MANIFESTO

DIVERSITY TAKES US FURTHER

In an increasingly polarised world, we believe in embracing diversity. Because it is the things that make us different – whether gender, race, age, identity or beliefs – that make us stronger.

The **SEAT S.A.** family is made up of four generations, with 67 nationalities speaking 26 languages. We have one of the highest percentages of female workers in the automotive industry, and an estimated 7% of us are part of the LGBTQ+ community. But we still have work to do. We simply cannot grow, unless we grow together.

That's why we introduce **DIVERSITY TAKES US FURTHER**, a set of principles that write diversity and inclusion into our company DNA.

REJECT STEREOTYPES
We must look inward, identify our unconscious biases and abandon limiting assumptions. By rejecting damaging stereotypes we create an environment where every individual is free to grow and contribute.

DEMAND DIVERSITY
Diverse backgrounds and points of view make more competitive, innovative and engaged teams. We promote inclusive groups, recognising the value that each person brings and discarding exclusionary and discriminatory behaviour.

TAKE REAL ACTION
Diversity cannot be an empty corporate pledge. We set clear goals and hold ourselves accountable. And we take real, meaningful action through training, education and mentorship.

SPREAD THE MESSAGE
We have to talk. To each other. To our customers and shareholders. To the organisations we work with and the communities we live with. By promoting the value of diversity, we contribute to a better world for everyone.

These are the principles that guide us as we grow and move forward. In our work, in our everyday interactions, and through our brands, **SEAT** and **CUPRA**.

Together, we create a more diverse, inclusive and open company. A place where differences are celebrated. Where everyone feels comfortable, respected and heard.

WE MAKE THIS COMMITMENT TO DIVERSITY NOT JUST BECAUSE IT IS THE RIGHT THING TO DO. OUR EMPLOYEES DEMAND IT. SOCIETY DEMANDS IT. AND WE DEMAND IT FOR OURSELVES. OUR FUTURE SUCCESS DEPENDS ON IT.

SEAT S.A.