

Diversity Annual Report 2025

SKODA



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Introduction





Klaus Zellmer

Chairman of the Board of Directors

“Diversity and inclusion are **an integral part of Škoda Auto’s identity**. They are firmly anchored in our Next Level 2030 Strategy and in our ESG ambitions, where they represent a key factor driving innovation and long-term success.

In 2025, we made further **significant progress** – we exceeded our target for the representation of women in leadership and, at the same time, continued to strengthen collaboration and support for employees – both men and women – at all stages of their lives. Initiatives, such as European Diversity Month and our partnership with Prague Pride, demonstrate how we actively put these values into practice every day.

Diversity is one of the pillars through which we strengthen Škoda Auto’s culture as a tightly knit community based on respect and openness. Our goal is to create an environment where everyone has the opportunity to fully realise their potential and contribute to our shared success.”



Maren Gräf

Member of the Board of Directors
for People and Culture

“Diversity, equal opportunity and inclusion are not just part of our culture – they are a **key driver** of Škoda Auto’s **success**.

Over the past year, Škoda Auto has taken **significant steps forward**. We have gone beyond established frameworks, addressed important topics more openly and created space for discussions that are not always easy but are essential. True progress means taking a close look at existing boundaries, identifying challenges and recognising where there is still room for improvement.

Our focus, therefore, was not only on individual initiatives but, above all, on achieving a real impact. At the heart of our effort lies a simple yet **fundamental principle**: that our employees, both men and women, are respected, valued and truly feel that they belong.”



Jaroslav Povšík

Chairman of the Works Council,
KOVO MB Union

“I am sorry that, once again this year, as part of our wonderful diversity and inclusion project, I cannot solely share positive news or reflections. The world around us is changing, not only bringing challenges but also opportunities for deeper reflection. We realise that our planet’s problems are worsening in numerous ways, and that our automotive industry also faces an uncertain future. At the same time, however, we have a unique opportunity to **be part of the change.**

We often indulge in excess and forget values such as moderation, understanding others, solidarity and compassion. Yet it is precisely these values that may hold the key to a better future. Change does not have to begin with grand gestures or loud slogans – it begins quietly, within each of us.

I believe that gradual personal transformation matters. Every step, no matter how small, can inspire our families, friends and the people we meet – regardless of their background, skin colour or faith. I have been striving to follow this path myself for several years now. It is not always easy, but it brings deeper peace and understanding.

With the passage of time and with each passing year, I feel that I am a little closer to this philosophy. And that is where I see hope – that if we work on ourselves together, the **world around us can gradually change for the better.**”

Awards for Škoda Auto and its approach to D&I

Škoda Auto:

- Received the Diversity Charter 2025 Award for the Intergenerational Collaboration project
- Placed 2nd in the 2025 Donors Forum Awards for the 2024 Annual Diversity Report
- Was recognised as an LGBTQ+ friendly employer by the Pride Business Forum in the Bronze category

Individual awards:

- Our colleague Jan Kotík received the EPBN – WISE Outstanding LGBTIQ+ Professionals Award for his long-term support and active promotion of inclusion
- Our colleague Petr Stanislav received the 2024 Disabled Employee of the Year Award at the end of May 2025



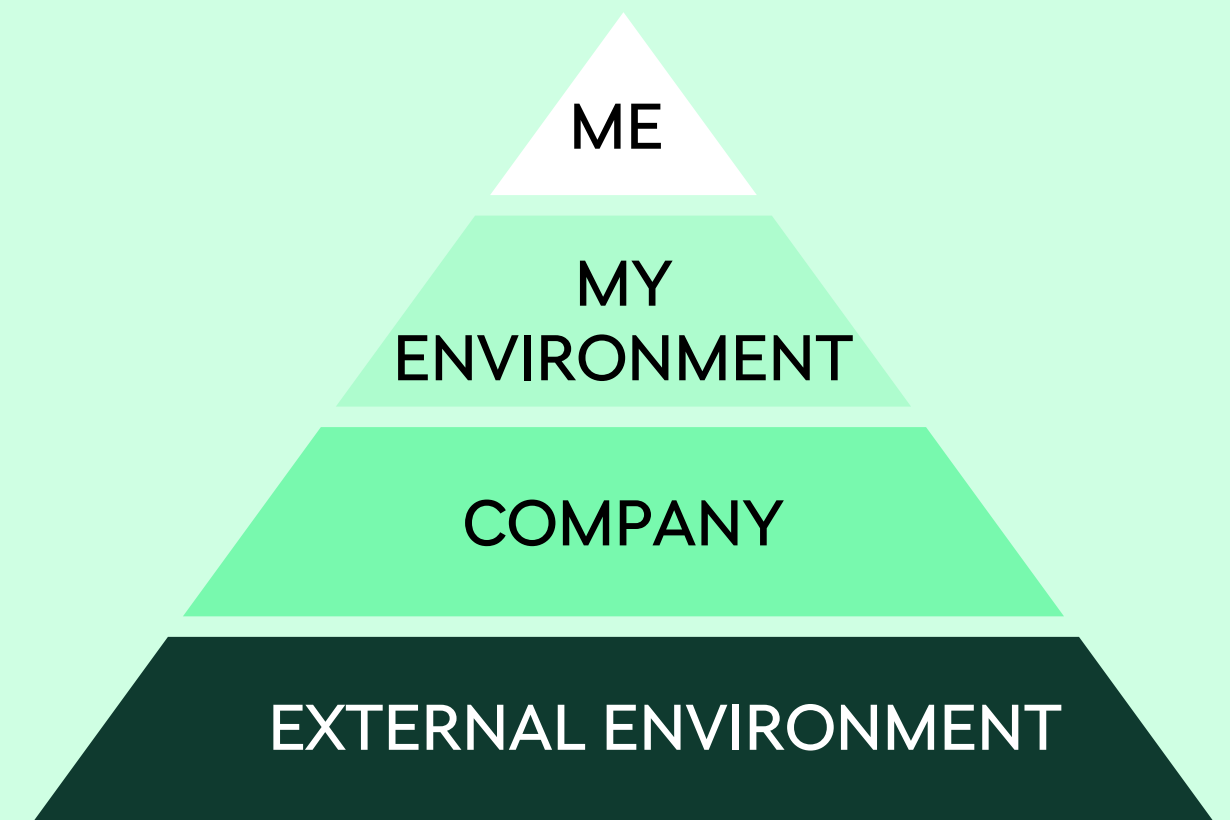
Next Level Škoda Diversity Strategy 2030

MISSION “Škoda Auto – A place for everyone”

