

SOCIAL INFORMATION

ESRS S1 OWN WORKFORCE

voestalpine is committed to providing a working environment based on the values of fairness, safety, and mutual respect. The company's approach revolves around the principles of offering optimal working conditions, treating all workers equally, and actively promoting equal opportunities. Diversity is considered a strength—whereby everyone is equal regardless of gender, age, origin, or other traits. voestalpine is also committed to respecting labor-related rights throughout its entire value chain. These principles form the basis for sustainable growth.

The following table provides specific information on SBM-3:

Topic/sub-topic/ sub-sub-topic	Impact, risk, opportunity (IRO)	Description
Working conditions	● Respect for human rights and fair working conditions at voestalpine	voestalpine ensures fair working conditions with respect for human rights for all of its employees, thereby promoting their satisfaction and sense of safety voestalpine offers fair and competitive pay and benefits, flexible working arrangements, social dialogue with an employee shareholding scheme, and a fair grievance mechanism to promote employee satisfaction
Secure employment	○ Economic crisis or restructuring	Economic crises or restructuring at voestalpine can negatively impact employees by creating job insecurity. In addition, cuts in working hours and salaries in the event of crises can place a financial burden on employees

	Impact on strategy and business model	Value chain	Time horizon	Affected stakeholders
	Ensures ethical standards Strengthens the employer brand Improves employee retention	>>> Group-wide	●●●●	Employees and non-employees NGOs and NPOs
	Strategic retraining of employees Minimizes disruptions to operations Counteracting reputational damage	>>> Group-wide	●●●●	Employees Special interest and advocacy groups

Topic/sub-topic/ sub-sub-topic	Impact, risk, opportunity (IRO)	Description
Health and safety	● Healthy and safe working conditions at voestalpine	voestalpine prioritizes the safety and health of its workforce by implementing a comprehensive occupational health and safety management system as well as providing periodic training and awareness-raising activities to improve employee wellbeing and satisfaction. Regular training and awareness-raising activities help to ensure that workers are better informed and prepared to avoid risks, which in turn helps to improve their safety and health at work
	● Accidents at work, injuries, and occupational illnesses (health and safety)	voestalpine employees may be exposed to occupational hazards and risks such as accidents, injuries, illnesses, or diseases due to the sector in which they work, the nature of their job, or their work environment
Equal treatment and opportunities for all	● Equal opportunities for all employees	voestalpine promotes equal opportunities for all employees by reinforcing a culture of diversity, inclusion, and anti-discrimination. In addition, voestalpine supports the professional development and career advancement of its employees—regardless of gender, age, ethnic background, disability, or other traits
Training and skills development	● Personal development and training	In addition to the basic training, many different continuing education programs are offered to promote the professional and personal development of all employees (educational programs provided by individual companies, divisional and Group specialist academies, and management programs). voestalpine is an important provider of apprenticeships, particularly in the DACH region. This helps to promote the personal and professional development of employees and improve employee satisfaction

Impact on strategy and business model	Value chain	Time horizon	Affected stakeholders
Minimizes disruptions to operations Improves employee retention	>>> Group-wide	●●●●	Employees and non-employees
Investments in preventive measures Promotes culture of safety	>>> Group-wide	●●●●	Employees and non-employees
Strengthens the employer brand and corporate culture Improves employee retention	>>> Group-wide	●●●●	Employees
Increases employer attractiveness Strategic employee retention through training and further education Promotes innovative strength	>>> Group-wide	●●●●	Employees

Key

- Actual positive impact
- Actual negative impact
- Potential positive impact
- Potential negative impact
- + Opportunity
- ! Risk
- >>> Upstream
- >>> Own operations
- >>> Downstream
- < 1 year
- 1–5 years
- 5–10 years
- 10+ years

IMPACT, RISK, AND OPPORTUNITY MANAGEMENT

S1-1 – Policies related to own workforce

In its strategic orientation, voestalpine pursues a holistic approach toward responsibility for its employees. Policies that address the company's own workforce are designed to create a safe, fair, and conducive working environment in which employees can unfold their potential. These policies are based on the Group-wide HR Strategy 2030+, which addresses material impacts and systematically reacts to changes in the economic, social, and technological environment.

HR STRATEGY 2030+

The HR Strategy 2030+ aims to strengthen voestalpine's position as an attractive employer and to make a decisive contribution to the company's competitiveness by acquiring, developing, and retaining qualified and motivated employees in the long term. This objective is taken directly from the voestalpine Group Strategy 2030+. The HR strategy covers all voestalpine employees at all its companies throughout the Group.

In order to remain competitive in the face of an ever-changing environment and to continue offering employees an attractive working environment, the HR strategy, which was first established in 2017, is reviewed every two to three years. This review is carried out in cooperation between the HR managers of the divisions and Group HR Management. An environmental analysis is conducted on the basis of the Group strategy to identify the critical success factors, review their alignment with the HR mission statement, and translate them into concrete spheres of action.

The HR Strategy 2030+ addresses a number of IROs. Material positive impacts include respect for human rights and fair working conditions, safe and healthy jobs, equal opportunity, and personal development and training of employees. Material negative impacts include accidents at work, injuries, and occupational illnesses (health and safety).

The environmental analysis identified the following key challenges for the coming years: demographic change and labor shortages, a change in the values of existing and future employees, increasing awareness of sustainability and environmental protection, and technological advancements and digitalization. These developments can influence the critical success factors on which HR bases its strategic spheres of action.

As part of the HR Strategy 2030+, the critical success factors define the key fields of action for positioning voestalpine as a forward-looking employer. The focus in this regard is on the long-term retention of qualified and motivated workers and on creating a working environment that promotes diversity, security, and development opportunities. This includes, first of all, targeted positioning of voestalpine as an attractive employer. In addition to traditional employer branding measures, the emphasis is on promoting women, expanding diversity, and improving apprenticeships. Closely related to this is the topic of identity and changes in values, which covers aspects such as work-life balance, life-phase oriented work models, and sustainability.

Another focus is on developing an inclusive corporate culture. Diversity is promoted throughout the Group and a particular focus is placed on the issue of female empowerment. Talent management also plays a central role: by introducing global standards, high-performance talent is to be systematically identified, further developed, and retained at the company in the long term. voestalpine also pursues a comprehensive health management strategy with measures to promote health and safety at work.

In order to prepare employees for ongoing changes, structures and competencies in the area of change management are being improved. Efficient HR processes and targeted use of modern technologies help to increase both quality and efficiency.

STRATEGIC SPHERES OF ACTION

In order to implement its strategy, voestalpine is working eight strategic spheres of action across the Group. These spheres represent key levers for achieving the HR objectives:

1. **Values and culture management:** active management of corporate values to keep up with technological advancements and social change.
2. **Employer branding:** strengthen voestalpine's position as a credible and attractive employer through targeted group-oriented measures.
3. **Female empowerment:** increase the percentage of women at all qualification levels, especially in leadership positions.
4. **Employee development:** ensure that the workforce is prepared to meet current and future challenges.
5. **Leadership:** develop a standardized Group-wide leadership model that integrates the voestalpine values.
6. **Health and safety:** achieve the vision of zero work-related accidents and no occupational illnesses.
7. **Corporate HR processes:** standardize processes to enhance the corporate identity and increase efficiency.
8. **HR IT systems:** develop a HR IT roadmap to support HR processes and increase efficiency.

These topics are dealt with either in specially established cross-divisional working groups or in existing competence teams, sometimes with external support.

Spotlight on female empowerment

voestalpine has set itself the goal of increasing the proportion of women in management positions from 14% to 18% by 2030. Particular attention is also paid to activities on three levels: positioning, retaining and guiding/empowering/supporting women. As an attractive employer, voestalpine's aim is to pique women's interest in working at the Group, to inspire them over the long term, and to enhance their professional and personal development.

HUMAN RIGHTS POLICY

voestalpine is fully committed to respecting and upholding human rights, including those of its employees. The Human Rights Policy (<https://www.voestalpine.com/group/de/konzern/corporate-responsibility/menschenrechte/human-rights-policy/>) and the company's Code of Conduct (see chapter G1-1 Corporate culture and business conduct policies), point 5 "Social Responsibility," explicitly call for respecting human rights. Notably, the Code of Conduct states the following:

The corporate culture of voestalpine acknowledges and welcomes the fact that each person is unique and valuable and shall be respected for their individual abilities. We regard human rights as fundamental values that must be observed by all employees, in accordance with the International Bill of Human Rights, the UN Guiding Principles on Business and Human Rights, the principles of the UN Global Compact, and the core labor standards of the International Labor Organization (ILO).

Since 2013, voestalpine has supported the UN Global Compact (UNGC) whose ten principles stipulate fundamental duties with respect to human rights, work, the environment, and the fight against corruption. For more information on the UNGC, please refer to chapter ESRS 2 General disclosures.

Within the scope of the Group-wide human rights program, human rights risks were systematically documented, reviewed, and prioritized in a Group-wide risk catalog, both for the company's own operations and the entire supply chain. Concrete measures to minimize risk were then defined on this basis. The updated human rights policy published in March 2023 specifies the Group-wide standards and sets binding expectations for addressing human rights issues. The Human Rights Policy makes this commitment concrete and lays down binding guidelines for employees and business partners. It was developed together with external experts and civic organizations, and was approved by the Management Board of voestalpine.

