



# APPROVAL OF THE REMUNERATION REPORT ČEZ, a. s. FOR THE ACCOUNTING PERIOD OF 2020

## Draft resolution:

The General Meeting of ČEZ, a. s. approves the Remuneration Report ČEZ, a. s. for the accounting period of 2020, as submitted to the General Meeting by the Company's Board of Directors.

## Rationale:

In compliance with the provisions of Sections 121(o) to 121(q) of Act No. 256/2004 Coll., Capital Market Undertakings Act, as amended (hereinafter referred to as the "**CMUA**"), the approval of the remuneration report falls within the exclusive competence of the Company's General Meeting that is an issuer pursuant to Section 118(1)(a) of the CMUA. The remuneration report shall be submitted to the General Meeting by the Board of Directors in accordance with the provisions of Section 121(o)(3) of the CMUA.

In this context, the Board of Directors shall submit to this General Meeting for approval the Remuneration Report ČEZ, a. s. for the accounting period of 2020 (hereinafter referred to as the "**Remuneration Report**").

The submitted Remuneration Report is a successor to the Remuneration Policy ČEZ, a. s., which was approved by the Company's General Meeting on June 29, 2020 and which was the first remuneration policy submitted to the General Meeting after Act No. 204/2019 Coll., entered into force, amending the CMUA. The Remuneration Report is prepared for the accounting period of 2020 and includes the remuneration not only of the current members of the Board of Directors and the Supervisory Board, but also of former members who were granted remuneration in 2020. In the remuneration of the members of the Board of Directors and the Supervisory Board in 2020, the Company did not deviate from the Remuneration Policy ČEZ, a. s., approved by the Company's General Meeting on June 29, 2020. The Remuneration Report has been audited by Ernst & Young Audit, s.r.o., in accordance with Section 121(q) of the CMUA; the audit certificate is attached to the Remuneration Report.

After its approval by the General Meeting, the Remuneration Report ČEZ, a. s. for the accounting period of 2020 will be published on the Company's website in accordance with the CMUA.