

CORPORATE
RESPONSIBILITY
FACTSHEET

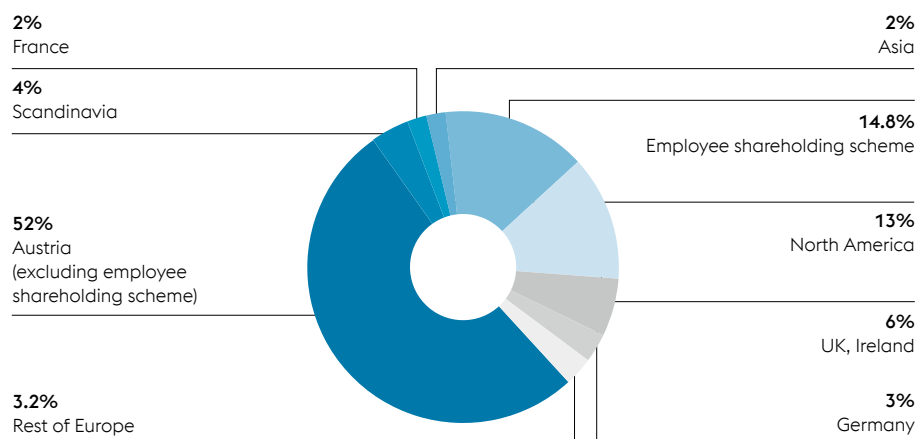
2020

DEVELOPMENT OF THE KEY FINANCIAL INDICATORS

In millions of euros	2015/16	2016/17	2017/18	2018/19	2019/20
Revenue	11,068.7	11,294.5	12,897.8	13,560.7	12,717.2
EBITDA	1,583.4	1,540.7	1,954.1	1,564.6	1,181.5
EBITDA margin	14.3%	13.6%	15.2%	11.5%	9.3%
EBIT	888.8	823.3	1,180.0	779.4	-89.0
EBIT margin	8.0%	7.3%	9.1%	5.7%	-0.7%
Employees (full-time equivalent) At end of business year	48,367	49,703	51,621	51,907	49,682
Research expenditures	131.8	140.3	152.0	170.5	174.4
Operating expenses for environmental protection facilities in Austria	237.0	231.0	258.0	299.1	314.5
Environmental investments for production facilities in Austria	55.0	46.0	41.0	66.0	35.0
Crude steel production (in millions of tons)	7.733	7.596	8.140	6.895	7.173

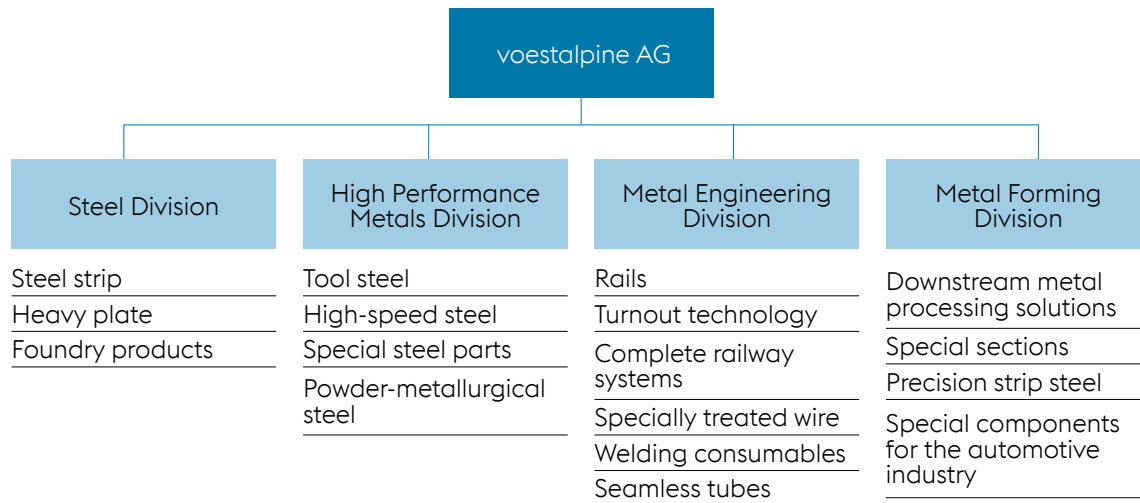
SHAREHOLDER STRUCTURE

In percent, as of the close of the business year 2019/20



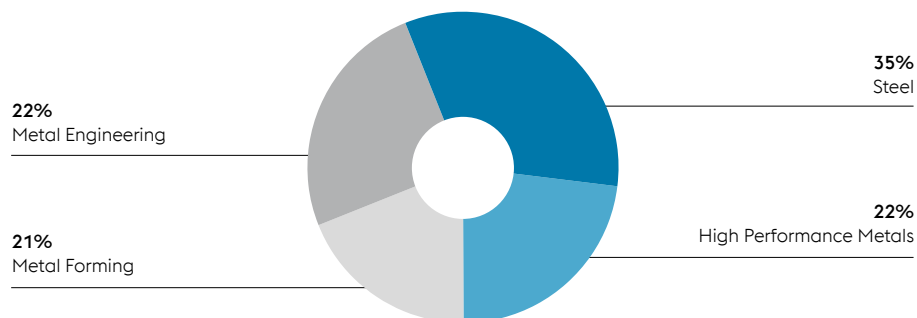
CORPORATE STRUCTURE

voestalpine, which is headquartered in Linz, Austria, comprises 500 Group companies and sites in more than 50 countries on all five continents. The Group has four divisions.



REVENUE BY DIVISION

As a percentage of total divisional revenue, business year 2019/20



STAKEHOLDER AND CR MANAGEMENT

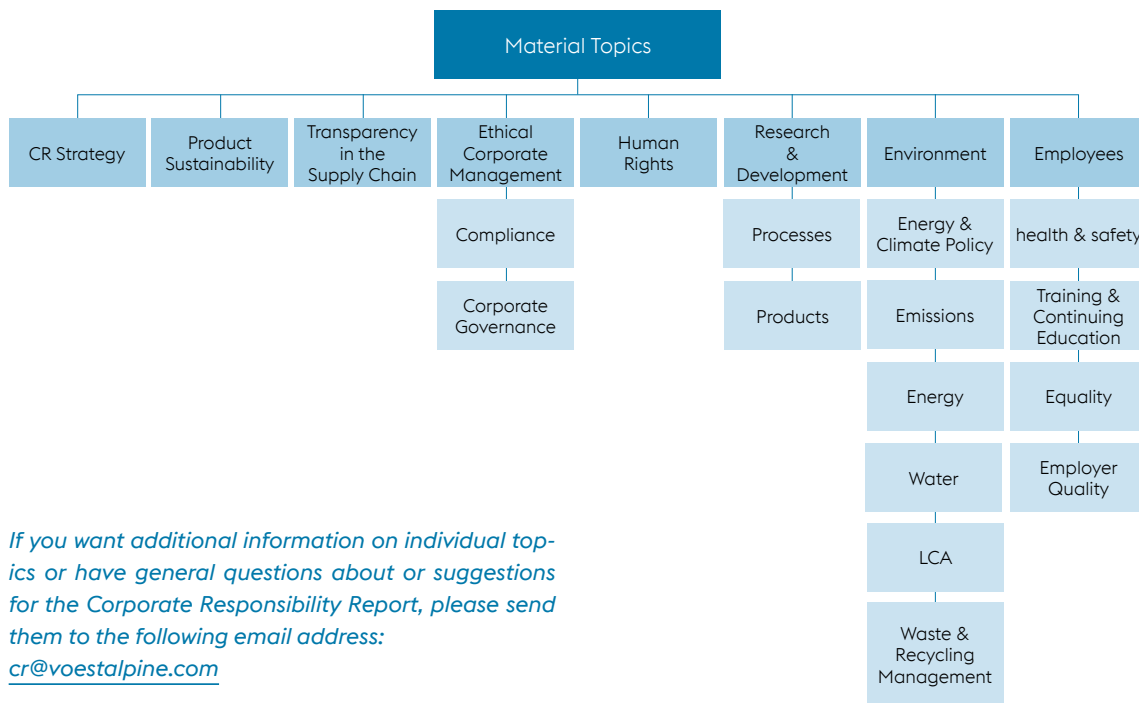
Through its Management Board as well as executive and non-executive personnel, voestalpine is in regular contact with the stakeholder groups enumerated below. Numerous opportunities such as expert discussions and roundtables, conferences, trade shows as well as analyst and investor meetings are used to this end. Both the employee survey, which is conducted on a regular basis, and annual employee performance reviews are important settings for structured communications with internal stakeholders. voestalpine is also represented on a wide variety of bodies serving advocacy groups, trade associations, lobbying campaigns, and platforms.

