

THE
THOMAS BATA
FOUNDATION®

A large, two-story building with a red brick pergola and a green lawn. The building has a light-colored facade and a red-tiled roof. The pergola is made of red brick columns and a wooden lattice roof. The lawn is green and well-maintained. The sky is blue with some clouds.

Annual report

Thomas Bata Foundation

2025

Table of Contents

LIFE AT THE FOUNDATION	4
EDUCATIONAL ACTIVITIES	6
Professional lectures for companies	6
Bata Academy	8
Elementary schools	9
Secondary schools	11
Cooperation with universities	13
Student club	14
Workshops	16
Podcast inspired the Bata way	17
COOPERATION	19
FOUNDATION SUPPORT	24
CULTURAL, SOCIAL AND COMMUNITY ACTIVITIES	26
Evening Teas	26
May Day Celebration	29
2025 Bata Week Festival	31
Exhibitions	32
Club evenings	34
Support for cultural life in Zlín	34
The Thomas Bata Foundation awards medal to coach Horst Valášek	39
Film	39
Inspired the Bata Way II is the Best-Selling Book	41
THE BATA VILLA	42
BATA MEMORIAL SITES	45
PUBLISHING ACTIVITIES AND THE BATA EDITION	46
MEDIA	49
SOCIAL MEDIA	54
FOUNDATION TEAM EDUCATION	56
BALANCE SHEET	57
PROFIT & LOSS ACCOUNT	58
Received subsidies and gifts, grants	59
Independent auditors report	60

OPENING REMARKS BY THE DIRECTOR OF THE THOMAS BATA FOUNDATION

Dear Friends,

The year 2025 was a year of intense work, new projects, and the expansion of educational activities for the Thomas Bata Foundation, as well as a period of preparation for a special occasion - the 150th anniversary of Tomas Bata's birth, which we will commemorate in 2026.

When Tomas Bata spoke of success, he never associated it solely with economic results. He considered true success to be, above all, how many people we can be of service to and what legacy we leave behind. It is precisely this idea that guides the work of our foundation.

Over the past year, we have implemented dozens of educational programs, lectures, workshops, and cultural events. We have expanded educational initiatives in elementary and secondary schools, developed the Bata Academy for adults, and supported students, emerging authors, and projects that enrich the cultural and social life of our region. We are delighted that through our activities we have been able to reach thousands of children, students, educators, entrepreneurs, and the general public.

We were also delighted by the growing interest in Tomas Bata's legacy both in the Czech Republic and abroad. This confirms that the values of responsibility, service, personal development, courage, and honest work are not merely part of history but also serve as inspiration for today's world, which faces new challenges.

At the same time, 2025 was a period of preparation for projects that will form the backbone of the Bata 150 anniversary celebrations. New publications, exhibitions, educational programs, and conferences were developed, aimed not only at commemorating the past but, above all, at demonstrating how Bata's principles can be applied in contemporary life, business, education, and personal development.

For all the results achieved, we extend our sincere thanks to our partners, supporters, donors, volunteers, collaborators, members of the Board of Directors and Supervisory Board, the City of Zlín, the Zlín Region, Tomas Bata University in Zlín, and all institutions and individuals who help us spread Bata's values. Without their trust and support, our work would not be possible.

I would also like to thank the entire team at the Thomas Bata Foundation for their daily dedication, professionalism, and determination. I am convinced that together we are fulfilling Tomas Bata's legacy in the best possible way - not merely by remembering him, but by actively serving the present.

Sincerely
Gabriela Končítíková
Director of the Thomas Bata Foundation

LIFE AT THE FOUNDATION

In 2025, we managed to:

- fill the position of assistant by hiring Martina Jadrníčková, who joined the Foundation's team in January
- fill the position of accountant by hiring Marcela Obdržálková, who joined the foundation's team in August
- launch the Foundation's new website
- award six grants totalling CZK 185,000
- hold eighteen cultural events, attended by over 1,102 people
- organize traditional May Day celebration, attracting over 3,000 visitors. This year, various types of sports were demonstrated.
- organize the 9th annual Bata Week Festival, which attracted over 458 people
- submit 5 grant applications
- prepare 70 commercial lectures, which were attended by 6,198 people
- prepare 18 non-commercial lectures, which were attended by 1,295 people
- hold 3 thematic workshops
- launch an educational program in primary schools in Zlín called Get to Know Bata, which was attended by 1,468 children
- hold 18 lectures for secondary schools
- open 4 runs of the Bata Academy, which were attended by 111 people
- conduct 60 commercial tours of the Villa, which were visited by over 1,885 people
- conduct 25 non-commercial tours of the Villa, which were visited by over 341 people
- conduct 42 educational tours of the Villa specifically for students, which were attended by 1,327 people
- the Tomas Bata Villa was leased out for a rent 45 times
- the Tomas Bata Villa was leased out for free 7 times
- organize 9 meetings of the Bata Student Club
- launch the Debut project supporting emerging literary authors
- open 2 exhibitions – one of our own entitled “Youth Forward”, the other co-produced entitled “Then and Now, Here and There”
- professionally clean and impregnate the roof covering on the Villa and the neighbouring house
- start preparations for the celebrations of the 150th birth anniversary of Tomas Bata
- prepare a cookbook based on Marie Bata's period recipes
- prepare a children's book on the Bata theme
- prepare an anniversary book with quotes from Tomas Bata
- prepare a comic book exhibition with Jaromír 99
- The book Inspirace Baťa II (Inspired the Bata Way) became the best-selling book of 2024 in the category “popular educational literature for adults” and won the 2024 bestseller award

Foundation Grants

In the first half of 2025, the Thomas Bata Foundation supported a total of ten projects with a total financial contribution of CZK 185,000. These were the following projects:

- | | |
|--|------------|
| • 29th year of Václav Hudeček Academy | CZK 30,000 |
| • Cimbálová muzika Valášek Zlín, z. s. (Valášek Zlín Dulcimer Band) | CZK 20,000 |
| • The Tomas Bata University in Zlín, FMC “Culturea” | CZK 10,000 |
| • Bata, Baros and Batanagar – A real fairytale happened in Bengal | CZK 13,000 |
| • Participation in the First Lego League Open International Greece competition, GYZA association | CZK 30,000 |
| • H+Z Club, association for the preservation of the legacy of Jiří Hanzelka and Miroslav Zikmund | CZK 20,000 |
| • ScioŠkola Zlín – základní škola, s.r.o.: Conference and presentation of innovative schools in Zlín | CZK 10,000 |
| • ZUŠ Otrokovice – educational concert | CZK 30,000 |
| • Fake space – media literacy for children in the Zlín Region | CZK 10,000 |
| • Dobře v meste – In the Footsteps of Bata | CZK 12,000 |





Foundation Activities for the Community and Interest Groups

Foundation activities for the community and interest groups carried out free of charge in 2025:

Educational podcasts valued at	412,000 CZK
Bata Academy for secondary schools valued at	270,000 CZK
Educational activities for the general public	328,500 CZK
Educational activities for youth	807,300 CZK
Cultural events valued at	595,987 CZK
Villa tours as part of Zlín city cultural events	93,300 CZK
Tours for students	205,400 CZK
Bata Student Club	72,000 CZK
Donated books and materials	312,000 CZK
Total	3,096,487 CZK

The Thomas Bata Foundation carried out activities for the community and interest groups free of charge in 2025, with a total estimated value of 3,096,487 CZK.



EDUCATIONAL ACTIVITIES

The Thomas Bata Foundation develops educational programmes that introduce the legacy and values of Tomas Bata to children, students, teachers, entrepreneurs and managers. Through interactive lessons, workshops and lectures, it inspires a responsible and active approach to life and work and keeps Bata principles alive for the present and the future.



Professional lectures for companies

Presentation for the Škoda Auto Management Conference 2025

At the annual Škoda Auto conference, which took place on 11 September 2025 and brought together more than 600 executives, Gabriela Končítíková gave a presentation on the topic of Bata management principles. Her presentation was part of a programme led by Maren Gräf, a member of the Škoda Auto Board of Directors responsible for People & Culture (CHRO).

Gabriela Končítíková showed that Tomas Bata’s legacy – based on the values of courage, humility and responsibility – is still a source of inspiration for today’s leaders and can help shape the future of corporate culture and business as a whole.

Online seminars for ČEZ

Gabriela Končítíková prepared a series of four online seminars for more than 60 managers at ČEZ. The programme focuses on leadership development, inspiration from Bata principles and practical skills that help to lead with courage, responsibility and an emphasis on humanity.

Commercial lectures
Number of lectures: 70
Number of attendees: 6,198

Non-commercial lectures
Number of lectures: 18
Number of attendees: 1,295



TREND Conference Bratislava

On 9 December, we took part in an inspiring TREND conference in Bratislava, where we highlighted the timelessness of Tomas Bata's principles and philosophy and their significance for contemporary business and leadership. The conference provided a space for companies that are returning to Bata legacy and using it as inspiration for their corporate culture to share their experiences.



Winners group: Morocco, Agadir

At the beginning of October, Gabriela Končítiková gave a lecture in Agadir, Morocco, focusing on Tomas Bata's philosophy and its timeless significance for contemporary business and leadership. The lecture took place as part of the Slovak Biznis Kemp in an exotic setting and was very well received by the participants.

Bata Academy

Standard run

On Thursday, 16 January, another spring run of the Bata Academy started, taking place both in the Bata Villa and again in the online space. The Academy is intended for the general public and is designed for adult learners. Under the guidance of lecturer Gabriela Končítíková, it is divided into a total of six seminars and ends with a certificate of completion. Since the capacity of this run was filled long before the end of 2024 - 30 registered learners in total, due to the extraordinary interest, another spring run has been opened, which on 3 April.

Additional run

On Thursday, 3 April - the day of Tomas Bata's birthday - an extraordinary run of the Bata Academy started, which was included in the programme due to great interest from the public. The Academy is once again being held both in a face-to-face and online format, under the guidance of lecturer Gabriela Končítíková.

Autumn run of the Bata Academy I

In October 2025, the autumn run of the Bata Academy I, an educational programme of the Tomas Bata Foundation, began. During five meetings, participants the basics of the Bata philosophy, principles of leadership and personal development. The programme takes place at Tomas Bata Villa and is open to the general public. A total of 15 students have enrolled.

Bata Academy II

Due to the great interest of the graduates of the Bata Academy I, the Thomas Bata Foundation has prepared a follow-up course called the Bata Academy II. During five meetings, participants will deepen their knowledge of the Bata philosophy and seek its application in the current environment. The programme, led by Gabriela Končítíková, focuses on the principles of the Bata management system, team culture, education, social responsibility and work-life balance. A total of 15 students have enrolled.



Bata Academy I
Number of participants: 86

Bata Academy II
Number of participants: 25



Elementary schools

“Get to Know Bata” Educational Programme

With the end of the 2024/2025 school year, our educational program Get to Know Bata, which has been running in recent months in all elementary schools in Zlín, specifically in fourth-grade classes, has come to a close.

We first met with each class three times in their classroom, where we talked not only about the life of Tomas Bata, but also about how Bata’s principles can be applied in everyday life – what is really important in life, what makes us happy, why it is important to help each other and be able to express our opinions, and how we can be better people.

Each class then concluded the program with a visit to the Bata Villa, where the students received a diploma in recognition of their participation in the program.

Thanks to the support of the City of Zlín, more than 700 children were able to participate in the program this school year, which we are very happy about.

Support from the Czech Masters project

The Czech Masters project commemorates figures from our history of whom we can be justifiably proud. In 2024, among other things, a limited edition series of textiles featuring a portrait of Tomas Bata was created, referencing his timeless philosophy, which we ceremoniously presented with representatives of the project at the Bata’s Legacy to the World conference. And this spring, we received a check for CZK 20,000 from them in Chrudim, which the limited edition earned thanks to public interest in the T-shirts. We will use all of these funds for the Bata in Schools educational program.