The voestalpine Human Rights Policy addresses the following issues:

HUMAN RIGHTS POLICY

Training of employees and security personnel	Right to collective bargaining and freedom of association	Fair wages and working hours	Prohibition of child labor
Prohibition of forced and compulsory labor, human trafficking, and modern slavery	Rights of indigenous peoples	Diversity, equal opportunities, and ban on discrimination	Human rights in the supply chain
	Reports of violations	Human Rights Officer	

Internally, the Human Rights Policy is aimed at all Group companies. It therefore covers all voestalpine workers, who the company actively involves in the implementation of labor and human rights. The following points are of particular importance when it comes to employees:

Training on human rights

To raise awareness of human rights, an online training program was developed in cooperation with a renowned and independent non-university research institution for fundamental and human rights. For more information on human rights training, see S1-4 Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions.

Training of security staff

The security staff of the works security service consists predominantly of the company's own employees, who are subject to the voestalpine Code of Conduct. The Code of Conduct for business partners applies to external security staff. Both documents require compliance with human rights. voestalpine provides human rights training for its own employees; external security staff receive training from the respective company by which they are hired.

Collective bargaining and the right to freedom of association

voestalpine champions every employee's freedom and their right to join unions. Around 78% of all of the voestalpine Group's employees are in an employment relationship that is governed by collective agreements or comparable industry-wide agreements. In addition, there is a European Works Council and a Group Works Council in place, with an established basis for dialog with management (see chapter S1-8 Collective bargaining coverage and social dialogue).

Compensation and working hours

Working hours must comply with national legislation and prevent employees from experiencing excessive physical and mental fatigue. Employees must be entitled to at least one day off per week. Employees must be compensated in accordance with applicable legal regulations and collective agreements, and this compensation must be sufficient to meet the basic needs of both employees and their families and to provide them with a decent standard of living.

Child labor

voestalpine categorically rejects any form of child labor. Care is taken to ensure that the employment of young people does not jeopardize their health, safety, or development.

Forced and compulsory labor, human trafficking, and modern slavery

voestalpine does not tolerate any form of forced or compulsory labor, human trafficking, or modern slavery. This also includes the withholding of identification documents and passports, restrictions on the freedom of movement, and debt bondage. Both the voestalpine Code of Conduct and the company's Code of Conduct for Business Partners explicitly mention and expressly prohibit human trafficking and modern slavery.

Diversity, equal opportunities, and ban on discrimination

voestalpine is committed to respecting all people irrespective of gender, skin color, nationality, ethnicity, religion or worldview, disability, age, sexual orientation, and identity. This commitment and corresponding actions promote a climate of acceptance, equal opportunity, and mutual trust. As laid out in the “Respect and Integrity” chapter of the voestalpine Code of Conduct, the Group does not tolerate any form of discrimination. The HR Strategy 2030+ also addresses discrimination and equal opportunity in its strategic spheres of action.

In Austria, a legislative pledge to ensure the inclusion of people with disabilities has been made with the Austrian Disability Employment Act Act (*Behinderteneinstellungsgesetz*).

Reports of violations

Reports of human rights violations or breaches of the above-mentioned international guidelines can always be submitted in person to supervisors, the local or Group Human Resources departments, and the executive management. Violations can also be reported to the Human Rights Officer at the e-mail addresses humanrights@voestalpine.com and menschenrechte@voestalpine.com or anonymously using voestalpine’s online whistleblower system. This is available at <https://www.bkms-system.net/voestalpine> Further information on the whistleblower system can be found in chapter G1-1 Corporate culture and business conduct policies.

GROUP health & safety POLICY AND THE SAFETY CODE

Maintaining the health and safety of our workforce is a top priority at voestalpine and is firmly anchored in the company’s core values. The aim is to continuously reduce the frequency of accidents throughout the Group—regardless of location, activity, or role. More information can be found in chapter S1-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities. Protecting the health of the company’s own workforce is also a key element of the voestalpine sustainability and corporate strategies. Health and safety is pursued with the same rigor as quality assurance in products and processes. After all, lasting corporate success can only be achieved with safe and healthy working conditions.

Group-wide health and safety management is undertaken by the Group health & safety Department, which is directly linked to a member of the Management Board. Led by the chief health & safety officer, the department coordinates Group-wide activities and supports cross-divisional cooperation. In close coordination with the health & safety Committee—a body comprising representatives from all four divisions and the Group Works Council—it develops and implements measures to continuously improve the culture of safety.

In the business year 2023/24, a Group-wide Safety Code was introduced. It supplements the Group’s health & safety Policy, which has been in place since 2021 and sets minimum standards applicable throughout the Group. The implementation of these standards is binding for all sites—regardless of local statutory requirements.

The Group-wide Safety Code forms an integral part of the measures taken to improve the culture of safety at all voestalpine companies. It is based on the principle that “safety is non-negotiable and takes precedence over quality and production”—for example, by systematically stopping production if conditions are unsafe. The code was drawn up by the health & safety Committee—consisting of divisional managers and members of the Works Council—under the leadership of the Chief health & safety Officer (CHSO). It was approved by the Group Management Board within the framework of the health & safety Board.

The code is implemented across the Group by the committee members responsible for the divisions, technical managing directors, and safety managers. Internal communication includes, for example, the initiative “Ja Sicher Lok” at the Linz site, targeted information for managers, and notebooks for shop floor employees and their supervisors. The Safety Code is available digitally on the intranet via the website “Corporate health & safety.”

OCCUPATIONAL SAFETY MANAGEMENT SYSTEMS

Occupational safety management at voestalpine is based on the requirements of the internationally recognized ISO 45001 standard. The production companies operate their own occupational health and safety systems, yet remain guided by the Group-wide framework conditions.

Each division has its own committees responsible for operational implementation. The committees are made up of (technical) executives, safety managers, and other divisional managers. Strategic management is carried out centrally in line with the existing board structure. Within the divisions, the respective management boards coordinate operational implementation to ensure effective and consistent application of the safety standards.

All voestalpine production companies have a systematic management system in place for occupational health and safety. In addition, 91% of the key production sites are certified according to ISO 45001 or an equivalent national standard. Implementation of measures is carried out by trained safety staff and safety representatives, 80% of whom come from within the company. At smaller sites, their expertise is supplemented by external workers where necessary.

For quality assurance purposes, near misses are systematically documented and analyzed. A central web tool is used to document and assess the implementation of health and safety standards on an annual basis. The results are made available to select committees and incorporated into the continuous improvement process. In addition, regular internal and external audits are carried out to verify the effectiveness of the actions taken.

The relevant guidelines and documents are available throughout the Group on the intranet (“Corporate health & safety”) and on the voestalpine website. Senior executives and safety workers are regularly updated on the latest developments.

POLICY OVERVIEW

IROs addressed	Policy	Core content	Scope of the policy	Responsibility and monitoring	Other comments
All IROs from S1	HR Strategy 2030+	Positioning employees as a key competitive factor for the future and establishing voestalpine as an attractive employer	Own operations All employees	HR Board	<ul style="list-style-type: none"> » Respect for the Diversity Charter » Involvement of stakeholders through environmental analysis and ongoing participation in working groups and competence teams » Communication on employee webpages, on the external podcast and at the Supervisory Board meeting
		<p>Giving special attention to increasing the underrepresented gender in leadership positions</p> <p>Strategic spheres of action: values and culture management, employer branding, female empowerment, employee development, leadership, health and safety, Group-wide HR processes and HR IT systems</p>	Specific stakeholder groups: women, apprentices		
Respect for human rights and fair working conditions at voestalpine	Human Rights Policy	<p>Commitment to protecting human rights without exception through adherence to the International Charter of Human Rights, the UN Principles on Business and Human Rights, the ILO Core Labor Standards, and the UN Global Compact</p> <p>Commitment to the right to collective bargaining and freedom of association, compliance with legal labor regulations, abolition of child, forced, and compulsory labor as well as human trafficking and modern slavery, elimination of discrimination, and other human rights issues</p>	<p>Own operations (all companies in which voestalpine AG has a direct or indirect holding of 50% or more, or over which it exerts control in another manner)</p> <p>All production companies</p> <p>Own workforce (employees and non-employees)</p> <p>Upstream and downstream value chain (all business partners)</p>	Head of Group Sustainability	<ul style="list-style-type: none"> » Available on the website
Healthy and safe working conditions at voestalpine	Group health & safety Policy and the Safety Code	Sets the health and safety values and the three Group-wide safety standards: mandatory safety organization, safety audits, and near-miss reporting at the production companies	<p>All production companies</p> <p>Own workforce (employees and non-employees)</p>	Management boards of the divisions	<ul style="list-style-type: none"> » Prepared by the health & safety Committee and approved by the Management Board » Available to download on the voestalpine website and internally announced to safety managers
Accidents at work, injuries, and occupational illnesses (health and safety)					
Accidents at work, injuries, and occupational illnesses (health and safety)	Occupational safety management systems	Certification according to ISO 45001 or equivalent for roughly 90% of the production companies	<p>All production companies</p> <p>Own workforce (employees and non-employees)</p> <p>Upstream value chain to a partial extent through the acquisition of external specialists</p>	Divisional representatives in the health & safety Committee	<ul style="list-style-type: none"> » Division-specific communication, managed by the divisional management boards

S1-2 – Processes for engaging with own workers and workers' representatives about impacts

voestalpine relies on the continuous dialog that it maintains with its employees and their representatives in order to systematically integrate their perspectives into business decisions. The responsibility for controlling these processes lies with the Group's Human Resources Management in close cooperation with the respective managers. The exchange is based on established formats such as employees surveys, structured feedback discussions, and regular consultations with the Works Council at the local, divisional, and Group levels. Aspects such as diversity, inclusion, and equal opportunity are also taken into account in order to maximize the range of perspectives, including in particular those of potentially disadvantaged groups. The effectiveness of the engagement is continuously reviewed through response rates, benchmarks, and the implementation and impact of measures derived from the surveys.