During the reporting period, communications with individual stakeholder groups took place in various settings and with respect to various topics.



voestalpine uses its ongoing communications with internal and external stakeholder groups to identify those topics that are key to Corporate Responsibility Management and the relevant reporting.

The following subject areas have been identified as material aspects of the sustainable performance of voestalpine:



If you want additional information on individual topics or have general questions about or suggestions for the Corporate Responsibility Report, please send them to the following email address: cr@voestalpine.com

ETHICAL CORPORATE MANAGEMENT

Ethical corporate management means accountable corporate governance of the Group that is geared to creating sustainable value in the long term and to ensuring that the conduct of all Group employees complies with statutory requirements and internal guidelines as well as fundamental moral and ethical values (Compliance).

Ethical Corporate Management

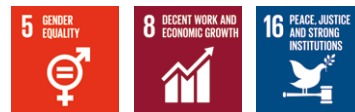
In order to ensure that accountable management and control of the Group serve to create sustainable value in the long term, the Group's Management Board and Supervisory Board undertook as early as in 2003 to comply with the Austrian Corporate Governance Code.

Compliance

We commit to complying with all laws in all of the countries in which voestalpine operates. We believe, furthermore, that Compliance is the expression of a culture rooted in ethical and moral principles.

Human Rights

We commit to upholding human rights in accordance with the UN Charter and the European Convention on Human Rights, and we support the UN Global Compact (UNGC).



COMPLIANCE

voestalpine requires its companies and all of its employees to comply with all laws in all of the countries in which it operates. For voestalpine, however, Compliance means more than just acting legally and in accordance with other external requirements. It is the expression of a culture that is also rooted in ethical and moral principles. The principles of this corporate culture as it relates to the treatment of

customers, suppliers, other business partners, and employees are spelled out in the voestalpine Code of Conduct.

Likewise, voestalpine requires its suppliers as well to comply, without limitation, with all applicable laws in the respective country and, in particular, to respect and uphold human rights as fundamental values.

CORPORATE GOVERNANCE

The Management Board and the Supervisory Board of voestalpine AG resolved as early as in 2003 to recognize the Austrian Corporate Governance Code (the “Code”), and they have also implemented all of the amendments introduced in the meantime without exception.

In addition to the mandatory “L rules” (legal requirements), voestalpine AG voluntarily complies with all of the Code’s “C rules” (comply or explain) and “R rules” (recommendations). The Code provides Austrian stock corporations with a framework for managing and monitoring their companies. It is based on the provisions of Austrian stock corporation, stock exchange, and capital market law as well as, generally, on the OECD Principles of Corporate Governance.

It was most recently revised in January 2020. The Code achieves validity when companies voluntarily undertake to comply with it. It aims to establish an accountable corporate governance system for companies and Groups that is geared to the creation of sustainable value in the long term. By voluntarily undertaking to abide by the Code, voestalpine supports these objectives and commits to providing a high degree of transparency to all of the company’s stakeholders.

Business transactions with associated companies and parties as well as pending legal proceedings are reported in the semi-annual and annual financial statements of voestalpine AG.

HUMAN RIGHTS

voestalpine commits to upholding human rights in accordance with the UN Charter and the European Convention on Human Rights. Since 2013, voestalpine has supported the UN Global Compact (UNGC) whose ten principles address labor standards, environmental protection, and the fight against corruption above and beyond the promotion of human rights.

COLLECTIVE BARGAINING AND THE RIGHT TO FREEDOM OF ASSOCIATION

About 80% of voestalpine's employees are in an employment relationship that is governed by a collective agreement. Every employee has the freedom and right to join unions. The workforce in all voestalpine companies may elect representatives to the works councils. The voestalpine Group has both a European Works Council and a Group Works Council, which maintain good communications with management.

CHILD LABOR AND FORCED LABOR

voestalpine is strictly against child, forced, and bonded labor. So far, there has been no known case of such forms of labor in the entire Group. Nor does voestalpine tolerate any form of child, forced, and bonded labor at its suppliers and business partners. As part of the Sustainable Supply Chain Management reviews, voestalpine's suppliers are pointedly audited as to their compliance with human rights, particularly with respect to child, forced, and bonded labor.

RIGHTS OF INDIGENOUS PEOPLES

As voestalpine operates solely in developed industrial areas, its business operations do not affect the rights of aboriginal peoples.

HUMAN TRAFFICKING AND MODERN SLAVERY

Companies of the voestalpine Group that are subject to the UK Modern Slavery Act fulfil the latter's requirements by publishing a statement to that effect. Both the Code of Conduct and the Code of Conduct for Business Partners explicitly mention and expressly prohibit human trafficking and modern slavery.

HUMAN RIGHTS TRAINING FOR SECURITY PERSONNEL

Plant security staff is largely made up of voestalpine's own employees. The Code of Conduct also applies to third-party employees, and the Code of Conduct for Business Partners applies to their employers. Both documents stipulate compliance with human rights. voestalpine itself provides human rights training for its own employees; external security personnel are trained by their own employers.

TRAINING

An online training program will be developed during the next business year to ensure respect for and compliance with human rights. The program will serve to sensitize all employees whose activities entail greater responsibility for this issue and provide them with important information and instructions on how to act.

RESEARCH AND DEVELOPMENT

At its core, voestalpine's sustainable corporate strategy relies on leadership in innovation, technology, and quality. Research and development (R&D) thus is central to the voestalpine business model.

The continuous development of new products and production processes is vital to a technology-driven company such as voestalpine so that it can differentiate itself from the competition and remain successful in the market.

This is how innovations ensure the company's future in the long term.



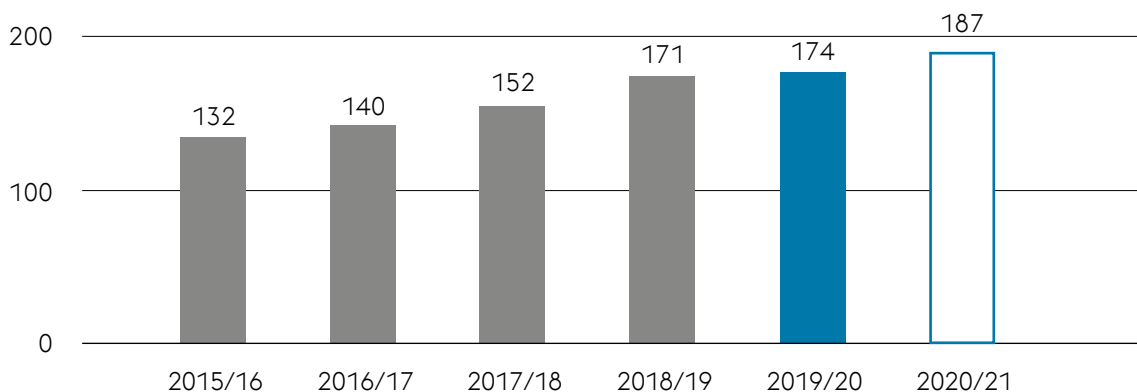
RESEARCH EXPENDITURES OF THE voestalpine GROUP

Recent years have seen unbroken growth in research expenditures, thus reflecting the importance of R&D to the voestalpine Group. Following an actual expenditure of EUR 174 million

in the business year 2019/20, an increase to EUR 187 million is budgeted for the business year 2020/21.