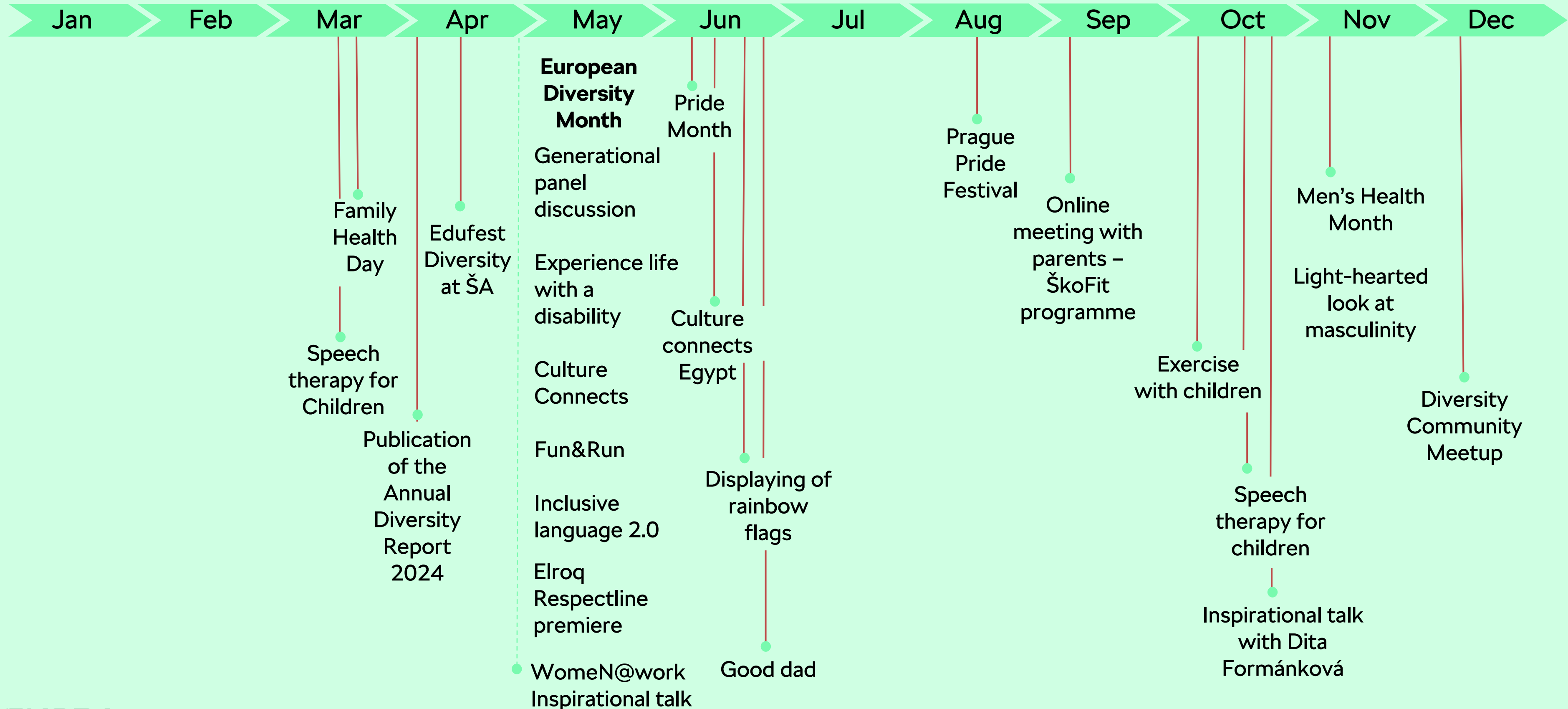
VISION “Škoda Auto gives every person the opportunity to develop and realise their potential in a natural and safe environment, taking into account their individual qualities.”

VALUES openness respect humanity

STRATEGIC MODEL



2025 in review: Milestones



Highlights 2025

Elroq Respectline

165 days
on the road,
34 events

European Diversity Month

15 events,
more than
1,000
participants

Diversity Day

1 day,
reaching over
1,500 people

Degreed on DEI

114
educational
materials

Women's Day

532
participants
+
194 online

Men's health matters

4 weeks of
challenges

Intergenerational collaboration project

Diversity
Charter
Award 2025

Prague Pride

45,000
people,
103
with ŠA

**Key diversity
Data
at Škoda Auto**

**Corporate KPIs:
Women in
management**

**Flexible work
arrangements
(New work)**

Internationalisation

Statistics

**Family-friendly
policy**

**Intergenerational
collaboration**

**Diversity
in specific areas**

Key diversity data at Škoda Auto

Permanent
employees

33,231



Men

26,015 (78.29%)



Women

7,216 (21.71%)

