

Internal Information

Michaela Chaloupková and Martin Novák to Continue as Members of the Board of Directors ČEZ

The Supervisory Board of ČEZ confirmed at its session yesterday that Michaela Chaloupková, Administration Division Director, and Martin Novák, Finance Division Director, will continue their offices as members of the Board of Directors. Martin Novák's next term of office will commence on 24 May 2020, while that of Michaela Chaloupková will begin on 1 January 2020. This will ensure continuity in key corporate management areas.

The Board of Directors at its session then decided that, with effect from 1 January 2020, ČEZ will have three deputy CEOs. Tomáš Pleskač will serve as Deputy CEO for Business Development, Martin Novák will be a Deputy CEO for Operations, and Pavel Cyrani will be a Deputy CEO for Strategy and Sales. With effect from the same date, Pavel Cyrani was elected Vice-Chairman of the Board of Directors.

Michaela Chaloupková is one of the leading Czech managers who has regularly placed among the TOP 25 women in Czech business. She joined CEZ Group in 2002. She is a procurement process expert and has experience with conducting a tender for nuclear facilities including nuclear units. She has been actively involved in sustainable entrepreneurship and corporate responsibility and is CEZ Group's Sustainable Development Leader. Thanks to her pro-active engagement, ČEZ has repeatedly placed among the TOP 3 Responsible Corporations of the Year. In her area of responsibility, she has greatly contributed to introducing a uniform centralized purchasing function in CEZ Group and principles of sustainable development and drove the implementation of diversity and flexibility principles in corporate strategies and processes.

Martin Novák has international experience from multinational corporations. He worked for Conoco in Houston, ConocoPhillips in London and ConocoPhillips in Prague for over 5 years. He joined ČEZ in 2006. Since 1 January 2008, he has worked as CEZ Group's Chief Financial Officer. In his office, he successfully reduced the costs in the Finance Division by implementing substantial restructuring and establishing a Shared Services Center. During his office term, the corporation's rating stayed at a stable investment level, and the company has successfully restructured its debt recently. Three years ago, he received the CFO of the Decade award. In its international chart, the US Institutional Investor magazine rated ČEZ as a company with the best investor relations in the EMEA region, and Martin Novák was declared as the best Chief Financial Officer.

Pavel Cyrani is one of the authors of CEZ Group's current strategy that focuses on "new" energy to a greater extent. He joined ČEZ in 2006 and worked at various

management positions; he has been a Member of the Board of Directors since 2011. Pavel Cyrani presently heads the Strategy and Sales Division, being responsible for the main strategic projects such as the construction of new nuclear units, trading in electricity and gas, consumer service, decentralized power generation and energy services. He is a reputed energy expert who regularly presents at conferences on major energy topics in the Czech Republic and across Europe.

Tomáš Pleskač joined ČEZ in 1993 and for nine years he worked as Deputy Director for Finance and Sales at the Dukovany Nuclear Power Plant. He led and successfully implemented the largest integration project in ČEZ's history – the merger of ČEZ and regional energy companies. The outcome served as a foundation for the current structure of CEZ Group, including the key companies such as ČEZ Prodej (ČEZ Sales) and ČEZ Distribuce. He is a member of multiple Supervisory Boards and Boards of Directors at ČEZ's subsidiaries.