

## Škoda Auto has celebrated European Diversity Month for the third time

- › Škoda Auto takes comprehensive measures to support diversity and inclusion throughout the company
- › Celebrating European Diversity Month this year under the banner 'You Matter, We matter, Diversity matters'
- › Cultural diversity, acceptance and equity are key to the company achieving its goals
- › Škoda Auto is a member of the Pride Business Forum and has again participated in the European Diversity Day conference
- › The unique Škoda Enyaq Coupé Respectline was created to celebrate diversity, equity, fairness and inclusion

**Mladá Boleslav, 30 May 2023 – Škoda Auto actively promotes acceptance, equal opportunities, diversity, and respectful collaboration both inside and outside the company. The Czech carmaker is committed to providing its workforce with an open, equitable and safe working environment. Against this background, Škoda Auto has again taken part in European Diversity Month this year: By launching a range of activities it aims to raise awareness of how important diversity and inclusion are.**

Once again, the European Union has declared May 'European Diversity Month' with the aim of promoting and raising awareness about diversity, equity and inclusion in daily life and in the workplace. Inclusion means recognising, accepting and embracing the differences that make people unique. Škoda Auto strives to be an attractive employer for all, regardless of health or social limitations. Among other measures, the company has been opening sheltered workshops for people with disabilities since 2006 in order to attain this goal.

**Klaus Zellmer, Škoda Auto CEO**, says, "As one of the largest employers in the Czech Republic, Škoda Auto supports a wide range of initiatives to promote diversity and inclusion. Furthermore, we have been signatories to the European Diversity Charter since 2019. Diversity and inclusion are and remain key areas of action, and we strive to lead by example in this regard. We advocate diversity, openness, acceptance and a working environment based on mutual respect and understanding. Diverse teams deliver better results, represent our customer base and are the foundation of our long-term success."

**Maren Gräf, Škoda Auto Board Member for People & Culture**, says, “People reach their full potential in an environment where they are accepted and supported according to their self-image. The more diverse the team, the better and more innovative their work is. This applies to aspects including gender identity, ethnic origin, social background and education, religion, worldview, sexual orientation, health and age. At Škoda Auto, we set clear goals and promote diversity across all areas. With each person playing their part, we can work together as a team throughout this transformation period to unleash the power of inclusion that we need now and in the future.”

#### **Clear targets towards more diversity and inclusion**

Multiple studies confirm that diversity in corporate leadership brings social as well as economic benefits. This is especially true for gender balance; in the Czech Republic increasing the proportion of less represented gender in various fields of work can boost GDP growth by 7.8%. With the support of its social partner KOVO Trade Union, Škoda Auto wants to ensure that the share of less represented gender in management positions increases to 25% by 2030. And there are many more strong reasons to promote diversity: It increases a company’s growth potential by 45% and its expansion potential by 70%. In addition, an inclusive environment raises employee satisfaction by a factor of three and improves people’s work-life balance more than two-fold.

#### **Škoda Auto is actively involved in numerous initiatives**

To mark European Diversity Month, Škoda Auto launched numerous internal activities in recent weeks under the banner ‘You Matter, We matter, Diversity matters’. The programme included presentations as well as online and off-site events and workshops for employees, such as the interactive roundtable ‘Don’t be afraid to share’, organised for the International Day against Homophobia, Biphobia and Transphobia. In addition, Škoda Auto once again partnered with the Prague Fun & Run 2023 run against homophobia.

#### **Diversity as a cornerstone of the company's strategy**

Promoting diversity, equity and inclusion is a cornerstone of both Škoda Auto’s and the Volkswagen Group’s strategy. In 2019, Škoda Auto signed the European Diversity Charter, which actively promotes acceptance, equitable opportunities and cultural diversity. In addition, the car manufacturer has joined the Pride Business Forum. Škoda Auto focuses on a wide range of diversity issues such as gender balance, family friendly policy, LGBT+, internationalisation, intergenerational collaboration, individual skills, alternative forms of employment, employee engagement, and diversity mindset and training.

#### **Respecting each person's individuality: the unique Škoda Enyaq Coupé Respectline**

Škoda Auto will shortly be unveiling the Škoda Enyaq Coupé Respectline, a car with distinctive exterior and interior styling to highlight the importance of protecting human rights and fostering respect for all people, nature and everything around us. The uniquely

designed Škoda Enyaq Coupé Respectline was created to celebrate European Diversity Month and will be making its first public appearance at the Czech Philharmonic Orchestra's Open Air concert on 21 June. It will also be featured at the Pride Business Forum and the Prague Pride Festival and other summer events at home and abroad.

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Media images



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Source: Škoda Auto



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**Škoda Auto**

- › is successfully steering through the new decade with the Next Level – Škoda Strategy 2030.
- › aims to be one of the five best-selling brands in Europe by 2030 with an attractive line-up in the entry-level segments and additional e-models.
- › is emerging as the leading European brand in important growth markets such as India and North Africa.
- › currently offers customers twelve car series: the Fabia, Rapid, Scala, Octavia, Superb, Kamiq, Karoq, Kodiaq, Enyaq iV, Enyaq Coupé iV, Slavia and Kushaq.
- › delivered over 731,000 vehicles to customers around the world in 2022.
- › has been a member of the Volkswagen Group for 30 years. The Volkswagen Group is one of the most successful vehicle manufacturers in the world.
- › independently manufactures and develops not only vehicles but also components such as MEB battery systems, engines and transmissions in association with the Group.
- › operates three sites in the Czech Republic; has additional production capacity in China, Slovakia and India primarily through Group partnerships, as well as in Ukraine with a local partner.
- › employs over 40,000 people globally and is active in over 100 markets.