Group-wide employee survey

At voestalpine, employees are regularly engaged in strategically relevant issues through a Group-wide survey, among other initiatives. Since 2022, the survey has been carried out every two years and was previously conducted at three-year intervals. Around 50,500 employees from 237 companies in 47 countries were eligible to participate in the survey in fall 2024. The survey was available in 26 languages. With a response rate of 82%, the employees showed a high degree of willingness to participate and interest in the further development of the company.

The central indicator of the survey is the engagement value, which measures the emotional attachment of employees to voestalpine. Compared to the previous survey in 2022, this figure rose by six percentage points to 60% across the Group. In addition, approval ratings were collected for 18 other topics—including "professional development opportunities," "working conditions," "health promotion," "diversity & inclusion," and "leadership." The results showed a Group-wide improvement in all categories compared with 2022. New questions also received positive responses across the board. Compared against a global benchmark, voestalpine performs above the external benchmark in the areas of "health and safety," "effectiveness," "team," "availability of information," and "innovation."

The results were communicated to the companies at the beginning of December 2024. The respective executive management is responsible for conducting an analysis together with the employees and their representatives (if available), and deriving specific improvement action plans from this. The results and the next steps were reported on in the responsible supervisory bodies in the fourth quarter of the 2024/25 business year. The first report on measures taken is scheduled to be submitted to the Management Board of voestalpine AG in June 2025. The effectiveness of the measures will be reviewed as part of subsequent survey cycles, KPI development, and internal feedback platforms.

Appraisal dialog

The appraisal dialog is a key employee development tool and an integral part of the voestalpine leadership culture. It facilitates a structured dialog between managers and employees, and creates a binding framework for feedback, development opportunities, and target agreements. Key features of the review include careful preparation, regular implementation, and transparent documentation. Performance reviews are mandatory for all salaried employees (white collar workers) throughout the Group. For waged employees (blue collar workers), specific formats such as team member interviews are recommended but are not mandatory.

To assist with the preparation and performance of an employee performance review, a Group guide that incorporates diversity and inclusion in its content and language is available. The guide provides a framework for the content of reviews but also leaves scope to structure the review according to individual requirements. An additional supplement for senior executives makes it possible to address the topic of leadership in a targeted and appropriate manner.

During the employee performance review, individual targets and associated actions as well as development measures are defined and documented in the employee performance review guide. The agreements reached are then jointly reviewed at the next performance review. In the business year 2024/25, 34,648 employee performance reviews were conducted across the Group, of which 19,117 were with waged employees and 15,531 with salaried employees.

Social dialog with workers' representatives

The social dialog at voestalpine to engage with the company's own workforce and their representatives forms a central part of the company's philosophy and practice. voestalpine is committed to its responsibility to involve the Works Council in business decisions, especially with regard to issues that directly affect the interests of employees.

The legal framework for participation varies around the globe, resulting in different configurations of the works council structures in the countries and regions where voestalpine operates. Regardless of this, voestalpine AG pursues a consistent HR philosophy that aims to involve employees in projects and decisions to an appropriate extent. Depending on the situation and the occasion, voestalpine AG relies on established procedures for information, consultation, and participation:

- » **Information:** proactively sharing relevant company information with the works council.
- » **Consultation:** dialog and exchange of views with the works council, whereby the company listens to the council's position but independently comes to a decision.
- » **Participation:** decisions can only be made with the approval of the works council.

A regular exchange between the executive management, HR, and works council (if available) is recommended throughout the Group. Regular meetings (jour fixe) between management and workers' representatives take place at the companies with works councils. The results of these meetings form the basis for operational decisions.

At the Group level, the exchange takes place approximately twice a year within the framework of the HR platform. Representatives from the Group Works Council, the Group Management Board, the Group Human Resources Management, and the divisional HR management take part in these meetings. They cover HR issues of strategic and cross-divisional importance at the meetings. In addition, regular exchanges take place at division level between divisional management, divisional HR and the respective works council.

The **Group Works Council**, as a statutory union of all the works council bodies of the voestalpine Group in Austria, coordinates all the works council bodies in Austria and represents the common economic, social, health, and cultural interests of the employees throughout the Group. Its highest governance

body is the delegates' conference, consisting of seconded members from the companies' works councils. The delegates' conference adopts the work program and guidelines for the steering committee, appoints representatives to the Supervisory Board of voestalpine, and nominates the Austrian delegates to the European Works Council. The steering committee manages the day-to-day business of the Group Works Council and conducts negotiations with Group Management.

The **European Works Council** is an information committee responsible for representing employees at the European level. Delegates from seven European countries meet roughly twice a year to discuss cross-border issues relating to the Group's employee representation.

Workers' representatives are provided with the necessary financial and human resources in line with the statutory regulations applicable in the respective countries. Aside from the existing institutional arrangements established at national and European level, there is currently no Group-wide framework agreement in place with workers' representatives that applies to all sites worldwide. This also applies to agreements relating to respect for human rights in the working environment. However, voestalpine AG ensures that relevant national and international requirements are complied with in the respective countries and addressed within the framework of the existing participation structures.

Employee shareholding scheme

voestalpine has had an employee shareholding scheme since 2001, which has been continually expanded in the years since its introduction. In addition to all Austrian employees, employees in the United Kingdom, Germany, the Netherlands, Poland, Belgium, Czechia, Italy, Switzerland, Romania, Spain, and Sweden are also involved in the scheme.

The voting rights associated with stock issued to employees are combined in the voestalpine Mitarbeiterbeteiligung Privatstiftung (employee foundation for the Group's employee shareholding scheme), making this entity a stable, key shareholder of voestalpine AG. As of March 31, 2025, a total of around 26,600 employees hold shares in voestalpine AG. They hold approximately 26.3 million shares, which corresponds to 14.7% of the company's share capital (previous year: 14.8%) due to the general bundling of voting rights.

S1-3 – Processes to remediate negative impacts and channels for own workers to raise concerns

voestalpine AG relies on a structured process to address and reduce material negative impacts to its own workforce. This includes collecting feedback from various sources, analyzing the results and implementing targeted remedies. It is based on a systematic approach that involves regular reviews as well as continuous feedback processes and clearly defined reporting channels. When material negative impacts are identified, targeted remedies adapted to specific needs are employed. These may include, among other things, training opportunities, psychosocial counseling, and adjusting working conditions. The effectiveness of these actions is continuously assessed through employee feedback, internal monitoring, and internal audits.

In addition to platforms such as the appraisal dialogue and the follow-up process after the employee survey, other channels set up by voestalpine AG are available for the employees to express their concerns and have them examined:

1. **Whistleblower system** (<https://www.bkms-system.net/voestalpine>)
2. E-mail address of the **Group's Human Rights Officer**
(humanrights@voestalpine.com, menschenrechte@voestalpine.com)
3. E-mail address of the **central compliance contact point** (group-compliance@voestalpine.com)
4. Getting into direct contact with voestalpine AG's **Group Human Resources**

The bodies contacted look into the concerns raised, investigate any complaints, and inform the employees who have contacted them of any decisions or outcomes. Further information can be found in the chapter G1-1 Corporate culture and business conduct policies in the section on the whistleblower system.

S1-4 – Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

Targeted measures are implemented by voestalpine AG across the Group to manage material impacts on the workforce. These address both positive impacts—for example, by promoting diversity and development opportunities—and potential negative impacts—for example in the context of restructuring or risks to the safety and health of employees. Actions taken are based on strategic concepts, coordinated across divisions, and continuously developed. They aim to ensure the employability of employees, create an attractive framework, and identify and mitigate risks at an early stage.

In the voestalpine Group, suitable measures to prevent or mitigate negative impacts are generally selected on the basis of systematic risk analyses, internal evaluations, and feedback from relevant stakeholders, such as employees. The specific formulation of actions to be taken is adapted to the respective impact and the operational context. Depending on the subject area, different specialist departments, senior executives, workers' representatives, or specialized committees are involved in the development and evaluation of possible action plans. The aim is to identify effective yet achievable solutions that are tailored to the identified risks. The prioritization of risks may be based on, for example, the magnitude of the potential impact, the affected group of workers, and the urgency of the situation.

The effectiveness of key actions is checked through various processes in the voestalpine Group. These include standardized evaluations, feedback instruments, monitoring data such as training participation, and site-specific audits and surveys (e.g., in the field of health & safety). Specific targets (e.g., proportion of women, accident metrics) are used as indicators. The findings from these review processes are feed into the further development of existing concepts and action plans.

