

SUSTAINABILITY
REPORT
MONETA GROUP
2021



MONETA

MONEY
BANK

The MONETA Group submits consolidated Sustainability Report 2021
based on the global Sustainable Development Goals (SDGs).

In accordance with Article 8 of the EU Taxonomy Regulation, MONETA Group also discloses in this reporting the proportion of taxonomically eligible and taxonomically ineligible activities that are related to climate change adaptation objectives or mitigation measures. The report already takes into account the Group's updated medium-term ESG Strategy, which MONETA adopted in October 2021.

The MONETA Group consists of MONETA Money Bank, a.s. and its subsidiaries included in the consolidation entity MONETA Auto, s.r.o., MONETA Leasing, s.r.o. and MONETA Stavební Spořitelna, a.s.



TOMÁŠ SPURNÝ

Chairman of the Management Board and CEO

Dear shareholders,

Business and financial risks in the banking sector are linked to economic and social transformation as a result of climate change. In previous years new European regulations have been issued and require banks to be more sustainable, behave more responsibly and actively manage climate risks came into force. Implementing ESG measures will be financially challenging, but on the other hand they are essential: sustainability is not only important for the Bank or the communities in which we operate. They are necessary for the whole planet. That is why I am extremely proud that MONETA has already woven sustainability into its DNA long before these standards came into force: specifically, in 2016, when it became a publicly traded company.

Over the past five years, we have succeeded in meeting all of our medium-term sustainability targets. This success is evidenced by the fact that MONETA achieved the second highest rating (AA) in the MSCI rating last year, making it the only bank in the Czech Republic to hold such a high rating. In addition, we also achieved excellent results in the Sustainalytics rating, where we are ranked among the companies with low ESG risks in 2021 with an improved score 17.8.

2021 was a landmark year for us in terms of sustainability. In addition to the successes in the above-mentioned ratings, we decided to revise our medium-term sustainability strategy in particular and also to update our ESG targets. The strategy focuses on three key areas: sustainability, gender equality and social responsibility. It is based on the United Nations Sustainable Development Goals (SDGs) and the general objectives set out in the Paris Agreement.

Our goal is to further reduce CO₂ emissions gradually and achieve direct carbon neutrality within the next five years. In the emissions that we can directly influence, which fall into the category of so-called direct emissions, we have managed to achieve 70.1 percent reduction over the past five years. For us, the tool for neutrality in 2026 will now be the transformation of our fleet to electrified fleet.

We are not relenting in our pursuit of the social pillar of sustainability: women made up 33 percent of the Group's executive team last year. We aim to reach 35 percent in 2023. We are also working to close the Gender Pay Gap: the so-called pay gap at MONETA has been reduced year-on-year from 5.19 percent initially to the current 2.79 percent. Thanks to these results, we are still the only company from the Czech Republic to be included in Bloomberg's prestigious Gender-Equality Index. Last year, we launched initiative to support the employment of people with disabilities, and we also launched our flagship support for clients in tragic distress: the MONETA Clementia Foundation waives their financial obligations to MONETA Group in cases of acute need. We have allocated a total of CZK 22.7 million for philanthropic purposes during 2021 and intend to continue these activities: our goal is to increase this allocation to more than 1.5 percent of MONETA's net profit within five years.

The incorporation of ESG into practice in 2021 was also reflected in the Group's governance structure. We have set our remuneration policy so that the impact of ESG factors and risks are integrated into the remuneration of the Bank's Management Board, Material Risk Takers (MRTs) and other responsible employees through Key Performance Indicators (KPIs). At the Board level, the Sustainability Committee is responsible for the ESG agenda, and in the context of managing individual activities across the Group, the ESG Cluster is responsible for the delivery of tasks.

We have set an ambitious, transparent and, above all, realistic strategy for the coming period, which is supported by consensus by both the Bank's Management Board and Supervisory Board. I believe that our commitments, which have become part of the financial and commercial objectives of management compensation, have moved our goals from the populist to the motivational level. I believe that all of this will lead to MONETA's successful emergence as one of the world's elite companies that are serious about sustainability.



