

Annual Diversity Report 2024

SKODA



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Klaus Zellmer

Chairman of the Board

*"Škoda Auto starts with our people, which is why **diversity** and **inclusion** are so important to us. Just as our customers are diverse, our Škoda team reflects wide range of backgrounds. We want to continue fostering diversity. Why? Because diversity and inclusion drive **innovation** and **creativity** – values that define Škoda Auto. Our employees and their unique perspectives are the basis of our innovative and Simply Clever ideas at Škoda."*



Maren Gräf

Member of the Board
People & Culture

“Diversity is the foundation of who we are at Škoda Auto. Every individual is unique, and it is our responsibility to ensure that everyone is treated fairly, regardless of age, background, religion, gender, family status, or sexuality. Just as our customers come from diverse backgrounds and our portfolio reflects a wide range of needs, we must also embrace this diversity within our company. Focusing on **Human Touch**, we are building stronger connections – both within our teams and with our customers – ensuring that respect, inclusivity are core values to everything we do.”



Theresa Necker

Head of Transformation

*"This year has once again been a breakthrough for us in **taking diversity and inclusion to the next level**. Our most significant achievement was introducing new topics that we had not addressed before. We have **successfully exceeded our targets for women in management** and, at the same time, made substantial progress towards meeting these goals by **implementing specific measures to ensure equal opportunities**."*



Jaroslav Povšík

Chairman of the Corporate Council
of the KOVO MB Trade Union

*"I could highlight one specific example, but at the same time, there are many small pieces that together create a continuously improving and broader approach to perceiving diversity and inclusion. This is not only within our company, where we consistently apply these values, but also beyond, as we extend them to the families of our employees, the employees of our suppliers, and their families, reaching out to the wider public. **Even in today's uncertain times full of challenges**, such as economic uncertainties, wars, and environmental issues, **we are constantly striving to improve.**"*

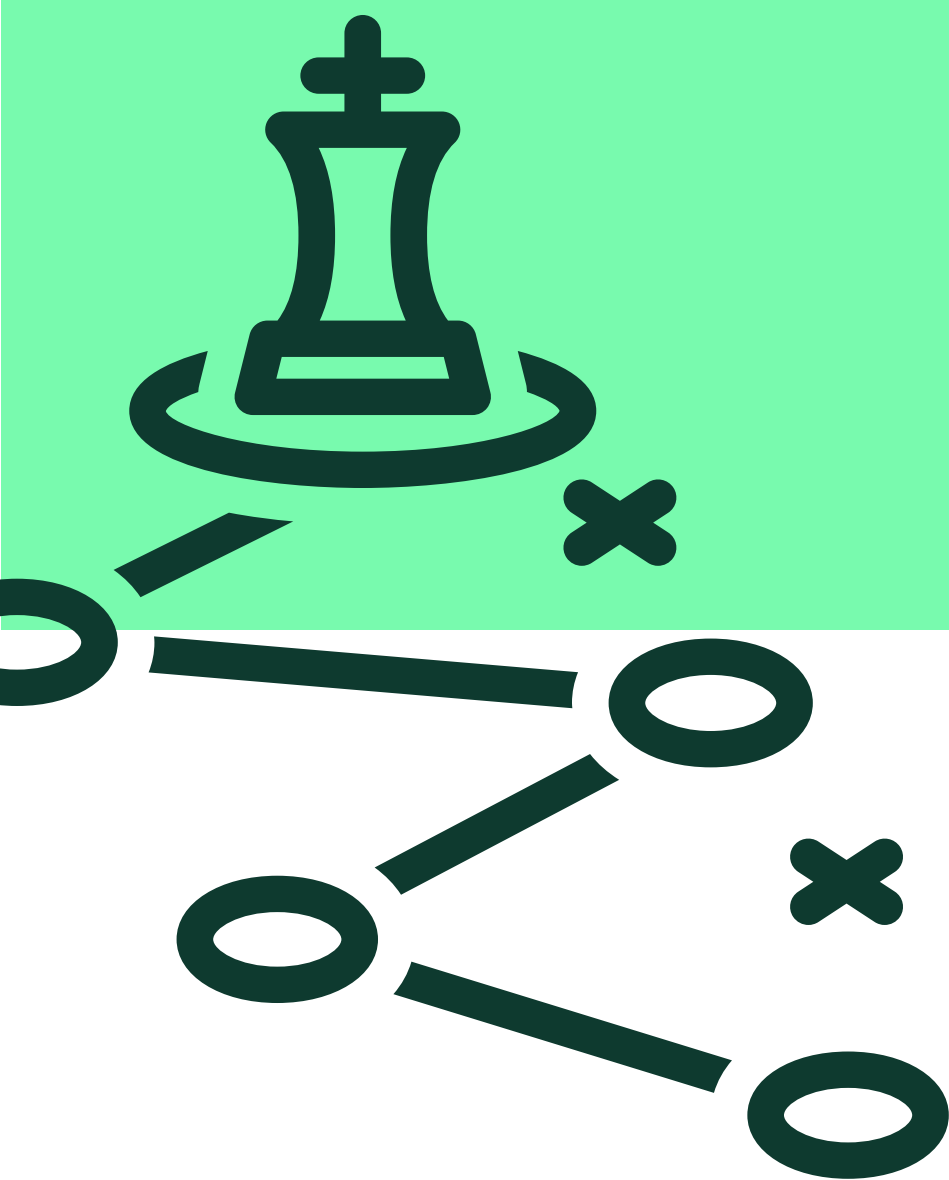
Škoda Auto's public declarations on D&I

Škoda Auto:

- ★ Recognised as a Diversity Leader 2024 in the Czech Republic by *Financial Times*
- ★ Became a premium member of Pride Business Forum in 2023
- ★ Joined the D&I Shapers platform of the non-profit organisation OPIM in 2023
- ★ Signed the Pride Business Forum memorandum in 2021
- ★ Has been a signatory of the European Diversity Charter since 2019
- ★ Awarded as an LGBT+ Friendly employer 2024 by Pride Business Forum



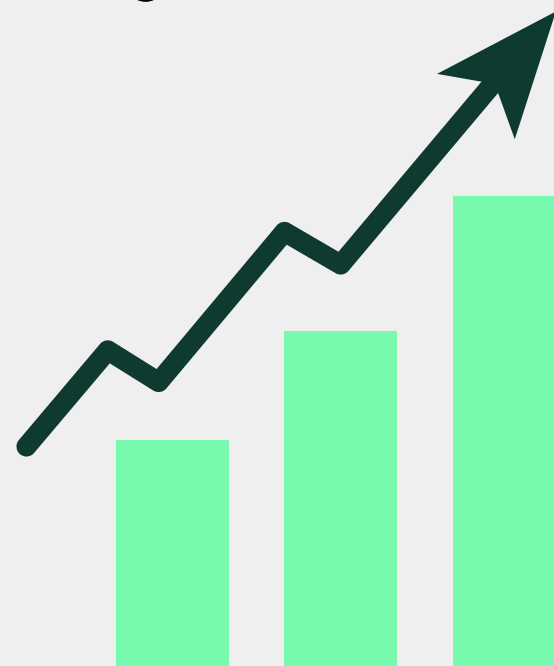
Next Level Škoda Diversity Strategy 2030



Next Level Škoda Diversity Strategy 2030

At Škoda Auto, we envision a future where companies are open and inclusive – where everyone feels free to be their authentic selves, develop their potential, and contribute their unique ideas and skills.

Our DEI strategy for 2030 focuses on creating a supportive environment where respect, humanity, and individual needs are paramount.



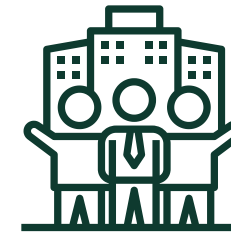
Approach

Everyone has the opportunity to grow, work flexibly, and adapt to changes in ways that suit their unique circumstances.



A Modern, Flexible Workplace

We actively support work-life balance by offering flexible working arrangements within a safe, welcoming, and inclusive environment.



DEI Embedded in our Culture

Diversity, equity, and inclusion are fundamental values woven into every aspect of our work.



Human and Personalised Approach

We acknowledge and value the uniqueness of every individual, offering personalised support to meet distinct needs.



