

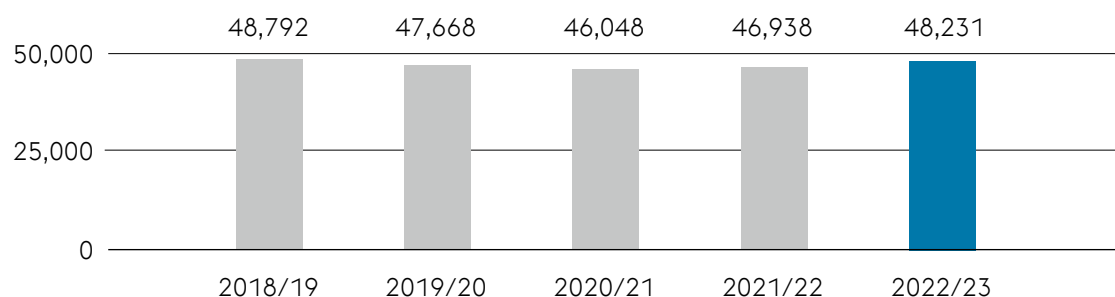
## 14.1 EMPLOYEE STRUCTURE

As of the annual reporting date (March 31, 2023), the voestalpine Group had a global workforce of 48,231 employees (head counts).

When 1,402 apprentices and 3,253 temporary employees are included, this number rises to 51,202 full-time equivalents (FTEs).

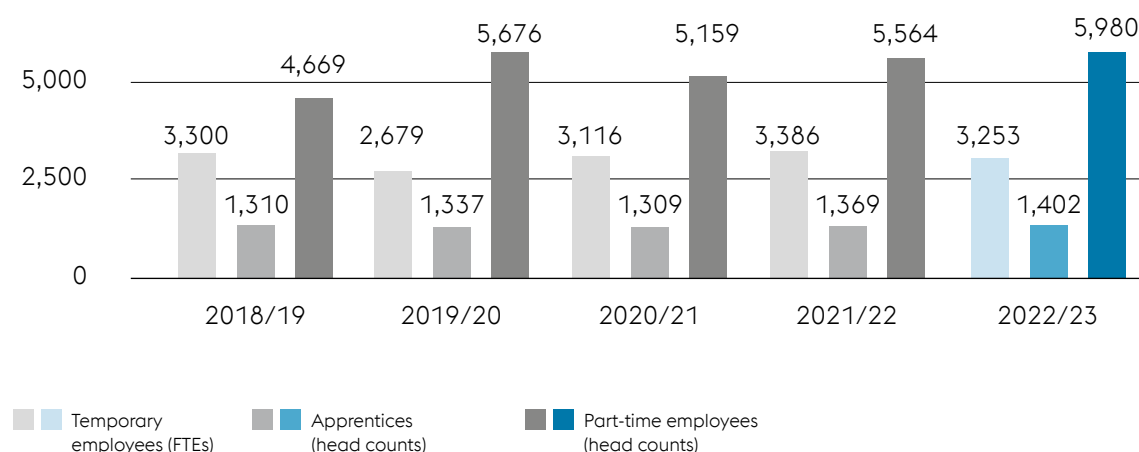
### DEVELOPMENT OF THE NUMBER OF EMPLOYEES

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



### EMPLOYEE STRUCTURE BY EMPLOYMENT CONTRACT

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



Temporary employees (FTEs)