GROSS R&D EXPENDITURES

(Excl. R&D capital investments) per business year, in millions of euros



RESEARCH AND DEVELOPMENT ON SUSTAINABLE MATERIALS AND APPLICATIONS

As far as development is concerned, voestalpine focuses on pushing the digitalization of its entire value chain, developing innovative approaches for the mobility industry, and enabling CO₂-neutral steel production.

Important R&D activities are aimed at mobility and energy—the two industries that are also voestalpine's biggest earners. At present, these two technology-intensive sectors are experiencing a sea change toward resource-efficient, sustainable approaches.

Steel as a material has become absolutely indispensable to all of it. It contributes to sustainability in two ways: For one, steel can be recycled in its totality and re-used any number of times.

For another, steel enables lightweight construction in a variety of applications thanks to its product properties.

voestalpine develops high and highest tensile steels, press-hardened steel as well as ultra-high strength high-ductility steel for lightweight construction in the automotive and the commercial vehicle industry. This makes it possible to lower both fuel consumption and emissions in vehicles powered by combustion engines. Additional sustainability effects encompass potentially greater loads in commercial vehicles and thus fewer trips as well as the greater reach of battery-operated vehicles.

RESEARCH ON AND DEVELOPMENT OF CLIMATE-FRIENDLY STEELMAKING

The decarbonization of steelmaking is a major challenge for the entire industry and calls for innovative approaches. voestalpine collaborates with both universities and partner entities in order to drive pioneering solutions through R&D work.

In the longer term, hydrogen as a reducing agent is to replace the currently used direct reduction bridge technology based on natural gas. The hydrogen must be produced sustainably, i.e., solely from water using renewable energies. In order to research the technology and its feasibility for the steel industry, the world's largest hydrogen electrolyzer plant was built and successfully started up in 2019 at the voestalpine Group's Linz facility in Austria. It is

here that tests are conducted to determine whether this technology is suitable for producing green hydrogen on a major industrial scale. The EUR 18 million project, which is supported by the European Union, also explores the potential of making network services available and of balancing fluctuations in the electricity grid.

The groundbreaking SuSteel project serves to conduct research on another direct steelmaking technology using hydrogen plasma. In January 2020, the pilot plant in Donawitz, Austria, succeeded for the first time in carrying out a hydrogen plasma smelting reduction. Current work aims to optimize the facility in order to enable continuous operations and to adjust it to different types of iron ore.

THE ENVIRONMENT

Environmentally conscious action is firmly integrated into the voestalpine Group's corporate philosophy. In particular, this is evidenced by its continuous endeavors to make economical use of resources such as raw materials and energy along the entire production chain and to minimize the environmental impact of processes and products.

To achieve these goals, voestalpine utilizes the best available technologies in its production plants and continually works to boost efficiency, lower emissions, and reduce the consumption of energy in connection with the existent system of steel production. Our intensive work to research new, more environmentally friendly production processes and, not least, to refine materials and products alike makes material contributions to the company's environmental footprint as well.

All of these activities are supported through transparent and efficient environmental management systems (EMSs) that have been widely implemented in the voestalpine Group.

voestalpine is committed to the following principles at all of its production facilities:

- >> To take comprehensive responsibility for our products;
- >> To optimize the production processes;
- >> To establish environmental management systems;
- >> To integrate employees into these processes and ensure environmentally conscious conduct on the part of every single one of them; and
- >> To engage in open and professional dialogues.

Environmental protection is a core component of voestalpine's Corporate Responsibility (CR) Strategy. The following principles are enshrined in it.

Emissions in the Air, Soil, and Water: Minimize Using the Best Available Technologies

Process-related emissions cannot be entirely avoided due to the chemical and physical properties of existent production processes. We operate our production facilities based on the principle that the best available technologies must be applied as appropriate and in economically viable fashion. We also develop new approaches that aim to minimize environmentally relevant effects on the air, soil, and water as best as possible.

Circular Economy & Life Cycle Assessment (LCA)

We support holistic, comprehensive, and integrated analyses and assessments of materials

(life cycle assessments, LCAs) as well as of all process and value chains within the parameters of the circular economy, also known as "circularity."

Energy and Climate Policy

Commitment to low-carbon production: We are meeting the challenge of decarbonizing the economic system in the long term not only through comprehensive research and development of new technologies, frequently via cross-sector cooperation agreements and projects. We also engage in an open and constructive dialogue with stakeholders such as political decision makers, the scientific community, and environmental organizations.



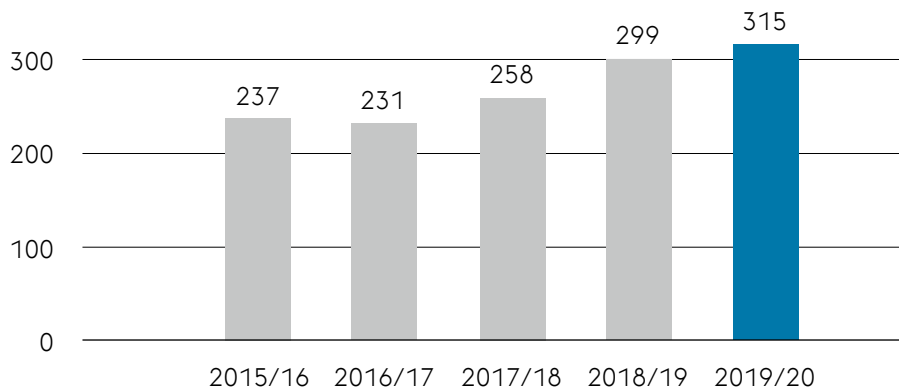
ENVIRONMENTAL MANAGEMENT SYSTEMS

voestalpine's internal environmental data management system comprises some 130 production companies and facilities worldwide—including all steel-producing and processing entities—that have a major impact on the Group's ecological footprint.

Broad-based management systems are particularly important in this respect. Two-thirds of the facilities covered by environmental data management possess an environmental management system pursuant to ISO 14001 or the EU's Eco-Management and Audit Scheme (EMAS), and another 8% utilize a certified energy management system (EnMS) pursuant to ISO 50001.