Average age

42.7 years

Average employment
duration

15.2 years



Corporate KPIs: Women in management

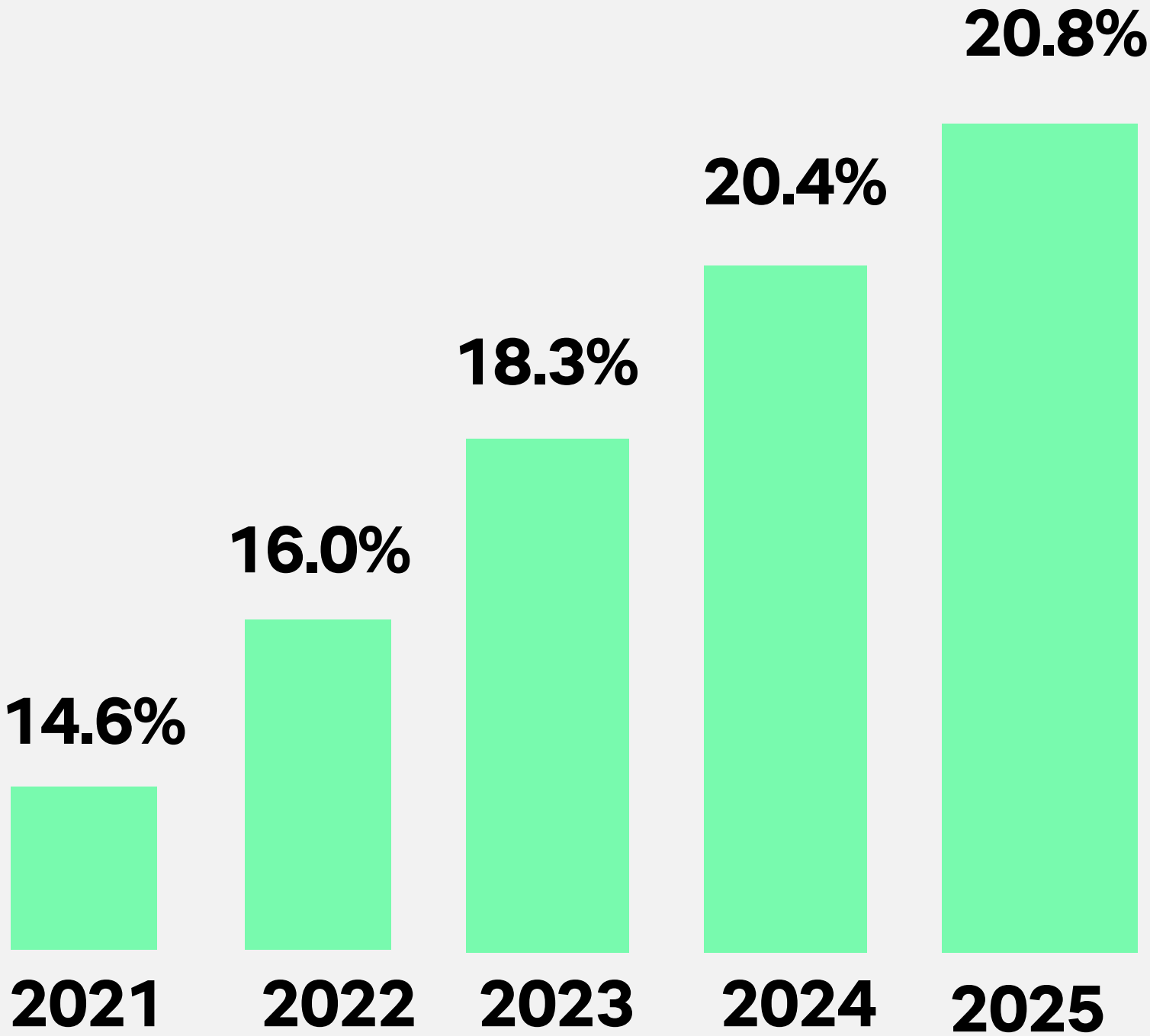
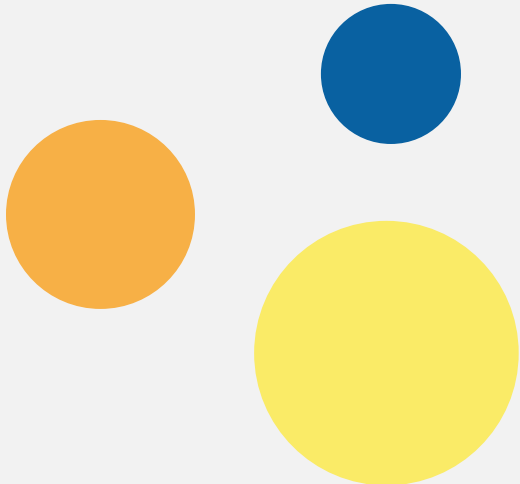
Women in management over the years

Target for 2025
20.0%

Status in 2025
20.8%

Target for 2026
21.0%

Target for 2030
25.0%



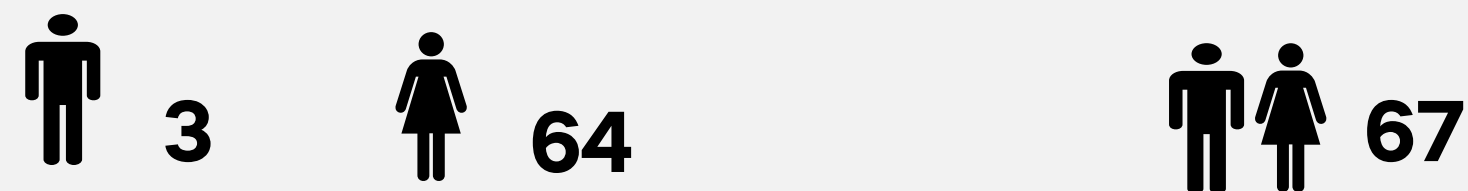
Flexible work arrangements

Flexible work arrangements promote work-life balance and employee engagement at various stages and in different life situations, thereby strengthening corporate culture and employee satisfaction.

Part-time positions



Of which, job-sharing arrangements



Internationalisation

Czech citizenship

84.55%

Citizenship of other countries

15.45%

Foreign nationals in management

2023	2024	2025
12.6%	11.9%	11.3%

Citizenships represented at Škoda Auto

53

Number of employees on international assignments

166 in 16 countries



Family-friendly policy

61 people on maternity/parental leave
or on unpaid leave with a child under 4 years of age
worked under an Agreement on the Performance
of Work or Agreement on Work Activity



Intergenerational collaboration

Baby boomers
1946–1964

6.76%

Generation X
1965–1980

53.96%

Millennials
1981–1994

31.82%

Generation Z
1995–2012

7.46%



Diversity in specific areas

G – Chairman of the Board of Directors

Women in management

21.9%

Foreign nationals in management

16.6%

Part-time positions

1.1%

Average age

45.7 years

Total number of employees

1,605

F – Finance, IT and Legal Affairs

Women in management

25.8%

Foreign nationals in management

8.6%

Part-time positions

3.1%

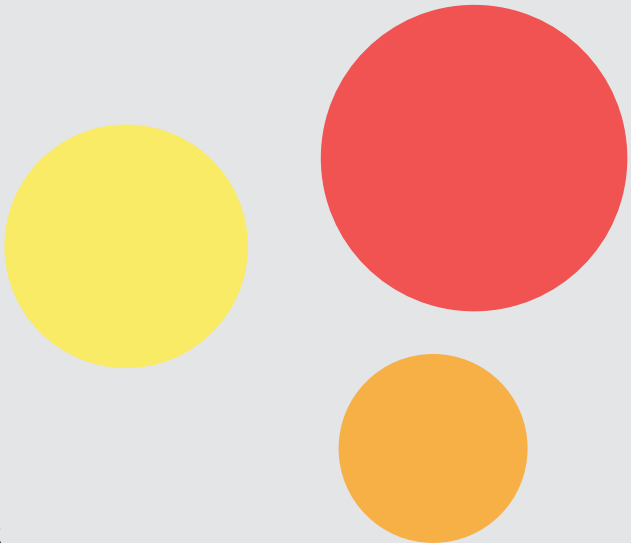
Average age

43.2 years

Total number of employees

1,175

Diversity in specific areas



V – Sales and marketing

Women in management	26.7%
Foreign nationals in management	18.1%
Part-time positions	4.6%
Average age	43.0 years
Total number of employees	1,384

P – Manufacturing and logistics

Women in management	13.0%
Foreign nationals in management	7.0%
Part-time positions	0.2%
Average age	42.4 years
Total number of employees	25,117