Compliance and Ethical Standards

We are committed to acting responsibly, ethically, and transparently, consistently upholding the highest European and global standards

Next Level Škoda Strategy 2030

STRATEGIC MODEL

MYSELF

MY SURROUNDINGS

SOCIETY

EXTERNAL ENVIRONMENT



MISSION

**"Škoda Auto –
A Place for Everyone"**

VISION

**"Škoda Auto gives everyone the opportunity to
grow and benefit from their potential in a natural
and safe environment, considering their individual
qualities."**

VALUES

HUMANITY

RESPECT

OPENNESS

2024 Key Milestones

Age Management Workshop 1 Feb



Škoda
Uniqueness
26 Jan



Škoda Auto
Women's Day
29 Feb

Škoda Auto
Vocational School
EDU D&I



European
Diversity
Month

PBF Award
"Big Step
Forward"

May

S K O D A

Pride Month



Online Meeting
for Parents
13 Jun

Prague
Pride
Festival
5–11 Aug

Women's
Management
Summit
19 Sept



Culture
Connects

SDG
Award –
September

Webinar:
Unconscious
Bias
26 Nov
Czechitas:
Children
and Online
Gaming
7 Nov

Diversity
Community
Meetup
6 Dec

Generational
Thinking
Workshop
3 Dec

Key Data – Statistics

Main Diversity Data
at Škoda Auto

Corporate KPI:
Women
in Management

Flexible Forms of Work
(New Work)

Internationalisation

Family-Friendly
Policy

Sheltered/Profile
Centre and People
with Disabilities

Generational
Collaboration

Diversity Across
Different Areas

Main Diversity Data at Škoda Auto

Core staff	33,467
Men 26,254 🧑 (78.5 %)	Women 7,213 🧑 (21.5 %)
Average Age	42.2 years
Average Length of Service	14.6 years



Corporate KPI: Women in Management

Target for 2024

18.8 %

Status in 2024

20.4 %

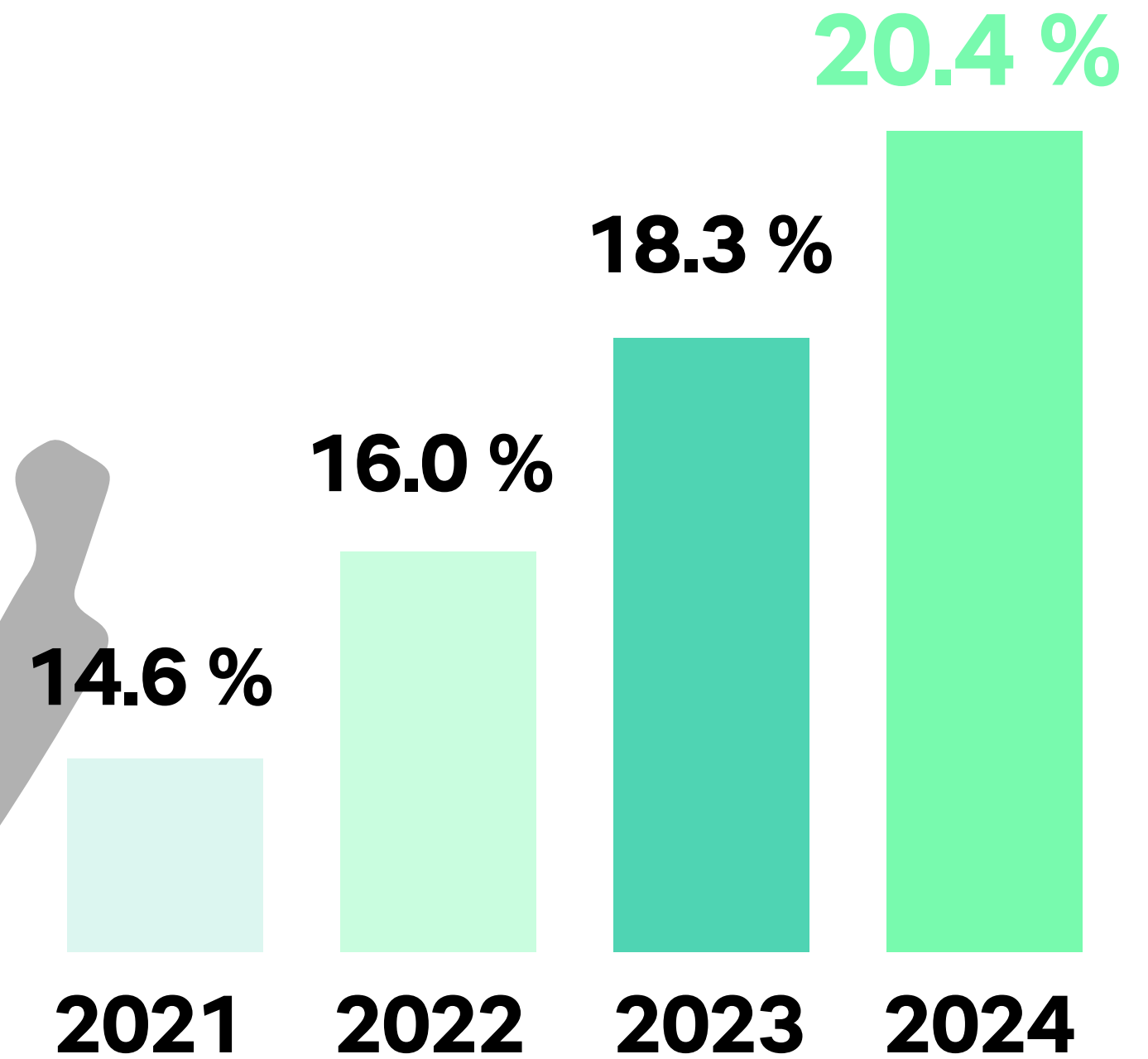
Target for 2025

20.0 %

Target for 2030

25.0 %


Women in Management Over the Years



Flexible Forms of Work (New Work)

Flexible working arrangements support a healthy work-life balance and encourage employee engagement across different life stages and circumstances, thereby strengthening company culture and employee satisfaction.