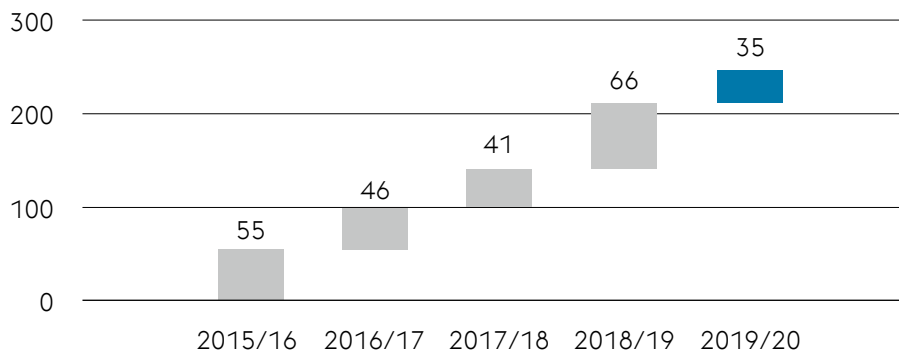
ENVIRONMENTAL EXPENDITURES

In millions of euros



ENVIRONMENTAL INVESTMENTS

Cumulative, in millions of euros



AIR EMISSIONS

Owing to its energy-intensive processes, conventional steelmaking still depends on fossil fuels. The emissions resulting from these processes as well as from chemico-physical reactions cannot be eliminated in full.

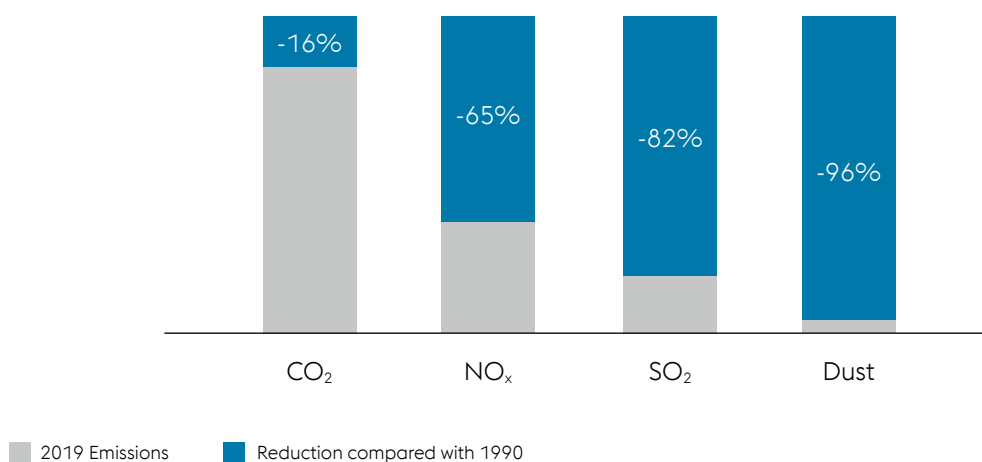
Yet voestalpine has been working for a long time to reduce process-related air pollutants to the technically possible minimum. This is accomplished by the continual optimization of technical processes (so-called “process integrated (PI) measures”). Remaining emissions are minimized by way of state-of-the-art scrubbing facilities (so-called “end-of-pipe measures”).

The major air pollutants that occur during the production of steel besides greenhouse gases (in particular CO₂) are sulfur dioxide (SO₂), nitrous oxide (NO_x), and dust. voestalpine fully complies with the statutory limits regarding all of these emissions. These parameters are verified and their annual loads determined by means of continuous measurements, periodic analyses, and material flow analyses.

Comprehensive environmental measures have enabled the voestalpine Group over the past three decades to substantially lower emission levels to that which is technologically achievable at this time. As a result, the specific emissions per ton of crude steel have been reduced as follows: CO₂ by 16%, SO₂ by 82%, NO_x by 65%, and dust by 96%.

REDUCTION IN EMISSIONS

Per ton of crude steel since 1990



GREENHOUSE GAS EMISSIONS

The direct greenhouse gas emissions of the voestalpine Group’s roughly 130 production facilities in 2019 amounted to 13.6 million tons, with Austria (specifically, the Group’s two crude steel production plants in Linz and Donawitz) accounting for the lion’s share thereof. The year-over-year increase (12.7 million tons) stems mainly from the fact that the largest individual blast furnace in Linz (Blast Furnace A) was temporarily shut down in 2018 for relining purposes.

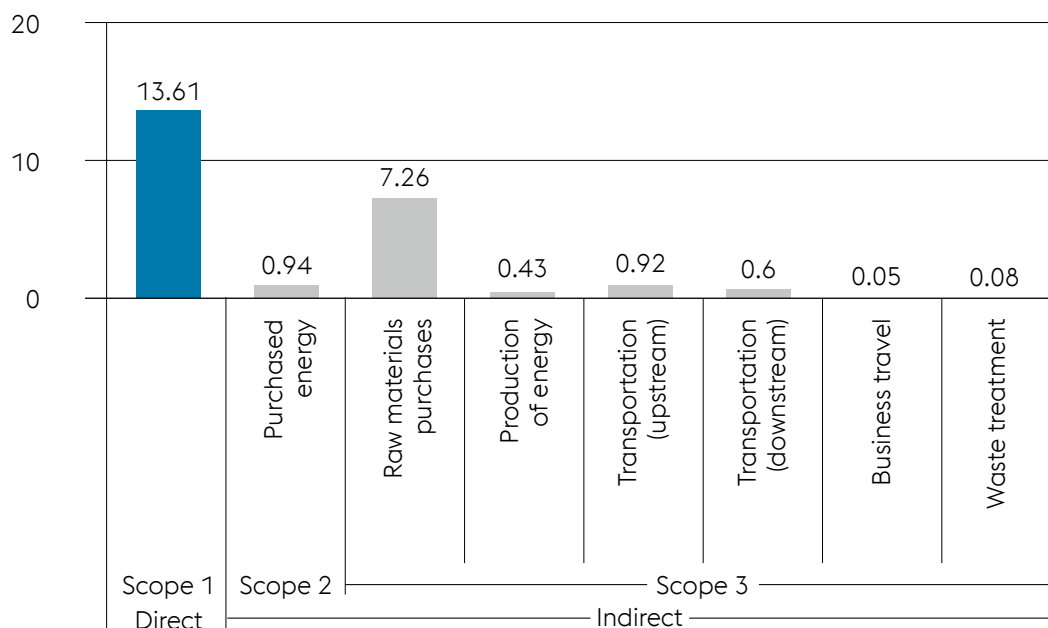
voestalpine places great value on transparency and thus has participated in the Carbon Disclosure Project (CDP) among others since 2017. To this end, the greenhouse gas emis-

sions have been tallied and externally verified in comprehensive fashion for all production facilities along the entire value chain in accordance with ISO 14064-3.

In 2019, voestalpine was given the CDP’s “A-” rating for its work to mitigate climate change as well as for the scope, quality, and transparency of the underlying corporate data and thus promoted to the CDP’s “leadership” category, the best of four. Most recently, voestalpine was awarded the CDP’s best possible supplier engagement rating—A, i.e., “global leadership”—which assesses climate change mitigation across the entire value chain.

