such as environmental protection meetings and electronic communications. In addition, employees have the opportunity to submit suggestions and requests to the environmental team. Communication

with external stakeholders, such as residents, authorities and customers, is also important to us. The head of the Legal department is responsible for handling external enquiries, suggestions and complaints. Media information is provided by the Marketing and Communications Department and the management team. Guided tours are given to thousands of visitors every year to showcase the operational processes.



ENVIRONMENTAL GOALS

ENVIRONMENTAL GOALS IMPLEMENTED IN 2022/2023

Since the start of the environmental management system (initial validation in accordance with the EMAS Regulation was carried out in 1999), more than 100 environmental goals have been fully implemented. The following select environmental goals were implemented in the previous financial year, 2022/2023:

Assessment of environmental goals from 07/2022 to 06/2023

Topic area	Goal	Measure for achieving the goal	Responsibility	Goal date	Status
Recycling of production residues (smelting waste)	Goal: Reduction of the landfill volume from steel production residues to Goal: <5,500 t/a	Optimisation of the LD slag situation Implementation of the recycling centre concept	Energy and logistics	03/2023	Satisfied
Energy savings	Reduction of energy consumption in cooling water supply (electricity saving: 2,780 MWh/a)	Conversion of 6 bar cooling water supply to pressure and flow control with FI control	Furnace operations	03/2023	Satisfied
Electricity generation from smelting gases	Spec. electricity generation from smelting gases (total for power plant): Goal FY 2022/23: 305 kWh/t RST	Plant optimisation	Energy and logistics	03/2023	Satisfied
Energy saving	Electricity saving in furnace gas wet cleaning (electricity saving: 1,300 MWh/a)	Optimisation of Theisen disintegrators (5-9)	Furnace operations	03/2023	Satisfied

NEW ENVIRONMENTAL GOALS FOR 2023/2024

The key environmental considerations at the site are exhaust air emissions, waste quantities and high energy consumption during processes. The environmental goals in turn focus on improving energy efficiency. Prompt implementation of the energy, environmental and safety goals is verified during regular meetings, internal audits and the annual evaluation of the management system. The funds for implementation have been approved by the management.

Topic area	Goal	Measure for achieving the goal	Responsibility	Goal date
Recycling of production residues (smelting waste)	Goal: Minimisation of landfill volume from steel production residues to <5,500 t/a	Continued development of recycling centre	Energy and logistics	31/03/2024
Increase in internal energy generation from smelting gases	Spec. electricity generation from smelting gases (total for power plant): Goal FY 2023/24: 305 kWh/t RST	Plant optimisation	Energy and logistics	31/03/2024
Reduction of natural gas use	Budget goal NG input process-related ≤27 GWh/a Ho	Plant optimisation	Energy and logistics	31/03/2024
Reduction of energy consumption in furnaces	Optimisation of energy consumption for wash cooler pumps and water supply Savings: 1,127 MWhel/a	Conversion of washer cooler pumps for speed control. Water supply Theisen disintegrators via low-pressure cooling water grid	Furnace operation	31/03/2024

SOCIETY. FOCUS ON EMPLOYEES.



SOCIETY. FOCUS ON EMPLOYEES.



Part of our success is down to the particular skills and fabulous motivation of our employees. With this in mind, we set great store by an appreciative corporate culture, the diversity and individuality of our employees and their qualifications.

Corporate culture

Trust, diversity, self-determination and the assumption of responsibility are encouraged and expected.

Equality and diversity

The individuality of all employees and their capabilities, irrespective of gender, age, origin, religion, sexual orientation or impairment, are valued and appreciated and we create conditions that ensure equal opportunity and work that both helps to preserve health and is oriented to the employee's life phase.

Every employee, with his or her unique strengths and capabilities, is valuable and deserves respect.