Shorter working hours


30 

227 

257 

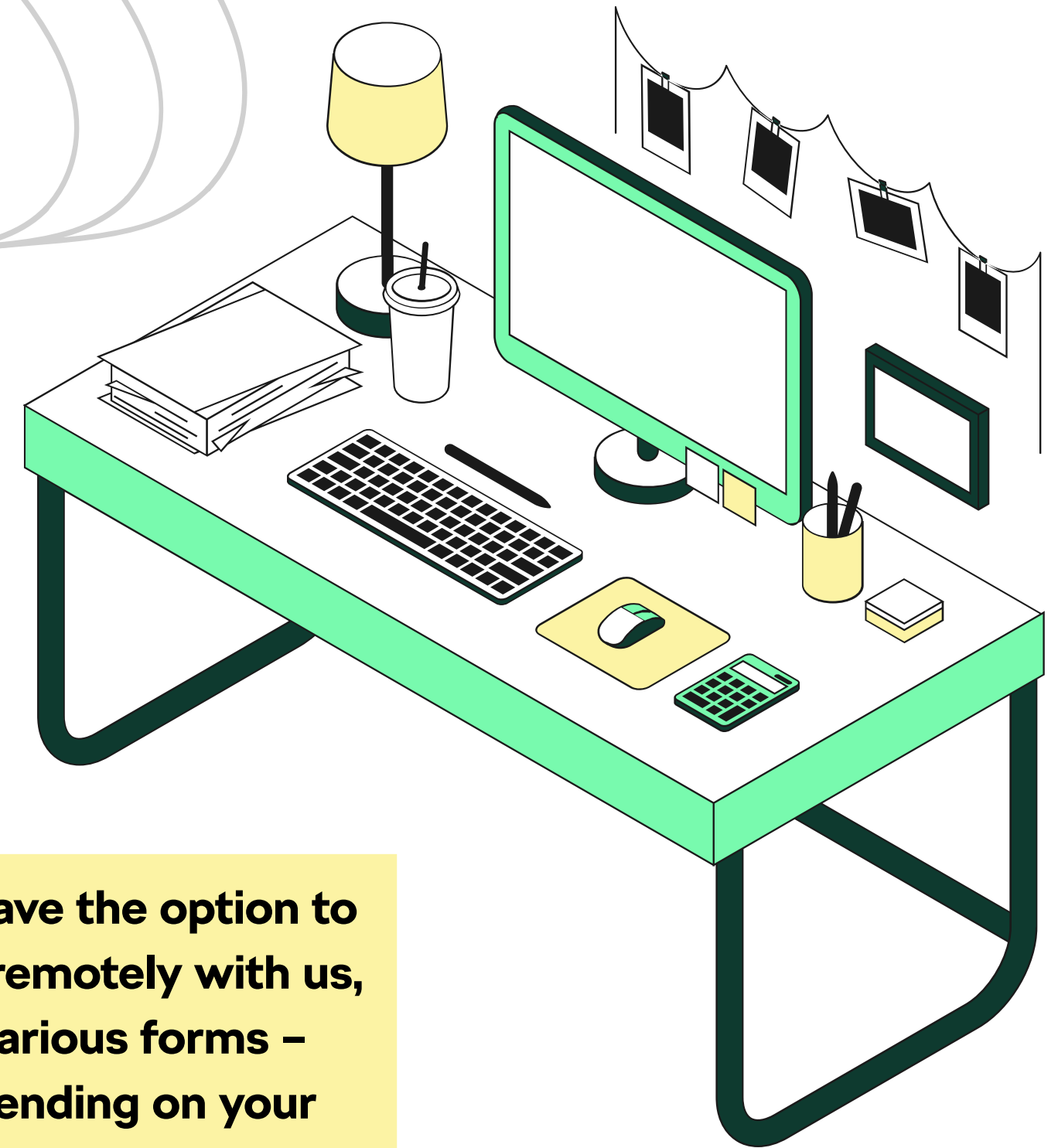
Including job sharing positions

5 

68 

73 

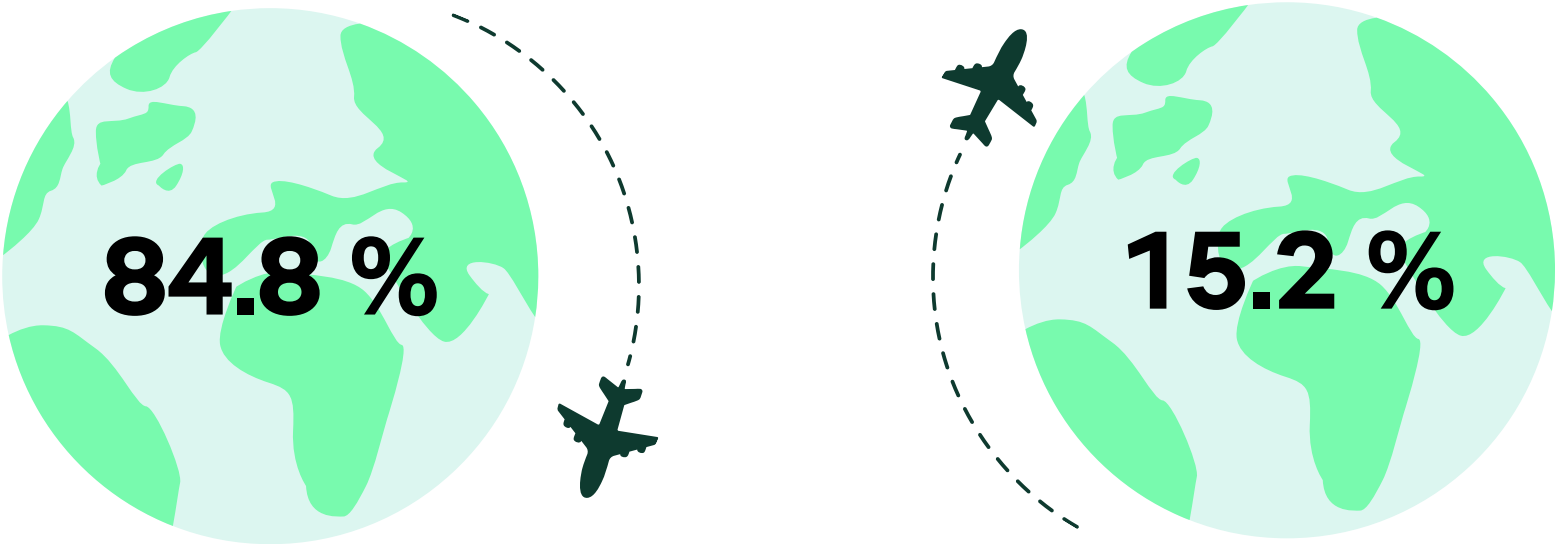
You have the option to work remotely with us, in various forms – depending on your profession and the nature of your work.



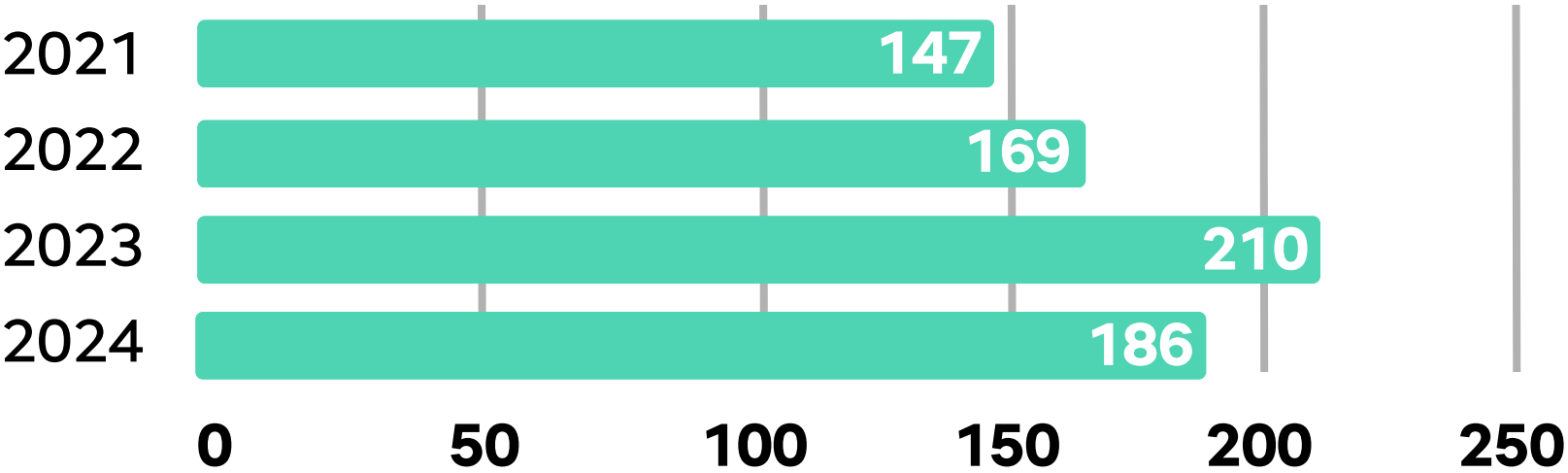
Internationalisation

Czech citizenship

Citizenship of other countries



Personnel in foreign services



Management with foreign citizenships

2022	2023	2024
14.0 %	12.6 %	11.9 %

Number of People in International Assignments:

186 in 14 countries

Number of represented citizenships at Škoda Auto:

53

Family-friendly policy

Stay in touch with us:

skoda.family@skoda-auto.cz

A dedicated email for regular communication and support for parents.



Maternity Leave

159



Parental Leave

785



13



Unpaid Leave until Child turns 4

75



2



73 women on maternity/parental leave or unpaid leave until their child turned 4 were working under an agreement to complete a job/to perform work contract



Sheltered/Profile Centre and PWD

People with Disabilities (PWD) 1.5 %

At Škoda Auto, we are committed to empowering all individuals by ensuring equitable opportunities for personal and professional growth.

Our goal is to reach 4% by 2030 in line with the Next Level Škoda Diversity Strategy 2030.

Sheltered Workplaces

We are dedicated to creating a supportive and inclusive work environment, offering opportunities for engagement and career development while maximising retention.

530 employees participated in sheltered workplace programmes in 2024.

6 specialised work environments designed to accommodate different needs.