The necessary funds for these action plans are made available by voestalpine AG. Funding is allocated for impacts in the field of health and safety by the health & safety Board, and for HR-related impacts by the HR Board. The Group health & safety and HR departments are responsible for the development and implementation of the action plans.

A description of the key spheres of action related to material impacts on voestalpine's own workforce is provided below.

Diversity and equal opportunities

Targeted measures are implemented by voestalpine AG throughout the Group to strengthen equal opportunities and actively promote diversity in the long term. A core element of this approach is a comprehensive set of actions, which includes programs to promote women in the company, target group-specific employer branding, and actions to improve work-life balance. The following actions contribute to equal opportunities for all employees—an aspect that was found to be a material positive impact of voestalpine AG.

Female empowerment as a strategic sphere of action

An important building block for promoting diversity is the strategic sphere of action “Female Empowerment” included in the HR policy 2030+. The aim is to position voestalpine AG as an attractive employer for women—both among current and potential employees. In light of this, a Group-wide target for increasing the proportion of women has been set. For more information, see chapter S1-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities.

After the initial initiatives for positioning, retaining, and guiding/supporting/empowering women were initiated across divisions, the Competence Team for HR and Organizational Development took over Group-wide coordination in the business year 2024/25. In relation hereto, a sub-competence team containing representatives from all divisions and various professions was established, which specifically addresses the topic of female empowerment twice a year. This team discusses action plans—both planned and already implemented—and reflects on Group-wide topics. On the one hand, this supports independent follow-up on the topics in the organizational units; on the other hand, it facilitates Group-wide coordination, for example with regard to resources and strategic orientation.

The following aspects constitute the most important actions in the three defined spheres of action:

1. Positioning

Actions for positioning include target group-specific marketing, positioning, and recruiting, initiatives for early outreach—for example through school partnerships, cooperation with the labor market service to address women in a targeted manner, and target group-specific apprenticeship marketing—childcare facilities offering up to 24/7 care at the Linz site, certifications such as the Austrian “equalitA seal of quality,” and representation at specific events such as the “HR Connects” from business upper austria and the Female Empowerment Festival “Let’s get visible” in Linz.

2. Retaining

The actions to retain female employees include the expansion of flexible working time models, internal e-learning courses, workshops to raise awareness of how to interact with one another, thematic focus areas in the education program, the use of gender-sensitive language, a dedicated female empowerment section in the Group-wide intranet, and a newsletter that focuses on women at voestalpine AG, the expansion of childcare facilities and the establishment and expansion of women’s networks.

3. Guiding, supporting, empowering

Actions on this topic include establishing female empowerment as a fixed element of the education program, ensuring women represent at least 20% of the participants women in the internal management training program value:program, female empowerment as a focus in management training programs, a mentoring program for women who show potential, measures to cushion the career break after maternity leave—including specific part-time models—and an increased focus on female high-potential employees in succession planning.

Training on human rights

As part of its human rights due diligence obligations, voestalpine provides mandatory e-learning courses for employees and additional training for safety staff. The aim behind this is to raise awareness of human rights issues and identify potential risks at an early stage. Training is carried out by the respective Group companies and is supported by ongoing monitoring of participation rates and training volumes.

It is aimed at all employees with access to e-learning courses and is available in 14 languages. The training program provides information and guidance on human rights compliance and includes three mandatory modules on the following topics:

MODULE 1: Fundamental of Human Rights

- » Definition
- » Human Rights at voestalpine
- » Code of Conduct
- » Sustainable Development Goals
- » Corporate Responsibility

MODULE 2: Human Rights in Day-to-Day Work

- » Working Conditions
- » Non-Discrimination
- » Equal Opportunity
- » Right to Freedom of Association
- » Right to Education

MODULE 3: Human Rights in the Supply Chain

- » Critical Human Rights
- » Success and Risks
- » Alliances
- » SSCM and CR Checklist
- » Consequences

At the end of the business year 2024/25, 92% of the assigned human rights training courses had been successfully completed.

Personal development and training

As an undertaking, voestalpine AG is committed to improving training and development on an ongoing basis in order to bring the competencies of its employees in line with current and future requirements. This is also anchored in the spheres of action of the HR Strategy 2030+. The following measures contribute to the personal training and development of the employees—an aspect that has been assessed as a material positive impact of voestalpine AG—as well as to achieving the targets of the HR Strategy 2030+.

In the business year 2024/25, Group-wide expenses for personnel development came to over EUR 76 million. 84.7% of all Group employees (excluding apprentices) took part in training and development programs. The total volume of training was 839,068 hours, which equates to an average of 20.8 hours per participant.

voestalpine COACHING

Lifelong learning forms an integral part of employee development at the Group. The online platform voestalpine COACHING allows voestalpine employees to individually arrange coaching sessions world-wide. These sessions provide professional support for personal transformations in a professional context.

Coaching assists with self-reflection, is solution- and goal-oriented, and promotes professional and personal development. Occasions when coaching may be required include entering a new position, leadership responsibility, change situations, personal development, career issues, and stressful situations. Coaching is also offered as part of the Group-wide “value:program” and in the voestalpine Group-IT management training program.

In the business year 2024/25, around 720 hours of coaching were completed across the Group. Coaching primarily focused on personal development. The proportion of female participants was 41.5%.

Management training program—“value:program”

In the business year 2024/25, voestalpine continued to rely on its Group-wide “value:program” to train current and future managers. The multi-stage program combines training courses provided by external experts that employ a diverse range of methods with the active participation of voestalpine senior executives. Members of the company management participate as presenters, project supervisors, and sparring partners, thereby facilitating a practical exchange.

One key feature of the program is the international and cross-sectoral demographic of the participants, which creates personal networks across national and divisional borders. Project work undertaken as part of the program is supervised by project supervisors who actively promote collaboration in interdisciplinary and intercultural teams.

For quality assurance purposes, all modules are evaluated after completion. Feedback from the participants, the latest developments, and company-wide values are used to further develop the content as required.

In the business year 2024/25, 262 participants from 25 countries took part in the “value:program.” The Group-wide target of at least 20% female participants was achieved through targeted nominations. The proportion of women that participated in “value:program” in 2024/25 came to 26.3%.

Regional programs

» Young Professionals Training Program China

The Young Professional Training Program China (YPTP) is a training program for young talent and aspiring senior executives launched for Group companies in China. The sixth program was launched in fall 2024 with a virtual kick-off. The program consists of three modules, which take place at various voestalpine sites in China. The first module was held in Shanghai in December 2024 and the second in Suzhou in March 2025. The final third module is scheduled to take place in Shenyang in June 2025. The content of the program combines entity-specific topics such as compliance and strategy with the further development of technical and social skills.

» Get Connected Program North America

The Get Connected Program North America (GCP) is available to voestalpine Group companies in Canada, Mexico, and the United States. It consists of the “Early Career Program” (ECP) and the “Next Level Program” (NLP). The aim behind the program is to retain young talent at an early stage and support future senior executives in the transition to their new role. The program was launched in the business year 2024/25 with an online kick-off event. Three in-person modules held at voestalpine sites in North America (Atlanta, Toronto, and Chicago) provide an opportunity for exchange and to gain an insight into various operations. The modules combine company-related topics such as organizational structure and strategy with skills development and networking.

Specialist programs

» HR academy

The HR academy is a Group-wide training program for voestalpine HR professionals. It is aimed at HR generalists and specialists who want to improve their competencies in HR management in the Group. The program consists of three modules. The sixth academy kicked off in February 2025 with the first module; two more will follow in the business year 2025/26.

The HR academy is designed to support HR managers in their role as a link between senior executives and employees, enabling them to make an active contribution to the implementation of the company's targets. The content of the academy focuses on the Group-wide HR strategy and the application of central HR tools, practice-oriented consulting methods, and the latest topics in the field such as HR trends, communication, finance for HR, and leadership. The three on-site modules are supplemented by webinars and e-learning courses.

» purchasing power academy

The purchasing power academy is a Group-wide training program available to the approximately 600 buyers at voestalpine. It consists of two competence levels (level 1—specialist and level 2—master) and supplementary content as part of lifelong learning, which includes role and subject-specific content.

Both levels are structured in the same way: The first step is a kick-off discussion with the participants and an assignment talk with the respective manager. This is followed by e-learning and self-study documents. The main element is a one-week on-site seminar. Each level concludes with a conversation between the participant, their direct manager, and a member of the responsible purchasing committee. If the assessment is positive, a certificate of successful completion of the respective level is issued.

Apprentices/trainees

As of the annual reporting date (March 31, 2025), the voestalpine Group was training 1,574 apprentices in about 50 skilled trades, the majority thereof (68%) at locations in Austria. A total of 14% of apprentices were being trained in Germany under the dual system applicable in that country. Because apprenticeships are based on defined requirements, almost all of the apprentices who successfully complete their training are offered an employment contract. voestalpine clearly believes that it has the duty to invest in the training of young, skilled workers. In addition to excellent professional training, attention is also paid to developing personal and social skills. On average, the Group invests more than EUR 100,000 in training each apprentice.

The company will offer some 500 trainee slots in the next training year (starting in September 2025) in Austria, Germany, and Switzerland. To give interested young people insights into the vocational

training programs on offer at voestalpine, open house days are held at various training locations, designed in a way that targets the specific audience with the involvement of apprentices. One particular aim is to get girls interested in technical professions. The proportion of women in technical apprenticeships has increased by roughly 63% in the past ten years and currently stands at 17.8%. Measures such as participation in careers fairs and visits to schools as well as Girls' Day are undertaken to further increase the proportion of women in technical apprenticeships in particular.