Autumn cycle of the Get to Know Bata programme

Based on the experience and feedback from the spring run, the educational materials for the Get to Know Bata programme were revised and expanded. The aim was to bring the personality of Tomas Bata, his working principles and life values even closer to children in primary schools.

In September, the autumn cycle of the programme was launched in schools in Zlín. A total of 34 classes with a total of 740 pupils took part in the project, giving them the opportunity to learn about the legacy of one of the most important Czech entrepreneurs in an interactive and experiential way.

The team of educators has also grown with the addition of a new member, Rostislav Škaroupka. His arrival has brought new perspectives and experiences that will enrich the teaching and help to enhance the quality of the entire programme.



The programme is implemented in cooperation with the city of Zlín, whose support is extremely important to us and enables us to develop the project for the benefit of local schools and the entire community.

The Get to Know Bata cycle for schools outside Zlín

The Get to Know Bata programme has also been newly adapted for primary schools located outside the city of Zlín. Thanks to this adaptation, pupils who do not have daily personal experience with the environment of Bata architecture or the specific atmosphere of the city can also learn about Tomas Bata's ideas.

The aim of the expanded version of the programme is to enable children from other regions to learn about Tomas Bata's legacy and understand his values, way of working and philosophy of life. All educational materials have been adapted for children outside Zlín so that they are understandable and inspiring even without direct contact with the Bata environment. Thanks to this, the programme is open to other schools across the Czech Republic and offers the opportunity to get to know Bata as a personality whose business principles and attitudes to life are of timeless significance.

The Experience Bata educational programme

The Thomas Bata Foundation has prepared a new educational programme for 7th grade primary school pupils. Through presentations and discussions, children learn about Tomas Bata's philosophy and how it can influence their lives. The programme focuses on three areas – body, mind and spirit – and takes place over four meetings.

1. The story of Tomas Bata – key life events, the concept of “Bata service” and the importance of helping others.
2. Body care – sleep, diet, drinking regime, exercise and breathing as sources of energy.
3. The power of the mind – working with thoughts, positive concentration, creating a personal decalogue and developing one's own habits.
4. Leisure time and relationships – the importance of self-care as a basis for supporting others.

The seminars are led by lecturers from the Thomas Bata Foundation with the aim of boosting pupils' self-confidence and inspiring them to lead active and fulfilling lives. The programme is currently undergoing pilot testing and is being run with the support of the city of Zlín.

Educational program
“Get to Know Bata” for
elementary schools in Zlín

2024/2025
36 classes
781 children

2025/2026
30 classes
687 children



Secondary schools

Presentation of the Bata philosophy at ORBIS secondary school

In May, Klára Branická visited the ORBIS secondary school in Zlín, where she presented the inspiring ideas of Tomas Bata to first-year students from all fields of study. What advice would Tomas Baa give us today? How can we maintain a positive attitude and achieve success not only at work but also in life? And why is his legacy more relevant than ever? The students left the meeting motivated and, above all, with a new perspective on themselves and their future.

Cycle of lectures for the Purkyňova Secondary School in Brno

During the winter months, two lectures were held for students of the Purkyňovy Secondary School in Brno. Lecturer Gabriela Končítíková presented the life story of Tomáš Baťa in relation to his philosophy. Both lectures took place in Baťa's Villa, the next one is planned for spring.

Cycle of lectures for the Secondary Industrial School of Polytechnic – Vocational Training Centre Zlín

On Tuesday, 18 February, two lectures were held for the students of the Secondary School of Polytechnic in Zlín. The lecturer Gabriela Končítíková presented the life story of Tomas Bata in relation to his philosophy to the third and then the graduating class and also touched upon the topic of the Bata Schools of Work, which 100 years since its foundation in 2025. There are plans for lectures for other grades in the coming months. A total of 150 students attended both lectures.

On Friday, 21 March, the second round of thematic lectures took place, this time for students of lower grades of the Secondary School of Polytechnic in Zlín. The lecturer Gabriela Končítíková again presented the life story of Tomas Bata.



Lectures for secondary schools
Number of lectures: 18
Number of attendees: 687



Cooperation with universities

Thomas Bata Foundation Award for the best student work

The Thomas Bata Foundation has awarded prizes for the best final theses by students of the Faculty of Management and Economics at the Tomas Bata University in Zlín.

On 3 July 2025, the Thomas Bata Foundation awarded a prize for a thesis in the field of corporate social responsibility to Ing. Radim Šulc for his work on „The Impact of ESG Reporting Indicators on Financial Decision-Making in a Selected Company“. His thesis was evaluated by an expert committee composed of teachers from Tomas Bata University in Zlín as the best among the theses related to the topic of social responsibility in the 2024/2025 academic year.

A day later, on 4 July 2025, the award was also presented to Kryštof Složil for his bachelor thesis with a regional focus on the topic „The Phenomenon of JZD Slušovice“. This thesis was evaluated by an expert committee of teachers at Tomas Bata University in Zlín as the most valuable among bachelor theses related to the topic of Bata in the 2024/2025 academic year.

Lecture for participants in the Gifted Students programme

On 26 September 2025, the Thomas Bata Foundation organised a lecture for participants in the Gifted Students project, which was established at the Faculty of Management and Economics of the Tomas Bata University in Zlín and has a long tradition. On this occasion, the students also visited the Bata Villa.

During the programme, Gabriela Končítíková introduced them to the thinking and philosophy of Tomas Bata, while Klára Branická shared her personal experience with Bata principles of “How to Build Yourself”. Each student received a copy of the books *Inspirace Baťa I* and *II* (Inspired the Bata Way I and II) and for practical exercises, they also received a Growth Diary, which will enable them to apply their knowledge to everyday life.





Student club

Bata Student Club

During the 2024/2025 school year, the Bata Student Club was launched – an initiative aimed at creating an inspiring community of young people who support, educate, and enrich each other.

Since the club was founded, a total of twelve meetings have been held, each focusing on a different interesting area.

The first part of the program, which ran from October to January, was devoted to building personal habits based on Bata's philosophy and getting to know each other through social games, activities, and workshops.

The second part, which ran from February to May, focused on sharing knowledge and experiences among members. Each meeting was led by one of the participants, who prepared a program on a topic that interested and inspired them. We had the opportunity to listen to a great lecture on financial literacy, discover student travel opportunities, develop creativity, seek inner peace, and learn something new about etiquette.

Each meeting was unique, and it is a pleasure for us to see how students enrich each other and share their knowledge in areas they enjoy. At the same time, members develop their presentation and organizational skills. For others, it is an inspiring experience - no two meetings are the same.

Students are actively involved not only in the club meeting program, but also in other activities organized by the Thomas Bata Foundation. During the year, they participated in two volunteer events, namely tree planting and the traditional May Day celebration.

The Bata Student Club meets at least once a month and currently has 22 registered students.



The first year of the Bata Student Club successfully completed

In 2025, we successfully completed the first year of the Bata Student Club, led by Klára Branická, project manager at the Thomas Bata Foundation. A total of 15 students graduated from the club.

During the year, a series of inspiring meetings and workshops took place, the content of which was tailored primarily to the interests of the club members. The programme covered topics such as financial literacy, travel, creativity, meditation and social etiquette. A special Growth Diary was created for this year, in which participants recorded their progress and experiences. The diary served as a practical guide for the entire annual cycle and supported the individual development of each club member.



The Bata Student Club continues with its second year in 2025

This year, we launched the second year of the Bata Student Club, which follows on from the successful pilot year. New secondary school and university students from Zlín are joining the club, while some participants from last year who want to continue developing their knowledge and skills are also continuing.

The club is led by Klára Branická, project manager at the Thomas Bata Foundation, who prepares a programme for students inspired by Tomas Bata's philosophy. Meetings are held once a month in the inspiring surroundings of the Bata Villa.



Workshops

Experience Bata Differently

A new project of the Thomas Bata Foundation is the so-called experiential workshops for the general public. During the first quarter of 2025, two such special meetings were held, first on Friday 17 January and then on Friday 28 March.

Step by Step or Bata Philosophy and Dance

Those interested could enjoy a tailor-made Bata afternoon in Zlín - first they attended a lecture by Gabriela Končítíková on the theme of partnership relations, then they were given a tour of the Bata Villa, and together they all took part in a dance course led by professionals from the Salsa Zlín dance school. In total, 23 people attended both Friday meetings.

On Friday, May 16, the third planned experiential afternoon took place, this time with a completely different Bata theme and a completely different activity. Once again, the program was tailored to each individual.



You can't make a belt with words alone

The meeting focused on life balance within the Bata's philosophy. Afterwards, participants went to one of the buildings of the former Bata factory complex, where they made their own leather belts with the help of professionals from Leather & Steel Fashion and Sweet Design. A total of 14 people took part in this experiential workshop.





Podcast inspired the Bata way

The Inspired the Bata Way podcast brings Tomas Bata's ideas and principles into the present day, showing how his approach to business, work and life can be applied today. Each episode features interviews with experts and practical "batoviny" (Tips how to use Bata philosophy in everyday life) ("Bata tips") that motivate personal and professional growth.

In 2025, a total of 52 podcast episodes were published, with an average length of approximately 30-40 minutes per episode.

06 January	147. Find time for your own work
13 January	148. Correct your mistakes and record what is correct
20 January	149. Learn to think critically
27 January	150. Respect the free time of the people around you
03 February	151. Internal compass
10 February	152. Minimalism
17 February	153. Walk. Walk outside
24 February	154. Use every moment
03 March	155. We enrich each other or intergenerational cooperation
10 March	156. Behind every strong man, ... Marie Bata
17 March	157. The sick vs. the powerful
24 March	158. Evening Tea with Gabriela Končítíková

31 March	159. The influence of Tomas Bata's personality - a reminder of his legacy
07 April	160. Choose your hard - Bata School of Work
14 April	161. Education for kindness
21 April	162. Interview with Svatopluk Jabůrek
28 April	163. Interview with Jindřich Jahůdka
5 May	164. Importance of ten personal commandments
12 May	165. Performance and character
19 May	166. Learn to savour your experiences and emotions
26 May	167. Beware of people who constantly need reassurance
2 June	168. Learn to delegate
9 June	169. Exhibition "Youth Forward"
16 June	170. Changes in career growth
16 June	170. Changes in professional growth
23 June	171. Get to know Bata – educational programme for children
30 June	172. About "Bata tips" with Indi Khanna
7 July	173. Bata Student Club
14 July	174. Interview with Zdeněk Rybka, graduate of the Bata School of Work
21 July	175. Interview with František Šumpela, graduate of the Bata School of Work
28 July	176. How to defend yourself against falsehoods
4 August	177. About "Bata tips" with Kateřina Tichá
11 August	178. Do even the smallest thing as best you can
18 August	179. About "Bata tips" and the importance of sleep with Petr Havlíček
25 August	180. Let's learn from the success and knowledge of others
1 September	181. About "Bata tips" and the importance of rest with Petr Havlíček
8 September	182. Don't be afraid to make mistakes
15 September	183. About "Bata tips" and the importance of exercise with Petr Havlíček
22 September	184. About "Bata tips" with Katarína Ďurčová
6 October	186. About "baťoviny" (or how to use Bata philosophy in every life) with Katarína Ďurčová
13 October	187. Introducing the Inspiration 2026 diary
20 October	188. About "baťoviny" with Matůš Tomáška
27 October	189. About taste, light and colours. A guide to Bata marketing
3 November	190. About "baťoviny" with Libor Hubík
10 November	191. The pitfalls of Bata leadership
17 November	192. About "baťoviny" with surgeon Tomáš Šebek
24 November	193. A good boss speaks respectfully about his people.
1 December	194. New book – Bata Schools of Work
8 December	195. Develop a relationship with your name and respect the names of those around you
15 December	196. The desire to create – the main motto of the celebrations marking 150 years since the birth of Tomas Bata. What can you look forward to next year?
22 December	197. Learn to say goodbye to work
29 December	198. Don't let your opponents drain your energy



COOPERATION

The Thomas Bata Foundation cooperates with institutions active in the development and promotion of the Bata legacy and the development of the city of Zlín and the entire Zlín region. It supports and actively develops cooperation between cultural institutions.