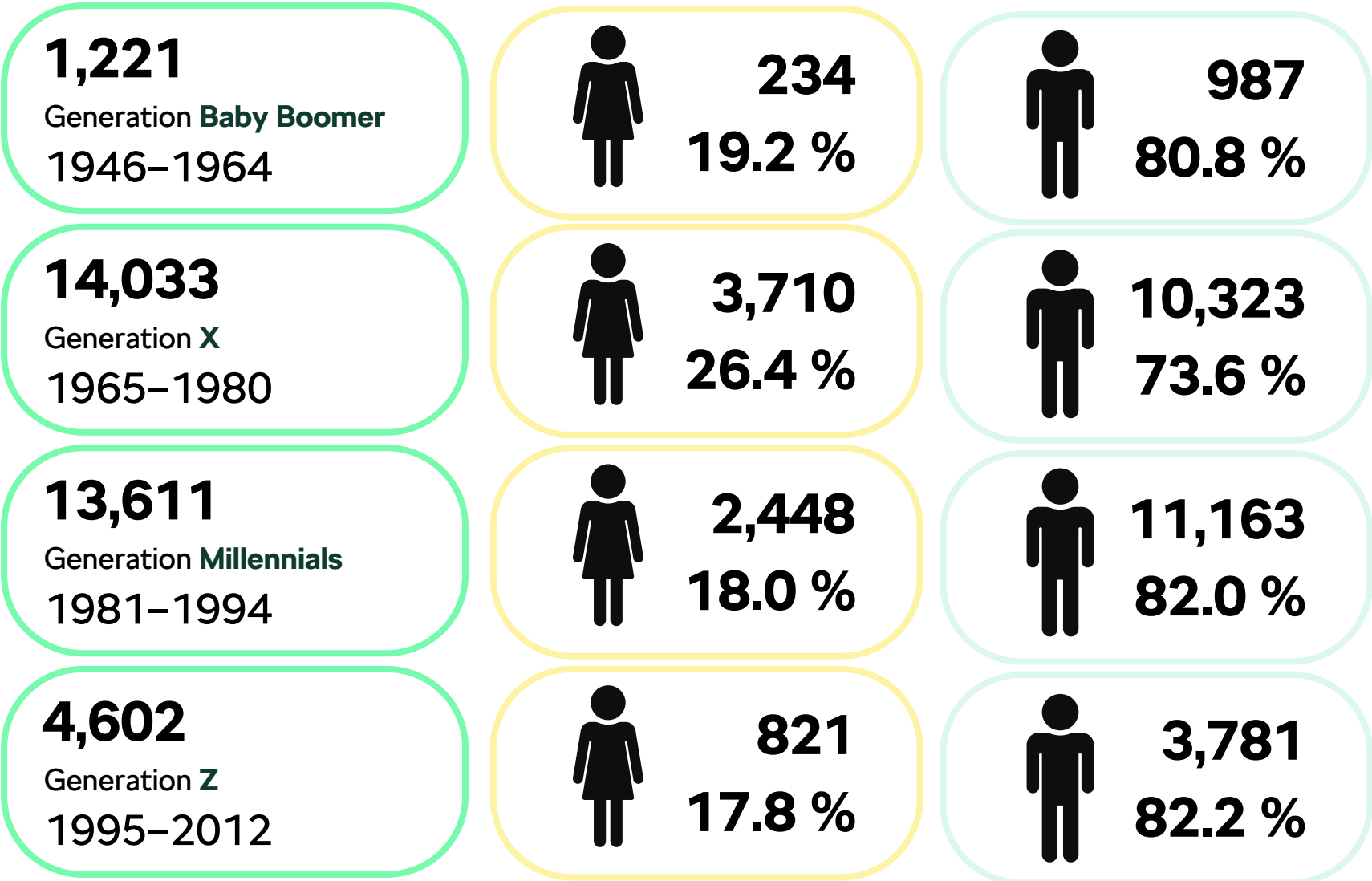
Škoda Auto received the prestigious SDG Award for its contributions to inclusive employment through the Sheltered/Profile Centre.



Generational Collaboration

Average age 42.2 years

Average Length of Service 14.6 years



Diversity in Different Areas

G – Board Chairman

Women in management

19.4 %

Management with foreign citizenships

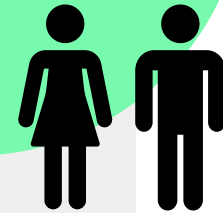
16.7 %

Shorter working hours

0.8 %

Average age **45.0 years**

1 657



Klaus Zellmer
Chairman of the Board

F – Finance, IT and Legal affairs

Women in management

26.1 %

Management with foreign citizenships

8.7 %

Shorter working hours

2.8 %

Average age **42.8 years**

1 159



Holger Peters
Member of the Board – F

Diversity in Different Areas

V – Sales and Marketing

Women in management

26.4 %

Management with foreign citizenships

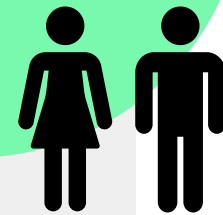
17.9 %

Shorter working hours

4.0 %

Average age **42.6 years**

1 364



Martin Jahn
Member of the Board – V

P – Production and Logistics

Women in management

14.1 %

Management with foreign citizenships

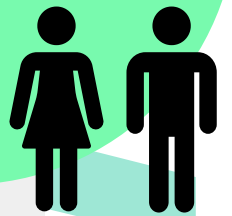
7.9 %

Shorter working hours

0.2 %

Average age **41.9 years**

25 481



Andreas Dick
Member of the Board – P

Diversity in Different Areas

E – Technical Development

Women in management

11.0 %

Management with foreign citizenships

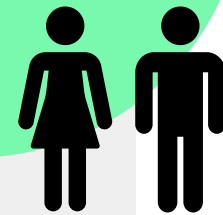
8.9 %

Shorter working hours

1.6 %

Average age **42.2 years**

2 570



Johannes Neft
Member of the Board – E

S – People and Culture

Women in management

51.0 %

Management with foreign citizenships

10.2 %

Shorter working hours

5.0 %

Average age **46.3 years**

852



Maren Gräf
Member of the Board – S

Diversity in Different Areas

B – Procurement

Women in management

30.0 %

Management with foreign citizenships

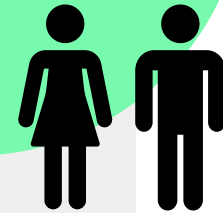
22.5 %

Shorter working hours

5.2 %

Average age **39.9 years**

384



Karsten Schnake
Member of the Board – B

Dimensions of Diversity



GENDER BALANCE



INTERNATIONALISATION



FAMILY-FRIENDLY POLICY



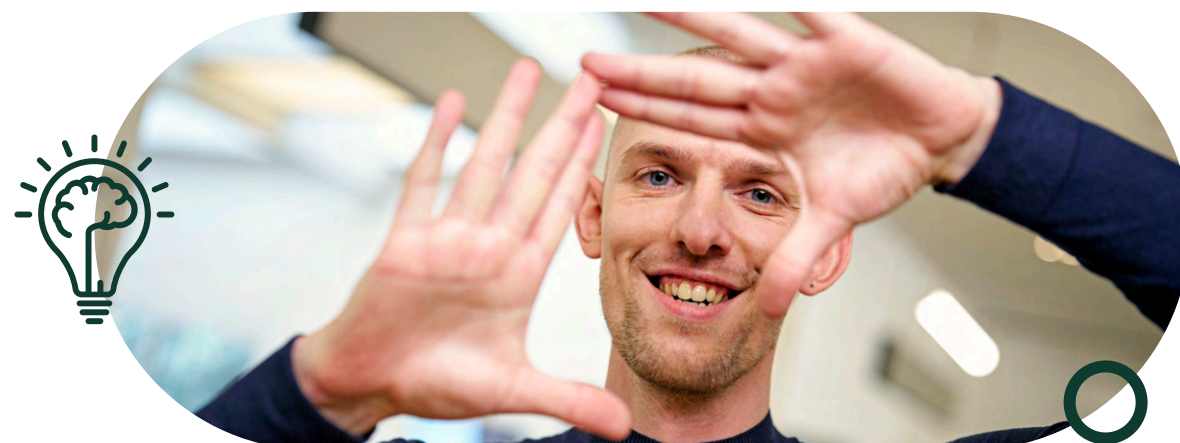
GENERATIONAL COLLABORATION



INDIVIDUAL CAPABILITIES



LGBT+



DIVERSE MINDSET



YOU



EMPLOYEE RESOURCE GROUPS

Gender Balance

We are dedicated to supporting career growth and unlocking the potential of all employees, regardless of gender. We focus on achieving balanced gender representation and fostering an inclusive work environment where everyone can thrive professionally.