Training and self-improvement

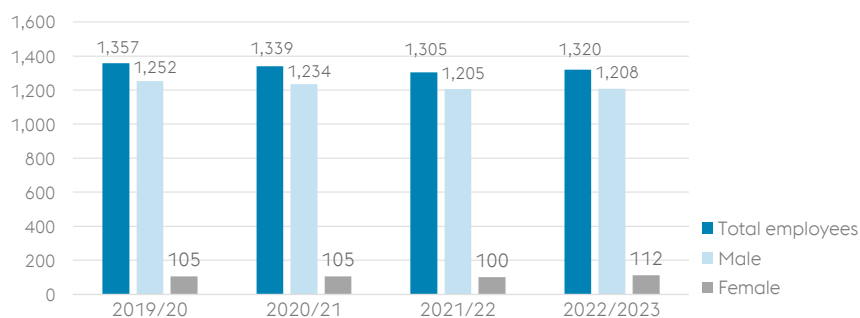
Our employees are supported in their qualifications through targeted measures, which help to expand their professional development opportunities. In addition, just like lifelong learning, we view training for young people as a long-term factor in the success of the company.

Health and safety

Health and safety in the workplace are uppermost priorities as founding principles. We work to continuously reduce the frequency of accidents and to boost the health rate of all employees. Group-wide safety standards are the foundation of an effective health and safety-oriented corporate culture.

EMPLOYEE FIGURES AND STRUCTURE

On 31 March 2023, voestalpine Stahl Donawitz GmbH had 1,320 employees, whether waged or salaried employees and apprentices. The number of female employees amongst the workforce was approx. 8.5 per cent.



Female power

Increasing the number of female employees at all levels, from apprentices through to managers, is a stated goal of voestalpine and is formulated in the sustainability strategy: we ensure that the boundary conditions for equal opportunity are in place and are committed to increasing the proportion of female employees in technical fields and the number of female technical apprentices by 2025. We contribute to increasing the appeal of STEM subjects for female employees and endeavour to increase the proportion of female applicants and recruits. By implementing measures adapted to the individual companies and regional conditions, voestalpine is able to generate interest amongst female applicants and to ensure good development opportunities for female employees.



Employee satisfaction

There are a variety of measures in place to ensure that the knowledge and experience of employees are used to the optimum and that the appeal of voestalpine as an employer is constantly increased. Doing this also helps to

maintain a low staff turnover rate. In FY 2022/2023, the rate was around 3.5 per cent for contracts of employment that were terminated by mutual agreement or by the employee.

Employee survey 2022

The company carries out employee satisfaction surveys every three years to derive and implement corresponding measures. The last employee survey was carried out in autumn 2022. This involved surveying 1,293 employees at voestalpine Stahl Donawitz GmbH between 19 September and 16 October 2022; 805 employees took part, which represents a response rate of 62 per cent.

Information events were held in different divisions of the company to present the results, which were then also discussed in smaller groups. Respective division-specific measures were defined and are due to move into the implementation phase in 2023.

Open feedback culture – annual appraisal interview

We do not ignore what our employees are thinking. We offer them the support that they need to express their thoughts and thus shape an appreciative corporate culture. Annual appraisal interviews take place between employee and supervisor as an opportunity for two-way feedback and to discuss the focus of the past year's work. Interviews are also used to set goals for the coming years and to consider any further development opportunities for employees.



DIVERSITY AND INDIVIDUALITY



charta der vielfalt

UNTERZEICHNET

We are committed to valuing all people with whom we maintain a relationship, including employees, customers, and business partners, irrespective of their gender, skin colour, nationality, ethnic origin, religion or world view, impairment, age, sexual orientation and identity. This commitment and associated measures promote a climate of acceptance and of mutual trust and help to ensure that

Human rights

We are committed to upholding human rights in accordance with the International Bill of Human Rights and the UN Guiding Principles on Business and Human Rights and support the UN Global Compact. Under no circumstances do we tolerate child or forced labour or discrimination, including during hiring and in employment, either within the Group or amongst our business partners. With this in mind, human rights occupy an important

the boundary conditions are in place for equal opportunity and work that preserves health and is oriented to the employee's life phase.