Tomáš Spurný
Chairman of Management Board
and CEO



ZUZANA FILIPOVÁ

Director of Sustainability & Communication

Dear shareholders,

The principles of sustainable, considerate and responsible business, which are anchored in the ESG policy, govern all banks in the European Union from mid-2021. The new regulation requires banks to incorporate sustainability factors into their operations, lending processes and requirements for customers. The set of European regulations thus builds on the UN 2030 Agenda for Sustainable Development and the Paris Agreement, which commits Member States to reduce greenhouse gas emissions. However, this is only a first step ahead of new mandatory reporting requirements under EU sustainability standards. I am therefore very pleased that MONETA started on the ESG path five years ago and is therefore keeping pace with global sustainability leaders in this context.

The fifth non-financial reporting of the MONETA Group, which you are holding in your hands, is in a sense a breakthrough. While all our previous documents have been structured in line with the international Global Reporting Initiative (GRI) principles, the MONETA Group's 2021 Sustainability Report is also based on the Sustainable Development Goals (SDGs). In accordance with Article 8 of the EU Taxonomy Regulation, MONETA Group also discloses in this reporting the proportion of taxonomically eligible and taxonomically ineligible activities that are related to climate change adaptation objectives or mitigation measures.

Alongside the implementation of the ESG agenda, we also revised our existing Medium Term Sustainability Strategy and updated its objectives in 2021. Of the 17 officially set Sustainable Development Goals (SDGs), we have implemented 11 of them in MONETA Group's sustainability policy, which best fit with our Group's business model and geographical location (Central Europe). These newly defined headline targets build seamlessly on the commitments we made in 2016 as part of our original Corporate Social Responsibility Strategy and are elaborated in detail into the further specific commitments that we aim to meet by 2026.

Our medium-term environmental sustainability goal is carbon neutrality in direct emissions. The successful reduction of our direct carbon footprint by more than 70 percent over the past five years has been helped by the transition of all our branches and headquarters to exclusively green energy, as well as the gradual electrification of our corporate fleet. We intend to continue to invest in modern technological environmental solutions, such as the Czech University of Life Sciences' unique project Smart Landscape 2030+. As the only Czech company represented in the Bloomberg Gender-Equality Index, we will continue to strive for a balanced ratio of women and men in the bank's top management, as well as fair remuneration. Philanthropy is also a big part of our mission: last year, the total amount allocated to philanthropic activities was CZK 22.7 million; in view of the difficult pandemic year, we supported 84 non-profit organizations, mainly hospice organizations, with CZK 5.7 million in our grant program last year alone, and we donated more than CZK 7 million through the MONETA Clementia Foundation to our clients, who, as a result of a tragic event in the family or a natural disaster such as the June tornado, found themselves in an unsolvable financial situation.

The year 2021 was another extremely difficult year marked by an ongoing pandemic, but it was nonetheless a year of enormous challenges. One of them was ESG. Thanks to many awards, including MSCI's AA rating, which we are the only bank in the Czech Republic to hold, MONETA aspires to be a leader in sustainability not only in the country in which it operates, but across Central Europe.

ESG

environmental, social and governance principles



Zuzana Filipová
Director of Sustainability
& Communication




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- Water retention and waste management
- Supplier screening

MONETA's Financed Carbon Footprint

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- Cooperation with the Czech University of Life Sciences
- Supporting innovative and sustainable agriculture