Czech Online Expo 2025

The Thomas Bata Foundation was part of the prestigious Czech Online Expo 2025, the biggest Czech e-commerce & online business fair. As part of the varied programme, the Bata Inspiration Summit took place, which was organized by the guarantor Gabriela Končítíková, and in the speaker's chairs next to her sat the economist Tomáš Sedláček, HR Director of RM GASTRO Group Jitka Říčařová Chaloupková, Distribution Director of Česká spořitelna Petr Ropický and the owner of aeqoom group Radek Hradil. The main question of all the inspiring interviews was whether the admired Bata legacy still brings any inspiration to the present.

Phenomenon

The opening ceremony of the Phenomenon conference - the largest business conference in Moravia, took place in the Bata Villa. The 6th year hosts 30+ speakers and 400+ participants from 150 companies across industries from all over the Czech and Slovak Republic. It builds on practical demonstrations and examples from the practice. It targets business owners, management, production directors, HR, marketing and IT specialists, freelancers. The opening speech was, among others, given by Gabriela Končítíková.





The Thomas Bata Foundation established cooperation with the Václav Havel Library

At the beginning of March, the Thomas Bata Foundation and the Václav Havel Library joined forces and started their cooperation. The library's Director Tomáš Sedláček and its Manager Pavel Hájek welcomed representatives of the Zlín-based foundation, the Director Gabriela Končítíková and the Project Manager Jakub Malovaný, to give the move a clearer and more concrete outline. At the meeting, all present immediately agreed that the values of the greats, that Václav Havel and Tomas Bata were, need to be spread further, and much more intensively and across all spectrums.

10th annual business camp

On 26 July 2025, Gabriela Končítíková became part of the "living library" at the closing ceremony of the 10th annual business camp for children from children's homes, traditionally organised by the Zet Foundation. The Thomas Bata Foundation supported this project with a total of CZK 20,000.

18th annual Music Festival in Luhačovice

As part of the 18th annual Music Festival in Luhačovice, participants in the Second Graduation Concert, which took place on 13 August 2025, were awarded prizes in the form of Bata books and themed gifts with Bata slogans. The Thomas Bata Foundation supported the Václav Hudeček Academy in Luhačovice with a total of CZK 30,000.

Establishing cooperation with representatives of the city of Třebíč

On 23 July 2025, representatives of the Thomas Bata Foundation met with representatives of the city of Třebíč to discuss Bata history and its significance for both cities. The programme also included a visit to the local Accelerator Centre in the Borovina district – the former Bata factory premises, which today serves as a space for innovation and business development. The discussion focused on finding opportunities for close and regular cooperation in the future. Gabriela Končítíková and Klára Branická participated in the meeting on behalf of the Foundation.

Workshop at the Tomas Bata Villa

On 18 August 2025, the second workshop held as part of the creation of the Zlín and Luhačovice Region 2025–2030+ Destination Strategy took place at Tomas Bata Villa. This time, the main topic was architecture. The meeting was attended by members and partners of the destination and followed up on a series of events aimed at helping to define the direction of the region in the coming years.

Creation of the book (Vy)zrajeme

In August, Gabriela Končítíková was approached by the FirstClass publishing house with an offer to contribute to the forthcoming book (Vy)zrajeme, to which she contributed a ten-page chapter entitled “Tomas Bata knew very well why it is important to find a balance between work and rest”. The name Tomas Bata and his unique approach to business thus become part of a publication mapping ways to live a fulfilling life.

Analysis and proposal for the coordination of activities related to the presentation of the architecture of the city of Zlín

On 4 September 2025, a working group meeting was held to prepare a concept for the Zlín City Architecture Centre.

Representatives of the office – Olga Škočová and František Zelenka – presented the draft concept, which was followed by an open discussion and feedback from the members of the working group. Representatives of various institutions in Zlín took part, including the Thomas Bata Foundation, which has long been an active partner in projects related to the preservation and presentation of Bata legacy.

The outcomes of the meeting form the basic framework for further development of the concept, which is intended to coordinate activities related to the presentation of the unique architecture of the city of Zlín and ensure their systematic implementation, promotion and long-term sustainability.

Visit by representatives of the city of Třebíč to the Tomas Bata Villa

On 16 September 2025, we welcomed representatives of the city of Třebíč to the Tomas Bata Villa. We prepared a lecture on Tomas Bata’s philosophy for our guests, followed by a tour of the villa.

The meeting followed up on a visit to Třebíč in July and continued the planning of regular cooperation between the two institutions focused on preserving and developing the Bata legacy.



Bata Cooperation Day - Partizánske

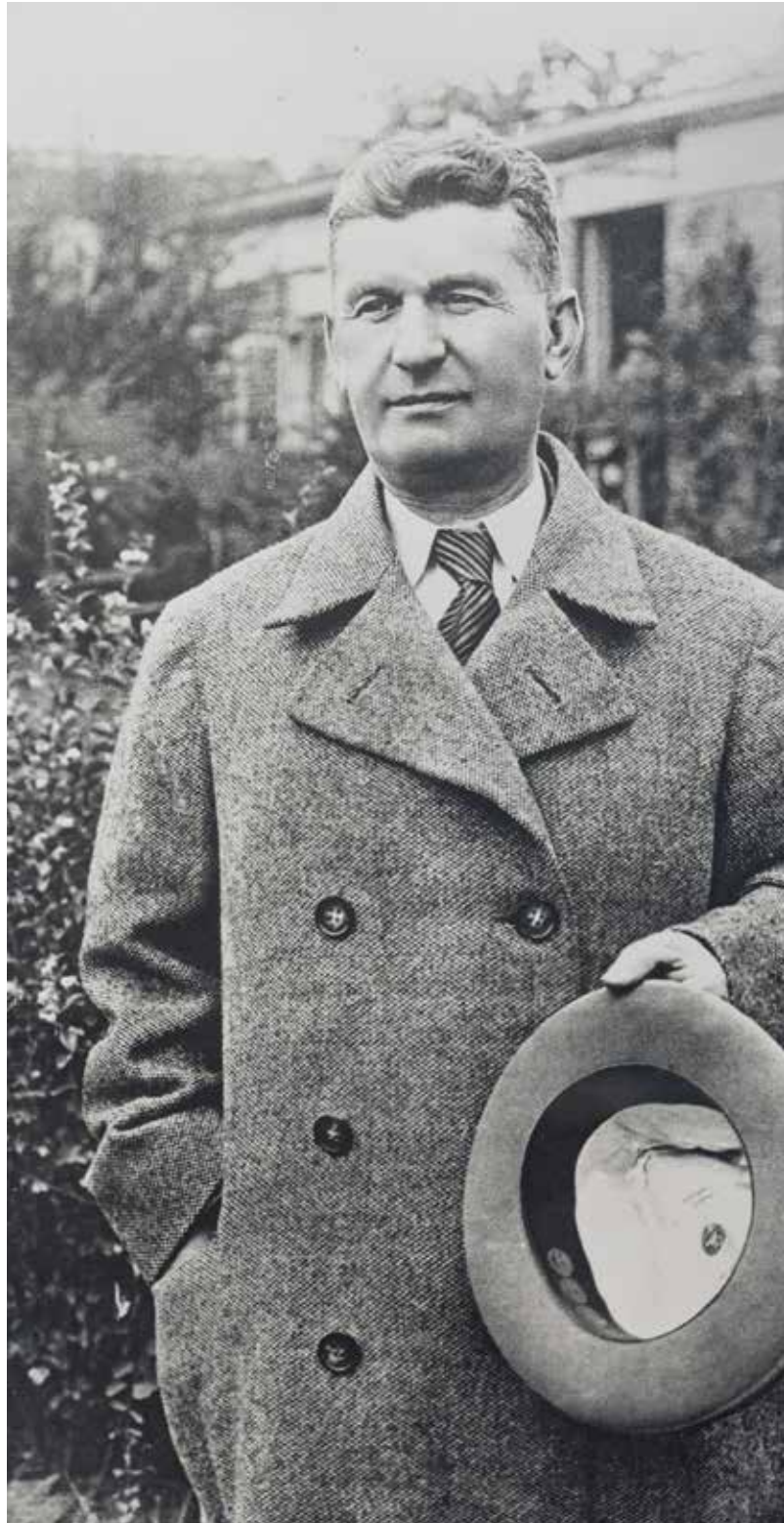
After a year, we returned to the town of Partizánske as part of our mutual Bata cooperation. We spent an inspiring morning with secondary school students, introducing them to the timeless legacy and philosophy of Tomas Bata through a lecture led by Gabriela Končítíková. The event took place on 20 October.

BAŤA 150 LET

Bata 150: Preparations for a year of celebrations to mark the anniversary of Tomas Bata

The Thomas Bata Foundation is busy preparing plans for the 2026 calendar year, which will mark the 150th anniversary of the birth of Tomas Bata. The celebrations will take place across the Czech Republic and Slovakia, starting in February and continuing until December.

A special commemorative visual, a separate website, and a series of activities for the general and professional public are being created for the anniversary. There are plans for two conferences (in Prague and Zlín), a road show with lectures in major Czech and Slovak cities, the publication of four books for both adult and child readers, an exhibition with renowned artist Jaromír 99, and the return of the Bata Koma module to the streets with an inspiring message. The celebratory year will also include the traditional May Day Celebration and the Bata Week Festival, which will, of course, focus on Bata inspiration.



FOUNDATION SUPPORT

The Thomas Bata Foundation awards grants and supports social, cultural and charitable projects. It has recently launched the Debut programme, which focuses on supporting emerging literary authors by helping them publish and market their books. It also provides one-off support to projects that are in line with the Foundation's mission.

Debut Project – support for emerging literary authors

In 2025, the Thomas Bata Foundation introduced a new form of the Foundation support, the Debut Project, which aims to give space and support to young literary authors on their way to publishing their first book. The selected writer receives professional guidance, editorial and graphic design support, printing and distribution, as well as a ceremonial presentation of the work to the public.

The project is directly linked to the Foundation's mission of helping young people discover and develop their talent, courage and creativity. Debut thus becomes an opportunity for a new generation of literary creators to turn their ideas into reality and offer readers their first story.



The first book in the Debut project: Cigareta napůl (Half a Cigarette)

The first book published by the Thomas Bata Foundation as part of the Debut programme is the novel *Cigareta napůl* (Half a Cigarette), which follows the intricate stories of young people who are coping with loss, searching for love, meaning and their place in life. The author Vendula Juráková writes with authenticity, attention to detail and openness that reflects the rawness and fragility of the current generation. The book was recommended for publication by renowned playwright and theatre director Jan Antonín Pitinský, which underscores the literary value of this debut.



Support for the publication of a monograph entitled "Radim Hanke"

In 2025, the Thomas Bata Foundation supported the publication of a monograph dedicated to the sculptor Radim Hanke, an important figure in the city of Zlín, with a contribution of CZK 30,000. Among other things, Radim Hanke is the author of the statues of Tomas Bata and Jan Antonín Bata, which have become an integral part of the city's public space. The monograph presents his artistic journey and key works and is an important contribution to preserving the cultural identity of the region.



Lighting of the Christmas tree

The Thomas Bata Foundation supported the student project „Lighting the Christmas Tree“ by donating diaries. The event was aimed at supporting non-profit organisations and included a wheel of fortune for students, the proceeds of which were used to support the EduCo Early Care Centre in Zlín.

