

OVERVIEW OF RESOLUTIONS ADOPTED ON 17 JUNE 2020 AND RESULTS OF PER ROLLAM GENERAL MEETING DECISIONS

The votes FOR proposal are quantified after each adopted resolution. The number of votes AGAINST the proposal includes all votes that were not cast for the individual proposal, i.e. not only votes actually cast AGAINST the proposal, but also invalid votes and votes that were not delivered, i.e. number of votes AGAINST the proposal is the difference between the total number of votes of all shareholders entitled to vote, which is 300,882,157 (i.e. 310,220,067 votes associated with all shares of the company after deducting 9,337,910 votes associated with the company's own shares (treasury shares) which the company is not entitled vote with and the number of votes cast for that proposal.

1. Approval of the Company's standalone financial statements for the year 2019

Outside the meeting, the General Meeting approves in writing the regular financial statements of the Company for 2019 verified by an auditor, which were presented by the Board of Directors in the form of publication on the Company's website (www.ico60193336.cz) under the tab Investor Relations, section Annual and Half-year Reports as part of the Company's Annual Report for the year 2019.

*FOR this particular draft resolution, 242,940,217 votes were cast by the end of voting on this draft resolution, which represents 80.742647% of total number of votes of all shareholders entitled to vote. The resolution has been **ADOPTED**.*

2. Approval of the Company's consolidated financial statements for the year 2019

Outside the meeting, the General Meeting approves in writing the consolidated financial statements of the Company for 2019 verified by an auditor, which were presented by the Board of Directors in the form of publication on the Company's website (www.ico60193336.cz) under the tab Investor Relations, section Annual and Half-year Reports as part of the Company's Annual Report for the year 2019.

*FOR this particular draft resolution, 242,940,217 votes were cast by the end of voting on this draft resolution, which represents 80.742647% of total number of votes of all shareholders entitled to vote. The resolution has been **ADOPTED**.*

3. Decision on the distribution of the Company's profit for the year 2019

Outside the meeting, the General Meeting decides in writing as follows:

I.

The distribution of the Company's unconsolidated profit for the year 2019 in the amount of CZK 5,350,524,416.86 after tax is approved as follows:

1) contribution to the reserve fund	CZK 0.00
2) contribution to the social fund	CZK 8,000,000.00
3) royalties	CZK 0.00
4) dividends	CZK 5,273,741,139.00
5) retained earnings of previous years	CZK 68,783,277.86

The Company's business assets also include its own shares. In accordance with Section 309 (2) of the Business Corporations Act, the Company's right to a share in the profits associated with these shares expires upon its maturity. The unpaid profit attributable to these shares will also be transferred to the retained earnings account of previous years. Each share with a nominal value of CZK 10 receives a pre-tax dividend of CZK 17, and a share with a nominal value of CZK 100 receives a pre-tax dividend of CZK 170.

II.

Whereas

- on 30 March 2020 the Board of Directors decided that, in the event that holding the General Meeting on 16 April 2020 proves to be impossible, to pay advances for the Company's profit for the year 2019 in the amount of CZK 17 before tax per share with a nominal value of CZK 10 and CZK 170 before tax per share in the nominal value of CZK 100 (hereinafter referred to as "*Decisions on Advances*" and "*Advances*"); with Advances becoming due and payable on 6 May 2020, the payment of Advances ending on 6 May 2023 and the record date for the payment of Advances on 6 April 2020,
- the General Meeting proved impossible to be held on 16 April 2020 and the Company proceeded to the payment of Advances, and
- the General Meeting, by this decision on the amount of the dividend, conclusively confirms the Decision on Advances,

the General Meeting notes the following:

1. the amount of the dividend per share fully corresponds to the amount of the Advances decided by the Board of Directors of the Company in the Decision on Advances,
2. on the basis of this resolution, the Advance and dividend from the profit for the year 2019 associated with each share of the Company will be settled by deducting the Advance per share (CZK 17 and CZK 170, respectively) from the dividend attributable to the same share (CZK 17 and CZK 170, respectively); the resulting balance will be zero and the dividend payable above the Advance already paid will be CZK 0 (in words: zero Czech crowns),
3. the relevant tax is to be withheld (deducted) by the Company under the conditions arising from Czech legislation within the approved Advances.

III.

The due date of the dividend has been set for 19 June 2020, on which day the settlement of dividends and Advances will take place; the record date for the dividend in accordance with the Articles of Association is 20 May 2020.

