



APPROVAL OF THE REMUNERATION POLICY OF ČEZ, a. s.

Draft resolution:

The General Meeting of ČEZ, a. s., approves the Remuneration Policy of ČEZ, a. s., as presented to the General Meeting by the Company's Board of Directors.

Rationale:

In compliance with the provisions of Section 121k(1) of Act No. 256/2004 Coll., on capital market undertakings, as amended (hereinafter the "Act on Capital Market Undertakings"), the General Meeting of a company that issues shares pursuant to Section 118(1)(a) of the Act on Capital Market Undertakings has exclusive authority to approve the company's remuneration policy. Remuneration policy pursuant to the quoted provision of the Act is presented to the General Meeting by the Board of Directors.

In this regard, the Board of Directors presents the Remuneration Policy of ČEZ, a. s., for approval by this General Meeting.

The presented wording of the Remuneration Policy complies with all material requirements by the Act on Capital Market Undertakings and is based on the current conditions and principles of remuneration of members of the Company's Board of Directors and the Supervisory Board.

After being approved by the General Meeting, the Remuneration Policy of ČEZ, a. s., will be published on the Company's website where it will be accessible for the entire term of its application.