Diversity in specific areas

E – Technical development

Women in management

11.6%

Foreign nationals in management

8.2%

Part-time positions

1.9%

Average age

42.5 years

Total number of employees

2691

S – People and culture

Women in management

53.2%

Foreign nationals in management

10.6%

Part-time positions

5.7%

Average age

46.8 years

Total number of employees

858



Diversity in specific areas

B – Purchase

Women in management

30.0%

Foreign nationals in management

17.5%

Part-time positions

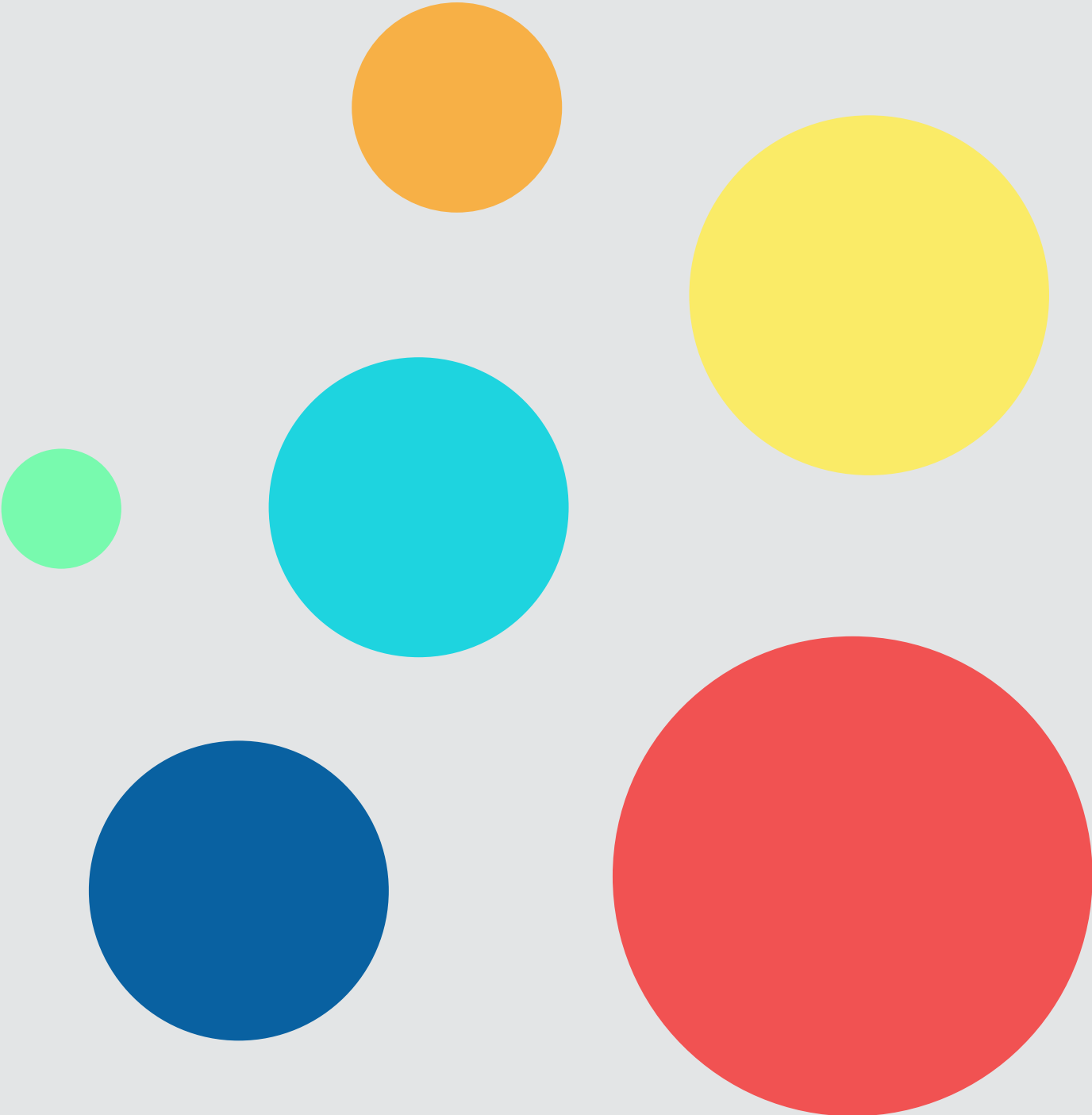
5.2%

Average age

40.3 years

Total number of employees

401





GENDER BALANCE



INTERNATIONALISATION



FAMILY-FRIENDLY POLICY



INTERGENERATIONAL COLLABORATION

Diversity dimensions



INDIVIDUAL ABILITIES



LGBTQ+



DIVERSE MINDSET



EMPLOYEE GROUPS

Gender balance

Our goal is to support the career growth and full potential of all talented individuals, regardless of gender, while focusing on achieving gender balance and fostering an inclusive environment that enables everyone to achieve their professional goals.



Tools

- **Data management in Power BI**
- **Talent database management** (talent pipeline)
- Supporting talented women and facilitating their networking
- People and culture **management working group** with regular monthly meetings
- **Analysis of pay gap transparency – 2025 Annual Report**
- **Stories** on skoda-kariera.cz

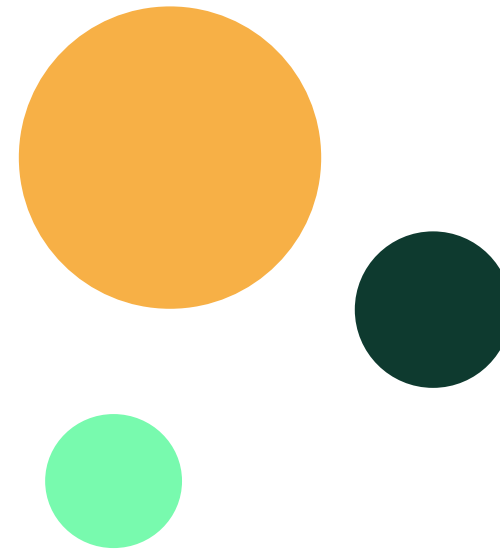


Activities and events 2025

- **Škoda Women's Day 2025**
- **Men's health matters** campaign
- Webinar for men: Strength isn't just about muscles: Light-hearted look at masculinity
- Maren Gräf's participation in the **Women Automotive Summit Europe 2025**
- The **WomeN@work** employee group and its activities

Internationalisation

Employing people from different cultures brings new perspectives, innovative approaches and a better understanding of Škoda Auto's global clientele. Cultural diversity in teams enhances creativity, flexibility and the Company's competitiveness in global markets.



