

	<u>Doc.-name:</u> ESG Employee Development Policy of the ZAHORANSKY Group [Englisch]	<u>Doc.-number:</u> D5105200	<u>Approval date:</u> 1/26/2026 3:43 PM
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# Employee Development Policy of the ZAHORANSKY Group

## Our Understanding

The development and promotion of the potential of our employees is crucial for the long-term success of ZAHORANSKY.

It is an integral part of our human resources strategy and a conscious corporate decision, as the knowledge and motivation of our employees are among the most important resources of the company.

## Scope of application

With this ESG guideline, we set the framework for personnel development and commit ourselves to continuously promoting and maintaining the competencies and skills of our employees. This includes all employees as well as measures in the areas of talent management, training and education, succession planning and qualification of the ZAHORANSKY Group's junior managers.

## Principles of our actions

In the competition for talent and junior managers, we rely on continuous training and further education for our employees. The aim is to systematically develop their skills in order to successfully master future challenges.

Open, respectful communication in human resources management and regular development dialogues promote individual skills, team performance and career development.

## Our goals and key figures

Qualitative goals	Quantitative goals	KPIs / Target Values	Time horizon
Support of managers in the structured and objective assessment of the behavioral competencies and technical skills of their employees	All office workers conduct an annual development review based on a structured skills matrix	100% of office workers participate in an annual development review	By 2026

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Qualitative goals	Quantitative goals	KPIs / Target Values	Time horizon
<b>Continuous expansion of the skills and competencies of our employees</b>	All employees in production participate in technical and mandatory training and further education related to their function	Number of trained employees: 95%	By 2026
<b>Training and development of young professionals</b>	Offering apprenticeship, internship and trainee programs at all locations	Number of internships / apprenticeships tbd	right away

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## Principles & Standards

### We respect the principles that companies...:

- support and respect the protection of international human rights
- ensure that they are not complicit in human rights violations
- Advocate for the elimination of discrimination in employment and employment

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## Governance & Responsibility

- **Strategic Responsibility:**  
Management, Human Resources
- **Operational implementation:**  
Human Resources
- **Support:**  
Human Resources, Executives

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## Compliance & Reporting

- **Compliance:**  
Compliance with this guideline and the local legal obligations regarding the material topic of "employee development" is regularly reviewed, monitored and randomly checked by the Executive Board and the Compliance Management Board as part of audits
- **Reporting:**  
The status and actions taken to achieve the employee development goals and targets, as well as the consolidated performance of the KPIs, are reported annually and published in the Sustainability Report

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Todtnau, 13.11.2025

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