The international success of voestalpine apprentices confirms the quality of their training, such as the Medallion for Excellence obtained in the plant electrical engineering category at the WorldSkills vocational championships in Lyon in September 2024.

In addition to their everyday training, apprentices at voestalpine are encouraged and challenged in terms of self-development and personal growth. Examples include team-building seminars, stints of employment abroad, or language trips. The importance of solidarity and social engagement is another focus point, for example, through participation in the 3-Bridges Run in Linz, where an apprentice team consisting of more than 140 apprentices and their trainers collected points ("cares") during the voestalpine cares runs, helping those in need. For more information about the voestalpine cares run see chapter S3-4 Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions.

Through a variety of actions taken, voestalpine AG underscores the importance of vocational training and demonstrates how apprenticeship programs can be set up in line with a forward-thinking approach, such as with solutions like the voestalpine BÖHLER CAMPUS, which offers housing for up to 60 apprentices for the duration of their training starting in fall 2025.

"I CHOOSE voestalpine" apprentice campaign

Under the established slogan "I choose," voestalpine once again launched its apprenticeship campaign in 2024, which specifically addresses the needs of young people. The campaign focuses on youth empowerment with a focus on values such as team spirit, safety, diversity, and quality of education.

The aim of the cross-media campaign is to highlight the future prospects of an apprenticeship and to make voestalpine AG tangible as an employer. Apprentices from voestalpine act as ambassadors and provide authentic insights into their training. Using platforms such as word raps, apprenticeships, and humorous short videos, they demonstrate their satisfaction with apprenticeships at voestalpine. With the new video series "Wordraps," voestalpine AG is focusing primarily on addressing potential apprentices in a targeted manner and on an equal footing. The campaign employs a wide range of communication channels, such as the company's own corporate apprenticeship website (<https://www.voestalpine.com/lehre>), social media, print media, and internal channels to reach young people, their parents, and teachers. TikTok and Snapchat are increasingly being used to address the youngest target group, including the use of our very own Snapchat filter.

Group Apprentice Day

Group Apprentice Day is a special experience during the apprenticeship period: In the program's final year, all trainees and apprentices are invited to Linz to spend an eventful day that includes a talk with Management Board members, a tour of the plant, team challenges, along with fun and action. Due to the reconstruction of voestalpine Stahlwelt, the 2024 Group Apprentice Day took place at the Raiffeisen Arena in Linz.

The façade and roof of the arena are made from 19,000 m² of voestalpine greentec steel. In keeping with the location, the theme of the day was “Team Spirit.” 398 apprentices in their final year of training and their trainers from 40 sites in Austria, Germany, and Switzerland took the opportunity to meet in person and get to know the Group headquarters in Linz at the voestalpine Group Apprentice Day on October 22, 2024.

As a highlight, the whole voestalpine Management Board took to the stage together with selected apprentices and shared its experience with the young people. The apprentices themselves also had the opportunity to talk about their previous achievements and current projects. In his keynote speech, EU Youth Ambassador and encourager Ali Mahlodji motivated the young professionals to take their future into their own hands. Between the items on the agenda, there was also an opportunity for close exchanges with colleagues from other locations—a celebration of appreciation and a powerful demonstration of the importance of apprenticeships.

health & safety

When it comes to health and safety, voestalpine AG is committed to continuously improving its working conditions. The action plans address both positive and negative impacts related to the impacts of “Healthy and safe working conditions” and “Accidents at work, injuries, and occupational diseases (health & safety).”

With the package of actions for health and safety, voestalpine AG ensures that working conditions are continuously improved, and that the health and safety of all workers are protected. Adopting a responsible approach toward these issues is firmly anchored in the management and organizational structures.

The package of actions, which is aligned with the targets of the Group’s health & safety Policy, includes:

- » The annual health & safety calendar with changing focus topics;
- » Safety posters to raise operational awareness;
- » Pictograms “Red Lines”/“Iron Rules” (at the Linz site);
- » Event-related priorities;
- » Site-specific audits and inspections; and
- » Digital formats such as safety spots and safety quiz.

In addition, site-specific safety instructions are provided for employees and external workers as well as external visitors and service providers. Implementation within the companies is flexible and takes into account local requirements.

These actions help to reduce occupational accidents, minimize health risks, and sustainably improve the culture of safety. Existing standards are reviewed on a regular basis and further developed as required.

The responsibility for implementation and monitoring lies with the health & safety Department and with the local safety managers in coordination with technical management. Mandatory participation in safety training courses is documented and tracked. The engagement and participation of workers’ representatives and safety staff ensure practical and effective action that is geared toward specific operational requirements is pursued. The company ensures the necessary financial and human resources are provided in an appropriate form.

In recent years, the number of occupational accidents across the Group has been significantly reduced. This is also reflected in the Group-wide target “reduce the frequency of accidents.” For more information, see chapter S1-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities. This decline is the result of consistent and structured health and safety actions that have been effectively rolled out in the divisions.

The companies have a wide range of support instruments at their disposal. The specific selection and implementation of actions is carried out for each site by the respective divisions in close coordination with the responsible safety managers.

health & safety training

voestalpine AG companies regularly hold safety meetings with all of their employees. Monthly discussions between master craftspeople and staff, as well as the 15-minute safety training by safety staff and safety representatives, provide key formats for communicating occupational safety measures. Workers’ representatives are also actively involved in this process in order to jointly develop actions to improve safety.

Additionally, quarterly safety inspections are conducted by executive management, with one inspection each year being carried out with the involvement of Management Board members. All employees are required to complete an online training course on health and safety that conveys the safety values and standards of voestalpine AG and supplements the classroom-based training. Targeted training courses for management and master craftspeople are also held. The health & safety Committee supports cross-site safety efforts by annually publishing a safety calendar with monthly focus topics, available in both digital and printed formats.

Economic crisis or restructuring

In dealing with economically challenging situations, voestalpine AG relies on a structured set of actions under the title “Economic crisis situations and restructuring.” The focus is on early and open communication with the workforce in order to counter uncertainty and build trust. Key actions include transparent decision-making processes, activities to safeguard jobs, and the development of socially acceptable solutions in the event of necessary adjustments. Once all other possibilities have been exhausted, drawing up and implementing social plans is a last resort. The aim is to help the affected employees, alleviate economic disadvantages, or open up new career prospects. The necessary action plans are implemented according to requirements and always in close coordination with the workers’ representatives.

In order to mitigate the potential negative impacts related to economic crises or restructuring, the following actions are optionally applicable:

- 1. Improving job security:** Introducing actions to safeguard jobs, such as flexible working models and job rotation.
- 2. Communication and transparency:** Communicating regularly and openly with employees on the economic situation and planned actions to reduce uncertainty.
- 3. Retraining:** Offering training and retraining programs to prepare employees for new jobs and to increase their employability.

4. **The Stahlstiftung (Steel Foundation):** Utilization of the internal steel foundation with targeted training programs to support career reorientation, specifically for Austrian employees.
5. **Reduced working hours:** Flexible working models, also with a temporary reduction in working hours, to bridge the slump in orders.
6. **Social plans:** Development and implementation of social plans (specific to Austria and Germany) to cushion the impacts of job losses and create opportunities for reorientation.

The Stahlstiftung

The Stahlstiftung (Steel Foundation) was founded in Linz, Austria, in 1987. Its main objective is to provide comprehensive support to employees who have lost their jobs for economic or structural reasons to reorient their careers, training, and development, and find new jobs—thereby significantly improving their opportunities in the labor market.

OVERVIEW OF ACTIONS

IROs addressed	Action	Core content and expected results
Equal opportunities for all employees	"Diversity and equal opportunities" set of actions	<p>Wide range of female empowerment (FE) actions, including</p> <p>Target group-specific recruitment and cooperation with the public employment service and schools Up to 24/7 childcare in Linz Flexible working time models Use of gender-sensitive language Newsletter and intranet page for FE "Women in production" project FE as a focus in management training Mentoring program</p> <p>Expected results:</p> <ul style="list-style-type: none"> » Increase in the proportion of women and improvement to equal opportunities » Higher employee satisfaction
Respect for human rights and fair working conditions at voestalpine	Training on human rights	<p>Mandatory three-part e-learning course for employees on the topic of human rights</p> <p>Human rights training programs for security personnel (internal and external)</p> <p>Expected results:</p> <ul style="list-style-type: none"> » Raised awareness of human rights at voestalpine
Personal development and training	"Personal development and training" set of actions	<p>"value;program" for management training</p> <p>Apprenticeship training in AT and DE, apprenticeship website, social media, apprenticeship campaigns, Group Apprentice Day, various initiatives in the divisions</p> <p>Other regional and technical actions</p> <p>Expected results:</p> <ul style="list-style-type: none"> » Retention and development of skilled workers » Higher employer attractiveness and employee loyalty
Healthy and safe working conditions at voestalpine Accidents at work, injuries, and occupational illnesses (health and safety)	"health & safety" set of actions	<p>health & safety calendar Posters on the topic of safety Main topics Safety spots E-learning courses Site-specific audits and inspections; and Safety instructions for external service providers (site-specific) Annual health and safety exam on creating work programs Committee and board meetings</p> <p>Expected results:</p> <ul style="list-style-type: none"> » Reduction in occupational accidents and health risks at voestalpine

Up to four years of training and continuing professional development are funded for this purpose in collaboration with the Austrian public employment service (AMS). In the business year 2024/25, over 81% of the participants looking for work were able to develop a new professional perspective with the help of the Stahlstiftung.