*FOR this particular draft resolution, 243,091,199 votes were cast by the end of voting on this draft resolution, which represents 80.792826% of total number of votes of all shareholders entitled to vote. The resolution has been **ADOPTED**.*

4. Decision on the distribution of the Company's share premium

Outside the meeting, the General Meeting approves in writing the distribution of a part of the Company's share premium in the actual amount of CZK 8,263,773,333.91 to shareholders as follows:

- the Company's share premium will be distributed (reduced) in the amount of up to CZK 1,240,880,268.00,

- the Company's own assets also include the Company's own shares. The Company will not be entitled to the payment of the amount related to the payment of share premium; the applicable amount (i.e. the relevant part of the above maximum amount) will remain in the share premium account,
- for each share with a nominal value of CZK 10, an amount of CZK 4 before tax will be paid,
- the amount of CZK 40 before tax will be paid for the share with a nominal value of CZK 100,
- having regard to the above provisions of this resolution, the final aggregate amount paid to shareholders, as well as the remaining share premium, will depend on the actual number of treasury shares owned by the Company,
- under the conditions arising from Czech legislation, the relevant tax will be deducted (deducted) by the Company before the payment is made,
- the payment will be made on the basis of a statement from the statutory register, which will be procured by the Company on 23 May 2020 (unless it is proven that the date in the register does not correspond to the factual situation as of that date),
- the amount to be paid will become due on 22 June 2020. The Board of Directors is responsible for the payment of the share of the share premium and the payment will be made at the Company's expense through Česká spořitelna, a.s. In matters not regulated by this resolution, the payment will be carried out in particular in accordance with legal regulations and the Company's articles of association.

*FOR this particular draft resolution, 243,091,179 votes were cast by the end of voting on this draft resolution, which represents 80.792820% of total number of votes of all shareholders entitled to vote. The resolution has been **ADOPTED**.*

5. Appointment of an auditor to perform the statutory audit of the Company for the year 2020

Outside the meeting and on the basis of a proposal from the Supervisory Board and the Audit Committee, the General Meeting appoints the audit firm KPMG Česká republika Audit, s.r.o., Company ID No. 49619187, with its registered office in Prague 8, Pobřežní 648 / 1a, Postal Code 186 00, to perform a statutory audit of the Company for accounting period corresponding to the calendar year 2020 and that the audit contract of KPMG Česká republika Audit, s.r.o. be extended accordingly.

*FOR this particular draft resolution, 243,091,179 votes were cast by the end of voting on this draft resolution, which represents 80.792820% of total number of votes of all shareholders entitled to vote. The resolution has been **ADOPTED**.*

6. Measures related to the optimization of the capital structure: the decision to acquire the Company's own shares

Outside the meeting, the General Meeting agrees in writing that the Company may acquire its own shares, under the following conditions:

- the maximum number of shares that the Company may acquire: 30,088,214 dematerialized (book-entered) ordinary shares of the Company, while the nominal value of each share as of the date of adoption of this resolution is CZK 10
- the period during which the Company may acquire shares: 5 years from starting from 9 December 2020

- the lowest price at which the Company can acquire individual shares: CZK 10
- the highest price at which the Company can acquire individual shares: CZK 297
- the highest aggregate price of all shares that the Company may acquire on the basis of this resolution: CZK 5.5 billion.

*FOR this particular draft resolution, 243,007,895 votes were cast by the end of voting on this draft resolution, which represents 80.765140% of total number of votes of all shareholders entitled to vote. The resolution has been **ADOPTED**.*

7. Approval of the remuneration policy for members of the Board of Directors and the Supervisory Board of the Company

Outside the meeting, the General Meeting decides in writing on the adoption of the remuneration policy for the members of the Board of Directors and the Supervisory Board in the wording of the proposal presented by the Board of Directors, which had been distributed together with this proposal.

*FOR this particular draft resolution, 236,192,237 votes were cast by the end of voting on this draft resolution, which represents 78.499915% of total number of votes of all shareholders entitled to vote. The resolution has been **ADOPTED**.*

8. Election of a member of the Audit Committee

Outside the meeting, the General Meeting elects in writing Mr. Michal Brandejs, born on 21 February 1967, resident at Bartákova 110/34, Prague 4, as a member of the Company's Audit Committee with effect from 9 December 2020.

*FOR this particular draft resolution, 240,525,091 votes were cast by the end of voting on this draft resolution, which represents 79.939965% of total number of votes of all shareholders entitled to vote. The resolution has been **ADOPTED**.*