Tools

- Preference for English as the primary corporate language
- **Intercultural training:**
 - for everyone: Czech Republic, Germany
 - for employees preparing for assignments abroad: China, India, South Africa, Germany, USA, Vietnam, Australia
 - for a specific group: ASEAN
- **Language courses:** Duolingo Max – a new language learning product

Activities and events 2025

- Culture Connects webinar series:
 - **Egypt**
 - **Spain**
- Participation in the **DEI Forum Prague 2025** organised by OPIM
- Activities of the **Internationals@Škoda** employee group

Family-friendly policy

At Škoda Auto, we believe that personal happiness begins with a happy family – which is why we support a healthy work-life balance.



Tools

- **Guide for parents** on the Škoda Space Intranet
- **Checklists for starting maternity/parental leave**
- Support at: skoda.family@skoda-auto.cz
- Cross-functional Area S working group to support family-friendly policy

Activities and events 2025

- **Family Day** – a family event celebrating Škoda Auto's 130th anniversary
- **Online meeting for parents**
- **Father's Day at Škoda Auto** and other themed events
- Webinar **My child is different – Is it autism, developmental dysphasia or ADHD?**
- Workshop **Healthy eating for children with Markéta Gajdošová**
- **Workshops for parents:** Children in the online world

Speech development in children aged 0 to 3

Intergenerational collaboration

Our goal in the area of age diversity is to promote intergenerational collaboration, ensure equal opportunities and adapt working conditions so that every age group can fully realise its potential and contribute to the Company's success.



Tools

- **Data management** in Power BI
- **Reverse mentoring** – a new tool for strengthening intergenerational dialogue
- **Cross-functional working group** on people and culture area

Activities and events 2025

- **Panel discussion ‘Generations at Škoda Auto’** – sharing experiences with intergenerational collaboration
- **Webinar: Anxiety among young people** – How to recognise it and how to help?
- **Social Week** – connecting high school students with leading Czech experts
- **Leadership Community:** Benefits and challenges of intergenerational collaboration
- **Special award** Diversity Charter Awards for the Intergenerational Collaboration project

Individual abilities

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



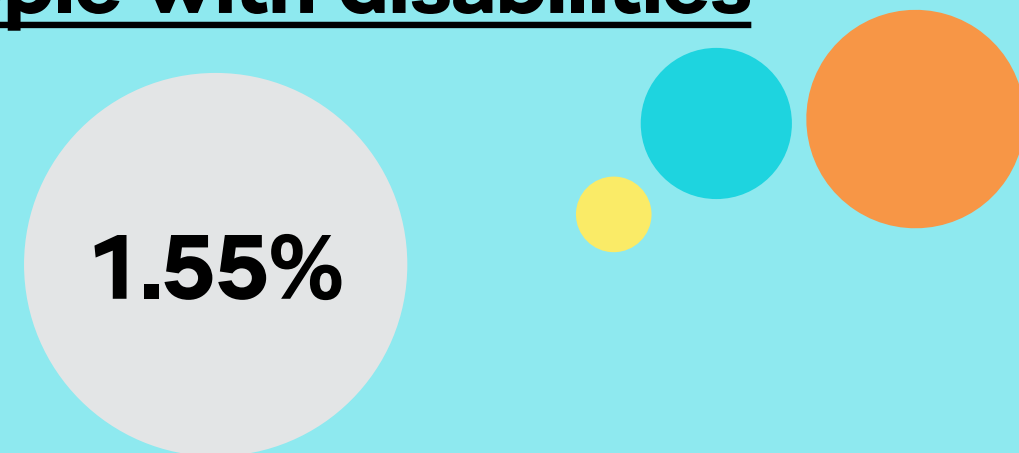
Supported/specialised centre

promoting an environment that facilitates the inclusion and retention of disadvantaged colleagues in the workforce (**561** colleagues in 2025)

Activities and events 2025

- Workshop **Inclusion in the workplace for people with autism and their caregivers**
- Workshop **Experience life with a disability**
- Support for students – Bachelor's thesis on neurodiversity

People with disabilities



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

LGBTQ+

Škoda Auto supports diversity and inclusion. We respect and support the rights of LGBTQ+ people and strive to create a safe and equitable environment for everyone, regardless of their sexual orientation or gender identity.



Tools

- Internal **educational activities**
- Establishment of a **working group** on current issues
- Collaboration with **external partners**
 - Premium partner of the Pride Business Forum
 - Main partner of Prague Pride

Activities and events 2025

- **Fourth partnership** with the Prague Pride festival, including participation by a board member and participation in the **Fun&Run**
- **LGBTQ+** communication featuring flag symbols at Škoda Auto
- Pride Month
- Receipt of **LGBTQ+ Friendly Employer Award** in the bronze category
- Activities of the Škoda Proud employee group

Diverse mindset

Škoda Auto promotes diversity of thought because it believes that diverse perspectives and experiences contribute to innovation and better decisions. This approach enables the Company to better respond to the needs of the global market and ensures sustainable growth.



Tools

- Support tools for implementing diversity and inclusion within teams (**Nudge management**)
- **Role-model programme** – an initiative for leaders across the entire Group
- **Škoda Leadership Model** – a tool for leaders

Activities and events 2025

- **Diversity community meetup** – a presentation of current trends
- **European Diversity Month** – under the slogan ‘Your bubble is just one of many. Get to know the others as well.’
- **Manufacturing companies symposium** – how diversity and inclusion can be applied in a manufacturing environment
- **Edufest – Diversity at Škoda Auto: Buzzword or a real advantage?**
- **Inclusive language 2.0 webinar**
- **Collaboration with universities and high schools**

Employee groups

Our employee resource groups (ERGs) were established with the goal of strengthening inclusion and diversity within the Company, providing employees with a space for sharing, growth and support, while also enabling the Company to better understand their needs.

SKODA Proud

201 people



242 people

Wome**N**@work
by SKODA

557 people

Škoda Proud

The year 2025 was an exceptional one for Škoda Proud. The group strengthened its impact in the DEI area and reaffirmed the importance of its role in building an open work environment. The employee group expanded significantly – 80 new members joined during the year, reflecting growing trust and interest in creating an inclusive work environment. Škoda Proud is open to everyone – both LGBTQ+ employees and allies (supporters).



Educational activities

- **More than 10 educational activities** (webinars on same-sex partnerships, legislative changes in the Czech Republic and LGBTQ+ Friendly Employer standards)
- Collaboration on internal Company campaigns
- **Lectures at vocational schools, universities and companies**
- Collaboration with **Pride Business Forum, Prague Pride and Transparent**

Events

- **Prague Pride Festival:** networking, picnic in Pride Village, participation in the Pride Parade through Prague
- **Company gathering at Škoda Auto** – a gathering of 25 colleagues from Novartis, Plzeňský Prazdroj and Amazon
- **Fun&Run:** charity run against homophobia
- Awareness campaigns: **Movember** (fund-raiser to support men's health) and **World AIDS Day**
- **Beer and a chat:** regular informal get-togethers
- **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 development through cultural exchange, networking and building an inclusive work environment.



