

**ŠKODA**



**BOHDAN WOJNAR**

BOARD MEMBER FOR HR MANAGEMENT

SIMPLY CLEVER

ŠKODA



### **Our employees - the heart of the brand**

Thanks to the efforts of all employees, more than 1 million cars sold for the first time was a visible milestone of our success

Our committed and competent workforce is ŠKODA's pride

The ŠKODA workforce has a 120-year tradition, over several generations

A high level of employee loyalty is proven by the length of service: around 13 years



## A promising future for the Czech plants

### Mladá Boleslav



Fabia

Introduction of  
3-shift operation  
at MB II  
+ around 800 new jobs

### Kvasiny



Superb, SUV

New models  
+ around 1,300 new jobs

### Vrchlabí



DQ 200

Increase in production  
capacity  
to 2,000 each day  
+ around 200 new jobs

**EMPLOYMENT AGREEMENT**



## Importance of the younger generation

ŠKODA Vocational School: in 2014, we invested more than 50 million korunas in training quality and new equipment

Key focus:  
winning young people over for technical careers





### Good social dialogue is substantially valued



### Co-determination and shared responsibility are 2 sides of the same coin

**Collaboration, co-determination and shared responsibility** characterise the ŠKODA organisation's successful model

**Pay/performance ratio: the average salary** of a ŠKODA employee has **increased by +25%** over the last 4 years





## Maintaining the top position as regards employer attractiveness and winning top candidates for ŠKODA



## The working environment will change significantly

Increasing **digitalisation**, the **4<sup>th</sup> Industrial Revolution** and the **Internet of Things** are key challenges

**Employment security** and the ongoing development of a **High Performance Organization** are equally important objectives





## Fit for the future as a High Performance Organization

**Take advantage of the good times to remain fit** for future challenges

**A simplified organisational structure** and **quicker decision-making processes** have been introduced

**Redesigned career paths** open up **new development opportunities** for our employees

**The implementation is taking place** in a close social dialogue with the KOVO union



Thank you.

