

19 March 2026

To: Shareholders of MONETA Money Bank, a.s.

From: Tomáš Spurný, Chief Executive Officer and Chairman of the Management Board

Subject: **Remuneration Change Recommendation/Rationale for the Supervisory Board of MONETA Money Bank, a.s.**

## **History and Context**

The current remuneration of the MONETA Supervisory Board was put into effect in 2017 upon shareholder approval at that year's General Meeting. It was re-affirmed and included in the MONETA Remuneration Policy, as approved by shareholders, at the 2024 Annual General Meeting.

From fiscal year 2020 to the present, the actual remuneration of each member of the Supervisory Board has been disclosed to shareholders as part of the MONETA Remuneration Report presented at each Annual General meeting.

Included in these reports are the following Supervisory Roles: Chair, Vice Chairs, Members, Chair, Audit Committee, Members, Audit Committee, Chair, Risk Committee, Members, Risk Committee, Chair, Nomination Committee, Members, Nomination Committee, Chair, Remuneration Committee and Members, Remuneration Committee.

In Q4 of 2025, MONETA conducted the Executive Remuneration Benchmarking exercise of the Management Board roles and the Supervisory Board roles provided by reputable international company. Regarding the Supervisory Board findings, the analysis shows the current remuneration of the Supervisory Board has fallen below the market median levels which, per the approved Remuneration policy, is used as a guideline when determining Executive remuneration.

Further, Executive remuneration is also determined, based on the long-term performance of the bank.

The overview below summarizes of MONETA's performance over the period January 2017 to December 2025:

- a. **Credit Rating** – MONETA maintains a steady A-2 rating and stable outlook from Moody's for the past 6 years;
- b. **Net Profit** – CZK 41.4bn delivered as cumulative net profit which resulted in an average RoTE of 17.8%;
- c. **Dividend Payout** – 90% of cumulative consolidated net profit distributed to shareholders which represents cumulative dividends of CZK 37.3bn or CZK 72.95 per share;
- d. **Total Shareholder Return** – 394% TSR between 2017 and 2025, with an average dividend yield of 8.1% p.a. and 74% on cumulative basis;

- e. **Average Annual Growth of Total Assets** – 14.5% from CZK 149.4 bn to CZK 504.5bn. Loan book from CZK 111.9bn to CZK 291.2bn and securities portfolio from CZK 13.8bn to CZK 120.1bn;
- f. **Capital Position** – Maintains strong position with accounting equity average annual growth of 1.5% 2017 through 2025 despite the average dividend pay-out of 90%. Accounting Equity increased during the period from CZK 27.3bn to CZK 31.2bn;
- g. **Liquidity and Capital Position** – Further strengthened through issued capital instruments in the amount of CZK 18.2bn and Customer Deposits from CZK 116.3bn to CZK 440.4bn.

Throughout this period the compound inflation (CPI) as reported by the Czech National Bank was 54%. The compound wage inflation, as reported by the Czech Statistical office was 77%. Compound increase in salaries at MONETA over this period amounts to 47%. On the other hand, proposed changes in remuneration of the Supervisory Board and Audit Committee would increase costs only by 15%.

In the view of the Management Board, it is appropriate to revisit the Supervisory Board's remuneration as detailed below.

Recommended Supervisory Board Remuneration effective 1 May 2026, subject to Shareholder approval at the 2026 Annual General Meeting.

Supervisory Board Roles		#	Annual fee (current)	Annual fee (proposal)	Change (abs)
Chair		1	2,558,500	<b>3,060,000</b>	501,500
Vice Chair		2	1,790,950	<b>1,950,000</b>	159,050
Member		3	1,228,080	<b>1,470,000</b>	241,920
<i>Committees of the Supervisory Board:</i>					
Risk Committee	Chair	1	434,945	<b>486,000</b>	51,055
	Member	2	179,095	<b>198,000</b>	18,905
Nomination Committee	Chair	1	409,360	<b>486,000</b>	76,640
	Member	2	179,095	<b>198,000</b>	18,905
Remuneration Committee	Chair	1	409,360	<b>486,000</b>	76,640
	Member	2	179,095	<b>198,000</b>	18,905
<b>Supervisory Board Total</b>			12,152,875	<b>14,016,000</b>	1,863,125
Audit Committee	Chair	1	486,115	<b>510,000</b>	23,885
	Member	2	204,680	<b>222,000</b>	17,320
<b>Supervisory Board + Audit Committee</b>			13,048,350	<b>14,970,000</b>	1,921,650

Notes:

- The current Remuneration Policy for the Supervisory Board, approved in 2017, sets Supervisory Board remuneration in euros but converted by exchange rate valid at

the day of approval for payroll purposes. The new proposal will be denominated entirely in Czech crowns.

- All amounts represent annual payment in CZK.
- The Supervisory Board does not participate in any variable remuneration schemes.

In conclusion, the above proposal utilized the Benchmark median as a guideline only. Individual role's remuneration's proposals are in a narrow range at, above or below the median.

The Management Board supports this proposal as a reflection of both the performance of the Supervisory Board and the performance of MONETA throughout the period 2017 to the present and requests Shareholder approval at the 2026 Annual General Meeting.

With regards,

**Tomáš Spurný**

Chief Executive Officer and Chairman of the Management Board  
MONETA Money Bank, a.s.