Activities and events

- **3rd anniversary of Internationals@Škoda** – a marketplace featuring cultural booths and networking with international colleagues from across the Company
- **Active participation in Diversity Month events** – interactive games and recruitment of international colleagues at LKK in collaboration with other ERGs
- Organising events that received a very positive response: **Paddleboarding, Christmas event and Back to Office** – kicking off the year in a positive atmosphere in Prague
- Launch of the Welcome to Czechia Guide project
- Deepening collaboration with **international groups** from other sister brands, particularly Bentley
- Collaboration with other **ERGs at Škoda Auto**

WomeN@Work

WomeN@Work was founded in 2024 as the third employee group at Škoda Auto. The group primarily focuses on key topics related to women's career development, intergenerational dialogue, parenthood, work-life balance and meaningful leisure activities. Although the main focus is on supporting women, men are welcome in this group as allies.



Activities and events

- Organising inspiring online interviews with female and male managers from our Company
- **Expert discussion** with psychologist Tomáš Mertin on the topic of the **‘Sandwich generation’**
- **In-person meeting with a female manager in Kvasiny**, combined with a tour of the production plant
- Active participation in **Women's Day 2025** and **Diversity Day 2025**
- **Online lecture with a life coach**: Let's not be afraid of change. Age is not an obstacle; it's a springboard...
- **Online lectures focused on IT topics**, in collaboration with our partners 42 Prague and Ms Dita Formánková from Czechitas
- **Organisation of the group's 2nd annual meeting** in LKK

Škoda Elroq Respectline



One of the highlights of European Diversity Month 2025 was the grand première of the special Škoda Elroq Respectline model, which represents the car maker's commitment to human rights, sustainability and respect for diversity and Czech history.



The Škoda Elroq Respectline represented the Škoda Auto brand at a wide variety of cultural and social events in the **Czech Republic and abroad**: at the Metronome music festival in Prague, the Prague Philharmonics Open Air concert, the Prague Pride festival, the Tour de France, the Mobility Rally in Germany and the Milton Keynes Pride Festival in England.



As part of Škoda's collaboration with the Czech footwear manufacturer Botas, a special edition of trainers was created that reflects the Škoda Modern Solid design language and the message of the Elroq Respectline model. The trainers feature rainbow embroidery on the side, inspired by an element from the car's interior





Areas at Škoda Auto



Diversity in Area G

(Chairman of the Board of Directors)



Corporate sustainability

- Further information in the latest 2025 Annual Report 

Communication and mentoring

- Internal and external communication and initiatives on diversity and inclusion (e.g. Open Door, Hackathon, team breakfasts)
- Ongoing support for male and female talent and a mentoring programme

Governance, Risk & Compliance

- Definition and implementation of Integrity and Compliance principles in Company processes
- Code of Conduct – promotes, among other things, a culture of integrity, respect and responsibility

Events 2025

- **‘Women2Women’** – a pilot project featuring informal meetings between women with management potential in Area G and experienced female managers at Škoda Auto, including discussions on career paths, resilience and well-being.

Diversity in Area F

(Finance, IT and Legal Affairs)



A team of 14 people has been working in the F division for a long time, focusing on various topics and organising events to support diversity and inclusion.

Events 2025

- A meeting in support of women titled **Women and vision** on the theme 'A small change = A new life'
- A meeting in support of gender diversity entitled **People and vision** on the theme 'New encounters, new insights'
- Regular visits to the Mšeno Senior Citizens' Home
- Age management – reverse mentoring in the FCx area

Diversity in Area V

(Sales and marketing)

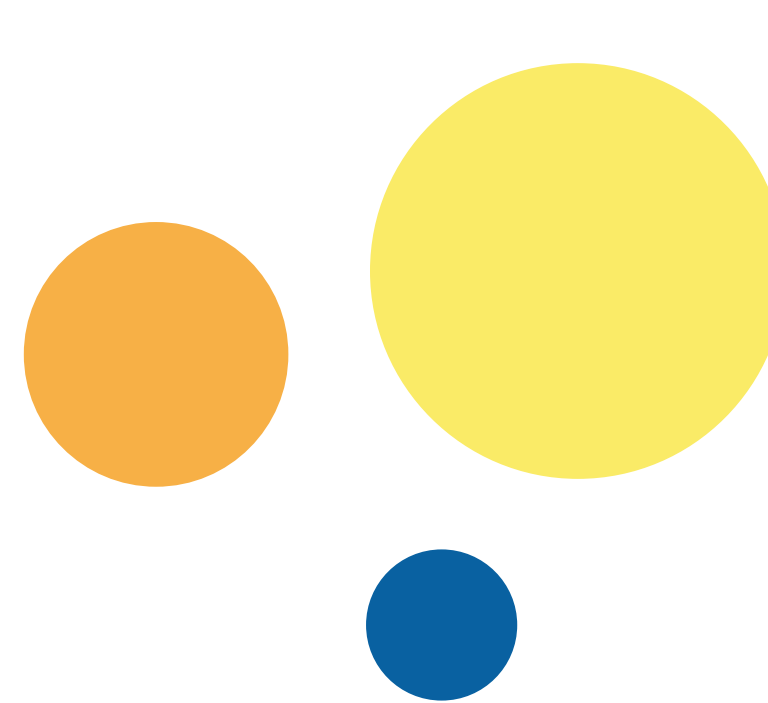


Activities and events 2025

- **Area V talent gathering** – the event was also supported by Martin Jahn, Board Member for Area V
- **Škoda Auto management meets generation Z** – a lecture followed by an open panel discussion among participants
- **E Škoda UNI.Space** – opening of new multifunctional spaces for students
- **CEMS skill seminar** – a full-day programme at Škoda Auto for E students from the international CEMS programme
- **Junior Auto Mechanic 2025** – a competition featuring more than 80 of the best high school students from across the country
- **Visit by Taiwanese students to Škoda Auto**

Diversity in Area P

(Manufacturing and logistics)



Activities and events 2025

- **Meet-ups, mentoring, talent shadowing**
- **Intergenerational know-how transfer** with a focus on AI, automation and digitisation
- **Collaboration** with universities and vocational high school
- Active collaboration with **42Prague**
- **Online meetings for parents** – attended by approximately 80 parents on parental leave
- **Human touch** – participation of employees from Area P in the programme
- **Know-how transfer** from regions (e.g., active sharing of experiences from China)
- **3D printing roadshow**
- **ProDigi HUB** – a space for improving digital skills, open to everyone

Diversity in Area E

(Technical development)