Activities and Events 2024

- **Masculine and Feminine Principles at the Workplace:** Various individual workshops on gender balance
- **Škoda Women's Day 2024**
- **Women Management Summit** (in collaboration with McKinsey): Tailored for senior female managers
- **Supporting Talented Women:** Industry-level networking opportunities
- **Meet-up with Senta Čermáková:** Inspirational discussions on technology, innovation, and leadership
- **WomeN@work:** New employee group fostering gender diversity and inclusion
- **Driving Empowerment: Start Driving for Women** – Free courses to boost driving skills and confidence

Gender Balance

Women in administrative positions

27.2 %

Women in the talent pipeline for management

27.4 %

Women holding the majority of part-time contracts

88.0 %

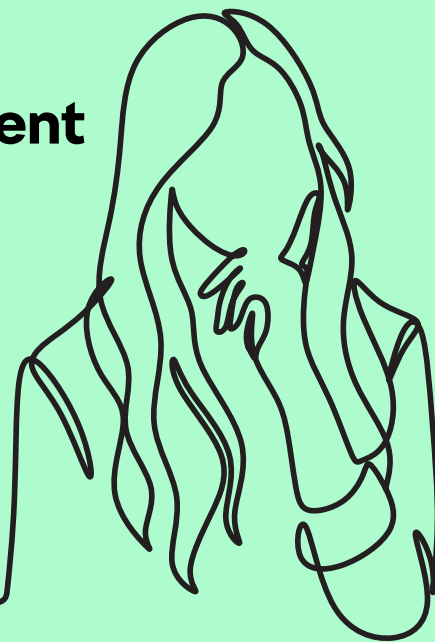


Tools

- Management working group in the People & Culture area with regular monthly meetings
- Data management in Power BI
- Talent database management (Talent pipeline)
- Pay transparency analysis to address pay differences
- Storytelling on skoda-kariera.cz

New in 2024

- Launch of **WomeN@work** employee group
- **Approval of women's management goals** for specific areas by 2030
- Introduction of the **Mentoring Matchbox** tool



Internationalisation

Hiring people from diverse backgrounds brings new perspectives, innovative ideas, and a deeper understanding of global markets. A culturally diverse workforce enhances creativity, flexibility, and competitiveness on the international stage.



Pillars

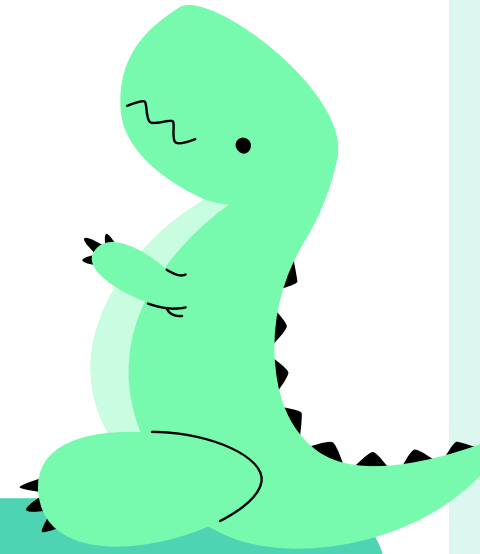
- Activities of the employee group **Internationals@Škoda**
- English as the main corporate language
- **International Assignments:** Supporting short- and long-term placements abroad
- **Intercultural training:**
 - **For all employees:** China, Czech Republic, India, general intercultural training, Germany, Vietnam
 - **For employees preparing for an international assignment:** China, Czech Republic, India, South Africa, Mexico, Germany, Spain, USA, Vietnam
- **Exchange programmes** – India, Spain
- **Language courses**

New in 2024

- **Culture Connects webinar series:**
 - Día de los Muertos
 - Diwali and life in India



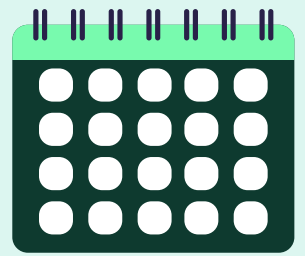
Family-friendly policy



At Škoda Auto, we believe that a happy person starts with a happy family – that's why we support harmony between work and family life.



Activities and Events 2024



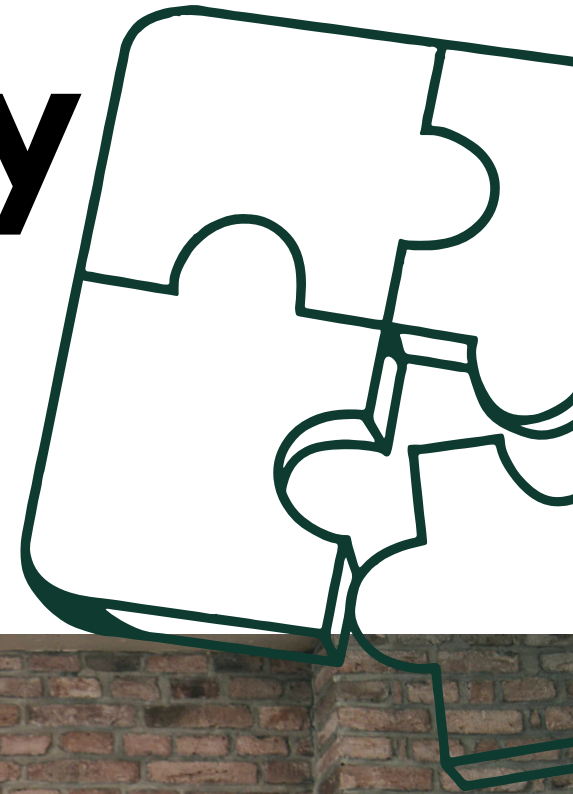
- **Workshops for parents**
 - Parenting in the digital world
 - Children and online gaming
 - Healthy boundaries in the digital world (children aged 0–6 years)
- **Exercise with ŠkoFit**
 - **Exercise with children:** 'Dad in action', Parents with strollers
- **Conference: 'Good Dad'** and other thematic events
- **Online meetings for parents**
- **Workshop on Generational Thinking:** What connects us & divides us

Communication & Support

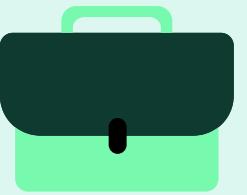
- **Guide for parents on the Škoda Space intranet**
- **Checklists for maternity/parental leave**
- **Dedicated Email:**
skoda.family@skoda-auto.cz
- **HR Consulting Center:** Quick resolution of HR needs
- **Pilot Project:** Children's Center Forum (childcare for children aged 2–6 years)



Family-friendly policy



Benefits for Families



- Daycare and childbirth contributions
- Multisport cards, contributions to pension savings and recreation

Support for Education

- ‘Digital Parent’ programme, e-learning, and language courses
- Collaboration with Czechitas on digital skills

Flexible Work Conditions

- Part-time jobs, shared job positions, work under an agreement to complete a job/to perform work contracts
- Remote work and flexible working hours



Škoda family.



Generational Collaboration

Our goal in the field of age diversity is to support collaboration between generations, ensure equal opportunities, and adapt working conditions so that each age group can fully utilize its potential and contribute to the company's success.

Events and Workshops

- **Workshop at Škoda Auto University** with benchmarking companies
- **EDU Week:** Focused on generations
- **Social Week:** Podcast on family coexistence across generations
- **GenZ Workshops:** Created by interns and trainees
- **Generational perspectives on prejudices**
- **Intergenerational thinking:** What connects us & divides us

Key Benefits

- **Health Days:** Prevention & Support for employees of all ages
- **Ergonomic Workplaces:** Improving working conditions with ergonomics & work physiology

BOOMER



Generational Collaboration



Tools

Data Steering in Power BI

Regular workshops with actionable outcomes

Strategy development for managing age diversity in the upcoming period

For the first time, we've launched a dedicated working group to explore best practices in age management. Additionally, we've supported a relevant research project carried out by an intern as part of his final thesis.

NEW!

Individual Capabilities

Škoda Auto focuses on supporting growth, opportunities, and individuality for all employees, regardless of their health condition or social situation.



Pillars

- Sheltered/Profile Centre
- Education

News for 2024

- Roundtable on employment of people with disabilities – Vodafone
- Opening the topic of Neurodiversity: ADHD
- Inclusive Laurin & Klement Kampus: Ensuring accessibility and support for diverse needs in collaboration with Revenium
- Internal workshop on updates in the field of People With Disabilities (PWD)
- SDG Award for the Sheltered/Profile Centre

LGBT+

Škoda Auto supports diversity and inclusion. We respect and uphold the rights of LGBT+ individuals and strive to create a safe and fair environment for everyone, regardless of their sexual orientation or gender identity.