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- Ombudsman

Responsibility to local communities

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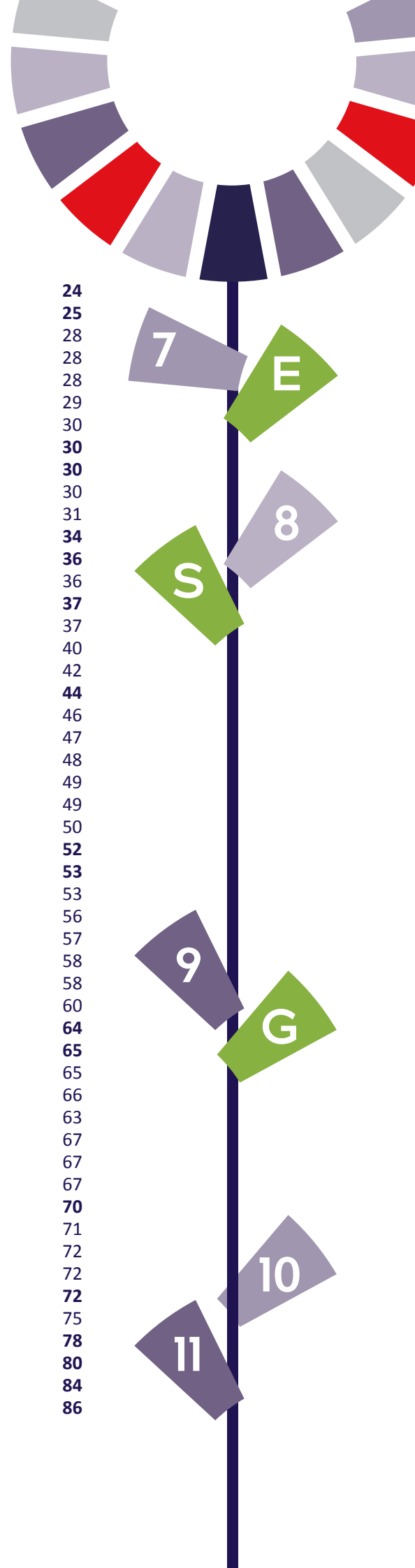
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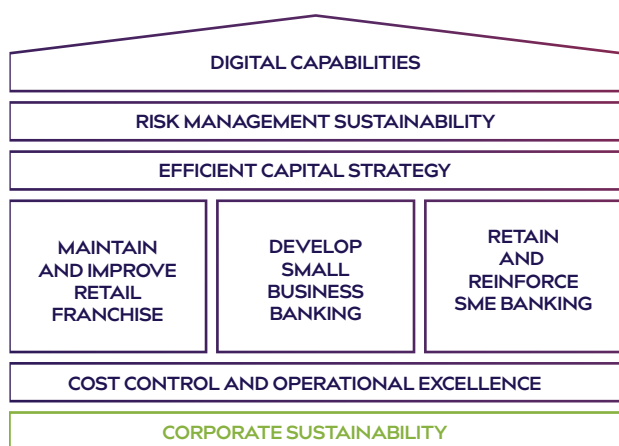


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MONETA'S ESG STRATEGY



Sustainability has been part of our DNA since the beginning of our existence. We are aware that sustainability has recently become also very important to our partners and stakeholders with whom we are in regular contact. Climate change and other important issues, however, require greater ambition and faster action, which is why we have decided to prepare a new organised and holistic approach to our next steps in 2021, also in the context of changing regulatory requirements. This concept has translated into a form of our medium-term ESG Strategy¹, including key performance targets. The new strategy is linked to the Bank's overall business strategy, risk management, our CSR activities and communication towards relevant stakeholders. The document focuses on three main areas, namely environmental (E), social (S) and sustainable governance (G), and thus forms the imaginary cornerstone of our entire business model.



The ESG Strategy represents all of our guiding principles and approaches to sustainability issues across the Group, including its subsidiaries. We have set out the goals we want to achieve in the coming years, both in terms of reducing our carbon footprint and with the social and governance style and policies that will lead to achieving these goals.

