

SEAT employees will receive a record profit-related bonus

- Each employee will get paid 1,550 euros extra in April, 45% more than in 2018
- This figure is 250 euros higher than the maximum provided for in the collective bargaining agreement
- The company decided to increase the amount of the bonus in recognition of the efforts made by the workforce

Martorell, 20/03/2020. SEAT employees will receive a record gross bonus of 1,550 euros next 15 April, an increase of 45.1% compared to 2018 (1,068 euros). For the fourth consecutive year after the approval of the collective bargaining agreement in 2016, the company will be paying a profit-related bonus for the results obtained. Over the last four years, SEAT will have paid out almost 4,000 euros to each employee to this effect.

The 2019 bonus payment is the highest in SEAT's history, and moreover, is 250 euros above the maximum established in the collective bargaining agreement. As requested by the unions UGT and CC.OO., the company decided to remunerate the workforce for their efforts during the past year with a bonus increase.

SEAT Vice-president for Human Resources Xavier Ros pointed out that **“2019 was, again, a record year for SEAT thanks to the professionals who make up the company. This historic profit-related bonus is our way of acknowledging everyone’s commitment and dedication to achieving the excellent results posted last year in a complicated environment.”**

As a consequence of the extraordinary situation resulting from COVID-19, SEAT agreed a package of measures on Monday, including a Temporary Employment Adjustment Plan due to force majeure, which will only apply to those persons who must interrupt their work activity due to COVID-19. In addition, SEAT will supplement unemployment benefits up to 80% of the amount reached by adding salary and pension provisions multiplied by 14 and divided by 12.

SEAT is the only company that designs, develops, manufactures and markets cars in Spain. Member of the Volkswagen Group, the multinational has its headquarters in Martorell (Barcelona), exports 80% of its vehicles, and is present in 80 countries on all five continents. In 2019, SEAT sold 574.100 cars, the highest figure in the history of the company.

The SEAT Group employs over 15,000 professionals and has three production centres – Barcelona, El Prat de Llobregat and Martorell, where it manufactures the highly successful Ibiza, Arona and Leon. Additionally, the company produces the Ateca in the Czech Republic, the Tarraco in Germany, the Alhambra in Portugal and the Mii electric, SEAT's first 100% electric car, in Slovakia.

The multinational has a Technical Centre, which operates as a knowledge hub that brings together 1,000 engineers who are focused on developing innovation for Spain's largest industrial investor in R&D. SEAT already features the latest connectivity technology in its vehicle range and it is currently engaged in the company's global digitalisation process to promote the mobility of the future.

SEAT Communications



Cristina Vall-Llosada
Head of Corporate Communications
M/ +34 646 295 296
cristina.vall-llosada@seat.es



Ezequiel Avilés
Corporate Communications
M/ +34 646 303 738
ezequiel.aviles@seat.es



SEAT Mediacyter