Pillars

Collaboration with External Partners

- Participation in the **Prague Pride festival** and charity run **Fun&Run**
- Premium partner of the **Pride Business Forum**

Ongoing initiatives led by the **Škoda Proud** employee group



New in 2024

Pride Month

- **LGBT+ communication:** flag symbols at Škoda Auto
- Third-time partnership at the **Prague Pride festival**, featuring the Škoda wind ensemble
- **Pride Business Forum Hero Award** – to Martina Zimmermann
- **"Big Step Forward" Award**



Diverse mindset

At Škoda Auto, we embrace diverse perspectives and experiences as a source of innovation, creativity, and better decision-making. A culture of inclusion helps us understand global markets more effectively, adapt to change, and drive sustainable growth.



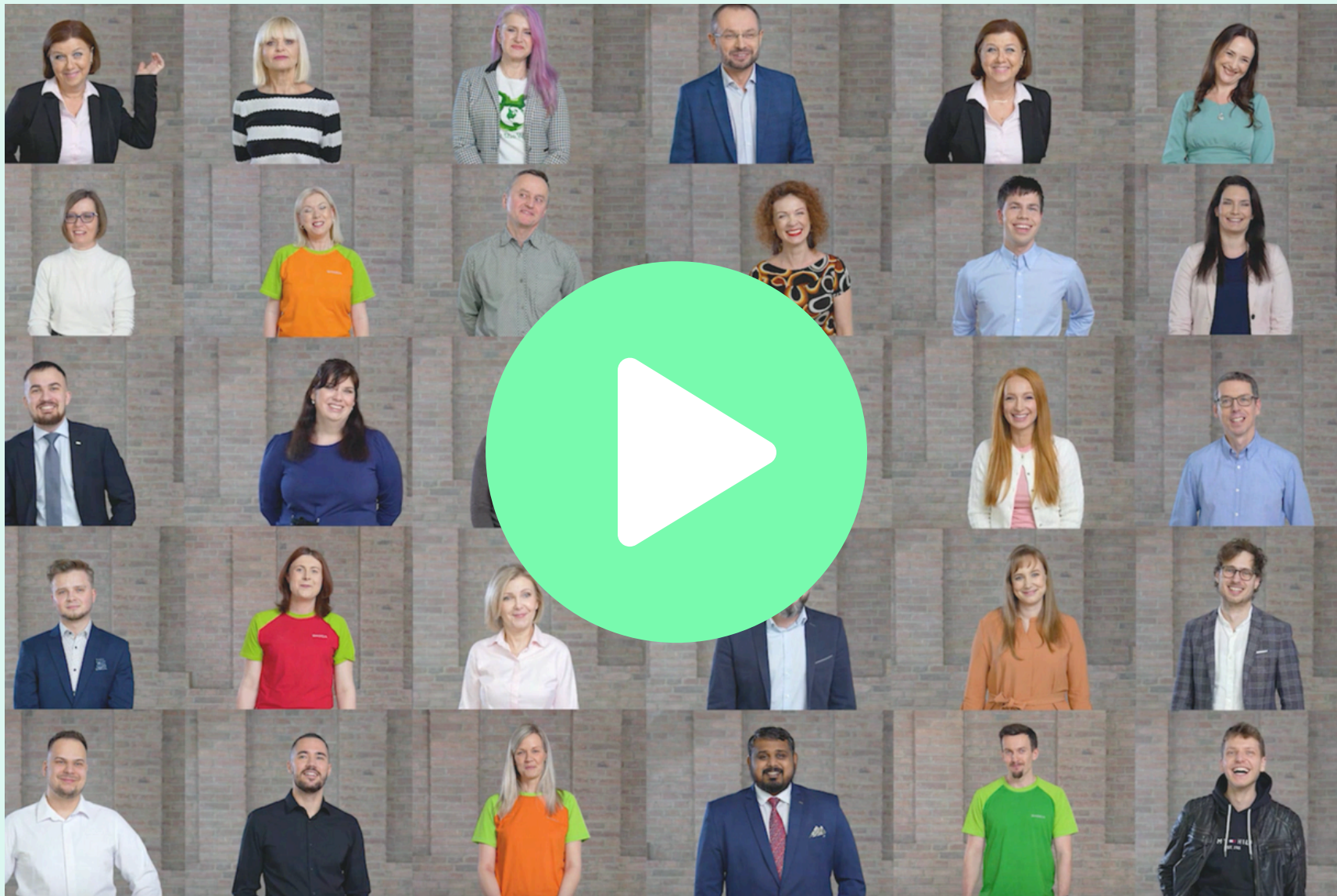
Activities and Events 2024

- **Inclusive language** in Škoda Auto documents
- Cross-market knowledge sharing within the VW Group and across Czech companies
- E-learning on **Unconscious biases**
- **University and secondary school partnerships**
- Support tools for implementing diversity and inclusion within teams (**Nudge Management**)
- **Role-model program**: an initiative designed for leaders across VW Group brands
- **Škoda Leadership Model**: a tool for leaders and leadership development
- **Diversity Communication Workshop**, led by Škoda's D&I team for the VW Group



You

At Škoda Auto, we believe that every person is unique, and their personal contribution has key value. The "You" dimension supports an environment where everyone can be themselves, develop their potential, and bring new perspectives.



Activities and Events 2024

- Personalised consultations for individuals and teams
- Tailored counselling and collaboration based on employees' needs
- Škoda Uniqueness Programme: sharing stories through a photo/video campaign
- European Diversity Month: under the motto 'Škoda Auto: A Place for Everyone'

New in 2024

Workshops:

- Domestic violence
- How not to discriminate

Employee Resource Groups

Our employee groups, also known as ERGs (Employee Resource Groups), were established to strengthen inclusion and diversity within the company, providing employees with a space for sharing, development, and support, while also helping us better understand their needs.

The logo for Škoda Proud features the word "SKODA" in a multi-colored font (red, orange, yellow, green, blue, purple) followed by the word "Proud" in a purple font. The background is a white circle with faint, colorful confetti-like shapes.

SKODA Proud

Škoda Proud

95 members

The logo for Internationals features a green circle with a white map of the world. The word "Internationals" is written in white across the center of the map.

Internationals

Internationals@Škoda

248 members

The logo for WomeN@work features the text "WomeN@work" in a black font, with a pink heart shape replacing the letter "o" in "Wome". Below the text, it says "by SKODA" in a smaller font. The background is a white circle with faint, colorful confetti-like shapes.

WomeN@work
by SKODA

A pink starburst shape with the year "2024" written in white inside it.

2024

WomeN@work

485 members

Škoda Proud

Škoda Proud is an employee group for all employees – for LGBT+ colleagues as well as supporters (so-called allies). Its goal is to build bridges across the company and create an inclusive work environment.



Educational Initiatives

- Organized **more than 10 educational activities**
- **Digital platform Degreed:** Developed an internal learning path on LGBT+ diversity and inclusion
- **Collaboration with Pride Business Forum:** Development of the Change from Below guide, panel discussions at a conference on well-being and mentoring
- **Lectures on LGBT+ diversity** at universities and companies
- **Collaboration on internal corporate campaigns**

Activities

SKODA Proud

- **Prague Pride Festival:** Networking, picnic in Pride Village, participation in the rainbow parade through Prague
- **May 17 – International Day Against Homophobia & Transphobia:** Panel discussion on support and mutual respect at work
- **FUN&RUN:** Charity run against homophobia
- **Pub Quiz** with ERG **Pride@Novartis**
- **Brewery tour at Pilsner Urquell** with ERG **Shine As You Are**
- **Beer & Talk:** Regular informal meetups
- **Hiking trips:** Jizera Mountains, Kokořínsko

Internationals@Škoda



Internationals@Škoda is an employee group focused on supporting and integrating international employees at Škoda Auto. It facilitates their integration and professional growth through cultural exchange, networking, and building an inclusive work environment.



Activities

- Support during onboarding of international employees
- Providing information about benefits available
- Assistance to international employees with financial processes
- Regular meetings with Internationals ERGs from other VW Group brands
- Collaboration with other ERGs at Škoda Auto
- Engagement with local communities

Events

- Coffee Time
- Hike&Share
- 2nd Anniversary
- Back to Office BBQ & Cocktails
- Bowling Night 2024
- Christmas Market



WomeN@Work

Established in 2024, WomeN@Work is the third employee resource group at Škoda Auto. It focuses on key topics such as women's career development, intergenerational dialogue, work-life balance, parenting, and overall well-being. While the primary aim is to support women, men are also welcome as allies in fostering an inclusive and equitable workplace.



