

Press Release

Hyundai in Nošovice Signs New Collective Agreement

- Hyundai Motor Manufacturing Czech (HMMC) has reached an agreement with the trade union on a new collective agreement
- Employees can expect an average base salary increase of at least 4.8% as of May 1, 2025, and again by 4.8% as of January 1, 2026, along with extra bonuses totalling CZK 60,000

Nošovice, May 19, 2025 – Hyundai's plant in Nošovice extended both partnerships during May. The FC Baník Ostrava Youth Academy has received strong support from HMMC since 2021. As the general partner of the Academy, Hyundai will continue to support the athletic development of children and youth until the end of 2027.

A new collective agreement (CA) has been confirmed today at the Hyundai plant in Nošovice. The agreement is valid for four years, including its wage component, which will apply for two years. From May 1, base salaries will increase by an average of **4.8%**. Including other permanent components of earnings (individual bonuses, allowances), the total increase amounts to **8.2%**. Employees can expect the same increase in 2026, this time starting January 1.

In addition to regular bonuses, employees will also receive an **extra bonus of CZK 60,000**, paid in two instalments – in June 2025 and March 2026.

"The automotive industry is going through a challenging period. In such a complex context, it wasn't easy to find common ground regarding the new collective agreement. That makes us value the outcome even more. The salary increases and other changes are not only a recognition of our employees' work but also a reflection of our long-term commitment to being a leading employer in both the Moravian-Silesian Region and across the Czech Republic," said Petr Michník, Head of the Administrative Division at HMMC.

The Nošovice plant employs 3,000 people and offers above-average financial compensation, not just within the Moravian-Silesian Region. In 2024, the average monthly wage in production positions reached **CZK 57,064**.

"Collective bargaining is always about finding a rational compromise. Although this round was particularly demanding, we succeeded in reaching a balanced agreement. It was not just about increasing base salaries and setting bonus levels, but also about greater union involvement in

occupational health and safety and more flexible promotion rules,” commented Patrik Fupšo, Chairman of the Trade Union. The agreement will be formally signed in the coming days.

Hyundai Motor Manufacturing Czech (HMMC)

The high-capacity HMMC plant launched production in Nošovice in November 2008. The Tucson model has consistently accounted for the largest share of production, representing approximately 70% of the plant's total output. Other models include the Hyundai i30 and Kona Electric. Since operations began, more than 4.8 million vehicles have rolled off the production lines, destined for customers in over 70 countries around the world.

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