



CLEAN
ENERGY OF
TOMORROW

Approval of Template Service Contract of a Supervisory Board Member

Draft resolution:

The General Meeting of ČEZ, a. s., approves the template service contract of a Supervisory Board member of ČEZ, a. s., as presented to the General Meeting by the Company's Board of Directors.

Rationale:

In accordance with Section 421(2)(p) in conjunction with Section 59(2) of Act No. 90/2012 Coll., on business corporations and cooperatives (Business Corporations Act), as amended (hereinafter referred to as the "**Business Corporations Act**"), and Article 8(1)(d) of the Company's Articles of Association, the General Meeting is presented with a template service contract of a Supervisory Board member for approval.

The reason for presenting the updated template service contract of a Supervisory Board member is that the amount of monthly remuneration has not been adjusted for more than 20 years. There has been a significant increase in inflation during this period, in particular in the last two years. The new template service contract of a Supervisory Board member is based on the template approved by the Company's General Meeting on June 29, 2022, with the following changes reflected in it:

- (a) adjustment of the monthly remuneration for the performance of office of a member of the Supervisory Board;
- (b) change of the limit on the acquisition value of the provided company car and specification of the possibility of providing a car allowance in the event that the member of the Supervisory Board does not take the opportunity to use a company car for the performance of their office;
- (c) terminology adjustment – detailed specification of statutory deductions.

Service contracts concluded with newly elected members of the Supervisory Board will use the respective contract template wording approved by the General Meeting (amended to include specific identification data). The newly approved service contract template will also be reflected in the contents of contractual relations between the Company and previously elected members of the Supervisory Board in the form of novation (replacement of the existing obligation with a new obligation).

The new template service contract of a Supervisory Board member is published on the Company's website at www.cez.cz under the link "Investors" in the section "General Meetings", in the part related to the 2024 General Meeting.