



QUESTIONS TO AN EUROFIMA EMPLOYEE

Q1 WHEN HAVE YOU JOINED EUROFIMA, AND COULD YOU INTRODUCE YOURSELF?

My name is Annett Stehr, and I am Head of People & Culture. I joined EUROFIMA in September 2021 and took on full responsibility for the Human Resources department from day one, motivated by the opportunity to shape an environment where people and the business can grow together. With more than 20 years of experience in this field, I am passionate about creating workplaces where people can thrive and perform at their best.

Q2 WOULD YOU PLEASE SHARE WITH US YOUR MAIN DAILY TASKS AND CURRENT PROJECTS?

In my role as Head of People & Culture, I lead and shape the HR strategy and operations while ensuring alignment with the organization's business objectives. My role encompasses a broad spectrum of people-related functions, including talent management initiatives, the performance review process, employer branding, and strengthening employee resilience, alongside overseeing operational topics such as recruiting, compensation & benefits, and the entire employee life cycle.

I focus on fostering a strong company culture and ensuring high-performing, engaged employees, and I enjoy bridging business strategy with people and culture to create a high-performance workplace where individuals thrive and contribute to the company's success.

Q3 WHAT HAS ATTRACTED YOU TO JOIN EUROFIMA, AND HOW HAS YOUR EXPERIENCE LIVED UP TO YOUR EXPECTATIONS?

What attracted me to join EUROFIMA was the unique combination of a strong public-interest mission, a high level of responsibility, and the opportunity to contribute meaningfully at both a strategic and operational level. EUROFIMA's role in supporting sustainable railway financing across Europe strongly resonated with me, as did the chance to build and shape the People & Culture function in an environment where professionalism, integrity, and long-term thinking truly matter.

My experience has fully lived up to, and in many ways exceeded, my expectations.

From day one, I was entrusted with significant responsibility and a high degree of autonomy by the Executive Management, whose trust has given me the space to contribute meaningfully, shape initiatives, and make a tangible impact in my role.

Q4 WHAT DO YOU ENJOY MOST ABOUT WORKING FOR EUROFIMA?

What I value most about my work at EUROFIMA is the people and the way we collaborate, as well as the overall work environment, which is characterized by trust and development. I appreciate the respect, reliability, and sense of responsibility that characterize the interaction and cooperation of colleagues.

Work itself never becomes boring; there are moments that are challenging and demanding, but that is precisely what makes it rewarding and motivating. At the same time, EUROFIMA places great emphasis on work-life balance, allowing us to work at a high level without losing sight of our personal well-being. In addition, EUROFIMA supports its employees with an attractive mix of benefits, demonstrating that the organization truly values and supports its staff.