In the business year 2024/25, 407 people received support from the traditional labor foundation, and the total number of active foundation participants was therefore 7.4% higher than in the previous year. In addition, 91 people in the reporting period received support on their educational leave. The Stahlstiftung has helped 196 people to improve their perspectives—with the aim of maintaining employability in different phases of life.

Time horizon	Scope of the action	Responsibility and monitoring	Significant expenditure (if relevant)	Other comments
Implementation of the set of actions by 2026 at the latest	Own operations Employees	HR Board Monitoring of the proportion of women in top management and in the “value:program”	–	» Some measures already implemented in BY 2024/25 » Consideration of findings from employee surveys, interviews, working groups, and competence teams
Current actions	Own operations All employees External security personnel (upstream)	HR Board Monitoring of the number of participants and training volume per participant	–	–
Current actions	Own operations All employees Apprentices in the DACH region	HR Board Monitoring of the number of participants and training volume per participant	Yes, OpEx (EUR 69.3 million total annual cost for employee development)	Identification of training needs at appraisal dialog
Dependent on actions taken	Own operations Own workforce (employees and non-employees)	health & safety + health & safety Committee or safety manager with local (technical) management Monitoring of training attendance and safety instructions (mandatory)	–	» Consideration of the interests of safety managers and workers' representatives » Remedial action taken as required

IROs addressed	Action	Core content and expected results
Economic crisis or restructuring	"Economic crisis or restructuring" set of actions	<ul style="list-style-type: none"> » Regular and open communication with employees about economic situation » Introduction of action plans to secure jobs, such as flexible working time models and internal job changes » Training and retraining programs offered to prepare employees for new jobs and increase their employability » Utilization of the internal Stahlstiftung with targeted training programs to support career reorientation » Flexible working time models, also including temporary reductions in working time to overcome periods of low order levels » If needed, development and implementation of social plans to cushion the impacts of job losses and create opportunities for reorientation <p>Expected results:</p> <ul style="list-style-type: none"> » Increased job security and employability of employees » Mitigation of negative impacts in the event of job losses

METRICS AND TARGETS

S1-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Target: to increase the proportion of women

As part of the HR Strategy 2030+ strategic sphere of action "Female empowerment," voestalpine aims to position itself as an attractive employer for women—both for current and potential employees. Female empowerment contributes to diversity in decision-making positions, increasing employee engagement, and promoting a positive corporate culture. The aim is to measure and strengthen the positive impacts identified for "equal opportunity for all employees."

A gender-balanced approach at the company counteracts social inequalities and strengthens the right to fair participation in working life—a fundamental principle of sustainable development. By aiming to increase the proportion of women—especially in leadership positions—voestalpine AG is strengthening human rights principles.

Equal opportunity in the world of work is one of the internationally recognized human rights, in particular the ILO core labor standards. voestalpine AG supports the UN sustainability goal SDG 5. In particular, the focus is on sub-objective 5.5, which entails "ensuring that women are equally involved at all levels of decision-making." This SDG objective is also anchored in the European Union's strategic frameworks—including the EU Green Deal and the EU Sustainable Finance Agenda. voestalpine contributes to the implementation of these European objectives and to the EU Gender Equality Strategy, which aims to achieve a gender-equitable Europe.

Time horizon	Scope of the action	Responsibility and monitoring	Significant expenditure (if relevant)	Other comments
At short notice, if required	Own operations	HR board	–	<ul style="list-style-type: none"> » Stahlstiftung already involved in operations » Develop action plans with the employee representatives

A higher proportion of women further strengthens the competitiveness and sustainability of the company. Diverse teams have been found to be more resilient, innovative, and decisive, which represent key advantages for the management of complex industrial structures. Targeted support for women in underrepresented areas also unlocks previously untapped talent potential and helps to overcome the shortage of skilled workers.

At the same time, a visible commitment to equal opportunity increases employer attractiveness—especially among younger generations—and fosters a cultural shift toward an inclusive, modern corporate culture.

In concrete terms, the undertaking strives to increase the proportion of women at all qualification levels throughout the Group. In particular, the proportion of female senior executives is to be increased from 14% (business year 2023/24) to 18% by 2030. Senior executives are defined as employees with disciplinary personnel responsibility, with the exclusion of board members. This target is based on an evaluation of the previous development and the current gender distribution in the Group.

TARGET: TO INCREASE THE PROPORTION OF WOMEN

KPI	Percentage of women in leadership	
UNIT	in percent	
BASE VALUE	STATUS	TARGET VALUE
14% Business year 2023/24	14.4% Business year 2024/25	18% Business year 2029/30
Responsibility and monitoring	HR Board	
Scope	All female executives (employees with disciplinary personnel responsibility, with the exclusion of board members)	
Stakeholders	Employees and workers' representatives	
IRO addressed	Equal opportunities for all employees	
Reference to policy	HR Strategy 2030+	

HR targets in relation to female empowerment are set as part of a participatory process with the engagement of employees and workers' representatives. Measures include regular employees surveys, stakeholder communication, topic-specific task forces, and regular committee meetings with the divisional HR managers. The goal is to take different points of view into account and to ensure the relevance and feasibility of the targets.

Implementation and target achievement are accompanied by regular reviews and evaluations based on quantitative and qualitative indicators. In addition, feedback tools such as employee surveys and joint review platforms with employees are used to gain additional knowledge and derive actions if necessary. This approach strengthens the company's commitment to diversity and inclusion and promotes an open and collaborative corporate culture.

The goal to increase the proportion of women in management positions is anchored in corporate governance. It is monitored and evaluated as part of the ongoing management processes and, where necessary, further enhanced by taking actions and setting initiatives.

As of March 31, 2025, the total proportion of women in the voestalpine Group was 16.4%. The percentage of female workers among wage employees was 7.3%; among salaried employees it was 29.9%. The proportion of female senior executives was 14.4%. In all categories, there was a slight increase compared with the previous year.

Target: reduce the frequency of accidents

This target has been set on the basis of the international standard ISO 45001, as well as national and European targets for occupational health and safety. In particular, voestalpine AG takes into account the objectives of the EU Strategic Framework on Health and Safety at Work 2021 – 2027, which, among other aspects, pursues the guiding principle of “Vision Zero”—i.e., zero fatalities due to occupational accidents. The objective is to systematically reduce work-related health risks and to adjust the level of safety in line with internationally recognized standards throughout the Group. The health & safety Committee, consisting of the respective representatives of the divisions and workers' representatives, sets the Group's targets, which are ultimately approved by health & safety Board.

Implementation and target achievement are ensured by periodic reviews and evaluations as part of the quarterly health & safety Committee meetings or the semi-annual health & safety Board meetings.

The Lost Time Injury Frequency Rate (LTIFR) indicates the frequency of accidents based on the number of recordable workplace accidents entailing more than three sick days per one million hours worked. To ensure uniform comparability, the definitions of recordable accidents, days lost, and hours worked have been standardized across the Group—especially in light of the differing national regulations.

Reducing the frequency of accidents contributes significantly to sustainable development, as safe working conditions represent a key element of decent working (SDG 8 “Decent Working and Economic Growth”) and ensure the long-term viability and health of employees.

For employees, this means a lower risk of injury and an overall safer and healthier working environment. For the company, the systematic prevention of occupational accidents increases operational stability, reduces downtime, and enhances employer attractiveness—especially in safety-critical work areas.

In relation to health and safety, voestalpine aims to reduce the accident rate to the target value of 5.5 by the end of the business year 2029/30.

The Group health & safety Department reviews this target within the scope of Group-wide reporting and control processes.

TARGET: REDUCE THE FREQUENCY OF ACCIDENTS

KPI	LTIFR (lost time injury frequency rate)		
UNIT	Recordable accidents per million hours worked		
BASE VALUE			
16.1 Business year 2015/16			
Responsibility and monitoring	health & safety Committee and health & safety Board		
Scope	Own operations, own workforce (employees and non-employees)		
Stakeholders	Own workforce		
IRO addressed	» Accidents at work, injuries, and occupational illnesses » Healthy and safe working conditions at voestalpine		
Reference to policy	» Group health & safety Policy » Occupational safety management systems		

S1-6 – Characteristics of the undertaking's employees

The following information is presented based on head count. The number of persons represents the total of waged and salaried employees, with both fixed-term and permanent contracts, including the number of apprentices. Together, these employee groups form the number of employees. No employees with zero hours contract are employed by the Group.

Unless otherwise stated, the following metrics refer to the reporting date of March 31, 2025.

As of the reporting date (March 31, 2025), the voestalpine Group had a global workforce of 49,298 employees (including apprentices). Of these, 1,574 apprentices were receiving training at the voestalpine Group as of March 31, 2025. Overall, the number of employees fell by 1,297 or 2.6% compared to the previous year. This reduction is primarily due to the sale of Buderus Edelstahl GmbH.

In the Annual Report, the information according to S1-6 is presented in chapter D.27. Information on employees.