17th annual Great Zlín Kite Flying Festival

The Tomáš Baťa Foundation supported the 17th annual Great Zlín Kite Flying Festival, which took place on 18 October 2025 in Jaroslavice. The event was organised by Kamarád Nenuda z.s. Children competed for the most beautiful, most interesting and most persistent kite. The Foundation contributed prizes for the winners – tin mugs, Marie and Tomas Bata morning and evening tea, and games.



CULTURAL, SOCIAL AND COMMUNITY ACTIVITIES

As part of its activities, the Thomas Bata Foundation organises a number of activities that enrich cultural, social and community life not only in Zlín, but throughout the Czech Republic. Cultural projects also address topics that are not directly related to the Bata legacy.



Evening Teas

“Heavy beat at the Kovárna pub “
(21 and 22 January)

On Wednesday, 22 January, a special discussion was held with a prominent face of the Czech music scene Lou Fanánek Hagen - song writer, singer and frontman of the now legendary band Tři sestry - will visit the Bata Villa. A slight look back was in order, as the „Sisters“ 40 years on the scene in 2025, but there were, of course, many more topics to discuss.

Because of the great interest, a second date for the discussion was added, the date fell on Tuesday, 21 January. Again, the capacity of the villa was filled to the maximum, with a total of 85 people attending the event.

“Inspired the Bata Way” (27 February)

On Thursday, 27 February, Gabriela Končítíková, writer, lecturer and director of the Thomas Bata Foundation, will present her fresh book Inspired the Bata Way II, but she will also reveal why „baťoviny“ (or how to use Bata philosophy in everyday life) are so timeless and applicable to everyday life even today, not to mention the fact that they are more and more sought after by the general public. A literary insert in the form of read excerpts from the book Inspiration Bata was provided by actor Rostislav Marek. A total of 75 people attended the event.

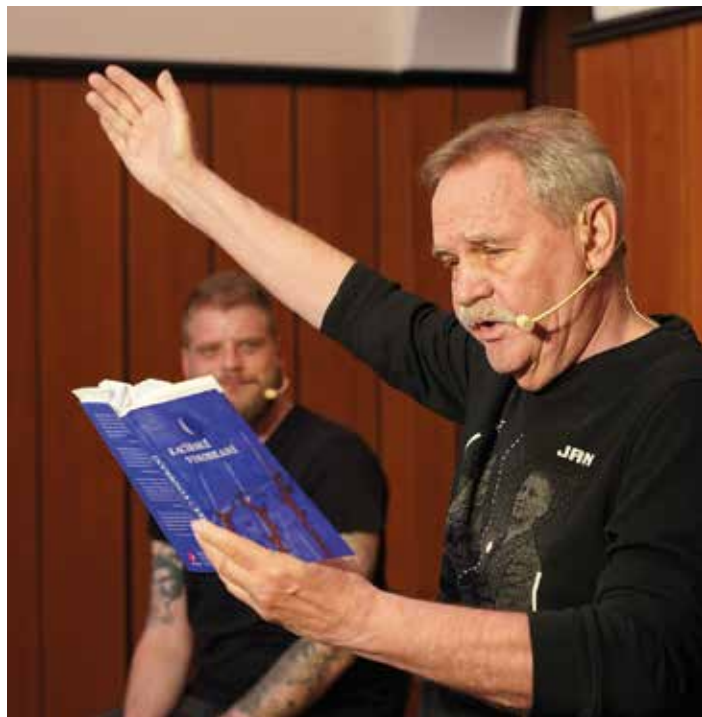
„On foot across Venezuela“ (20 March)

On Thursday, March 20, we walked across Venezuela with the traveller Jan Rendl, who returned to the Bata Villa after some time. The basic question of the lecture was what is Venezuela really like? Jan Rendl set out to find out on his own at the turn of 2023 and 2024 and did it in his own way - he crossed the country on foot to get the most realistic view. In total, 58 people took part in the event.



“Kacířské vinobraní” (Heretical Grape Harvest) (23 April)

On Wednesday, 23 April, a discussion with the renowned writer Josef Holcman took place at the Bata Villa. In his new book, Kacířské vinobraní (Heretical Grape Harvest), Holcman describes the environment of his native Vlkost region, including its wine cellars, vineyards, and vineyards. Visitors were treated not only to Josef Holcman’s captivating storytelling, but also to a reading by the author. A total of 48 people attended the event.



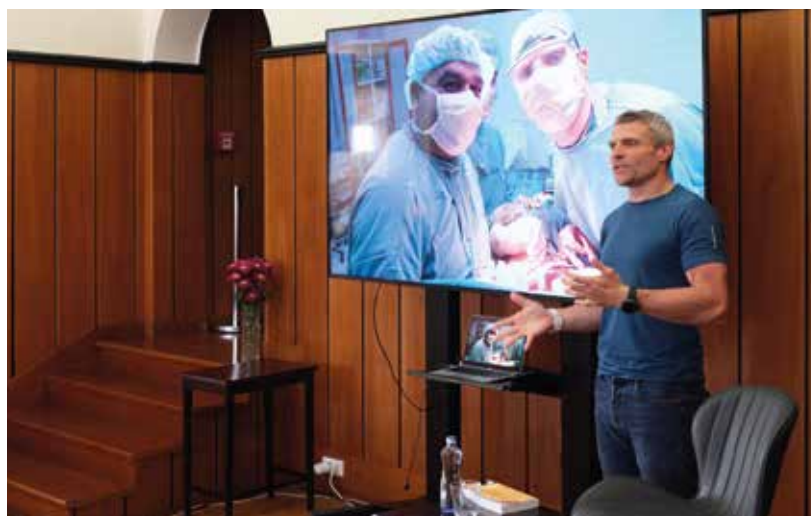


„Wallachian Hockey Fusion“ (21 May)

On Wednesday, 21 May 21, a tribute to the masters took place at Bata's villa on the occasion of the 30th anniversary of Vsetín's first hockey title. At that time, several players from Zlín were playing for Vsetín and contributed to the Wallachian miracle. Players Rostislav Vlach, Zbyněk Mařák, Ivo Peřat, and Libor Forch reminisced about this pivotal event in the history of Czech hockey, and coach Horst Valášek was also in attendance. The discussion was organized by the Thomas Bata Foundation in cooperation with the VHK ROBE Vsetín club and the Fenomén Vsetín project. A total of 55 people attended the event.

“Objektivní nález” (Objective Finding) (18 June)

The last Evening Tea before the summer break took place on Wednesday, 18 June, and surgeon Tomáš Šebek visited the Bata villa. In his book *Objektivní nález* (Objective Finding), he embarks on his most challenging journey yet. It is a journey to his childhood spent in a dysfunctional family. A journey of personal and professional failures but also a journey of determination to defy fate and a desire to take life into his own hands. A total of 75 people attended the event.



“Colonel of Human Souls” (6 November)

On Thursday, 6 November, as part of Evening Tea, a discussion was held at the Bata Villa with Helena Sováková, a former colonel in the Czech Army, who presented her professional and personal life journey to the public. The evening's guest was also writer Martin Moravec, author of a book based on her story. The meeting offered a powerful and inspiring topic that evoked a strong response from visitors and contributed to raising awareness of exceptional personalities in contemporary society. A total of 65 people attended the event.

„Angelic Music of Christmas“ (16 December)

The last Evening Tea of the 2025 calendar year, which took place on 16 December, was held in the spirit of Advent and offered a Christmas-themed musical programme. The performance by Magdaléna Malaníková and Lucie Anna Fajkusová (Musica Angelica) was filled with strong emotions and songs that created a magical Christmas atmosphere in the premises of Bata Villa. The event was attended by 65 people.



May Day Celebration

The May Day celebration, organized every year by the Thomas Bata Foundation in the garden of the Bata Villa, offered a range of unusual experiences for children and adults alike. We joined forces with Zlín athletes, focused on quality cuisine, and commemorated important Bata anniversaries.

The entire garden at Bata Villa resembled a cozy festival grounds, dominated by sports zones occupied by representatives of selected Zlín sports clubs. Visitors of all ages could try their skills with popular hockey players from the RI OKNA Berani Zlín club, coaches from the Sad Gym boxing club, young players from the Handball Club Zlín, and even representatives of Zlín's cycle ball team.

The garden of Bata's villa was also filled with cheerful colours and lots of now iconic inflatable toys by world-renowned designer and innovator Libuše Niklová, which have brought joy to many generations and are still being manufactured by the Fatra company in Napajedla.

During the May Day celebrations, another important Bata anniversary was also commemorated, namely the 100th anniversary of the founding of the Bata School of Work. A themed exhibition entitled „I declare myself a follower of Bata“ by Tomáš Pavlíček was on display in the villa itself.

There were all kinds of creative workshops, a truly rich gastronomic zone consisting exclusively of local suppliers, and performances by leading Czech magician Ondřej Sládek, pupils from the Otrokovice Elementary Art School, and the band Event Jazz.

The partners of the traditional May Day celebrations were the City of Zlín and the companies Fatra, Vitar, Baťa, and Oxalis.



2025 Bata Week Festival

The 9th year of the Bata Week Festival was held in the spirit of the 100th anniversary of Bata Schools of Work. The programme focused on Bata's timeless educational system through expert lectures and guided tours of the villa.

Over the course of five days (8-12 September 2025), a number of experts took turns at the villa: Vít Jakubíček introduced Bata designers, Lucie Šmardová focused on the architecture of schools and kindergartens, Pavel Stojar discussed the leisure activities of young people in Zlín, and Tereza Kolumber spoke about Bata education system. The final lecture by Gabriela Končítíková provided a comprehensive overview of Bata Schools of Work and was complemented by the unveiling of a unique Young Man's costume. The festival culminated in a traditional afterparty in the villa garden, featuring a performance by the band Podjezd. The festival attracted great interest again this year, with a total of 458 visitors over five days.

The 2025 Bata Week Festival was made possible thanks to the support of the city of Zlín and the Zlín Region. It provided an inspiring look at the history and current significance of Bata principles and attracted the general public to Tomas Bata Villa.



Exhibitions

Opening of the exhibition „Youth Forward“ in the garden of Bata Villa

On Tuesday, 10 June, a new exhibition by the Thomas Bata Foundation was officially opened. The exhibition was created as part of the celebrations marking the 100th anniversary of the founding of the Bata Schools of Work and was attended by the authors, the general public, and the student band One Gig Only.

The exhibition consists of three parts: The main part of the exhibition of 12 largeformat panels detailing the wellthought- out concept of the Bata Schools of Work, their influence on the lives of young people, and everyday life in the schools.

An equally important part of the exhibition a collection entitled „I declare myself a follower of Bata,“ prepared by Tomáš Pavlíček. Based on unique photographs and memories of graduates of Baťa’s work schools, the public a much more intense overall experience.

As a bonus to the exhibition, there a preserved period shoemaker’s workshop, which boasts many authentic items and, above all, the specific story of its original owner. The „Youth Forward“ exhibition will be on display in the garden of the Bata Villa and our external gallery until at least the fall.



