

Annex to Notice of General Meeting – Proposal of amendment to Article 5 of Remuneration policy of MONETA Money Bank, a.s.

5 Remuneration of the Supervisory Board

Members of the Supervisory Board receive for performance of their function Fixed Remuneration only. Members of the Supervisory Board do not participate in Variable Remuneration or pension programs. The remuneration is set at a level that is market-aligned and reflects the qualifications and competencies required, considering, the Group's size, complexity, and shareholders' characteristics. Upon termination of office, Supervisory Board Members are not entitled to severance payments; this does not affect the provisions of Section 10.4 of this Policy.

5.1 Fixed Remuneration

- (1) The Supervisory Board members shall receive only Fixed Remuneration and do not participate in the Variable Remuneration schemes. The Supervisory Board Members remuneration shall be approved by a resolution of the General Meeting. Documents regarding the compensation of Supervisory Board members are published and available on the Company's website in the Investor Relations section (<https://investors.moneta.cz/corporate-documents>).
- (2) **Remuneration of employee representatives in the Supervisory Board.** The Management Board shall lay down, in an internal directive, the remuneration for the employee-elected members of the Supervisory Board. Those rules must comply with regulatory requirements and with this Remuneration Policy and shall be without prejudice to the independence of the employee-elected members of the Supervisory Board. The maximal amount of their total annual remuneration shall not exceed 20% of the fixed annual remuneration of the Supervisory Board member specified in Article 5.4 of this Remuneration Policy.

5.2 Term and Termination of Performance of the Office

The Supervisory Board members shall be elected to the office by the General Meeting (2/3) or Company's Employees (1/3), as the case may be, for the term of four (4) years and may be repeatedly re-elected. The Performance of the Office may terminate as a result of the term expiration, resignation, recalling from the office or other reasons set forth in a service contract or applicable law or MONETA Money Bank's Articles of Association. The service contracts of the Supervisory Board members shall automatically terminate upon the termination of their offices. In case of resignation, the office terminates one (1) month after the delivery of the Supervisory Board member's resignation to the Supervisory Board or to MONETA Money Bank's registered office, unless the Supervisory Board approves another date at the resigning Supervisory Board member's request.

5.3 Severance Payments and Pension Benefits

The Supervisory Board members are not entitled to any payments in connection with the termination of their office in the normal course of business (with exception described in Chapter 10 (*Change of Control Impacts*)), nor are they entitled to any pension benefits.

5.4 Annual Fixed Remuneration and Reimbursement of Costs

- (1) The annual remuneration, as listed below, is applied to the Supervisory Board members elected by shareholders. Payments are provided in Czech Crowns on monthly basis in amount of one twelfth of the annual amounts in the table below.

Fixed Remuneration (annual)	Amount (CZK)
Supervisory Board roles	
Chair	3,060,000
Vice Chair	1,950,000
Member (independent)	1,470,000
Audit Committee	
Chair	510,000
Member	222,000
Committees of the Supervisory Board¹	
Chair	486,000
Member	198,000

- (2) In the case of members of the Supervisory Board who also serve on the Audit Committee and/or on committees of the Supervisory Board, the remuneration for each such role shall be cumulative (i.e., the respective amounts shall be added together).
- (3) In addition to the above amounts, the Company provides reimbursement for reasonable travel expenses incurred, in connection with a Supervisory Board Members discharging of duties.
- (4) Supervisory Board members are provided with IT technology required for performance of their office.

¹ Risk Committee, Remuneration Committee and Nomination Committee