EMPLOYEES BY GENDER

Headcount, as of the March 31, 2025 reporting date

	Total
Gender	
Male	41,114
Female	8,184
Other	0
Total Employees	49,298

EMPLOYEES BY COUNTRY

Headcount in countries with companies that have
>50 employees and constitute >10% of the Group workforce as of March 31, 2025

	Austria	Germany
Gender		
Male	20,520	5,297
Female	3,803	1,109
Other	0	0
Total Employees	24,323	6,406

EMPLOYEES ACCORDING TO TYPE OF CONTRACT AND GENDER

Headcount as of the March 31, 2025 reporting date

	Female	Male	Other	Total
2024/25				
Number of Employees	8,184	41,114	0	49,298
Number of permanent employees	6,926	35,518	0	42,444
Number of temporary employees	1,258	5,596	0	6,854
Number of non-guaranteed hours employees	0	0	0	0

Numerous measures in the voestalpine Group aim to make the best possible use of the knowledge and experience of the employees and to increase their job satisfaction. This also helps to keep the fluctuation rate as low as possible. Based on the total number of employees employed as of the reporting date (excluding apprentices), which amounted to 47,724, the turnover rate for employment contracts terminated by mutual consent or by employees was 7.8% in the business year 2024/25. A total of 5,577 employees (excluding apprentices) left the company (e.g., due to resignation, retirement, death), 121 less employees than in the business year 2023/24 (5,698). This corresponds to an overall turnover rate of 11.7%, which is 0.1% higher than in the previous year. The number of apprentices increased by 4% compared with business year 2023/24, rising from 1,513 to 1,574 apprentices.

S1-8 – Collective bargaining coverage and social dialogue

voestalpine AG is committed to freedom of association and right of its employees to organize themselves in a union. As of the reporting date for the business year 2024/25, of the 38,168 employees employed by the voestalpine Group in the EEA area (including apprentices), a total of 88.7%, or 33,839, were covered by a collective agreement—of which 98.8% in Austria and 65.4% in Germany.

In many voestalpine Group companies, a works council represents employees' interests. Austria and Germany, which have a significant number of the Group employees in the EEA region, play a particularly important role. Of the 49,298 employees employed worldwide, these two countries account for 62.3%, i.e., 30,729 employees. Of these, 98.6% of employees in Austria and 88.1% in Germany are represented by a works council.

COLLECTIVE BARGAINING COVERAGE AND SOCIAL DIALOGUE

	Collective Bargaining Coverage		Social Dialogue
	Employees—EEA ¹	Employees—Non-EEA ²	Workplace Representation (EEA only ³)
Coverage Rate			
0 – 19%			
20 – 39%			
40 – 59%			
60 – 79%	Germany		
80 – 100%	Austria		Germany, Austria

¹ Employees—EEA (for countries with > 50 employees representing > 10% total empl.)

² Employees—Non-EEA (estimate for regions with > 50 employees representing > 10% total empl.)

³ Workplace representation (EEA only) (for countries with > 50 employees representing > 10% total empl.)

S1-9 – Diversity metrics

Top management:

The top management of the voestalpine Group (headquartered in Linz) comprises the Management Board of voestalpine AG and executive management of the divisional subsidiaries. At the end of the reporting year, the proportion of women in top management was 11.1%.

GENDER DISTRIBUTION AT THE TOP MANAGEMENT LEVEL

Top Management	Number	Percentage
Male	16	88.9%
Female	2	11.1%
Other	0	0.0%
Total	18	100.0%

Age structure in the Group:

A balanced age structure helps ensure the transfer of knowledge, make age-related departures predictable, and avoid staff shortages. It makes it easier to replace employees entering retirement in a timely manner. To achieve this, employees need to feel loyal to voestalpine and be retained in the long term. As of March 31, 2025, the average age of employees in the voestalpine Group—excluding apprentices—was 41.7 years old. The following table shows the age distribution of the workforce (excluding apprentices):

AGE STRUCTURE OF EMPLOYEES (EXCLUDING APPRENTICES)

	Number	Percentage
Under 30 years old	8,795	18.4%
30 – 50 years old	26,517	55.6%
Over 50 years old	12,412	26.0%

S1-10 – Adequate wages

voestalpine upholds minimum social standards throughout the Group with its Code of Conduct. Chapter 5, “Social Responsibility,” states the following obligation under the heading “Compensation”: *employees must be compensated in accordance with applicable legal regulations and collective agreements, and this compensation must be sufficient to meet the basic needs of both employees and their families and to provide them with a decent standard of living.*

This requirement must be implemented in every Group company. The respective executive management verifies compliance with the code every two years with their signatures. As of the business year 2025/26, companies will be required to undergo spot checks to review compliance.

S1-14 – health & safety metrics

The following quantitative information on occupational health and safety relates exclusively to employees of the voestalpine Group. Information on non-employee workers is not yet included in the first reporting year.

In the business year 2024/25, 597 recordable workplace accidents were recorded in the voestalpine Group. The Lost Time Injury Frequency Rate (LTIFR), which is calculated uniformly across the Group, indicates the number of recordable workplace accidents entailing more than three sick days per one million hours of work performed. For the year under review, the LTIFR came to 7.0. Unfortunately, there were also two fatal accidents involving voestalpine employees.

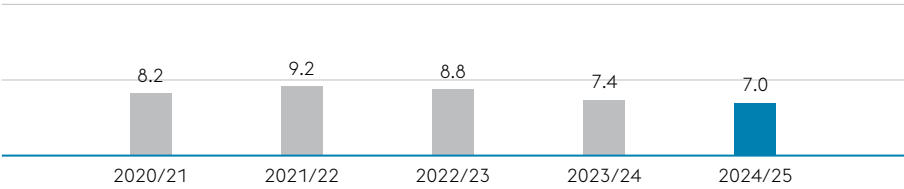
Near misses are also systematically recorded as part of a Group-wide health & safety web tool. Actions to improve the situation are defined on the basis of the review of incident reports and documented if necessary.

Thanks to consistent health and safety measures across all divisions, the number of workplace accidents has been significantly reduced in recent years. Ongoing classroom training at all sites contributed to the further reduction in the frequency of accidents in the business year 2024/25.

The LTIFR metric is documented on a Group-wide basis and evaluated using an internal system.

DEVELOPMENT OF THE LOST TIME INJURY FREQUENCY RATE (LTIFR)

As of the March 31 reporting date



S1-16 – Remuneration metrics (pay gap and total remuneration)

In order to determine the income gap between men and women in the Group, the gender pay gap was calculated on the basis of annual total remuneration (fixed and variable components, as well as benefits in kind), target hours, and overtime paid. Target hours may take into account the available capacity of part-time workers. New hires and departures during the reporting period were also taken into account. To ensure valid comparability, the members of the Management Board were not included in the calculation as they are not considered employees. Apprentices are not included in the calculation either. The data reported by the companies was first recorded in the domestic currency at the individual level and then converted to euros for the purpose of comparability. In the voestalpine Group, the gender pay gap (excluding the Management Board) came to 19.8%. The disparity can be explained, among other things, by the different fields of activity (service sector, production companies, etc.), by the higher proportion of part-time workers, as well as the lower proportion of female executive managers.

The ratio of the median annual total remuneration of all employees (excluding the Management Board) compared to the highest earner came to 1:64.2 in the business year 2024/25.

The median remuneration represents the "middle" value for remuneration: 50% of employees earn less, 50% earn more. Unlike the average, the median is not distorted by outliers at the top or bottom and is therefore considered a reliable metric for income comparisons.

In addition to the fixed gross salary, variable salary components, and the values of benefits in kind (company car; company apartment, voluntary insurance) are also included in the total remuneration.

An approximation method was used to determine the Group median. For Austria, the data is available in disclosed by each company in line with ESRS requirements due to the central payroll accounting. For voestalpine companies abroad, the decentralized payroll accounting systems do not permit central documentation of total remuneration paid per person. A preliminary validation of the approximation method with selected companies abroad demonstrated that the difference between an exact calculation and approximation is economically insignificant.

S1-17 – Incidents, complaints, and severe human rights impacts

Whistleblowers who wish to report compliance violations or human rights violations can submit reports either anonymously or by stating their name. When a whistleblower discloses their name, this makes it possible to pursue the matter at hand together with a targetable, traceable approach. In line with the Code of Conduct, such reports can be submitted to an employee's direct supervisor; the responsible legal or HR department, or the executive management of the respective Group company. Central reporting contact points have also been set up. These include the Group Compliance Officer or one of the divisional compliance officers, the Group Human Resources Department of voestalpine AG, and a human rights officer at voestalpine AG. Upon request, whistleblowers are ensured of absolute confidentiality. When a report is received, it is forwarded promptly to the responsible departments for review.

Since 2012, it has also been possible to send reports on a web-based whistleblower system. The whistleblower system protects the anonymity of whistleblowers if they do not wish to disclose their identity. The system also permits anonymous two-way communication with whistleblowers.