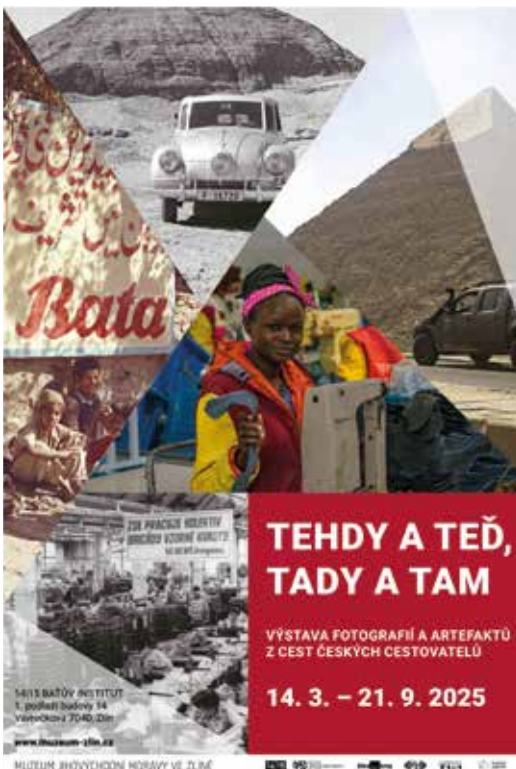


Youth Forward: 100 Years of the Bata School of Work

In 2025, the Tomas Bata Foundation the 100th anniversary of the founding of the Bata School of Work. As part of the celebrations, it has prepared an exhibition named after Bata's motto, „Youth Forward.“ The exhibition, consisting of twelve panels, presents the concept of Bata schools of work, their influence on the lives of young people, and everyday life in the schools.

The mission of the exhibition to highlight the values that were taught in these schools and their importance for the present day. The exhibition primarily intended for secondary school and university students.

The exhibition a profound social perspective to students, but also to anyone who is willing to work on themselves and take personal responsibility for their own lives.



Then and Now, Here and There: exhibition showing Bata abroad

An exhibition of photographs and artefacts from the travels of Czech travellers, prepared by the Museum of Southeast Moravia in Zlín, what the world looked like THEN and NOW, how it changed or did not change THERE and THEN. Expeditions Z100 and Z101 followed in the footsteps of engineers Hanzelka and Zikmund in Asia and Africa. In cooperation with the Thomas Bata Foundation, they focused on the Bata company, which connects the world with Zlín. The comparison of photographs and films is complemented by items of equipment and armament of travellers then and now as well as a demonstration of processing and production of travel photographs.

Club evenings

The first half of 2025 also saw the so-called Club Evenings, organized by the Thomas Bata Foundation in cooperation with the H+Z Club, which preserves the legacy of legendary travellers Hanzelka and Zikmund.

“Ploština. Site with memory (and loss of memory)” (15 April)

At the very end of the war in April 1945, the small logging settlement of Ploština became the target of a repressive Nazi action. A lecture by historian Ondřej Machálek presented not only the key moments of that tragic day, which ended with 28 people murdered, but also the post-war history of the site and the general reconstruction of the memorial between 2020 and 2023. A total of 25 people attended the event.



„Canadian Tree Rings“ (May 7)

A lecture by Petr Skřivánek about a global gathering of tramps in Canada in the Rocky Mountains of British Columbia on the Bush River, attended by more than 300 „friends“ from around the world. Eighteen people attended the event at Bata Villa.



Support for cultural life in Zlín

Gallery and Museum Night 2025

As is now tradition, the Bata Villa opened its doors once again during Gallery and Museum Night. This year's edition of this important event took place on 23 May 2025. A total of 40 people took part in the extended evening tours of the Bata Villa, led by Gabriela Končítíková and Jakub Malovaný.





Be healthy!

The Thomas Bata Foundation, together with the new OlaOla project, organized the first annual event called „Be healthy!“, which brought inspiring stories and discussions with leading Czech athletes to the Baťa Villa.

The event, aimed at families with children, who were treated to lots of attractions and refreshments in the villa's garden, took place on 22 May and was attended by more than 130 people.

The main point of the program was a panel discussion with five exceptional speakers, namely cycling champion Jaroslav Kulhavý, hockey forward Ivan Rachůnek, marathon runner Marcela Joglová, Paralympic champion Jiří Ježek, and fencer Jiří Beran. Each of them shared their views on health, sports, and inner motivation.

The event was opened with a speech by Gabriela Končítíková, and the discussion was moderated by Jakub Malovaný.



Inspiration from Bata

As every year, on June 11, 2025, the Bata Villa hosted a free improvisation and presentation by theatre students of actor and our guide Rostislav Marek from the Open Theatre for Adults and Youth. This time, the program was based on Gabriela Končítíková's book *Inspirace Baťa II (Inspired the Bata Way II)*. Visitors enjoyed a pleasant Wednesday evening, combining the Baťa philosophy with the magic of theater. A total of 55 people attended the event.



Reopening of the Otrokovice library

On Tuesday, January 7, the branch of the Otrokovice Municipal Library at Batov reopened to the public after almost a year's break. At the entrance, visitors were welcomed by an animation of Tomas Bata, on which the Thomas Bata Foundation cooperated with the Otrokovice library, and all the books from the „Bata Edition“ were donated to the library. The books are available to readers at the local Bata Infopoint.

Ball of Volunteer Fire Department Luhačovice

The Thomas Bata Foundation supported the Ball of Volunteer Fire Department in Luhačovice, which took place on Friday, 7 February. The support consisted in donating prizes with Bata theme for the tombola.

25th year of the Lešetín Shrovetide procession

The Thomas Bata Foundation has financially supported a renowned event that has been held for twenty-five years in the centre of Zlín, the so-called Lešetín Shrovetide procession, organised by the Lešetín Zlín Association. This is a traditional event, a so-called carnival feast, where the general public can not only learn about folk customs, but also taste special dishes or directly participate in a thematic parade of masks. The event was moderated by Jakub Malovaný.

3rd year of the Ram's Ball with the Subtitle „Woven with Shoemaker's Thread“

The Thomas Bata Foundation supported the 3rd Ram's ball with the subtitle “Woven with Shoemaker's Thread” organized by the hockey club RI Okna Berani (Rams) Zlín. The event took place on Saturday, 15 February, in the Zlín Congress Centre. The Foundation not only donated prizes from its production for the tombola, but also made available the exhibition entitled „Tomas Bata, global entrepreneur who served the world“ to be displayed in the foyer and made an educational video to introduce people to the Bata philosophy in relation to sport - this video was screened during the evening.

Miloš Čepelka celebrated his birthday at the Bata Villa

On Sunday, 21 September 2025, a unique evening took place at the Bata Villa, featuring Miloš Čepelka's “Šansonárium”. It was a composed programme full of humour, music and poetry, whose main character was the exceptional lyricist, writer and actor of the iconic Jára Cimrman Theatre, who also celebrated his birthday in front of a packed hall.

Visitors enjoyed not only Miloš Čepelka's author's reading, but also chansons performed by Eliška Lüftnerová with piano accompaniment by Patrik Ulrich, as well as a performance by special guest, singer and actor David Macháček.

The event was organised by the Association of Two Great Men, founded in Dolní Němčí, which symbolically connects the legacies of Tomas Bata and Jára Cimrman.



Book launch by Pavel Stojar – Walks through Zlín

On 4 November, the launch of Pavel Stojar's book *Procházky Zlínem (Walks through Zlín)* took place at Tomas Bata Villa, attended by 48 people. The publication presents Zlín as a city shaped by the Bata tradition, from the perspective of architecture, history and contemporary life. The event included a discussion with the author and, of course, an opportunity to obtain a signed copy. Musical accompaniment was provided by Zlín musicians Karel Markytán and Petr Hoffmann.



Charity tree planting

On Wednesday, 12 November, a tree that was auctioned off as part of the Auction for Nature project was planted in the garden of Tomas Bata villa. The Partnership Foundation took care of the planting. This was followed by a guided tour of the villa for the participants.

Launch of Gabriela Končítiková's book – Bata Schools of Work

The launch of Gabriela Končítiková's book *Batas Schools of Work* took place at Tomas Bata Villa on 13 November. The publication presents the history and significance of Bata Schools of Work and its legacy for the present day. The ceremony was attended by descendants of the school's graduates – Mrs Jabůrková and Messrs Podhorný and Veverka – who also launched the book. A total of 68 people attended the event.



Commemoration of the national holiday – Day of the Fight for Freedom and Democracy

On the occasion of the national holiday, a memorial ceremony commemorating the Day of the Fight for Freedom and Democracy was held on 17 November at Zlín's Náměstí Míru square. Gabriela Končítiková, director of the Thomas Bata Foundation, laid flowers at the memorial plaque at Zlín City Hall.



Tereza Kolumber's exhibition „Bata Education“

On 18 November, the opening of the exhibition *Bata Education*, which the history and principles of Bata education, took place at the Tomas Bata Villa. The event was attended by 50 guests from Tomas Bata University, specifically from the Faculty of Humanities. The Thomas Bata Foundation a partner of this exhibition.

World Children's Day at Bata

On 20 November, we celebrated World Children's Day at the Bata company. As part of the „Bata for Children“ programme, the company's Zlín office was transformed into a space full of creativity, games and joy. Together with Klára Horáková, the children discovered the history of Bata, painted their own shoes, furnished Bata houses and played themed board games. The entire event was attended by a special guest, Mrs Rosemarie Blyth-Bata.



Opening of the exhibition „Be the First!“ in Třebíč

On 27 November, the opening of the exhibition „Be the First!“ took place, followed by a lecture by Gabriela Končítíková on the topic „Tomas Bata's Life Principles for the Present“.

We are delighted that this event marked the beginning of our cooperation with the city of Třebíč and the Alternátor Eco-Technical Centre.



Lecture on the topic of „Milan Rastislav Štefánik“

On 2 December, Matuš Tomášek from the Štefánik's Legacy civic association gave a lecture at the Tomas Bata Villa on the life and contributions of Milan Rastislav Štefánik. Participants learned about his scientific and political career, foreign missions and key role in the creation of independent Czechoslovakia.



Launch of the FC Zlín calendar

The new wall calendar of the FC Zlín football team was ceremoniously unveiled at the Bata Villa in the presence of players, the head coach and representatives of the Thomas Bata Foundation. Before the launch itself, there was an interesting debate linking Bata legacy with the theme of sport. The entire evening, full of inspiration, took place on 12 December. A total of 60 people attended the event.





The Thomas Bata Foundation awards medal to coach Horst Valášek

The former coach Horst Valášek has made a significant mark on hockey history, and not only in the Zlín region. He got to know the environment of the Zlín and Vsetín clubs very well, leading the latter to the Extraliga in the first half of the 1990s and subsequently winning two championship titles with them. He received a commemorative medal from the Thomas Bata Foundation for his extraordinary contribution to sport.

Horst Valášek received the commemorative medal during a special evening in May at the Bata Villa, where the successful times in Vsetín were remembered.

Film

Crime scene

On Wednesday, 5 March, the Bata Villa belonged to filmmakers. The premises of the house were occupied by a film crew led by actors Radek Holub and Jitka Schneiderová and director Jiří Chlumský to film one of the upcoming episodes of the crime drama *The Place of Crime*. The project is conceived as an episodic crime series set in the Zlín region.

Bata in Africa

The Thomas Bata Foundation is preparing a documentary film together with the Z101 Travel Expedition, which focuses on the Bata philosophy and the Bata factory in the nearby Africa. In 2023, the documentary filmmaker Tomáš Vaňourek filmed at a total of five Bata branches in Africa, and during this spring the necessary footage is being shot in Zlín. Gabriela Končítíková and Jakub Malovaný will talk about the Bata philosophy in the film, and the Bata Villa and other Zlín locations will also feature in the film.

The Thomas Bata Foundation has become a co-producer of an upcoming film about Tomas Bata

The life of Tomas Bata, the founder of the shoe empire, will be captured in a new feature film, which could be released in cinemas in two years. The filmmakers want to thoroughly depict not only Bata's story but also promote pride in national history and entrepreneurial spirit. The film will be directed by Jiří Havelka, artistic director of the theatre Dejvické divadlo, who has made films such as *Vlastníci* (The Owners) and *Zahradníkův rok* (The Gardener's Year). The Thomas Bata Foundation has become a co-producer of the film and will also supervise the screenplay. A meeting between representatives of the foundation and the producers, as well as Alice Nelis, who will be credited as the screenwriter, took place in the summer. The Thomas Bata Foundation provided the filmmakers with archival materials and books from the Bata Edition, from which they draw information and historical context.



