

## The Board of Directors of ČEZ, a. s.

### Ing. Daniel Beneš, MBA

Born 1970

#### Chairman of the Board of Directors

Member of the Board of Directors since December 15, 2005  
Chairman of the Board of Directors since September 15, 2011  
Chief Executive Officer since September 15, 2011

Ing. Daniel Beneš, MBA graduated from the Machinery faculty of the Mining school - Technical University in Ostrava.

In years 1993 - 1997 he worked as a sale manager in the company BOHEMIACOAL, later as a company managing director of HEDVIGA GROUP. Between 2000 – 2004 he was a company managing director of the TCHAS plant, which is the leading importer and fuel merchant in Czech Republic.

2004 he acceded to the position of the Chief Procurement Officer of Procurement Department of the company ČEZ, a. s. From 2006 he held the position of Chief Administration Officer. From May, 2006 he was Vice-Chairman of the Board of Directors. Since September 2011, he has been the Chief Executive Officer and Chairman of the Board of Directors. At the same time he has been representing ČEZ, a. s. in the company governed authorities.

He is Vice-President of the Confederation of Industry of the Czech Republic and the winner of the prestigious contest Manager of the Year 2014.

### Ing. Martin Novák, MBA

Born 1971

#### Vice-Chairman of the Board of Directors

Member of the Board of Directors since May 22, 2008  
Vice-Chairman of the Board of Directors since October 20, 2011  
Chief Financial and Operations Officer since January 1, 2016

Ing. Martin Novák, MBA graduated from the University of Economics in Prague and started his career as a tax advisor at PriceWaterhouse in 1994. From here he moved on to Česká rafinérská, where he worked from 1996 to 2001. He spent the next 5 years at Conoco in Houston, ConocoPhillips in London and ConocoPhillips in Prague. In 2007 he undertook the Executive MBA programme at the University of Pittsburgh.

He has been working in the ČEZ Group since 2006. Since 1 January 2008, he has been the Finance Division Director of ČEZ Group. Since May 2008, he has been the Member of the Board of Directors. Since October 2011, he has been the Vice-Chairman of the Board of Directors. In the course of his employment with the ČEZ Group, he has managed to accelerate considerably the reporting of results,

simplify many processes, reduce the number of Group accounting departments and improve the efficiency of provided services with a direct impact on cost reduction. Since January 2016, he has been the Chief Financial and Operations Officer.

### **Ing. Tomáš Pleskač, MBA**

Born 1966

#### **Member of the Board of Directors**

Member of the Board of Directors since January 26, 2006

Chief Renewables and Development Officer since January 1, 2016

Ing. Tomas Pleskač, MBA graduated from the Faculty of Business and Economics of Mendel's University of Agriculture in Brno 1989. Later he completed an internationally accredited course at the Prague International School and received an MBA. Mr. Pleskač joined CEZ after a short working period in Komerční banka, a. s.

He started working for CEZ Group in 1994, as a Deputy Director of the Economy and Sales Department at the Dukovany Nuclear Power Plant. Between 2004 and 2007 he was in charge of the CEZGroup integration project "Vision 2008" From 2006 he was the Division Distribution Chief Officer and a Member of the Board of Directors. He became a Division International Chief Officer (in January 2008) and Division Distribution and International Affairs Chief Officer (in April 2012). He became 2<sup>nd</sup> Vice-Chairman of the Board of Directors (11<sup>th</sup> February 2008 - 29<sup>th</sup> June 2010). Since January 2016, he has been the Chief Renewables and Development Officer.

### **Ing. Ladislav Štěpánek**

Born 1957

#### **Member of the Board of Directors**

Member of the Board of Directors since June 27, 2013

Chief Generation Officer since July 1, 2013

Ing. Ladislav Štěpánek graduated from the Faculty of Mechanical Engineering of the Czech Technical University in Prague. He worked for the Dukovany Nuclear Power Plant (1981 – 1983) and in Podnik automatizační techniky (Automation Equipment Enterprise) (1983 – 1985). In the period 1985 – 1993, he worked as a senior research worker for the Institute of Nuclear Fuels in Prague-Zbraslav.

In ČEZ, he worked in the past as a section director for the CEO and Board Office and as the Deputy Purchasing Manager. From 2004, he was director of the Fuel Cycle department, which controls coal and nuclear fuel purchasing. Ladislav Štěpánek also represents ČEZ in leading professional associations, being for instance vice-chairman of the Board of SÚRAO (RAWRA – Radioactive Waste Repository Authority) where he represents radioactive waste producers in the nuclear power sector.

### **JUDr. Michaela Chaloupková, MBA**

Born 1975

#### **Member of the Board of Directors**

Member of the Board of Directors since October 20, 2011  
Chief Administrative Officer since January 1, 2012

JUDr. Michaela Chaloupková, MBA has worked in the CEZ Group since 2003. From January 1, 2007 to January 1, 2008 she held the position of Integrated Purchasing Section Manager, and since January 1, 2012 she has worked as Chief Purchasing Officer (since January 1, 2014 Division Administrative).

### **Ing. Pavel Cyrani, MBA**

Born 1976

#### **Member of the Board of Directors**

Member of the Board of Directors since October 20, 2011  
Chief Sales Officer since January 1, 2016

Ing. Pavel Cyrani, MBA has worked in the CEZ Group since 2005 and apart from the Asset Management Department he managed also the Controlling Department, Finance Division, for almost four years.

Before his engagement in ČEZ, a. s. he worked as a management consultant in McKinsey & Company, where he specialized in the energy industry. Pavel Cyrani graduated from the University of Economics, Prague, Department of International Trade, and obtained a MBA title in finance at the Kellogg School of Management in the USA.

### **PhDr. Ivo Hlaváč**

Born 1976

#### **Member of the Board of Directors**

Member of the Board of Directors since December 19, 2013

Chief External Relations and Regulation Officer since May 1, 2014

PhDr. Ivo Hlaváč is Chief External relations and regulation Officer. He has served as Director of Public Affairs at CEZ Group since 2013. He has previously worked at CEZ as an expert on the European agenda.

Ivo Hlaváč graduated from the Philosophical Faculty of Palacký University in Olomouc. He completed postgraduate scholarship programmes at ENA in Paris and GCSP in Geneva.

He worked in managerial positions in the civil service, specializing in the EU and international relations. He served as First Deputy Minister for EU Affairs at the Ministry for Regional Development, First Deputy Minister for the EU and International Relations at the Ministry of Agriculture and Deputy Minister for Technical Environmental Protection at the Ministry of the Environment.

Before returning to CEZ Group, he worked as a manager for the energy industry at Deloitte in 2012.

On the Board of Directors, he is in charge of external relations and regulatory affairs.