The signing of the 'Diversity Charter' in February 2018 by voestalpine AG's CEO emphasises the Group's attitude towards diversity and equal treatment.

position in voestalpine AG's Code of Conduct and can be found in the 'Social responsibility' section. E-learning courses on the Code of Conduct, data protection and how to handle sexual harassment have already taken place in recent years. The training focus in FY 2022/2023 was 'Human rights – module 1' and 550 employees took part. Continuation of the training and a more advanced module 2 will be part of the training focus in FY 2023/2024.

EMPLOYEE TRAINING AND SELF-IMPROVEMENT

Neither innovation nor high quality would be possible without the ongoing training and self-improvement of employees. Qualification measures are thus an important prerequisite for the success of voestalpine. They also promote the personal development opportunities of employees and their networking across departments and sites. The training volume in FY 2022/2023 was 25,743 hours, which is the equivalent of around 36.56 hours

per trained person. Only by motivating all employees to think with independence and innovation can we achieve our goals, so integrating employees into all of our activities is a key component of our management policy. Awareness of environmental, economic and social topics is promoted by means of an internal training programme, which is individually customised to the development needs of employees.

HEALTH AND SAFETY

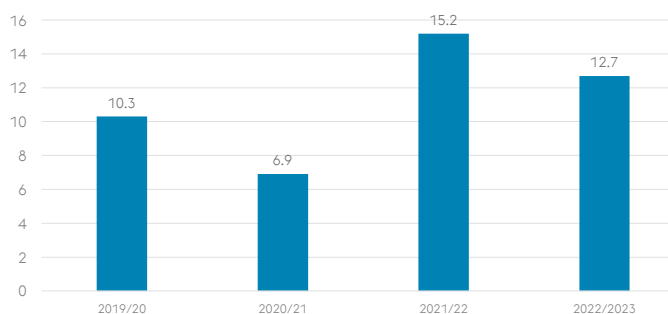
The health and safety of all employees are fundamental values and have uppermost priority. We work continuously to further reduce the frequency of accidents and to boost the health rate of all employees. Group-wide safety standards serve as the foundation for a successful health and safety corporate culture because, after all, success can only be achieved with healthy employees operating in a safe environment.



Accident frequency

The LTIFR (Lost Time Injury Frequency Rate) expresses the accident frequency as the number of occupational accidents needing to be reported involving more than three lost days per one million hours worked. By consistently implementing health and safety measures, we were able to reduce the number of occupational accidents in the previous financial year – the number of occupational accidents needing to be reported in FY 2022/2023 was just 29. Other improvement measures to reduce the LTIFR rate were defined as part of the management review and will undergo further intensification over the coming financial year.

Lost Time Injury Frequency Rate



Health rate

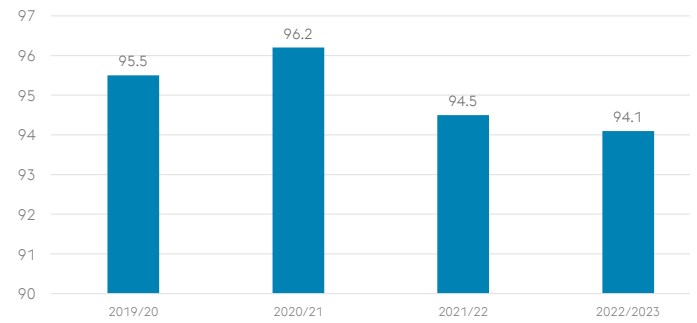
The health rate expresses the target working time minus absence due to illness. A high health rate is positive for both employees and the company. It is an expression of a functional health policy and a responsible and appreciative approach to employees within the company. Whatever efforts are made, it is essential that employees do not come to work when they are ill.

