



# People Development Policy

February 2024

## Introduction

This policy defines the objectives of our People Development concept. The prospects and development of our employees are crucial to our long-term success. Developing and promoting the potential of our employees is part of our holistic HR strategy and an important and conscious corporate decision, because we believe that our employees' expertise and motivation are among our most important resources.

We therefore ensure that our employees maintain and continuously improve their skills and abilities. To this end, we offer the appropriate individual training opportunities through internal and external facilities. We ensure transparency in development planning by identifying internal succession candidates and preparing talented employees for future requirements. To achieve this, we focus on talent management, training and education, replacement and succession planning and the development of skills and capabilities of future managers.

Constructive, respectful communication throughout the company is the key to improving individual skills and team effectiveness. Our systematic development dialog therefore consists of an open exchange between managers and their employees and an annual development meeting.

We will only be successful in the competition for talent and junior managers if we are prepared to learn new things and embrace change. This is why the functional training and personal development of our employees is a central component of our HR development. If we do this well, we will be able to address future challenges, for which well-qualified and motivated employees will be key.

Sant'Antonino, February 2024



**Ingo Steinkrüger**  
*Chief Executive Officer*



**Heinz Hössli**  
*Chief Financial Officer*

The generic masculine is used in this document. Pronouns and designations refer to all genders, unless otherwise stated.

## Qualitative Objectives and Quantitative Targets

Qualitative objectives and quantitative targets are defined for the entire Interroll Group and are to be achieved by the specified time.

Specific implementation plans are developed for each Interroll entity to achieve the goals based on their individual starting situation.

Objectives	Targets	Date
<b>We build a balanced management team with internal promotions first and external hires second</b>	60% of our management positions are staffed with internal promotions	Annually
<b>We ensure stability with identifying and preparing internal succession</b>	100% of key functions with a temporary emergency solution and permanent succession plan	Annually
<b>We increase constantly the skills and competences of our employees</b>	Increase in internal and external training hours per employee	Annually
<b>We emphasize education and development of young professionals</b>	All entities with more than 20 employees have apprenticeship / internship or trainee programs in place	2030

## Our People Development activities support the following Sustainable Development Goals (SDGs):



### 1. NO POVERTY

Goal 1: End poverty in all its forms everywhere  
 Target 1.3: Implement social protection systems

### 4. QUALITY EDUCATION

Target 4.4: Increase the number of people with relevant skills for professional success

### 8. DECENT WORK AND ECONOMIC GROWTH

Target 8.6: Promote youth employment, education and training

### 10. REDUCED INEQUALITY

Target 10.3: Ensure equal opportunities and end discrimination

## Governance

The Board of Directors and Group Management are responsible for taking into account and implementing the requirements relating to the key topic of People Development in the company's overall strategy. They ensure that the responsibilities for risk identification, setting objectives and targets, providing resources, implementation and review are clearly defined.

The Group Management must regularly inform the Board of Directors on the topic of People Development and its risk assessment. This ensures that the Board of Directors possesses the requisite knowledge to evaluate these aspects.

Within Interroll's organizational structure, the Chief Financial Officer has overall responsibility for the area of People Development.

The Chief Financial Officer is also responsible for assessing and reporting on risks in the area of People Development as part of the annual ESG risk inventory. The resulting reporting in accordance with Article 964b Swiss Code of Obligations for employee matters is submitted by the Board of Directors to the Annual General Meeting for approval.

Operational implementation and service provision are delegated to the Director Global HR and the local management of the legal entities.

## Compliance

Compliance with this policy and local legal obligations regarding People Development is annually reviewed by Corporate Compliance.

## Reporting

The status and measures taken to achieve the objectives and targets for People Development and the consolidated performance of the KPIs are published annually in Interroll's non-financial reporting.