Activities and events 2025

- **Organisation** of a workshop for female management talent in Area E
- **Support of male and female talent** – mentoring and group coaching
- Visit by ‘**female engineers**’ from the VW Group in Česana
- **Meet&Greet 2025** – organising the next edition of the informal staff gathering
- **P.O.K.E.C. initiative** – informal gatherings aimed at improving relationships between departments, establishing new connections and enhancing the quality of communication among team members

Diversity in Area S

(People and culture)



Activities and events 2025

- **Men's health matters** – a campaign as part of Movember
- Webinar for men: **Strength isn't just about muscles: Light-hearted look at masculinity**
- **Family Health Day** – an event full of workshops and opportunities for free preventive care
- **Health and Social Services Day** – an event supporting the sandwich generation and seniors
- **Good dad conference** – focused on changing perceptions of the role of fathers in society, with representatives from Škoda Auto
- **Father's Day at LKK**
- **With ZPŠ in the clouds** – a family event
- **ŠkoFit exercise** with children **'Dad in action'**
- **ŠkoFit exercise** for parents with children **'Exercising with kids'**

Diversity in Area B

(Purchasing)



Activities and events 2025

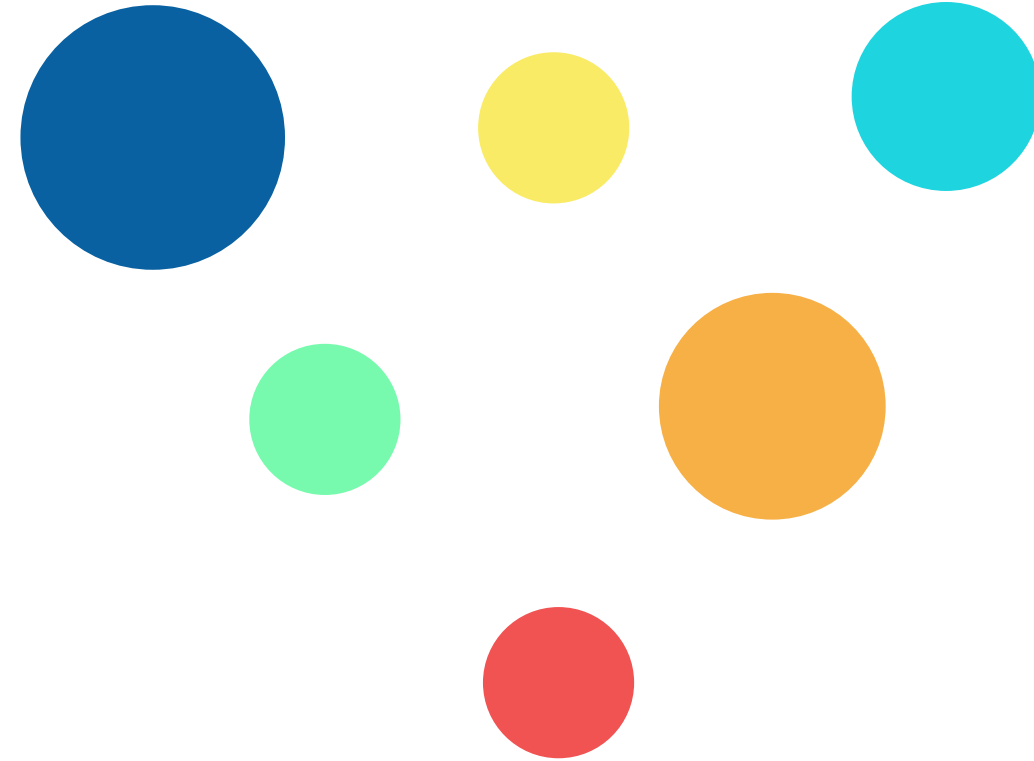
- Within the **B-Diverse** community, Area B focuses on **five** main pillars:
- **Support for parents on maternity and parental leave:** part-time work, flexible arrangements, reintegration of parents
- **Collaboration and communication:** organising meetings and networking events
- **Work-life balance:** launching a self-development journey for buyers, organising workshops focused on topics such as *Self-confidence* or *Values*
- **Support:** active community involvement in the **Human Touch** initiative
- **Motivation and development:** organising training sessions and hosting inspirational lectures focused on education, personal growth and development



Škoda Auto in regions



India



Activity

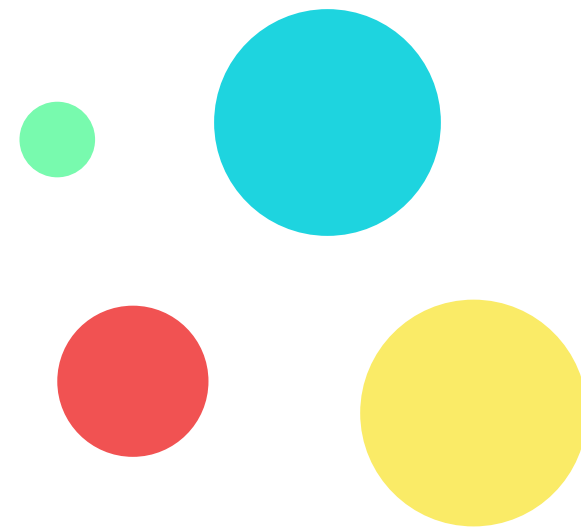
SAVWIPL takes an active approach to fostering an inclusive work environment:

1. Laying the groundwork and raising awareness
2. Empowering women to lead and strengthening inclusion
3. Embedding diversity into the organisation's operations

Events 2025

- Celebration of **International Women's Day**
- Company-wide **Diwali** celebration – a week-long celebration full of joy
- The **Brand SHE** programme – supporting women in various pay grades
- Opening of **state-of-the-art technical** laboratories at the state industrial school – a significant milestone in skills development and the creation of a more inclusive educational environment for students
- **Informal gatherings** that shape corporate culture – 'Women shaping the future of work'

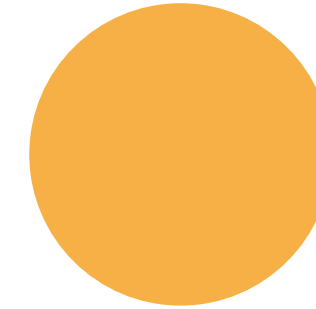
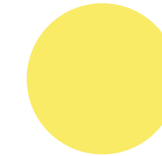
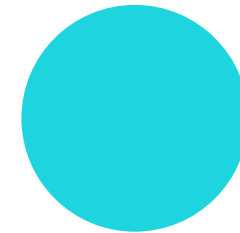
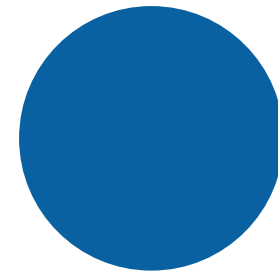
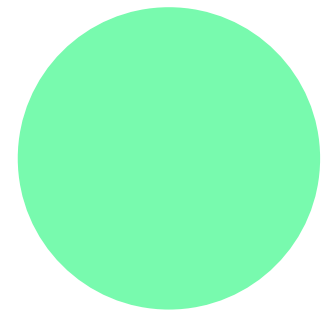
Slovakia