WomeN@work
by ŠKODA

Activities

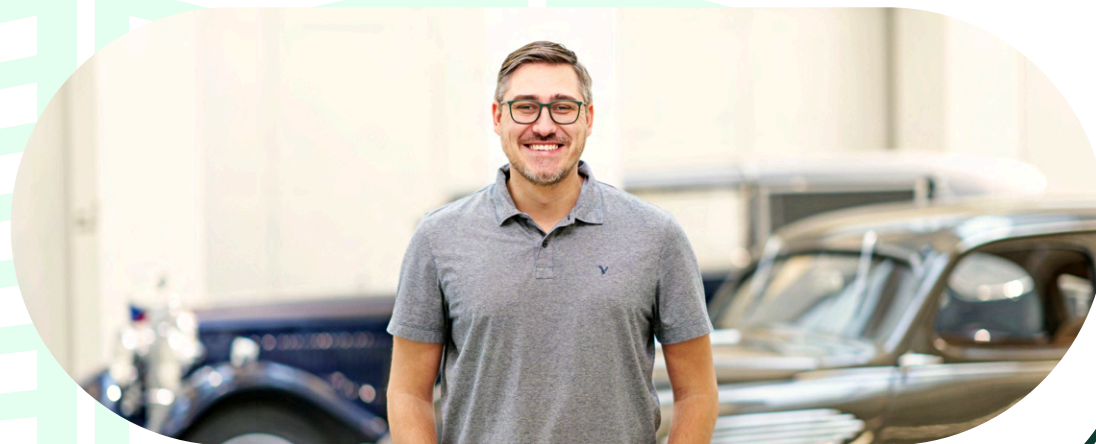
- **Teams platform:** A dedicated space for discussions, sharing insights, and engaging with fellow members
- **Career development lecture:** Guidance on career progression and professional growth at Škoda Auto
- **Interview with Vladislava Stieblingová:** Insights from a Paint Shop Supervisor on leading a team in a technically demanding environment
- **Networking breakfast meetings:** Building a supportive community in an informal work setting

GIRL
POWER





Areas at Škoda Auto



Diversity in Area G (Board Chairman)

Corporate Sustainability

- Explore more in the latest [Sustainability Report 2024](#) ✎

Governance, Risk & Compliance

- Definition and implementation of the integrity & compliance principles in relevant processes
- Updating the code of conduct Our Code incl. the use of inclusive language
- Implementation of new training Human Rights

Communication & Mentoring

- Internal and external communication on diversity and inclusion topics
- Continuous support for talents and mentoring programs

Initiatives: Škoda Hackathon 2024

- Meeting colleagues from various departments, with diverse expertise, experience, ages, and nationalities, to collaboratively develop solutions for projects addressing current trends/challenges. Initiative focused on innovation and agility, supported by the CEO and members of the board from areas F and S



Diversity in Area F (Finance, IT and Legal affairs)

A dedicated working group of 13 people focused on key diversity topics, including:

- **Empowering Women:** Hosting the Women and Vision III event on April 18, 2024, exploring the topic 'Inner Harmony of Women'
- **Gender Diversity:** Organising the People and Vision I event on 31 October 2024, discussing 'Masculine and Feminine Principles'
- **Plan for pilot projects on Age diversity for 2025**



Diversity in Area V (Sales and Marketing)

Event – Meeting of talented women in the area V

- **Date and Location:** 18 June 2024, STC Kosmonosy
- **Topics:** Personal branding and career management
- **Key Speaker: Alena Huberová** – external coach and lecturer in women's leadership (She Leads programme)
- **Programme highlights:**
 - Interactive discussion with mentors
 - Lecture focused on women's leadership and personal growth
- **Participant Feedback:** Rated 4.8 out of 5 (based on 23 reviews)



Diversity in Area P (Production and Logistics)

- **Workshop for Employees:** Intergenerational Cooperation and AI in Practical Use, Intercultural Management
- **Area P Talent Meet-up**
- **Shared Job Positions** for Parents During/After Parental Leave
- **Development into management**
- Collaboration on **Škoda Women's Day**
- **Buddy Talk with Colleagues on Parental Leave**
- Collaboration with Universities and Vocational Secondary Schools
- **Events for Interns, Health Days**
- **Special formats for discussion:** Happy Meetings, Meet and Walk, Open Talk with board member
- **Mentoring**



Diversity in Area E (Technical Development)

- **Survey Event:** Organisation and execution of a large-scale survey in Area E, Škoda Technical Development, as an attractive employer
- **Support for Talents:** Mentoring and group coaching
- **Girls Day:** Encouraging girls to explore careers in technical fields and challenging stereotypes
- **Diversity Community Meet-up:** Featuring Dr Neft, Board Member for Technical Development, as patron of the December Diversity Community Meet-up
- **Meet & Greet 2024:** Informal staff gathering to foster collaboration and inclusivity
- **Project P.O.K.E.C.:** A series of informal networking events aimed at strengthening relationships between departments, fostering connections, and improving communication





Diversity in Area S (People and Culture)

- A team overseeing diversity, equity, and inclusion, managing strategic changes in corporate culture
- Ensuring fair compensation and equal access to benefits, projects focused on improving working conditions and workplace relationships
- Recruitment with a focus on diversity and equal opportunities, support for integration and employee care, including foreign workers
- Implementation of inclusive processes in HR management
- Employee development
- Ergonomic support and prevention ensuring a safe and healthy work environment



Diversity in Area B (Procurement)

- New community: **B-Diverse**
- **Organizing training sessions and cooperation with universities**, inspiring lectures **supporting education and growth**
- **Informal conversations with supervisors, mentoring, integration of new employees, multiculturalism, workshops**
- Seminars and events focused on a **healthy lifestyle and mental health**, including forms of work
- Activities aimed at providing **support and assistance in various situations**
- **Shorter working hours and flexible forms of work**, support for **integration after returning from parental leave**
- The community presented itself at the Townhall of B Area, including a promotional video



B-Diverse



Škoda Auto Across Regions



India



Diagnosis:

- Conducted a survey focused on the advantages and disadvantages of working in our company
- Discussions within focus groups with women and managers
- Working on an action plan based on the findings

Engagement:

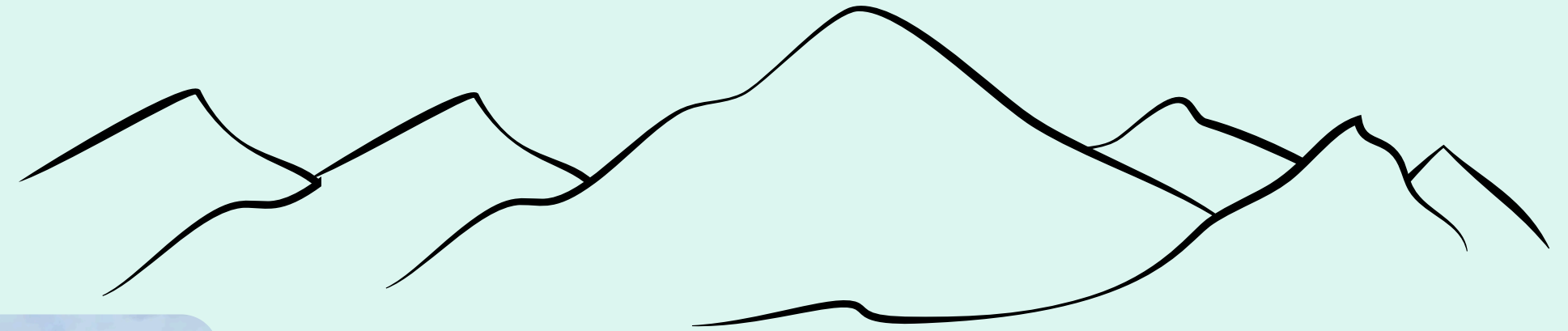
- **Community support:** Tree planting
- **Guest speaker:** Kavita Kaushik, Head of Quality and Six Sigma at Cummins
- **Mentor certification:** 3 certified mentors (AGM level and above)

Development:

- **Lead to Leap:** Mentoring program for female leaders
- **Financial literacy workshop**



