

## Company Policy

**“ŠKODA – The Simply Clever Company for the best mobility solutions”** Vision, ŠKODA Strategy 2025

ŠKODA develops, manufactures and offers high-quality, innovative and environmentally friendly cars, components, genuine parts, accessories, tools, services and solutions of individual mobility. These products not only meet but even surpass customer's expectations. In line with the strategy of the Volkswagen Group and ŠKODA, the goal of our company is to inspire customers with trust and give them good reason to be loyal to the ŠKODA brand.

**Our company's successful future relies on responsible conduct in the social sphere, implementing the strategic goals, corporate digitalization and on all employees adhering to the following principles:**

- Ensuring the highest quality of all products appreciated by our customers.
- Being responsible at all times, acting with due diligence, with principles of integrity, Compliance, brand values and with the 'Cooperation Codex'. Furthermore always proceeding in compliance with the 'Code of Conduct at ŠKODA AUTO Group' and adhering to all binding legal and other regulations.
- Measuring and evaluating the efficiency of processes, managing risk system, looking for new opportunities and accepting measures to continuously improve the quality, reliability and competitiveness of our products and services.
- Under sustainable development, using natural resources and energy responsibly, using ecologically and energy friendly technologies and recyclable materials; taking care to protect the environment and eliminating existing pollution.
- Ensuring the protection of human lives, health and property as well as the protection of information.
- Establishing mutually beneficial and balanced relations with business partners, interested parties and the public.

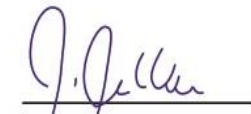
The Management at ŠKODA undertakes to ensure the resources and to create the ideal working conditions to attain these goals in compliance with the occupational safety principles and to support the operations safety awareness, the prevention of major accidents and liquidation of their impacts. Further, the management undertakes to support the personal development of employees in their job satisfaction, motivation, health protection and to develop mutual communication. Continuously improving the quality of products, processes and management systems requires the active cooperation of all employees at all levels and is one of the basic prerequisites for ensuring employment, competitiveness and sustainable development as well as increasing the value of our company.



**Mr. Gurpratap Boparai**  
Managing Director



**Mr. Mojmir Hajek**  
Executive Director Production  
& Logistics



**Mr. Martin Mahlke**  
Executive Director Finance &  
ITP



**Mr. Jan Frydrych**  
Executive Director HR & Admin



**Mr. Sanjay Khare**  
Director & Occupier



**Mr. Michael Lehmann**  
Executive Vice President QA