In the business year 2024/25, 24 reports were received through the established reporting channels. Fifteen cases were reported through the whistleblower system and three cases via the human rights e-mail addresses humanrights@voestalpine.com and menschenrechte@voestalpine.com. Six cases were reported by email to the Group Compliance Officer. Each case was assessed and dealt with. Of the 24 cases, seven can be classified as discrimination in the form of harassment, micromanagement, and inclusion. Six cases concern a lack of appreciation, four cases were reported due to dismissal, and seven cases concern general complaints. In one case out of the four dismissals, legal proceedings were initiated. In the business year 2024/25, there were no fines or compensation payments levied, and the legal proceedings are still ongoing. None of the 24 reports received involved any form of human rights violations. In the business year 2024/25, no fines or compensation payments were made on the basis of human rights violations.

More detailed information on the **whistleblower system** can be found in chapter G1-1 Corporate culture and business conduct policies.

OVERVIEW OF METRICS

ESRS disclosure requirement	Paragraph	Datapoint/metric	Basis for the preparation and description of the metrics used, description of the assumptions and methodology
S1-6 Characteristics of the undertaking's employees	50a	Employees by gender	Number of own staff (headcount) by gender, including apprentices and non-guaranteed hours employees, excluding interns (during summer breaks or as part of school programs), freelance contractors, diploma students/PhD students
S1-6 Characteristics of the undertaking's employees	50a	Employees by country	Number of own staff (head count) by country, excluding apprentices and non-guaranteed hours employees, excluding interns (during summer breaks or as part of school programs), freelance contractors, diploma students/PhD students. Only Germany and Austria included
S1-6 Characteristics of the undertaking's employees	50b	Employees by type of contract and gender	Distinction between permanent contracts, fixed-term contracts, and non-guaranteed hours employees (e.g., casual workers, zero hours contracts)
S1-6 Characteristics of the undertaking's employees	50c	The total number of employees who have left the undertaking and the rate of employee turnover	Total number of own staff (excluding apprentices) who left the company voluntarily (termination by employee), by mutual agreement, as a result of termination by the employer, retirement, due to occupational disability, or death (excluding transfers to another voestalpine company). Average annual values as of March 31 of the prior year + March 31 of the current BY
S1-8 Collective bargaining coverage and social dialogue	60a	Collective bargaining coverage for employees	Collective agreement coverage in percent = number of employees covered by a collective agreement (headcount)/total number of employees (headcount). Collective agreements are defined as "any written agreement on terms and conditions of employment concluded between an employer, a group of employers, or one or more employer organizations on the one hand, and one or more representative employee organizations (trade unions) on the other hand"
S1-8 Collective bargaining coverage and social dialogue	60b	Collective bargaining coverage on a country-by-country basis (EEA countries)	The number of different collective agreements in the EEA to be determined in accordance with the requirement only relates to the voestalpine companies in Austria and Germany. Both countries each account for > 10% of the total number of employees
S1-8 Collective bargaining coverage and social dialogue	63a	Coverage by worker's representatives on a country-by-country basis	Workers' representatives refer to: i. Trade union representatives, designated, or elected by trade unions or by members of such unions in accordance with national legislation and practice ii. duly elected representatives, namely representatives who are freely elected by the workers of the organization, not under the domination or control of the employer in accordance with provisions of national laws or regulations, or of collective agreements, and whose functions do not include activities which are exclusively reserved by the trade unions in the country concerned and the existence of which is not used to undermine the position of the trade unions concerned or their representatives

Where applicable: description of the sources of measurement uncertainty	Resulting degree of accuracy	External validation	Where applicable: planned actions to improve accuracy
Limited—data represents the individual companies	High	None	–
Limited—data represents the individual companies	High	None	–
Limited—data represents the individual companies	High	None	–
Limited—data represents the individual companies	High	None	–
Limited—data represents the individual companies	High	None	–
Limited—data represents the individual companies	High	None	–
Limited—data represents the individual companies	High	None	–
Limited—data represents the individual companies	High	None	–

ESRS disclosure requirement	Paragraph	Datapoint/metric	Basis for the preparation and description of the metrics used, description of the assumptions and methodology
S1-9 Diversity metrics	66a	Gender distribution at the top management level	The top management level is defined as the Management Board of voestalpine AG and the executive management of the divisions' lead companies
S1-9 Diversity metrics	66b	Age structure of employees	Total own workforce as of March 31 (excluding apprentices), divided into age groups: 1) < 30 years old, 2) 30 – 50 years old, and 3) > 50 years old
ESRS S1-10 Adequate wages	§ 70	If not all its employees are paid an adequate wage in line with applicable benchmarks, the undertaking shall disclose the countries where employees earn below the applicable adequate wage benchmark and the percentage of employees that earn below the applicable adequate wage benchmark for each of these countries.	In accordance with the Code of Conduct of voestalpine, chapter 5, "Social Responsibility," states the following obligation under the heading "Compensation": employees must be compensated in accordance with applicable legal regulations and collective agreements, and this compensation must be sufficient to meet the basic needs of both employees and their families and to provide them with a decent standard of living. Compliance with the Code of Conduct is mandatory for all companies in which voestalpine AG directly or indirectly holds at least 50% of the share capital or over which it exerts control in another manner.
S1-14 Health and safety metrics	88a	Percentage of workers covered by the health and safety management system	Total of employees in manufacturing companies > 30 waged employees / total of employees in companies > 30*100
S1-14 Health and safety metrics	88b	Number of deaths due to work-related injuries and illnesses	Total fatalities » after fatal accidents at work and » after work-related ill-health (only from 2nd reporting year onward, due to transitional provision)
S1-14 Health and safety metrics	88c	The number and rate of recordable work-related accidents	Is calculated based on LTIFR (lost time injury frequency rate: indicates the frequency of accidents based on the number of reportable workplace accidents entailing more than three sick days per million hours worked. The scope of the report covers all companies with personnel
S1-16 Remuneration metrics	97a	Gender pay gap, defined as the difference of average pay levels between female and male employees, expressed as percentage of the average pay level of male employees	This metric is calculated on the basis of the gross earnings (fixed + variable) paid during the BY and any benefits in kind, per male and female employee. Fixed remuneration is defined by basic salary, allowances, premiums, paid overtime, fringe benefits, special payments, and pension benefits. Variable remuneration is defined by success premium, target premium, and other premiums. Benefits in kind include company cars, company housing, and voluntary insurance.
S1-16 Remuneration metrics	97b	Ratio of the annual total remuneration of the highest paid individual to the median annual total remuneration for all employees	This metric is calculated on the basis of the gross earnings (fixed + variable) paid during the BY and any benefits in kind, per male and female employee. Fixed remuneration is defined by basic salary, allowances, premiums, paid overtime, fringe benefits, special payments, and pension benefits. Variable remuneration is defined by success premium, target premium, and other premiums. Benefits in kind include company cars, company housing, and voluntary insurance.

Where applicable: description of the sources of measurement uncertainty	Resulting degree of accuracy	External validation	Where applicable: planned actions to improve accuracy
Limited—data represents the individual companies	High	None	–
Limited—data represents the individual companies	High	None	–
–	High	None	–
Limited—mapping of the data in the companies via Safety Webtool	High	None	–
Limited—data represents the individual companies	High	None	–
Limited—data represents the individual companies	High	None	–
Limited—data represents the individual companies	High	None	–
Limited—data represents the individual companies	High	None	–
Limited—data represents the individual companies	High	None	–

ESRS disclosure requirement	Para-graph	Datapoint/metric	Basis for the preparation and description of the metrics used, description of the assumptions and methodology
S1-17 Incidents, complaints, and severe human rights impacts	103a	The total number of reported incidents of discrimination, including harassment, in the reporting period	Number of incidents reported through the Group channels (whistleblower system, email address for the Group Human Rights Officer (Group Sustainability), and by email to the Group compliance contact point (Legal, Investments, and Compliance), or Group HR management.
S1-17 Incidents, complaints, and severe human rights impacts	103b	Number of complaints received through channels from own workforce (including grievance mechanisms)	Number of incidents reported to the Group Compliance Officer, Head of Group Sustainability, and Head of Group Human Resources outside of established Group channels.
S1-17 Incidents, complaints, and severe human rights impacts	103c	The total amount of significant fines, penalties, and compensation for damages as a result of the incidents and complaints disclosed above	Litigation Report containing a list of human rights violations and discrimination including, sexual harassment, subject to court or authority proceedings as of March 31, 2025
S1-17 Incidents, complaints, and severe human rights impacts	104a	Number of severe human rights incidents in connection with workers	Number of severe human rights incidents in connection with workers reported using reporting channels set up by the Group in accordance with point 7 of the voestalpine Code of Conduct.
S1-17 Incidents, complaints, and severe human rights impacts	104b	Total amount of fines, sanctions, and compensation payments related to severe human rights incidents concerning the workforce and reconciliation of the monetary amounts with the most decisive amount stated in the financial statements	Total fines and damages related to severe human rights incidents involving voestalpine's own workforce based on the list of human rights violations and discrimination including, sexual harassment, subject to court or authority proceedings included in the Litigation Report as of March 31, 2025.

Where applicable: description of the sources of measurement uncertainty	Resulting degree of accuracy	External validation	Where applicable: planned actions to improve accuracy
Whistleblower system, other reporting channels in accordance with Code of Conduct	High	None	–
Other reporting channels according to Code of Conduct or direct report to managers	High	None	–
Limited	High	None	–
Inadequate forwarding of reports: When someone who receives a report fails to forward it to the responsible Group entity, the case is not recorded across the Group	High	None	–
–	High	None	–