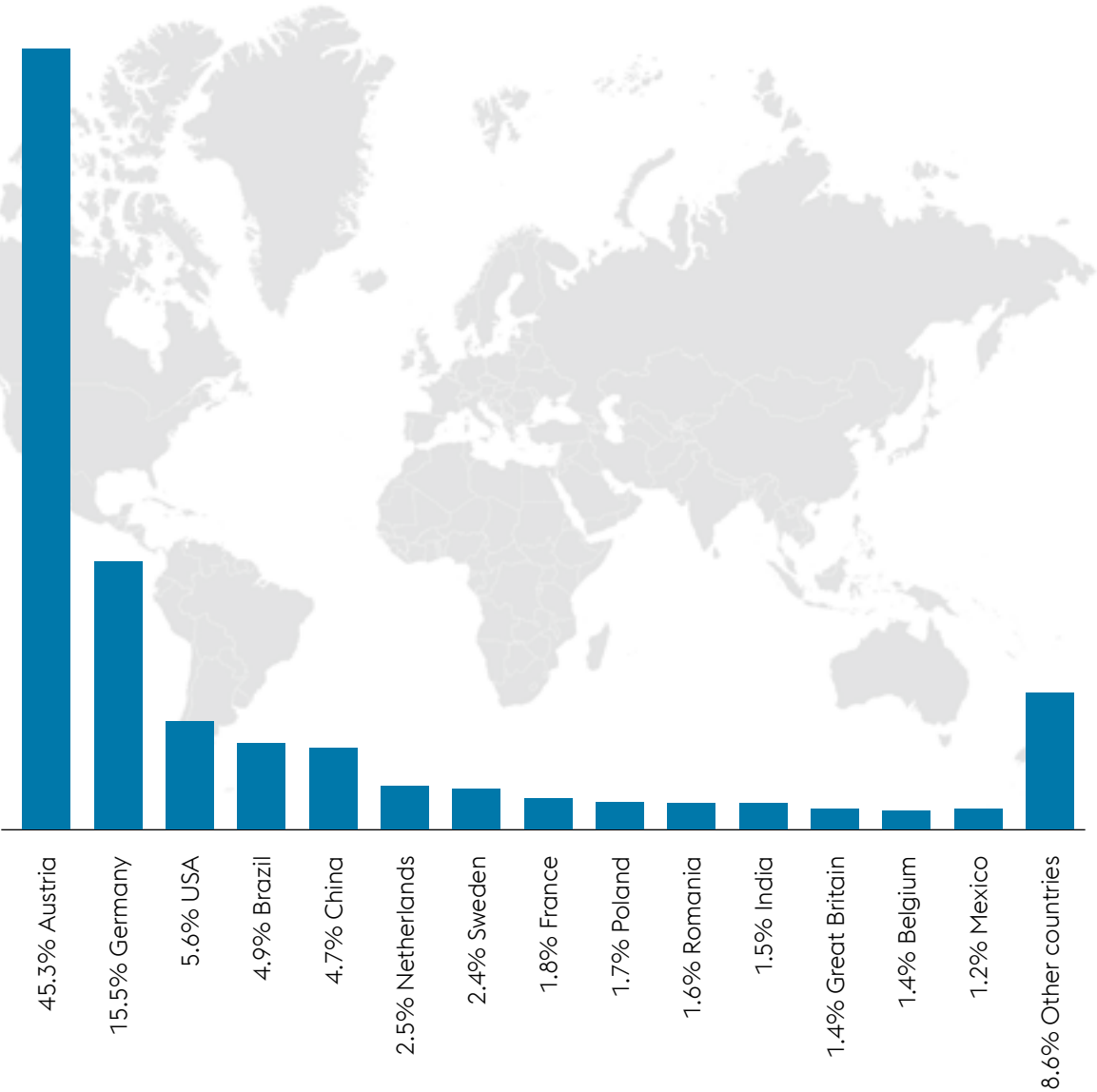
Apprentices (head counts)

Part-time employees (head counts)

14.1.1 EMPLOYMENT BY COUNTRY AND REGION

voestalpine comprises about 500 Group companies and locations in 50 countries on five continents. A total of 45.3% of the company's em-

ployees (FTEs) are based in Austria, and 54.7% work at facilities outside of the country.



## WORKFORCE BY REGION AND GENDER (FROM 10 HEAD COUNTS)

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

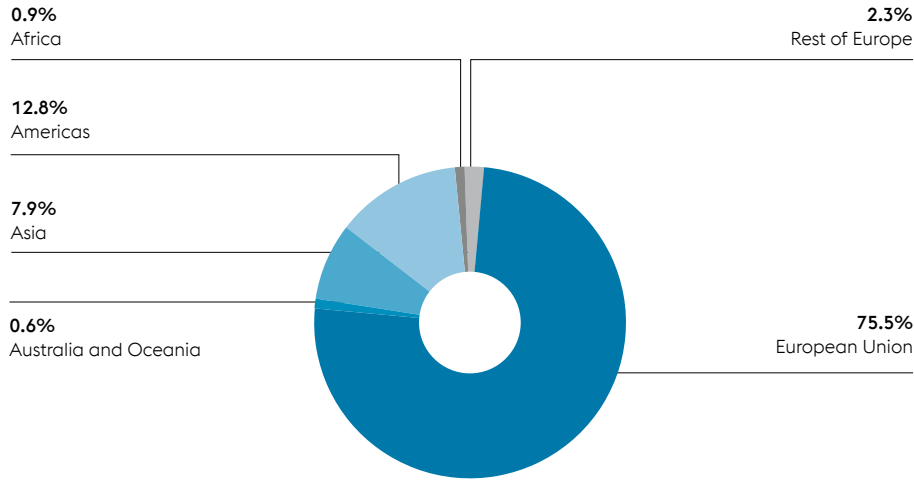
Country	Overall	Male	Female
Austria	22,617	19,357	3,260
Germany	7,537	6,377	1,160
USA	2,500	2,002	498
Brazil	2,323	2,079	244
China	2,013	1,659	354
Sweden	1,215	995	220
Netherlands	1,081	960	121
Poland	831	593	238
France	807	661	146
Romania	775	618	157
Belgium	716	664	52
Great Britain	664	556	108
Mexico	588	419	169
India	430	399	31
South Africa	417	338	79
Italy	407	326	81
Czechia	343	293	50
Spain	332	270	62
Türkiye	294	260	34
Australia	288	242	46
Hungary	273	229	44
Canada	220	179	41
Indonesia	155	136	19
Singapore	155	88	67
Bulgaria	122	103	19
Switzerland	116	101	15
Thailand	107	66	41
Taiwan	106	84	22
Peru	92	77	15
Lithuania	76	71	5
Colombia	71	51	20
Japan	69	52	17
Argentina	66	50	16
Portugal	65	55	10
Malaysia	64	38	26
Vietnam	55	34	21
Saudi Arabia	47	45	2
Republic of Korea (South Korea)	47	35	12
Ecuador	32	23	9
Slovakia	28	16	12
United Arab Emirates	22	18	4
Russia	20	10	10
Denmark	14	10	4