Occupational health management

Occupational health management is about planning and implementing measures and projects to promote health and thereby maintain physical and mental health. The principal action areas are prevention, movement and exercise, nutrition, mental health and shift work.

The main focus topic in 2021 was 'Mental health' under the slogan 'Healthy body – healthy mind', which saw a range of measures available to both managers and employees. A guide to improving mental health was also written and distributed.

Health rate [%]



Occupational health centre

Today more than ever before, a company's success hinges on the performance, qualification, interest in work and commitment of employees. People are front and centre, together with their health and well-being. The services offered by the occupational health centre range from personal health advice to (statutory) preventive examinations and active support in occupational healthcare.

BENEFITS FOR EMPLOYEES

We constantly invest in an appealing and fresh working environment with extensive benefits, such as flexible working time models, home office (remote working) possibilities, performance-based remuneration, childcare, healthcare and varied career and development opportunities. Our employees are also co-owners and thus share in the capital of the voestalpine Group through their own shareholdings.

Ideas management

All employees are involved in the further development of the company and can make contributions and propose improvements for environmental, economic and social developments through the company suggestion programme or to the environmental team directly. 228 ideas were submitted in 2022. The total benefit (saving) for the company was around EUR 1.8 m. Employees shared in the success of their ideas by receiving bonuses of around EUR 160,000.

With employee ideas: everyone benefits.

An example: by optimising complex process steps in furnace gas utilisation for the internal generation of electricity, it will be possible to self-generate seven additional gigawatt hours of electricity in the future. The idea was submitted and implemented across company divisions by employees from furnace operations and energy operations.



voestalpine employee share scheme



'A piece of the pie!' was 2000's slogan, when the management team and employee representatives came together to develop the unique employee share scheme model. On 31 March 2022, 25,300 employees held shares in voestalpine, representing 14.8 per cent of the voting rights and thus a stable

core shareholding in voestalpine AG. This makes us both a forerunner and pioneer in Europe.

Further information is available at: <https://www.voestalpine.com/group/en/group/employee-participation/>

Annual performance bonus for employees



In addition to the employee share scheme, our employees also enjoy an annual performance bonus, which is awarded based on the success of the company. Its amount varies from a few hundred to several thousand euros. There is also the possibility of no payment at all – there is no

legal entitlement to a bonus. That's because when crises occur, we come closer together to fight for our voestalpine. When success returns, the management team and works council negotiate together on a level playing field. That is our culture of appreciation!

Flexible working time models



In order to best meet the needs of employees as well as operational requirements, we offer different working time models, including flexible working hours, home office (remote) working, part-time work for more senior employees, trust-based working time and different shift models. We focus keenly on the right work/life balance

and on childcare facilities. We recognise that the continuous operation of our plants means that we cannot eliminate shift work, but we can create the best boundary conditions for shift work. Salaried employees also have flexibility, flexible working hours and the option to work from home.

Parental leave and childcare facilities



The younger generation is always welcome at voestalpine, and many of our employees are already in their third generation. With this in mind, it's essential that we create the best boundary conditions and offer prospective mothers and fathers the support that we can. We remain in contact during periods of parental leave and

arrange suitable reintegration promptly, perhaps through a part-time working/parental leave model. We are also pleased that more and more fathers are taking paternity leave. Additionally, we are able to offer optimal facilities for children in our on-site kindergarten once parental leave has come to an end.

Site restaurant – CASEDO



Employees can take advantage of a number of different lunchtime menus in our site restaurant, with a particular focus on regional produce and balance. Vegetarian menus and a salad buffet ensure that healthy eating can be part of everyday work habits.



LEGAL NOTICE

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Deadline for the next environmental statement in accordance with the EMAS Regulation

voestalpine Stahl Donawitz GmbH's environmental declaration is updated every year. The next environmental statement will be published in October 2024.