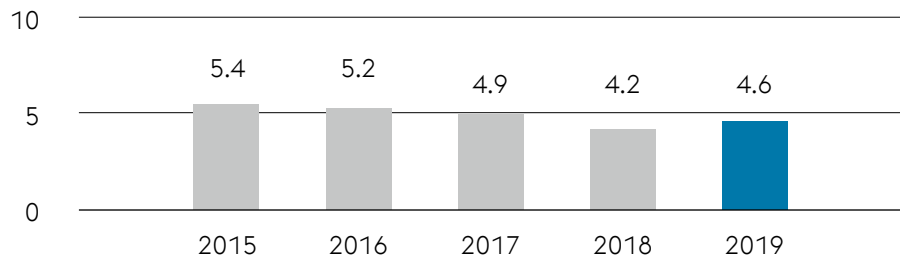
DIRECT AND INDIRECT GREENHOUSE GAS EMISSIONS 2019

In millions of tons of CO₂e



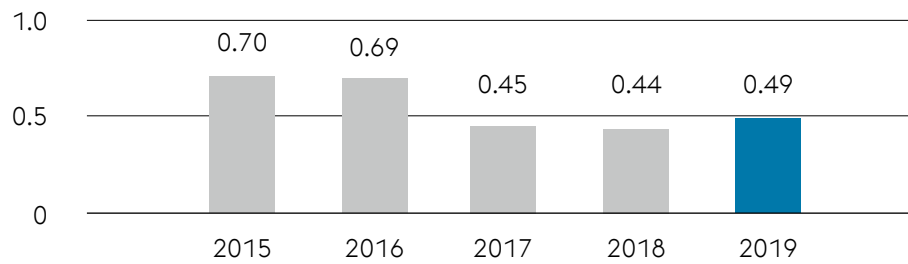
SO₂ EMISSIONS

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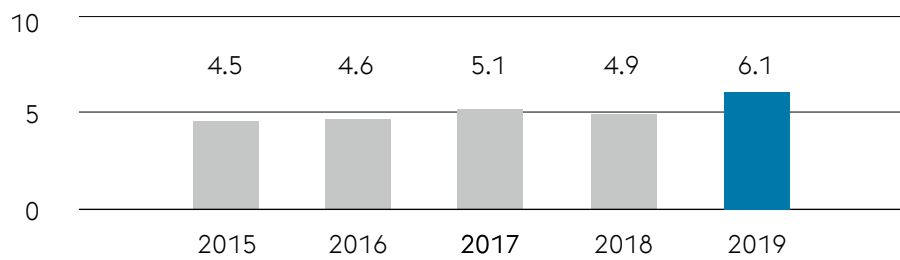
SPECIFIC SO₂ EMISSIONS

kg/t of product



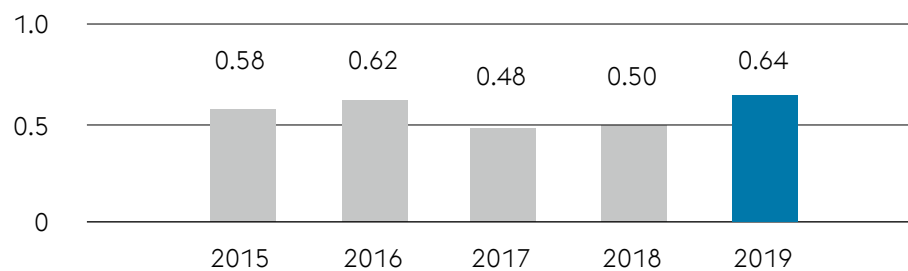
NO_x EMISSIONS

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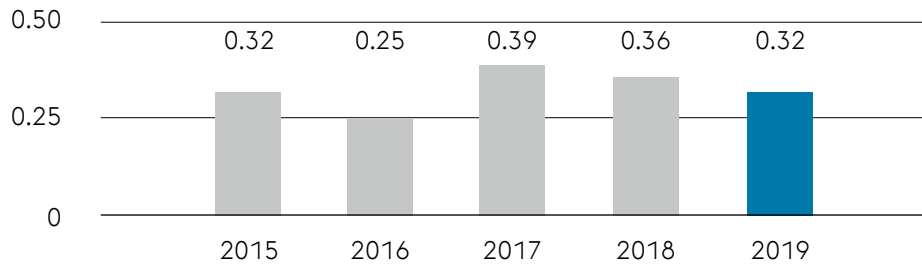
SPECIFIC NO_x EMISSIONS

kg/t of product



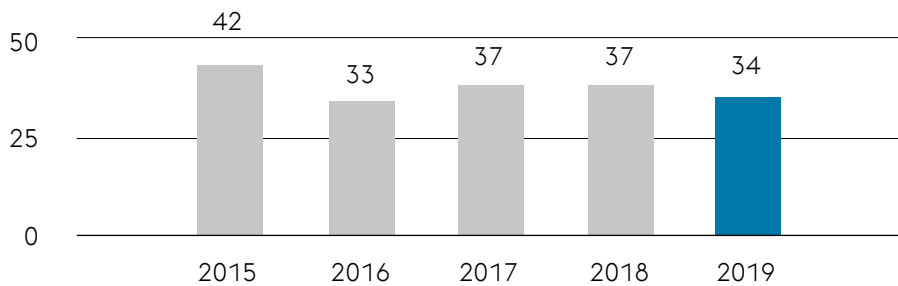
CAPTURED DUST EMISSIONS

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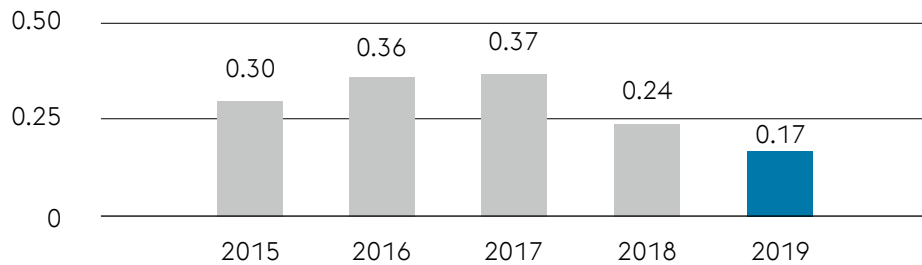
SPECIFIC CAPTURED DUST EMISSIONS

g/t of product



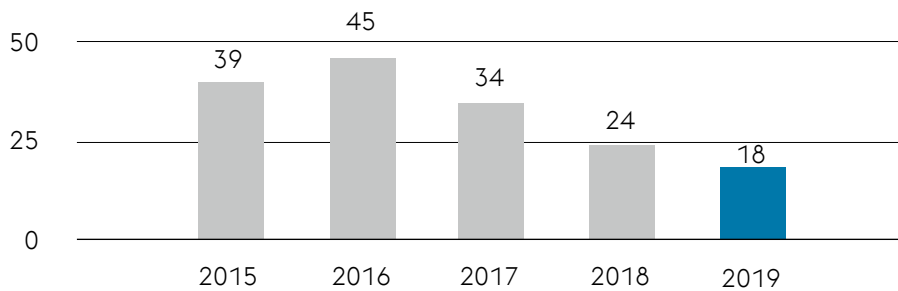
VOC EMISSIONS

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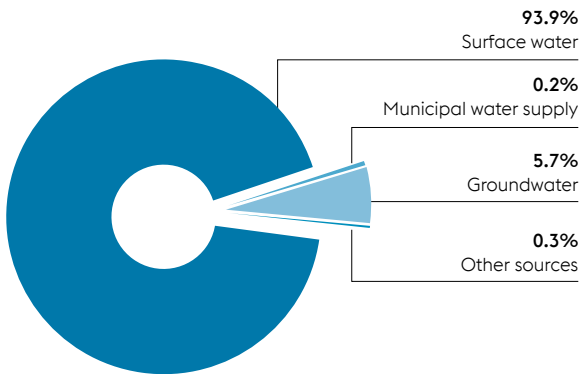