Filming of a lifestyle program for TV Nova

In the middle of summer, the Bata Villa belonged to a film crew that was shooting a lifestyle program in Zlín. The program is still shrouded in secrecy and is scheduled to air in 2026. Three actors - Vincent Navrátil, Ondřej Kubina, and Alexej Kolva - play visitors to the city and find out how Zlín currently lives and what its historical roots are. Of course, the Bata legacy was not overlooked, and Jakub Malovaný served as the actors' guide.

Inspired the Bata Way II is the Best-Selling Book

Inspired the Bata Way II by Gabriela Končítiková, a book dealing with the personal growth of Tomas Bata, became the best-selling book of 2024 in the category „popular literature for adults“. The Czech Bestseller Awards ceremony took place on 21 March 2025 in the Ostrava House of Books, Knihcentrum.cz.

The Czech Bestseller Awards traditionally honour the best-selling titles in the Knihcentrum.cz network, which includes both brick-and-mortar bookstores and the online bookshop. Only books published in a given year are included in the nomination.





THE BATA VILLA

Tours of the Bata Villa offer an authentic atmosphere of First Republic architecture and stories that bring Bata philosophy to life. Visitors gain not only historical insight, but also inspiration for the present.

Tour for Mildred “Miladka” Dokupil

On 25 July 2025, we welcomed Mildred “Miladka” Dokupil, a descendant of Czech emigrants, on a tour of Bata Villa. Before leaving for the USA, her father worked for Bata in Zlín. She was accompanied on her visit to the villa by representatives of the Zlín Region Governor’s Office and guests living in Texas. Klára Branická was the tour guide.

Visit by the Minister for European Affairs

On 8 September 2025, the Thomas Bata Foundation welcomed Minister for European Affairs Martin Dvořák to the Bata Villa. During his visit, he learned about the legacy of Tomas Bata and the Foundation’s activities focused on education, culture and preserving the Bata tradition.

**Guided
tours of the
Baťa Villa**

Commercial: 60
Number of guests: 1,885

Non-commercial: 25
Number of guests: 341

Non-commercial
(for students): 42
Number of guests: 1,327

Barum Czech Rally Zlín in the garden of Bata Villa

On 16 August 2025, the Thomas Bata Foundation made its garden at the villa available to the company Continental Barum on the occasion of the popular city stage of the Barum Czech Rally Zlín. The programme also included six guided tours of the villa, which attracted extraordinary interest. The event attracted a large number of visitors and showed that the combination of sport, history and openness to the public brings unique experiences and new opportunities to present the legacy of Tomas Bata.



Bata Villa part of the Iconic Houses network

In 2025, the Bata Villa in Zlín was included in the prestigious international Iconic Houses network, which brings together the most significant architectural buildings of the 20th century from around the world.

Inclusion in this network confirms the architectural and cultural value of the villa, which was designed in 1908 by architect Jan Kotěra for the family of Tomas Bata. The villa has become part of a globally recognised collection of houses and villas associated with key figures in architecture and design.

This award, or rather inclusion among the “iconic houses”, underlines the importance of the Bata Villa not only for the city of Zlín and the Czech Republic, but also in an international context.



On this occasion, Natascha Drabbe, founder and director of the Iconic Houses network, visited the Bata Villa on 18 November. We showed her the house of Tomas and Marie Bata and also familiarised her in detail with the activities of the Thomas Bata Foundation so that she could learn how we connect historical heritage with the timeless Bata philosophy.



BATA MEMORIAL SITES

Regular commemorating anniversaries and caring for graves is an expression of respect for the legacy of the entire Bata family for the Thomas Bata Foundation. At the same time, it is an important way to preserve this legacy and pass it on to future generations.

60 years since the death of Jan Antonin Bata

Saturday, 23 August 2025 marked 60 years since the death of Jan Antonin Bata, an important successor to the Bata legacy. On this occasion, the Thomas Bata Foundation honoured his memory by laying floral tributes at all the places in the Zlín Region that commemorate him.

Commemorating Bata anniversaries

In 2025, the Thomas Bata Foundation continued the tradition of commemorating important Bata anniversaries, namely the birthdays and deaths of Tomas Bata, Marie Bata and Thomas Bata Jr. As part of these anniversaries, it regularly lays wreaths at memorial sites and also commemorates the anniversaries through its social networks and website.

Caring for the Bata graves

The Thomas Bata Foundation has long cared for the complex of Bata graves at the Forest Cemetery in Zlín. It ensures their maintenance and dignified appearance so that this important memorial site remains a reminder of the Bata family legacy. The graves are regularly decorated with flowers on important anniversaries, and visitors can pay their respects to Tomas Bata and his family in peace. After thorough cleaning of the surrounding bushes, a place for an eternal flame was discovered – a massive granite circle, the possible use of which the Foundation is considering for the future.



Maintenance of the memorial site in Otrokovice

The Thomas Bata Foundation also cares for the memorial site at the TOMA complex in Otrokovice, where there is a monument commemorating the tragic crash of Tomas Bata's aeroplane in 1932. The Foundation ensures regular maintenance of the site and lays flowers on the anniversary of the crash to honour Bata memory.

PUBLISHING ACTIVITIES AND THE BATA EDITION

In 2025, the Thomas Bata Foundation expanded its publishing and promotional activities. In addition to books, it also prepared its first wall calendar to mark the upcoming 150th anniversary of Tomas Bata's birth, and the edition now also includes magnets, a tourist card and a themed sweatshirt, bringing Bata legacy to the public in a modern form.

Book news

The Thomas Bata Foundation has relaunched two already sold-out books from the Bata Edition in a new guise. The popular titles *Srdcem Baťovec* (Bata man at Heart) and *Nejkrásnější povolání* (The Most Beautiful Profession) have not only been reprinted, but also finally given the design you have long been used to.

SRDCEM BAŤOVEC (BATA MAN AT HEART)

The book presents a total of nineteen compelling stories from abroad, which have one main common feature - they would never have happened if their main characters had not connected their lives with the Bata company and become so-called Bata men.



Nejkrásnější povolání (the most beautiful Profession)

The book was prepared for publication in 1939 by Vilém Veselý. As part of the education of its employees, the Bata company was active in publishing world literature in the Czech language, and among such books is The Most Beautiful Profession. The book was adapted for needs of the Bata company by the editorial department according to the original draft.



Further reprints followed in the spring of 2025 for Marie Bata's 99 Sweet Dots, The Basic Principles of the Bata Management System, and The Thoughts of Tomas Bata.



The book O vkusu, světle a barvách (On Taste, Light and Colours)

The Thomas Bata Foundation has reissued Vilém Veselý's book, first published in 1939. The publication focuses on the aesthetic perception of light, colours and taste, reflecting the attention to detail and sense of beauty that characterised the Bata tradition. The book also shares advice from the Bata company's advertising department on how to create tasteful visual content for customers. Published in a print run of 1,000 copies.



Thomas Bata Foundation publications as e-books

In 2025, the Thomas Bata Foundation made most of its publications available in e-book format, making Bata ideas and inspirational texts easily accessible to the wider public and appealing to readers not only in the Czech Republic but also abroad.

The digitisation of publishing activities is another step in the modernisation and expansion of Tomas Bata's legacy. A total of 22 titles have been made available in e-book format.

Textiles from the Bata Edition

In 2025, we expanded the range of the Thomas Bata Foundation e-shop with a new sweatshirt featuring the motif "Tomas Bata at his desk". The design is based on a historical photograph of the company's founder and symbolically recalls his dedication to work and timeless philosophy.

Magnets with Tomas Bata's slogans

In 2025, we also expanded the Thomas Bata Foundation e-shop to include a collection of six types of magnets in 5 x 8 cm format. The magnets combine period photographs of Tomas Bata with his inspirational slogans, providing an original and accessible way to spread Bata ideas to the general public. The products serve not only as souvenirs, but also as a practical reminder of the values on which Bata built his business and life philosophy. *nikání a životní filozofii.*



Wall calendar for 2026

The Thomas Bata Foundation has prepared its first ever wall calendar for the coming year 2026. Its publication is linked to an important anniversary – 150 years since the birth of Tomas Bata. The calendar contains period photographs and inspirational slogans that recall the values and life philosophy of the company's founder.

Tourist card of the Thomas Bata Foundation

In 2025, we created our own tourist card for the first time, which is part of a popular tourist collection system. Visitors can purchase it and stick it in their tourist diary as a souvenir of their visit to Tomas Bata Villa, thus commemorating the legacy of the famous Zlín entrepreneur. The card combines a pictorial motif with a short description of the place, making it not only a collector's item but also a small souvenir.

BATA
150
LET

„Touha tvořit.“

Tomáš Bata
Tomáš Bata

MEDIA

Media coverage contributes significantly to spreading the legacy of Tomas Bata and raises awareness of the Foundation's activities among the general public. Interviews, articles and reports present values that are timeless and inspiring for today's society, helping to keep Tomas Bata's legacy alive not only in Zlín, but also in a national and international context.

Winter issue of the Patriot magazine

The winter double issue of the Patriot magazine featured Gabriela Končítíková's traditional Bata column, this time on the theme „Seize the moment - time works for the capable“.

Gabriela Končítíková as a guest on the Publicast podcast

On Monday, January 6, the Publicast podcast interview with Gabriela Končítíková was broadcast, during which the philosophy of Tomas Bata was thoroughly presented, as well as the activities of the Thomas Bata Foundation. The interview is available for listening on all streaming platforms.



Coverage on CNN Prima News

On Wednesday, 8 January, the Bata news report was broadcast twice on CNN Prima News. The Thomas Bata Foundation arranged both for the filming locations, i.e. the Bata Villa and the Bata company store on Dlouhá Street, and the speakers. Gabriela Končítíková spoke about the Bata philosophy, Jakub Malovaný spoke about the activities of the Thomas Bata Foundation, and Anna Polášková, HR Manager of Bata, spoke about the current trends at Bata. The total length of the news report was 12 minutes.

March issue of Patriot magazine

The March issue of the Patriot magazine featured the traditional Bata column by Gabriela Končítíková, this time on the theme of „Working in silence“.

Gabriela Končítíková as a guest on Hospodářské noviny podcast

On Monday, April 7, Gabriela Končítíková sat in the guest chair of the prestigious Hospodářské noviny podcast, where she presented the Bata philosophy in detail.

April issue of Patriot magazine

The April issue of the Patriot magazine featured Gabriela Končítíková's traditional Bata column, this time on the theme „Choose your hard“, and an invitation to the upcoming May Day celebration in the Bata Villa premises.

April issue of inZlin magazine

The April issue of the cultural and lifestyle magazine inZlin featured an invitation to the upcoming last three Evening Teas held at Bata Villa in the first half of 2025.

Inspired the Bata Way in Tescoma magazine

The spring issue of the Tescoma's popular magazine featured an extensive article on Bata philosophy and more. In a very special way, Maria Bata's previously unpublished recipes are also presented on several pages, including unique photographs that are owned by the Thomas Bata Foundation.

Interview with Gabriela Končítíková on the Czech Radio (Český rozhlas Radiožurnál)

During the May Day celebrations, Gabriela Končítíková gave an interview to Czech Radio, during which she described the historical tradition of celebrations at the Bata company, as well as how the Thomas Bata Foundation continues this tradition.

Interview with Gabriela Končítíková in the podcast of the "Hospodářské noviny" daily

At the beginning of May, Gabriela Končítíková was a guest on the prestigious Hospodářské noviny podcast. In the studio, she spoke about Tomas Bata's timeless philosophy and its applicability today.