Slovakia

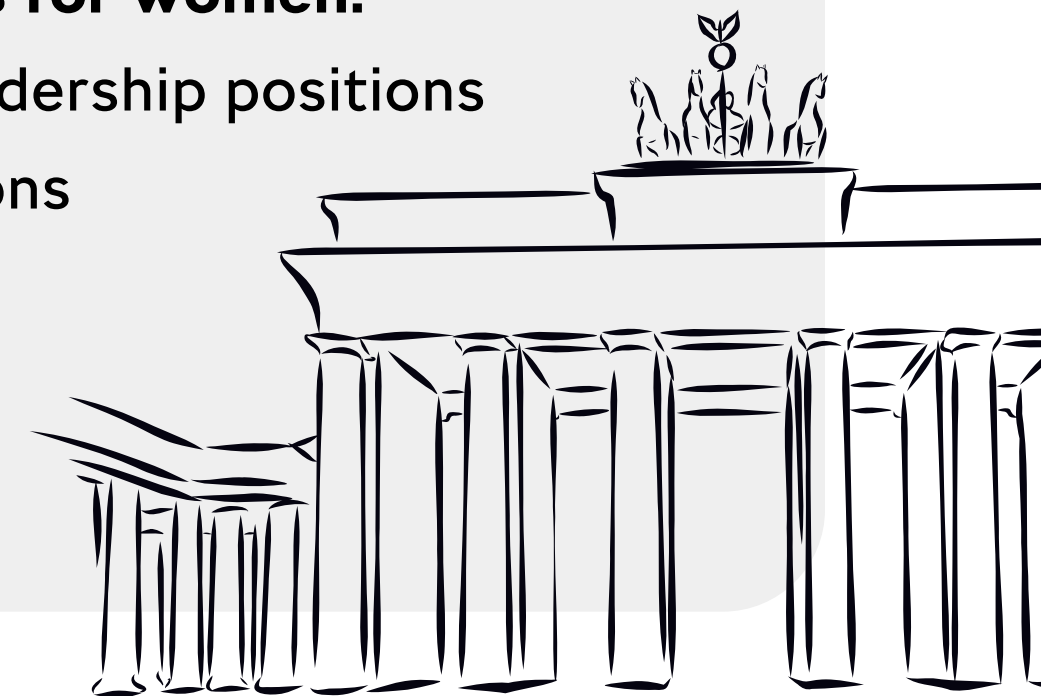


- **Celebration of International Women's Day**
- **Support for the Children's Home in Bernolákovo**
- **Talent Management Programme and pathways to leadership**
- **Support for Employees on Maternity and Parental Leave**
 - Ongoing collaboration
 - Career development opportunities
 - Inclusion in company events during parental leave
 - Gradual return-to-work programmes to ease the transition

Germany



- **New page for our employees with all essential information**
 - The company's, brand's, and organisation's goals in the area of gender and internationality
 - A comprehensive definition of diversity
 - Five core pillars guiding our diversity vision
- **Rotation of job positions for women:**
Focused on women in leadership positions with the same qualifications



ESG and Diversity

ESG (Environmental, Social, Governance) rating is a comprehensive approach to evaluating companies, encompassing environmental sustainability, social responsibility, and governance quality.

Diversity, Equity, and Inclusion (DEI) are key elements of the social pillar.

In the past year, Škoda Auto participated in an independent ESG rating organized by the Faculty of Business Administration at the Prague University of Economics and Business. The company ranked among the top ten in the Czech Republic in the field of sustainable development.



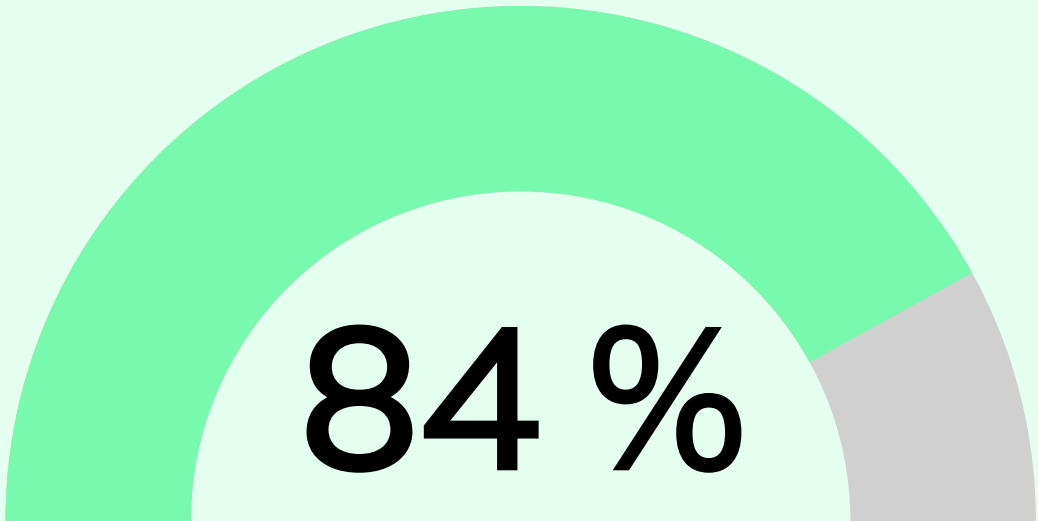
**91 %
Overall
ESG Rating
Score 2024**

ESG and Diversity

The average benchmark of all participating companies in the ESG rating reached a total value of 51% in the social pillar.

Škoda Auto's final score in the social pillar reached a total of 84%.

SOCIAL PILLAR



The overall rating for the specific area of Diversity, Equity, and Inclusion (DEI) for Škoda Auto achieved an above-average score of 94%.



The horizontal black line in the chart represents the average value across the companies in the sample.

CMX 2024 (Culture Mindset Index)

CMX is an annual employee survey that assesses the perception of corporate culture across all values.

	Diversity* (2023)	Diversity** (2024)
Škoda Auto	84 (max 100)	85 (max 100)
Škoda Auto: Men	85	87
Škoda Auto: Women	85	85
Škoda Auto: Senior Management	91	90
Škoda Auto: Management	85	86
Škoda Auto: Tarif employees	84	85

“I am treated fairly at work regardless of my nationality, gender, religion, sexual orientation, health abilities, opinions and beliefs.”

Diversity and inclusion generally achieve some of the highest scores in the survey. However, there are still critical topics that require our attention:

- Business case for diversity
- Forced multiculturalism
- Excessive pressure on D&I
- LGBT+ support
- Overly intensive support for women in management

7,075
Participants
in the survey

*Company results in CMX 2023, ** Company results in CMX 2024

PARTNERS IN CRIME

Remme Palette



Dobrý táta



MODER
NÍ SEBE
OBRA
NA



PRAGUE
PRIDE
FESTIVAL



BYZNYS
PRO
SPOLEČNOST
BUSINESS
FOR SOCIETY



ŠKODA AUTO Vysoká škola



PRIDE
BUSINESS
FORUM



czechitas



LIGA OTEVŘENÝCH MUŽŮ



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Head of Transformation

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Specialist Diversity

LOOKING..

2019

..BACK..

..5 YEARS

2024

14.1 %	WOMEN IN MANAGEMENT	20.4 %
14.0 %	INTERNATIONALS	15.2 %
39.4	AVERAGE AGE	42.1

Diversity seen as a “trendy” stand-alone topic

One HR position dedicated to Diversity & Inclusion

Several topics were a taboo

Initial discussions on Women in Management Targets

Family Day

Inclusive work environment for all

Diversity Community with hundreds of colleagues driving initiatives across all areas

Recognized as an LGBT+ friendly employer, Main Partner of Prague Pride Festival

Actively managing the talent pipeline across areas, **development programs, training, setting area targets, meeting VW Group commitments**

Family-friendly policy as a holistic approach



List of abbreviations

ADHD – Attention Deficit Hyperactivity Disorder (a neurodevelopmental disorder characterized by inattention, hyperactivity, and impulsivity)

AI – Artificial Intelligence

CMX – Culture Mindset Index (refers to the overall satisfaction of culture by employees at Škoda Auto)

D&I - Diversity and Inclusion

DEI – Diversity, Equity, and Inclusion (initiatives aimed at fostering diverse and inclusive workplaces)

EDU – Internal training program

ERGs – Employee Resource Groups (voluntary, employee-led groups that promote diversity and inclusion within organisations)

ESG – Environmental, Social, and Governance (criteria used to assess a company's sustainability and ethical impact)

HR – Human Resources

KPI – Key Performance Indicator (a measurable value that demonstrates how effectively an individual or organisation achieves objectives)

LGBT+ – Lesbian, Gay, Bisexual, Transgender, and other identities (an umbrella term for diverse sexual orientations and gender identities)

PBF – Pride Business Forum

PWD – People With Disabilities (a term referring to individuals with physical, mental, or sensory impairments)

VW Group – Volkswagen Group