SPECIFIC VOC EMISSIONS

g/t of product

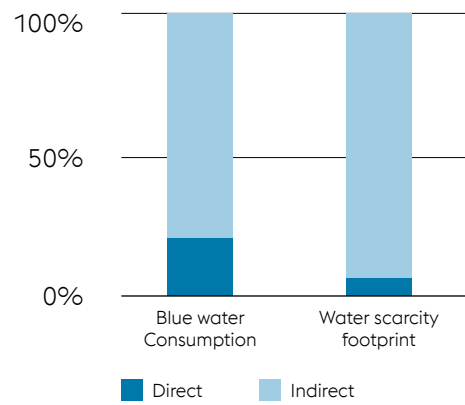


WATER EXTRACTION 2019



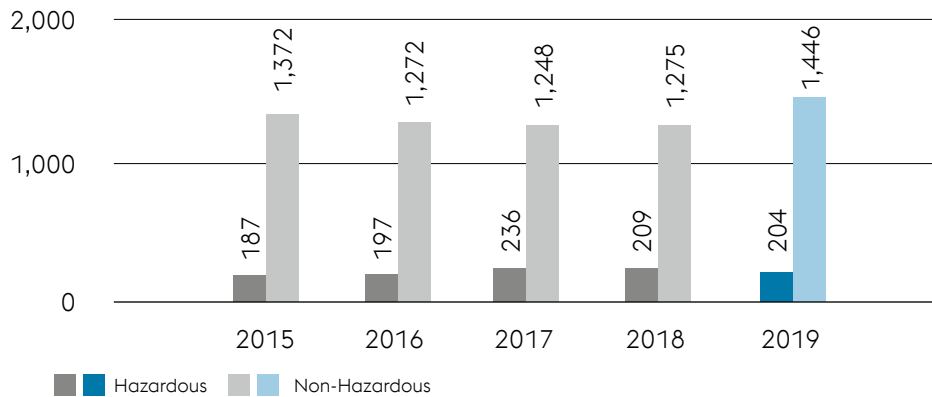
WATER FOOTPRINT

In %



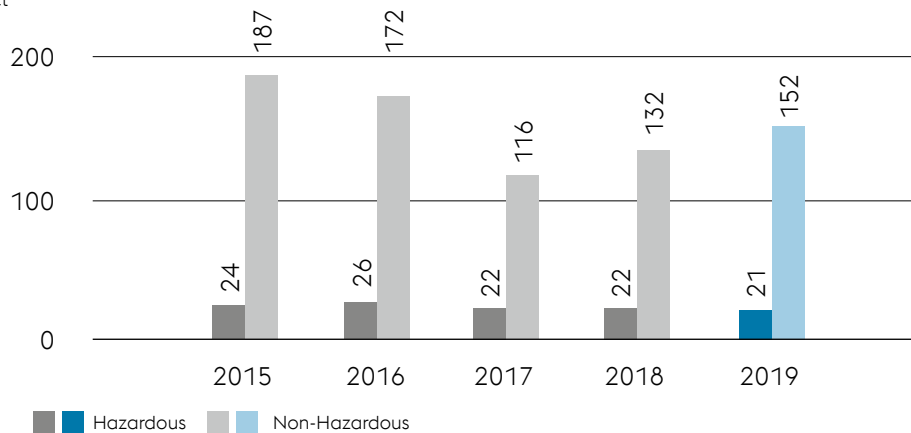
WASTE VOLUME

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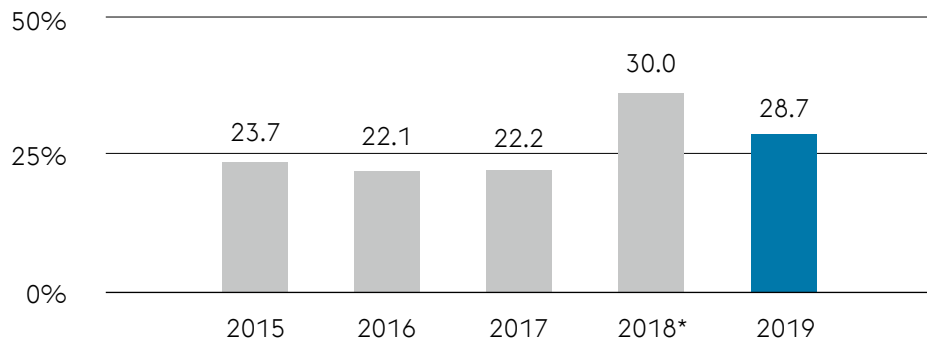
SPECIFIC WASTE VOLUME

kg/t product



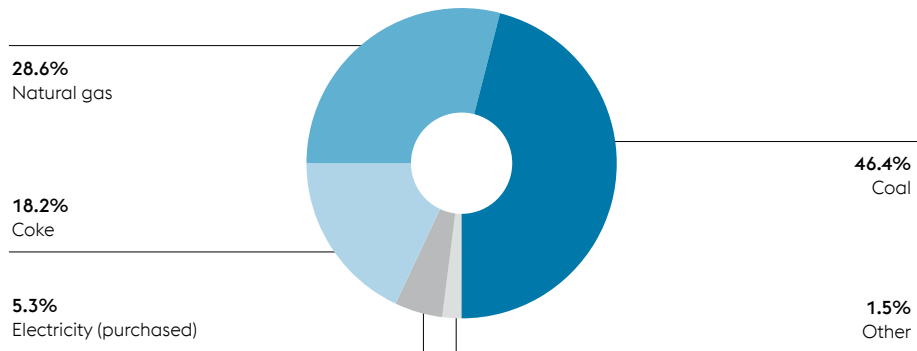
RECYCLING RATE

In %



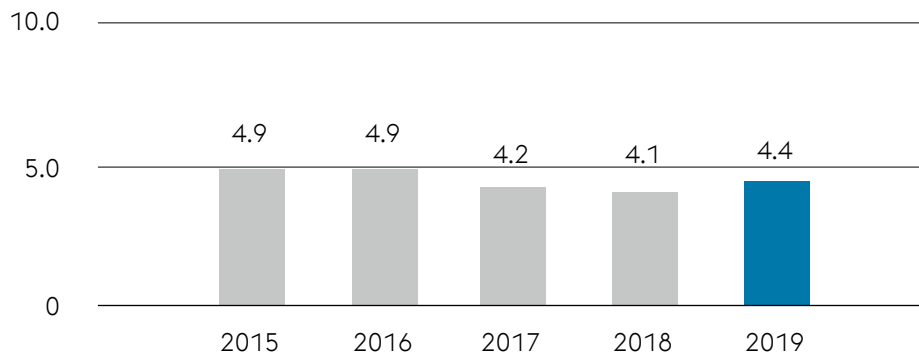
* From 2018: recycling rate of iron relative to product output
(= percentage of iron in the product made of secondary raw materials such as scrap)

PERCENTAGE OF ENERGY SOURCES 2019



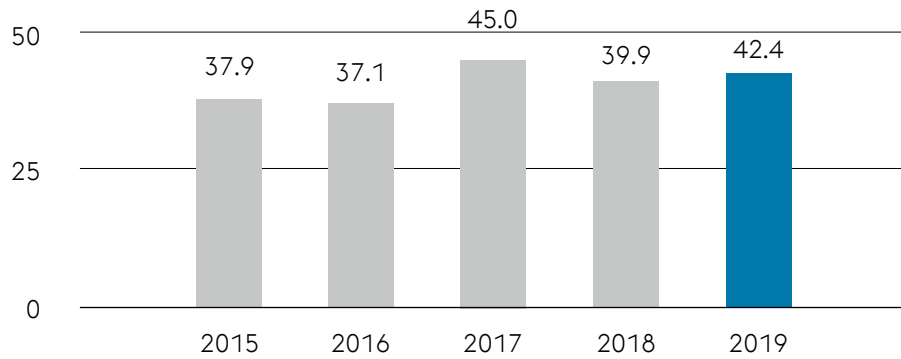
SPECIFIC TOTAL ENERGY CONSUMPTION

MWh/t of product



TOTAL ENERGY CONSUMPTION

TWh



HUMAN RESOURCES

Our success as a steel and technology group is based on our employees' particular expertise and high motivation. Hence voestalpine places great value in a respectful corporate culture as well as in the diversity and individuality of its employees and their qualifications—all of which is reflected in the guiding principles of the company's Corporate Responsibility (CR) strategy.