Interview with Jakub Malovaný in the "Prestige" magazine

In the May issue of the Prestige magazine, Jakub Malovaný gave an interview about the activities of the Thomas Bata Foundation, its work to spread Bata's legacy among the general public, and its collaboration with Expedition Z101, which continues the legacy of travellers Hanzelka and Zikmund.

May issue of the "Patriot" magazine

The May issue of Patriot magazine featured an extensive article detailing the Thomas Bata's Foundation's educational program entitled „Get to Know Bata.“ The interview was given by educators Klára Branická and Anna Neubauerová, and Martina Hladíková, Deputy Mayor of Zlín, also commented on the project. The magazine also included the traditional column by Gabriela Končítíková, this time on the topic of „Pressure causes counterpressure.“



MAGAZÍN
PATRIOT

Interview with Gabriela Končítíková on the Czech Radio (Český rozhlas Zlín)

During the Zlín Film Festival, Gabriela Končítíková sat down in the Czech Radio Zlín studio, located in the Zlaté Jablko shopping center, and talked about Marie Bata's recipes and her book 99 sladkých teček Marie Baťové (99 Sweet Dots by Marie Bata).



Interview with Gabriela Končítíková in the “Kolem kamen” (Around the stove) magazine

Gabriela Končítíková gave an interview about the life story of Tomas Bata and his timeless philosophy for the June issue of “Kolem kamen” magazine.

Report on the TVS television

At the beginning of May, TVS television broadcast a report from the May Evening Tea, which was dedicated to hockey legends reminiscing about Vsetín's first hockey title. In addition to interviews with eyewitnesses, Jakub Malovaný also spoke about the idea and program of the Thomas Bata Foundation's social and cultural evenings.

Educational video for the East Moravia Tourist Authority

In the summer, an educational internet program entitled “12 Months in the Zlín and Trenčín Regions” was filmed at the Bata Villa under the direction of the East Moravia Tourist Authority. The filmmakers presented Bata Villa as an integral part of the tourist attractions in the Zlín region, with Jakub Malovaný as their guide. The video can be viewed on YouTube.

MF DNES: Propeller from Tomas Bata's aeroplane

The July issue of MF DNES featured an article by Pavel Stojar about the propeller from the aeroplane in which Tomas Bata died in 1932. The text tells the story of this unique artefact and discusses its origins. Gabriela Končítíková also comments on the significance of the propeller in the article.



TREND.sk: Tomas Bata combined performance with humanity

In a podcast interview with Veronika Vaňková, Gabriela Končítíková spoke about the legacy of Tomas Bata. She explains how he managed to combine performance with humanity, how he responded to crises, and why his values – personal example, trust and service to society – remain relevant for today's companies. 13 July 2025

Trend Magazine: Interview with Gabriela Končítíková

Trend magazine published an interview with Gabriela Končítíková, director of the Thomas Bata Foundation, who has been dedicated to the legacy of Tomas Bata for 18 years. In the interview, she describes how Bata combined performance with humanity, why he considered crises to be primarily crises of moral values, and how his principles – personal example, responsibility and care for people – can inspire today's business environment. 31 July 2025

Patriot Magazine: Remembering Jan Antonin Bata

Patriot Magazine published an article in which Jakub Malovaný reminisced about Jan Antonin Bata. The text recalls key moments in his life, his work at the Bata company, his achievements and the complex circumstances associated with running the company. At the same time, it emphasises the need for an objective view – without idealisation or one-sided criticism.
7 August 2025

inZlin: Special supplement on the anniversary of the Bata Schools of Work

To mark the anniversary of the Bata Schools of Work, the Thomas Bata Foundation prepared a four-page supplement, which was published in the September issue of inZlin magazine. The supplement recalls the significance of this unique educational concept and its timeless legacy for the present day. **6 September 2025**

Czech Masters: Interview “Impossible – No Way”

The website Czech Masters, which is dedicated to presenting inspiring personalities from the fields of crafts, culture and business, published an interview with Gabriela Končítíková entitled “Impossible – No Way”. In it, she talks about the legacy of Tomas Bata, his values and why they are still relevant to today’s society. **8 September 2025**

Český rozhlas Pohoda: Interview about Marie Bata’s cookbook

Gabriela Končítíková appeared on the Czech Radio Pohoda programme, where she spoke about Marie Bata’s cookbook and its significance for everyday life and the Bata legacy. **9 September 2025**

MF DNES: Bata School of Work was founded a hundred years ago

The article “Bata School of Work was founded a hundred years ago, and it was three years of hard training” commemorates the 100th anniversary of the founding of the Bata School of Work. The text describes the unique educational model from 1925, which combined work, rest and education in an “8–8–8” ratio and describes the strict but motivating regime of the young men and women who went through the school. It points out that the goal was not only professional education, but also the formation of character, responsibility and a sense of cooperation. The article also includes an interview with Gabriela Končítíková, who explains why the legacy of Bata Schools of Work is timeless and how it can inspire today’s education and corporate culture. The author of the article is Pavel Stojar. **9 September 2025**

Czech Television: Report on the 100th anniversary of the Bata School of Work

Czech Television broadcast a report on the 100th anniversary of the founding of the Bata School of Work. It noted the unique system of educating young people according to the principle of “8 hours of work – 8 hours of fun – 8 hours of sleep” and presented its legacy for today. The report featured Gabriela Končítíková, director of the Thomas Bata Foundation, who spoke in detail about the Bata Schools of Work and the Bata Week Festival programme. The report also featured the Young Man’s costume, which was sewn by the Mejta Fashion studio, and Jaroslav Mejta described the clothing worn by Young Men in Zlín. The costume was commissioned by the Tomas Bata Foundation. The report was written by reporter Josef Kvasnička. **10 September 2025**

Czech Television: Bata five-day working week

Gabriela Končítíková appeared on Czech Television’s news programme “Události”. In her report, she recalled that the five-day working week was introduced at Bata in 1930, making Bata ahead of its time and confirming its role as a pioneer in modern work organisation and employee care. **27 September 2025**





Nesia – talk show with Andrea Vadkertí

In October, Gabriela Končítíková took part in the NESIA Talkshow, which featured an inspiring interview about the timeless legacy of Tomas Bata. The discussion focused on how Bata combined performance with values, profit with meaning, and discipline with humanity, and how his principles can be applied in today's business and personal life. Listeners gained practical advice on doing business with character, transforming values into everyday work and decision-making, and how Bata's approach can inspire generations seeking meaning and balance. The talk show is scheduled to air in January 2026.

Podcast - preŽito!

The episode with Gabriela Končítíková, released on 11 December in the PreŽito podcast, offered a fresh perspective on personal development and success. Gabriela Končítíková showed that Bata is not just about shoes, but also about inspiration and change that begins with ourselves. In the interview, she spoke about the importance of personal motivation, taking care of our energy and finding balance in everyday life.



Podcast - Kde sú love

Gabriela Končítíková was a guest on the podcast Kde sú love, which is scheduled to be released in January 2026. During the interview, she presented the principles and values that have shaped entire generations and their current application in personal and professional life. She also discussed the personality of Tomas Bata, the importance of character over performance, building oneself as the foundation for a successful company, and the continuation of Bata philosophy in the 21st century.



Podcast - Men's Factor

Gabriela Končítíková, director of Thomas Bata Foundation, was a guest on the Men's Factor podcast, which was published on 5 November. She presented Tomas Bata's timeless philosophy, spoke about his ability to combine production with an understanding of human nature, emphasised the importance of balance between performance and inner satisfaction, and explained the concept of „creative spirit“ in both professional and personal life.

Let's stop spreading falsehoods

The Thomas Bata Foundation has publicly distanced itself from the repeated dissemination of false and misleading statements concerning Thomas Bata Jr., in this case in connection with the bombing of the Zlín factory complex in 1944. An article published in the daily newspaper MF DNES on 29 November contained a statement from the Foundation, which provided an expert opinion based on historical context and available archival sources. The aim was to set the record straight, prevent further polarisation of society and contribute to an expert and factual discussion on sensitive topics in Bata history.

SOCIAL MEDIA

The Thomas Bata Foundation communicates through several social networks, namely Facebook, LinkedIn, YouTube and Instagram. On social networks, it shares both current and historical information related to the Bata legacy, provides information about events at the Bata villa and the activities of the Foundation.



nadace.tomase.bati ▾ • @ + ≡

Co je nového?

Nadace Tomáše Bati

1 137 příspěvky 4 971 sledující 231 sledování

Komunita

Posláním nadace je uchování baťovské historie a tradice, ale i podpora nejrůznějších projektů zaměřených na zdravý rozvoj prosperující komunity.
 Gahurova 292, Zlín

www.nadacetomasebati.cz

Panel pro profesionály
 239,1 tis. zobrazení za posledních 30 dnů.

Upravit

Sdílet profil

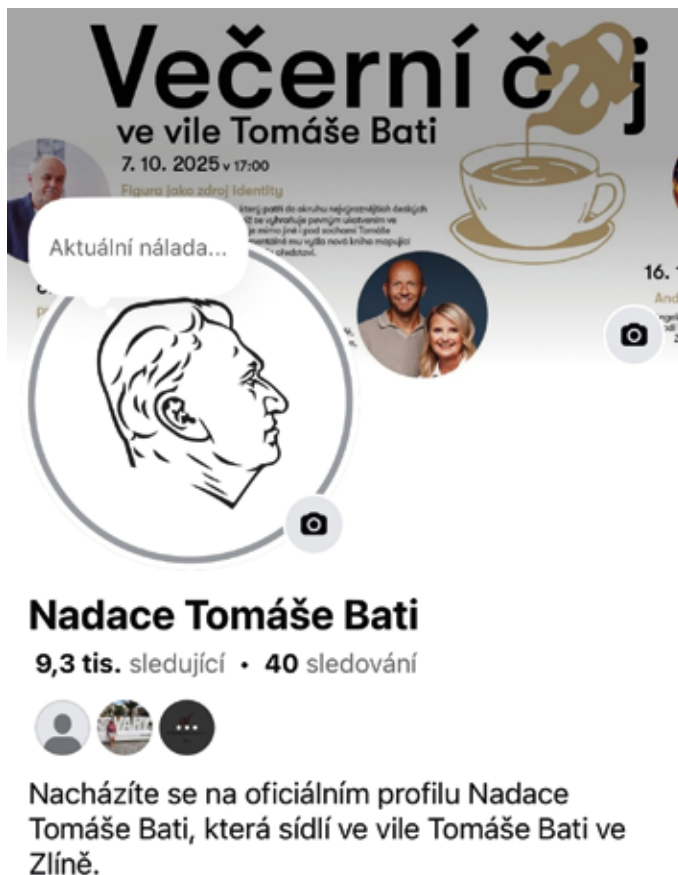
Kontakt

+ Akademie B... Život ve vile Po stopách... Merch



Instagram

The @nadace.tomase.bati profile serves as the main online channel for sharing the legacy of Tomas and Marie Bata and providing information about the Foundation's activities. The posts connect the historical legacy with current activities, present cultural and educational projects, invitations to events, and commemorative posts. Instagram strengthens the Foundation's visibility and brand, promotes community involvement, and contributes to the popularisation of Bata values in the current context. The Thomas Bata Foundation has 5,074 followers on Instagram.



Facebook

The Tomas Bata Foundation's Facebook profile serves as a central platform for communicating the Foundation's activities. It shares news about projects, podcasts, educational and cultural events, as well as reminders of historical moments associated with the Bata family. The profile helps to raise awareness of the legacy of Bata values, build the Foundation's brand and foster an active relationship with the community. The Thomas Bata Foundation has approximately 10,000 followers on Facebook. Its posts reach up to 500,000 views (reach), confirming its strong ability to reach a wide audience and effectively communicate its activities and values.