voestalpine is considered an attractive employer in the countries in which it works. This facilitates local recruiting, with the result that most

employees at any given location are local residents.

## WORKFORCE BY REGION

As of the March 31, 2023, reporting date, based on FTEs



German and English are the predominant languages in the voestalpine Group. Hence voestalpine's most important publications such as the present Corporate Responsibility Report (CR Report), the Annual Report, and the quar-

terly reports are published in these two languages. The voestalpine Code of Conduct, the Corporate Responsibility Fact Sheet as well as brochures and magazines are translated into numerous other languages besides English.

### 14.1.2 YEARS OF SERVICE AND EMPLOYEE TURNOVER

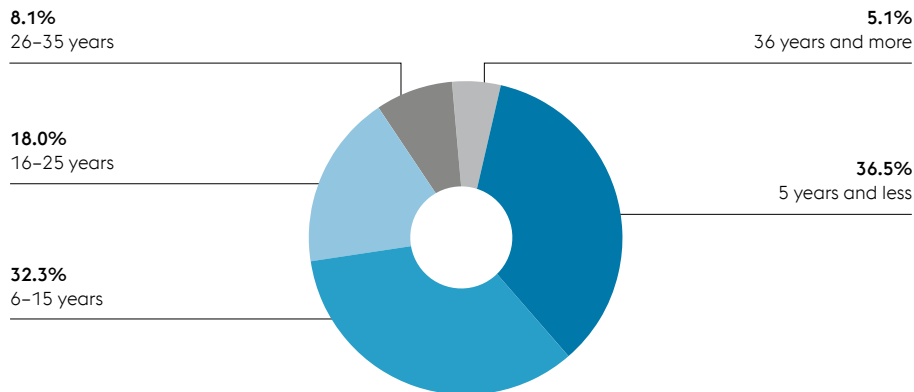
In the business year 2022/23, employees who had been with the Group for up to five years constituted the largest group, followed by em-

ployees who had been with voestalpine for six to fifteen years.

#### YEARS OF SERVICE

As of the March 31 reporting date

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



Numerous measures ensure that both the knowledge and the experience of our employees are put to the best use possible, thus continually enhancing voestalpine's attractiveness as an employer. This also keeps the employee turnover rate as low as possible. In the business year 2022/23, the turnover rate for employment contracts terminated by mutual agreement or by the employee was 8.4%. The collection of data regarding new hires and departures takes

all employees into account (managing directors, management board members, and temporary absentees are included; but apprentices, interns, freelancers, and master's/doctoral degree candidates are excluded). There were 18 applications on average for each job opening, thus illustrating voestalpine's attractiveness as an employer. The following table shows the number of departures by region, further broken down by employment contract and gender.

## DEPARTURES BY REGION

Number of employees who left the company after no more than three years of service, broken down by employment contract and gender, business year 2022/23

Region	Personnel (excluding apprentices)	Departures in the first three years (Male wage employees)	Departures in the first three years (Female wage employees)	Departures in the first three years (Male salaried employees)	Departures in the first three years (Female salaried employees)
Africa	417	8	3	1	2
Americas	5,892	889	210	136	68
Asia	3,277	74	2	62	37
Australia and Oceania	288	53	0	5	9
European Union	37,260	761	206	368	244
Rest of Europe	1,097	69	3	31	14