
Confirmation of References

Miroslav Matušinský for the position of Engineering Manager

I confirm that Miroslav Matušinský worked between September 2018 and June 2022 as an Engineering manager for Tram Projects. From February 2020, he reported directly to me as Director of Engineering and Vice President of Škoda Transportation.

Miroslav's main task was to ensure the progress of the projects from the engineering point of view from the offer phase (until 2021), in the implementation phase through conceptual designs, design work, drawing documentation, homologation to production support and vehicle run-up at the customer site. And this with the task of ensuring professional capacity to meet the project schedule and monitor their costs, including support from external companies. He was also responsible for monitoring overhead costs in accordance with the business plan.

Miroslav created a team from green field 0 FTE up to the number of 45 FTE at several levels, including the work environment, and thus ensured the passage of turnkey projects such as trams for the German transport company Rhein-Neckar for the city of Mannheim, where for a small team he only had a partial share. In the following years, however, through good infiltration and the employment of new engineers, he was able to deliver tramway engineering for the transport company SWB Bonn in Germany and later also for the three cities of Frankfurt nad Oder – Cottbus – Brandenburg.

Miroslav's strength lies in the creation of balanced teams in the form of recruitment to onboarding, tailored education and subsequent care thanks to the sharing of synergy and empathy throughout the depth of his department's structure.

As a technical manager, he led the structure of several teams led by individual leaders such as Body, Interior, Exterior, Mechanical Systems (brakes, chassis, link links, other systems), Cabin Module Assembly, Support Department: Weight, Noise, Dynamics and a Group of Chief Project Engineers.

In May 2022, as part of the transformation of Škoda Transportation, he did not accept the change of position to R&D manager and asked me for a recommendation for the selection process for the position of director of engineering and R&D in the BUS segment at Škoda Electric, he obtained this position and is still in this position today.

I recommend Miroslav Matušinský to the position of managing technical teams and as support for the search for technical solutions and strategies, and I wish him the best of luck in his future roles.

If you need further confirmation, please contact me at andreas.maroschik@skodagroup.com.

Yours Sincerely, 21st March 2023



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