LinkedIn

The Thomas Bata Foundation's LinkedIn profile is primarily used for professional and institutional communication. It presents the Foundation's mission, its key projects, grant programmes and cooperation with organisations and institutions. The published posts focus on topics in the fields of culture, education, research and community development, intended for a professional audience. The Foundation's LinkedIn profile currently has 3,000 subscribers.

YouTube

The Thomas Bata Foundation's YouTube channel serves as a multimedia platform for spreading the Bata legacy. It primarily publishes educational and inspirational videos, among which the Inspired the Bata Way podcast stands out, focusing on personal development, values and the principles of Bata philosophy. The content also includes recordings of events, lectures and projects that showcase the everyday life and activities of the Foundation. YouTube thus expands the Foundation's communication reach, strengthens its educational, cultural and community impact, and allows it to reach a wide audience across all age groups. The Thomas Bata Foundation has 6,830 subscribers on YouTube.

Advent calendar

During December, the Thomas Bata Foundation ran an activity on social media called Advent Calendar, in which a new post with a themed window was published every day. Each window contained a quote from Tomas Bata, an archive photograph with a Christmas theme, and a discount code for the Foundation's e-shop or a competition in which followers could participate. The activity attracted a lot of public interest – for example, a total of 1,573 comments were posted on Instagram. We are delighted with the positive response and level of engagement from followers, which confirms that the Advent calendar had a very good impact on the audience. A total of 47 prizes were given away as part of the activity.

EDUCATION OF THE FOUNDATION TEAM

The Thomas Bata Foundation team regularly participates in educational courses and seminars. Everyone regularly attends individual English lessons.

AI course

On 23 September, Martina Jadrníčková and Klára Horáková participated in the webinar “AI Partners for Your Business: Personal Assistants and Canva AI” organized by the CzechInvest agency for entrepreneurial women.

Under the guidance of Klára Karimaghai, they gained practical tips on how to use AI tools for content creation, promotion, and automation of routine tasks. The webinar also included demonstrations of how Canva AI and AI assistants can be used in everyday practice.

Accounting course

On 21 October, Marcela Obdržálková attended a full-day seminar entitled “Wages in a Nutshell” organized by Kvasar.

The seminar offered a comprehensive overview of payroll issues—important procedures, current rates, and legislative changes—which she will fully utilize in her work.

Rhetoric course

On 16 September and 28 November, Klára Horáková attended a rhetoric course led by Rostislav Marek, focused on improving presentation and communication skills. The training lasted 1.5 hours and took the form of practical exercises, during which Klára tried working with voice intensity, proper breathing, and the effective use of pauses in spoken speech.

The aim of the course is to boost self-confidence when speaking in public and improve the ability to communicate clearly and persuasively. We will continue with the training sessions and individual meetings in the coming months.

Expert consultations with PhDr. Zdeněk Pokluda

The Foundation team regularly participates in expert consultations with PhDr. Zdeněk Pokluda, a renowned historian specializing in the Bata legacy. The consultations take the form of expert dialogue, during which knowledge is exchanged and the historical context of the topics under investigation is clarified.

Training – NotebookLM and AI tools

On 10 November, TIC Zlín organised a training session focused on increasing productivity and efficiency when working with AI tools and Google Notebook LM. Marcela Obdržálková from the Thomas Bata Foundation team took part and gained an overview of applications for automation, e-mail management, working with documents, and tips on digital security and password management (LastPass).

USE YOUR TALENTS course

We launched a course from Gallup in 2024 that focuses on understanding personality traits, developing strengths, and effective teamwork. During 2025, each team member had an individual interview with a mentor, during which their strengths and weaknesses were described based on a certified personality questionnaire. The programme was successfully completed in 2025 with a final team meeting on 7 November. Its aim was to share and gain a deeper understanding of the strengths of individual team members, which contributed to strengthening cooperation and more effective team communication.

According to Decree No. 504/2002 Coll.

BALANCE SHEET

as at 31 December 2025
(in whole thousands of CZK)

IC
65822374

Name and legal form or accounting unit:

Nadace Tomáše Bati

(Thomas Bata Foundation)

Registered office of accounting unit:

Gahurova 292

760 01 Zlín

Objects of business of accounting unit:

foundation activity

ASSETS

		Row number	Balance on the first day of accounting period	Balance on the last day of accounting period
A.	Total fixed assets	1	66 818	78 521
I.	Total intangible fixed assets	2	480	520
II.	Total tangible fixed assets	10	66 979	67 190
III.	Total long-term financial assets	21	23 729	35 904
IV.	Total accumulated depreciation to fixed assets	28	-24 370	-25 093
B.	Total short-term assets	40	26 528	18 632
I.	Total inventory	41	3 042	4 390
II.	Total receivables	51	1 221	777
III.	Total short-term financial assets	71	21 740	12 808
IV.	Total other assets	79	525	657
	TOTAL ASSETS	82	93 346	97 153

LIABILITIES

		Row number	Balance on the last day of accounting period	Balance on the first day of accounting period
A.	Total own capital	1	91 569	92 571
I.	Total equity	2	88 977	90 921
II.	Total profit/loss	6	2 592	1 650
B.	Total not-own capital	10	1 777	4 582
I.	Total reserves	11	0	0
II.	Total long-term liabilities	13	0	0
III.	Total short-term liabilities	21	1 395	910
IV.	Total other liabilities	45	382	3 672
	TOTAL LIABILITIES	48	93 346	97 153

Prepared on:	Signature of authorized person (statutory body):	Signature of person responsible for preparation (prepared by):
27 April 2026	Mgr. Gabriela Končítíková	Marcela Obržálková

According to Decree 504/2002 Coll.

PROFIT & LOSS ACCOUNT

as at 31 December 2025
(in whole thousands of CZK)

IC
65822374

Name and legal form of accounting unit:

**Nadace Tomáše Bati
(Thomas Bata Foundation)**

Registered office of accounting unit
Gahurova 292
760 01 Zlín

Objects of business of accounting unit:

foundation activity

	Row number	Actual by the balance sheet date			
		Principal activity	Commercial activity	Total	
A.	Expenses	1	x	x	x
I.	Consumed purchases and purchased services	2	5194	2555	7749
II.	Change in inventory of own production and capitalization	9	-424	-636	-1060
III.	Personnel expenses	13	4993	1315	6308
IV.	Taxes and fees	19	73	4	77
V.	Other expenses	21	1541	24	1565
VI.	Depreciation, sold assets, creation and use of reserves and	29	901	0	901
VII.	Provided grants	35	205	0	205
VIII.	Income tax	37	0	0	0
	Total expenses	39	12483	3262	15745
B.	Revenues	40	x	x	x
I.	Subsidy for operation	41	230	0	230
II.	Received grants	43	4472	6	4478
III.	Revenues from own products and services	47	5625	3220	8845
IV.	Other revenues	48	1243	7	1250
V.	Revenues from sales of assets	55	0	0	0
	Total revenues	61	11570	3233	14803
C.	Profit/loss before tax	62	-913	-29	-942
D.	Profit/loss after tax	63	-913	-29	-942

Prepared on:	Signature of authorized person (statutory body):	Signature of person authorized for preparation (prepared by):
27 April 2026	Mgr. Gabriela Končítíková	Marcela Obdržálková

Received subsidies and gifts, grants

In 2025 the following subsidies were received:

DONOR	IN THOUS. CZK)
Statutory City of Zlín (5 grants)	195
Zlín Region	35
TOTAL	230

All of the above-mentioned grants were fully utilized.

Donations Received in 2025

DONOR	AMOUNT	COMMENT
Zakladatel BATA SCHUH STIFTUNG	4,396,860.00 CZK	Financial
Continental Barum, s. r. o., Otrokovice	30,000.00 CZK	Financial
aArchitektura spolek	990.00 CZK	In-kind (non-financial)
BAŤA, akciová společnost	5,414.79 CZK	In-kind (non-financial)
GREGOR Patrik	3,200.00 CZK	Financial
Ing. David Pivec, Otrokovice	6,000.00 CZK	Financial
Město Luhačovice	15,000.00 CZK	Financial
Nadační fond CitiZen	20,000.00 CZK	Financial
TOTAL	4,477,464.79 CZK	

All of the above donations were fully utilized by the organization in 2025, amounting to CZK 4,477,464.79.

Foundation Contributions Provided in 2025

RECIPIENT	AMOUNT	APPROVED BY BOARD
6/8 Podder Nagar	13,000.00 CZK	20. 2. 2025
Akademie Václava Hudečka, z.s.	30,000.00 CZK	20. 2. 2025
Cimbálová muzika Valášek Zlín, z. s.	20,000.00 CZK	20. 2. 2025
DOBRE V MESTE, Občianske združenie	12,000.00 CZK	20. 11. 2025
Fakescape, z. s.	10,000.00 CZK	20. 11. 2025
KLUB H + Z - spolek pro využití odkazu Jiřího Hanzelky a Miroslava Zikmunda, z.s.	20,000.00 CZK	30. 4. 2025
ScioŠkola Zlín - základní škola, s.r.o.	10,000.00 CZK	20. 11. 2025
Sdružení GYZA, z.s.	30,000.00 CZK	30. 4. 2025
Univerzita Tomáše Bati ve Zlíně	10,000.00 CZK	20. 2. 2025
Základní umělecká škola Otrokovice	30,000.00 CZK	20. 11. 2025
TOTAL	185,000.00 CZK	

In 2025, a total of 10 foundation contributions were provided, amounting to CZK 185,500.00.

INDEPENDENT AUDITOR'S REPORT

To the Single Member of **Nadace Tomáše Bati, Gahurova 292, Zlín, IČ:65822374**

Audit Opinion - UNQUALIFIED

We have audited the accompanying financial statements of Nadace Tomáše Bati (hereinafter also the "Company") prepared in accordance with accounting principles generally accepted in the Czech Republic, which comprise **the balance sheet as at 31 December 2025, the income statement, and notes to the financial statements**, including a summary of significant accounting policies and other explanatory information. For details of the Company, see Note 1 to the financial statements.

In our opinion, the financial statements give a true and fair view of the financial position of Nadace Tomáše Bati as at 31 December 2025, and of its financial performance and its cash flows for the year then ended in accordance with accounting principles generally accepted in the Czech Republic.

Basis for Opinion

We conducted our audit in accordance with the Act on Auditors and Auditing Standards of the Chamber of Auditors of the Czech Republic, which are International Standards on Auditing (ISAs), as amended by the related application clauses. Our responsibilities under this law and regulation are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Company in accordance with the Act on Auditors and the Code of Ethics adopted by the Chamber of Auditors of the Czech Republic and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of the Statutory Authority for the Financial Statements

The Statutory Authority is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the Czech Republic and for such internal control as the Board of Directors determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Statutory Authority is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Statutory Authority either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the above mentioned laws and regulations will always detect a material misstatement when it exists. Misstatements can arise from

fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with the above law or regulation, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Statutory Authority.
- Conclude on the appropriateness of the Statutory Authority's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Statutory Authority regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report issued by

Name of the audit firm	Ekorena Zlín s.r.o., Ing. Renata Nedbálková
Audit firm address	Nad Stráněmi 4681, 760 05 Zlín
Audit firm licence No.	2098
Date of auditor's report	13 May 2026

Signatures of statutory auditors determined by the audit firm to be responsible for performing the audit in the name of the audit firm



**THE
THOMAS BATA
FOUNDATION®**

Gahurova 292 / 760 01 Zlín
+420 605 459 181

www.nadacetomasebati.cz
www.facebook.com/batovavila
E-mail: sekretariat@batovavila.cz

Bankovní spojení: UniCredit bank Zlín
Číslo účtu: 50392006/2700
IČO: 658 22 374
DIČ: CZ65822374

Zlín, June 2026