

OVERVIEW OF THE MAIN POINTS OF THE GROUP COMPENSATION POLICY

Group Car Policy defines general common guidelines for car fleet management to be followed in all Elevion Group entities, excluding Elevion Group, odštěpný závod, where ČEZ policy applies

- Localization of Car policies valid for individual OpCo's is possible; however, they must be aligned with the principles defined in Group Car Policy

Key areas of the policy:

- Group commitment to reduce carbon footprint of car fleet, top managers are to lead by example, details in Annex 2.
- Definition of key principles to be followed for:
 - Business vs. Private use of company car
 - Purchase vs. Leasing, definition of main leasing parameters
 - Cars must be economical and suitable for business purposes. Special focus is to be dedicated on recyclability, reusability and possibility of recoverable liquidation in line with Group environmental initiatives.
 - No Car allowance to be granted in case of use of private car with combustion engine.
- Definition of basic framework of use
- Definitions of Employer and Employees obligation
- Annex 1: Monthly limits for Leasing rates for each category of employee, list of recommended car models for each category of employees
- Annex 2: Carbon Footprint Reduction commitment