



CLEAN
ENERGY OF
TOMORROW

Approval of the Remuneration Report of the Body Members of ČEZ, a. s., for the Accounting Period of 2023

Draft resolution:

The General Meeting of ČEZ, a. s.,

approves the Remuneration Report of the Body Members of ČEZ, a. s., for the Accounting Period of 2023 (report pursuant to Section 121o et seq. of Act No. 256/2004 Coll., on capital market undertakings, as amended), as submitted to the General Meeting by the Company's Board of Directors.

Rationale:

Pursuant to the provisions of Sections 121o to 121q of Act No. 256/2004 Sb., on capital market undertakings, as amended (hereinafter referred to as the **"CMUA"**), it is the exclusive competence of the General Meeting of the Company, which is the issuer pursuant to Section 118(1)(a) of the CMUA, to approve a report providing a full summary of remuneration, including all benefits in any form, granted or payable during the last completed accounting period to Body Members of ČEZ, a. s. (hereinafter referred to as the **"Report"**).

The Report is submitted to the General Meeting by the Board of Directors in accordance with the provisions of Section 121o(3) of the Act.

In this context, the Board of Directors submits the Report for the accounting period of 2023 to this General Meeting for approval.

The submitted Report follows up on the Remuneration Policy of 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., which amended the CMUA in this respect, became effective. The Report is prepared for the 2023 accounting period and includes the total income of the current members of the Board of Directors and the Supervisory Board. The Company has not deviated from the Remuneration Policy of ČEZ, a. s., approved by the Company's General Meeting on June 29, 2020, in remunerating the members of the Board of Directors and the Supervisory Board in 2023. The Remuneration Report has been audited by Deloitte Audit s.r.o., in accordance with Section 121q of the CMUA, and the certificate of verification is attached to the Report.

After approval by the General Meeting, the 2023 Report will be published on the Company's website in accordance with the CMUA.