Activities and events 2025

- **Celebrating International Women's Day** and promoting awareness of equality and inclusion
- **Supporting vulnerable groups in the community; for example**, through volunteering and providing material assistance to the children's home in Bernolákovo or by participating in Daffodil Day
- **Promoting equal opportunities** through transparent career development and promotion
- **Supporting employees on maternity, parental and paternity leave** by helping them stay connected and involved in Company activities

Germany



Activities and events 2025

- **Internal platform for employees** containing all key information
- **Setting goals for gender equality** and international representation
- **Clear framework and definition of diversity** – the five pillars of our diversity vision
- Promoting diversity and inclusion across all teams and ways of thinking, with a strong emphasis on leadership

ESG and diversity

ESG (Environmental, Social, Governance) rating is a comprehensive approach to evaluating companies that encompasses environmental sustainability, social responsibility and governance quality. Diversity, equity and inclusion (DEI) are key elements of the social pillar.



Last year, Škoda Auto participated in an independent ESG rating organised by the **Faculty of Business Administration at the University of Economics in Prague** and ranked among the top ten companies in the Czech Republic in the area of sustainable development.

The average benchmark for all participating companies in the ESG rating reached a **total score of 61% in the social category.**

Škoda Auto's overall rating for the sub-categories of **diversity, equity and inclusion** achieved an above-average score of **100%.**

In the 'Company' category, Škoda Auto scored 93%.

MyVoice 2025

A chance to share what matters to you!
A Group-wide employee satisfaction survey with
a new format



At Škoda Auto a.s., nearly **17,000 colleagues** participated in the myVOICE survey, representing an excellent **51%** participation rate.

Even more encouraging is the result of the so-called **Engagement Index**, which consists of three questions focused on employee motivation, self-fulfilment and employer attractiveness. It achieved an excellent result of **84%** positive responses on a 5-point scale (Strongly agree | Agree | Somewhat agree | Disagree | Strongly disagree).

Diversity and inclusion achieved **some of the best results in the internal survey**, confirming their strong roots in the Company culture.

At the same time, employee feedback highlights areas for further development, particularly in understanding the benefits of diversity, balanced communication and sensitively tailoring support for different groups.

Topic	Question	ŠA
Work	I am able to effectively apply my knowledge and skills in my work.	92%*
Team	I can express my opinion in our team without any concerns.	89%*
Team	Our team is diverse: we combine different perspectives, experiences and expertise.	90%*
Company	All employees at our Company have equal opportunities (e.g., regardless of gender, age, ethnic origin or disability)	82%*

* % of positive responses

A total of **152**
comments related to
diversity

Evolution of diversity at Škoda Auto: 2019–2025 & beyond

Diversity as a ‘trendy’ topic

Initial awareness, isolated activities

2019

A dedicated structure is established

Diversity becomes part of the transformation strategy, leading to a stronger organisation

2021

Building culture and awareness

Diversity becomes part of Škoda’s identity, growing awareness among employees

2023–
2025

2020

First steps toward changing mindsets

Diversity is incorporated into leadership and training programmes

2022

Diversity moves to the forefront of strategic priorities

Work begins on key dimensions, awareness campaigns and partnerships

2026

Focus on employee engagement and diversity in life

Diversity as a personal value and shared responsibility

Diversity and inclusion team Škoda Auto

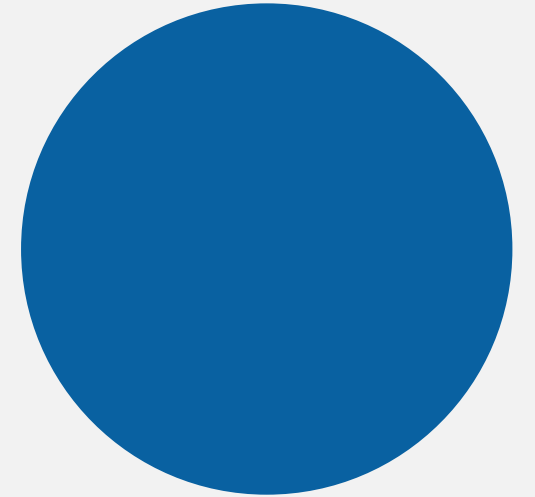
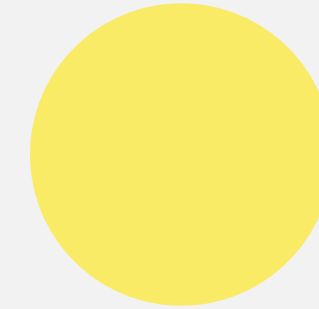
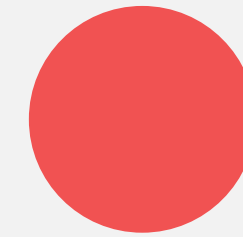
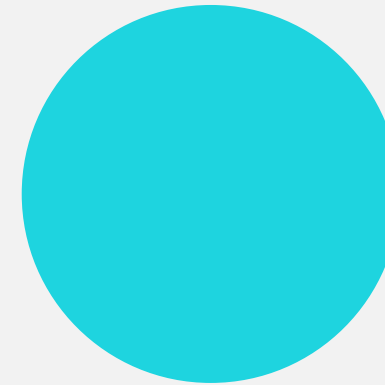
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Alžběta Budinská
Diversity Coordinator



Karel Kohout
Diversity Specialist



List of abbreviations

ADHD – Attention deficit hyperactivity disorder

AI – Artificial intelligence

ASEAN – Association of South East Asian Nations

D&I – Diversity and inclusion

DEI – Diversity, equity and inclusion

EPBN – WISE – European Pride Business Network – Workplace Inclusion for a Sustainable Europe

ERGs – Employee resource groups

ESG – Environmental, social and governance (ESG are criteria used to assess the sustainability and ethical impact of businesses)

KPIs – Key performance indicators

LGBTQ+ – Lesbian, gay, bisexual, transgender and queer (a term encompassing various sexual orientations and gender identities)

LKK – Laurin & Klement Kampus – Škoda Auto's headquarters

SAVWIPL – ŠKODA AUTO VOLKSWAGEN INDIA PRIVATE LIMITED

ŠA – Škoda Auto

VW – Volkswagen

VŠE – University of Economics Prague

ZPŠ – The Skoda Employee Health Insurance Company