Corporate Culture

We create a respectful corporate culture in which we expect and encourage trust, diversity, self-determination, and personal responsibility. voestalpine's culture, as a symbol of our Group-wide identity, is continually being refined in this sense.

Diversity

We value the individuality of all our employees and their capabilities—irrespective of gender, age, origin, creed, sexual orientation, or potential impairment—and create the conditions for equal opportunity as well as work that maintains people's health and is appropriate to life's different phases.

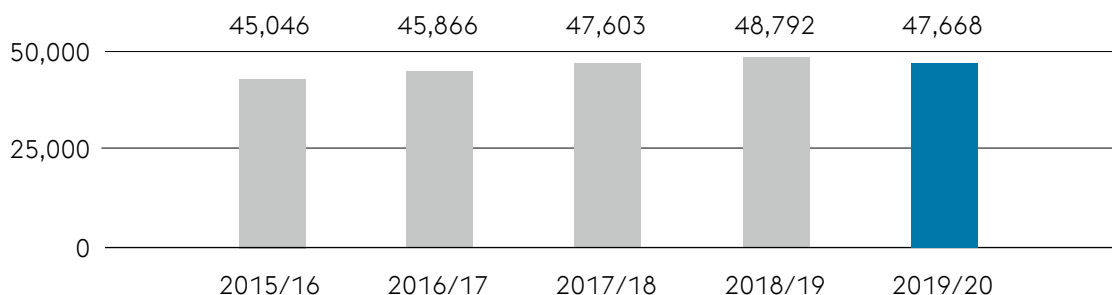
Training and Continuing Education

Targeted measures help voestalpine's employees gain qualifications and thus broaden their career opportunities. We believe, furthermore, that both training young people and encouraging lifelong learning are long-term determinants of the company's success.



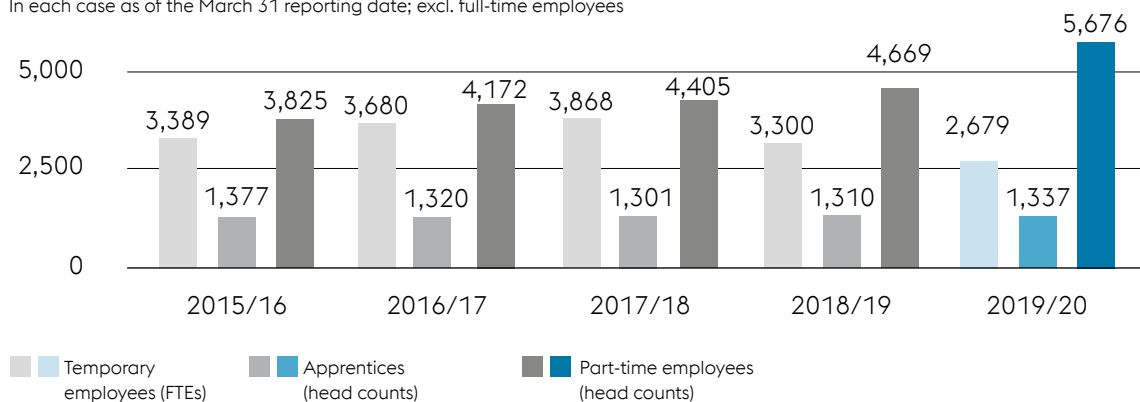
DEVELOPMENT OF THE NUMBER OF EMPLOYEES

Personnel (excluding apprentices and temporary employees, head counts), per business year



EMPLOYEE STRUCTURE BY EMPLOYMENT CONTRACT

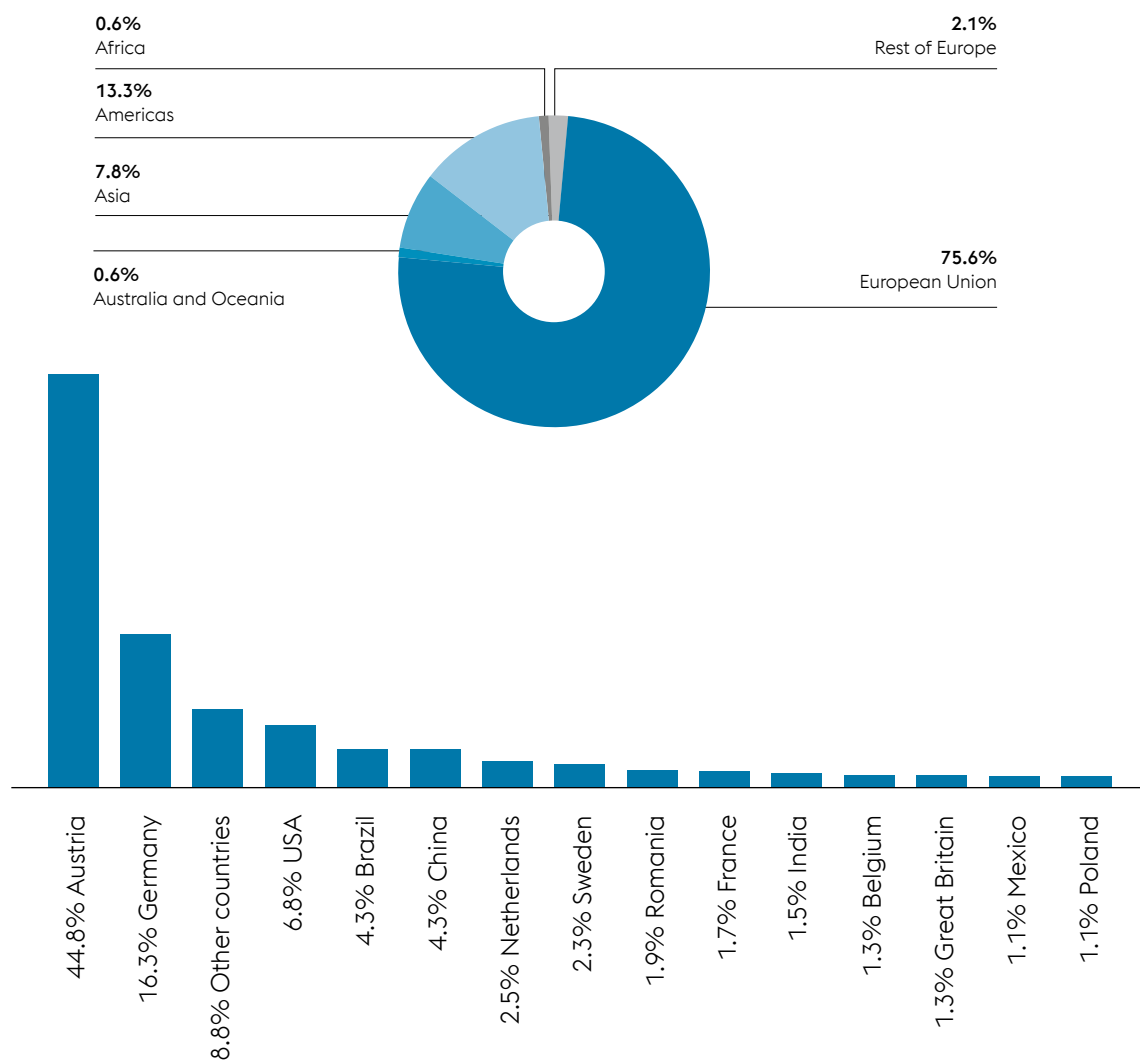
In each case as of the March 31 reporting date; excl. full-time employees



