

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

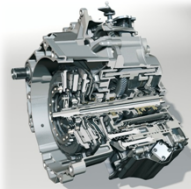
Kvasiny



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 **4th 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.