WORKFORCE BY REGION

As of the March 31, 2020, reporting date, based on FTEs

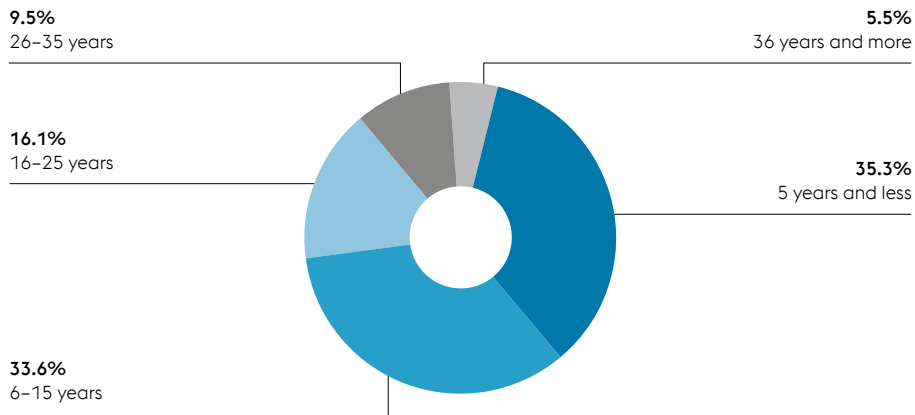
Employees in Great Britain were reclassified from "European Union" to "Rest of Europe."



YEARS OF SERVICE

As of the March 31, 2020, reporting date

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



EQUALITY AND DIVERSITY

Globally, just over 50,000 people (FTEs) work for voestalpine. Each and every employee is valuable on account of their individual strengths and abilities and must be respected. The fact that voestalpine's CEO signed the company's "Diversity Charter" in February 2018 underscores the Group's approach to both diversity and equal treatment. voestalpine is committed to respecting all people with whom it has a relationship (employees, customers, business partners)—irrespective of gender, skin color, nationality, ethnicity, creed or worldview, im-

pairment, age, sexual orientation, and identity. This commitment and corresponding actions create a climate of acceptance and mutual trust. As laid out in the chapter on "Respect and Integrity" of the voestalpine Code of Conduct, the Group does not tolerate any discrimination, whatever form it may take.

DIFFERENTLY-ABLED INDIVIDUALS

In Austria, companies with more than 25 employees are required to make jobs available for differently-abled individuals. A total of 752 voestalpine employees in Austria have reported that they are subject to the beneficiary classification under the Austrian Act on the Employment of Differently-Abled Individuals (*Behinderteneinstellungsgesetz*). For reasons related to data privacy and protection, outside of Austria no information is collected on employees' po-

tential impairment. It goes without saying that voestalpine fulfills all statutory requirements regarding the employment and integration of differently-abled individuals that may apply at any given location.

A range of measures also ensures respectful treatment of each other in the Group. voestalpine supports integration measures outside of the Group's purview as well.

PERCENTAGE OF FEMALE EMPLOYEES

In each case as of the March 31 reporting date

	2015/16	2016/17	2017/18	2018/19	2019/20
Women overall	13.1%	13.5%	13.8%	14.4%	14.7%
Female executives	12.0%	11.5%	12.3%	12.5%	12.5%
Female salaried employees	28.4%	28.5%	28.8%	28.9%	29.1%
Female wage employees	3.9%	4.5%	4.9%	5.7%	5.8%
Female apprentices (technical)	11.8%	12.4%	13.5%	13.4%	15.6%
Female apprentices (other)	55.2%	50.8%	47.4%	52.7%	47.8%

TRAINING AND CONTINUING EDUCATION

voestalpine believes that enhancing employee qualification levels is instrumental to both innovation and quality and thus the company's success. Numerous measures thus promote employee training and continuing education and simultaneously serve to expand employees' career opportunities. More than EUR 53 million in

total were spent on human resources development in the business year 2019/20. A total of 64.4% of all Group employees took part in training and continuing education programs, and the total volume of training hours was 781,539; this equates to an average of 25.4 hours per trained employee.

APPRENTICES

As of the annual reporting date (March 31, 2020), the voestalpine Group was training 1,337 apprentices in about 50 skilled trades, the majority (62.8%) at locations in Austria. A total of 22.1% of apprentices were being trained in Germany under the dual system applicable in that country. Because apprenticeships are based on defined needs, almost all of the ap-

prentices who successfully complete their training are offered full-time positions. voestalpine clearly believes that it has the duty to invest in the training of young, skilled workers. In addition to excellent professional training, the focus also is on developing personal and social skills. The Group currently invests more than EUR 70,000 in training a single apprentice.

Human health and safety are key fundamental values at voestalpine and have the highest priority.

We work to further reduce the frequency of accidents and to improve the health of all employees of the voestalpine Group—wherever they work, whatever their position.

We believe that Group-wide safety standards are the basis of a successful corporate health & safety culture.

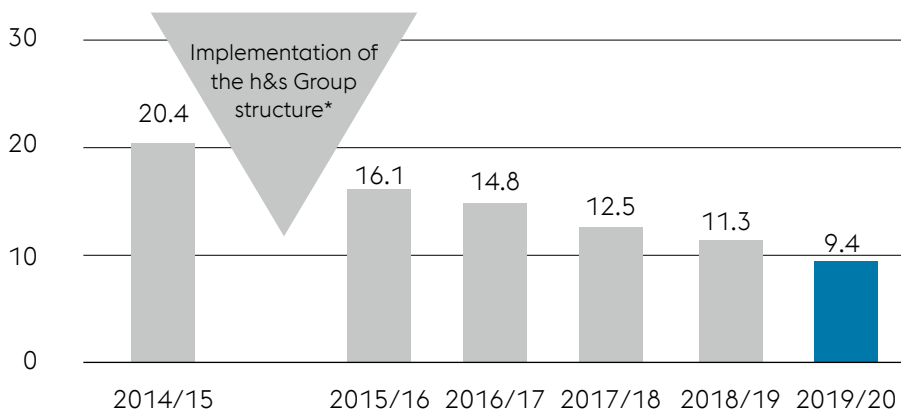


Sixty percent of voestalpine Group companies have already been certified under an occupational safety and health management system. The certification pursuant to the new inter-

national ISO 45001 standard is carried out continually in connection with recertifications pursuant to OHSAS 18001.

DEVELOPMENT OF THE LOST TIME INJURY FREQUENCY RATE (LTIFR)

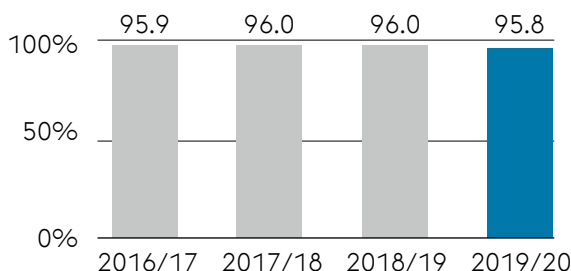
As of the March 31 reporting date



* Change in the definition of the key performance indicator (KPI)

DEVELOPMENT OF THE HEALTH STATUS

As of the March 31 reporting date



The health status shows the percentage of prescribed working hours during which all employees were actually present during a pre-defined period.

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Imprint

Owner and media proprietor: voestalpine AG, voestalpine-Strasse 1, 4020 Linz, Austria

Publisher and editorial staff: voestalpine AG, Corporate Responsibility, T. +43/50304/15-6599
cr@voestalpine.com, www.voestalpine.com

Design and implementation: 7 Punkt Communication Group GmbH, www.7punkt.at

Print: Kontext Druckerei GmbH, www.kontextdruck.at



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