Our ESG Strategy reflects the important themes that our stakeholders perceive as important, therefore we make sure to communicate regularly with each other. In 2020, in line with Global Reporting Initiative (GRI) standards, we conducted an engagement analysis of our key stakeholders to update our sustainability strategy. The analysis was focused on our key stakeholders including also employees and clients. The dialogue provided us with key areas that we focused on and developed further in the coming years. These topics include diversity and inclusion, ethical corporate governance, cooperation with suppliers, protection of client data and cyber security, as well as the issue of environmental protection and innovative environmental projects. These themes have been grouped into three areas, namely environmental, social and sustainable governance. Each of these is discussed in more detail in the individual chapters of this report. In order to verify the significance and up-to-datedness of the selected ESG topics we reach out to our stakeholders again next year.

The ESG Strategy was compiled by an ESG team led by the Director of Sustainability & Communication, who is also responsible for its regular review and update. The Sustainability Committee is the executive body and the commitments are subsequently approved by the Bank's Board of Directors (more information in Chapter 9 – Strong ESG Corporate Governance Framework).

¹Source: <https://investors.moneta.cz/documents/12270853/12880955/mmb-esg-strategy-en.pdf/04197cd0-e07d-31d9-fdb1-8a2cef40af8a?t=1635483636192>

Stakeholder Engagement

In the area of sustainability and ESG, we have defined shareholders, regulators, clients, employees, media, suppliers and local communities as our key stakeholders. Stakeholder engagement is conducted through dialogue, regular client and employee surveys, regular communication with shareholders and transparent and regular reporting to all external stakeholders. Communication with the various stakeholders is described in the individual chapters of this report.



Mission

We are an innovative, digital bank that wants to deliver a first-class customer experience to our clients. We behave responsibly and with respect for the environment.

We believe that the new ESG Strategy provides invaluable support in integrating all the aspects that ESG entails into our corporate governance, lending, risk management or financing decisions, as well as helping us to support human capital, CSR & philanthropic activities or reporting. In doing so, it contributes to making our business sustainable and therefore profitable in the present and in the long term. We recognise that climate change requires swift and ambitious action.



Vision

We want to be the most innovative financial services organization in the Czech Republic in the eyes of our clients, employees and the communities in which we operate.

Our business strategy is to become a digital leader in the Czech banking market and to offer speed and convenience in selling and servicing products. We also strive to be the first choice for Czech households and small businesses.

The ESG Strategy aims to support MONETA in this endeavour. We would like to become a leader in providing online financing, savings, investments and other services, across different client groups, both in retail and commercial banking (including SMEs) across the Czech Republic.

Therefore, in order to maintain and improve our retail banking business, but also to meet our environmental goals, we strive to provide our services nationwide through our online channels and in smaller towns.

As part of the development of our banking proposition aimed at entrepreneurs and small businesses, we seek to educate our clients on how individual ESG factors can affect the viability of their own business strategies in the long term. We are constantly and diligently seeking ways to raise awareness among our farming clients of the true importance of biodiversity: we emphasize the importance of a circular economy as well as preserving the legacy of our ancestral sustainable approach. By offering online products and services towards SMEs, we bring synergies of economic profitability and increased awareness of environmental sustainability to this segment.

MONETA's Values and Ethics

The values we cherish at MONETA are an integral part of the culture of our entire company. On their own, they would be empty words. They are only given meaning by the people who fulfil them through their behaviour and attitudes. It is absolutely crucial for all values to be shared by all employees. Otherwise they don't work. It is the employees and members of the Group's corporate bodies who give MONETA's five core values their own concrete meaning. This is how we perceive them and we want them to find their place in our daily lives.



ENTREPRENEURSHIP

We are always innovating our business and creating banking services for the future. We have the courage to change and seek growth opportunities. Our business is profit-oriented, but never at the expense of unreasonable risk.



RESPECT

We are fair to each other. We respect each other's alternative ideas, which we support and develop. We treat others how we want to be treated. We take our competition seriously and learn from them.



COOPERATION AND ENGAGEMENT

We support and inspire each other because we know that we can achieve more together. Having a common goal helps us. We enjoy our work and perform it in the best way we can.



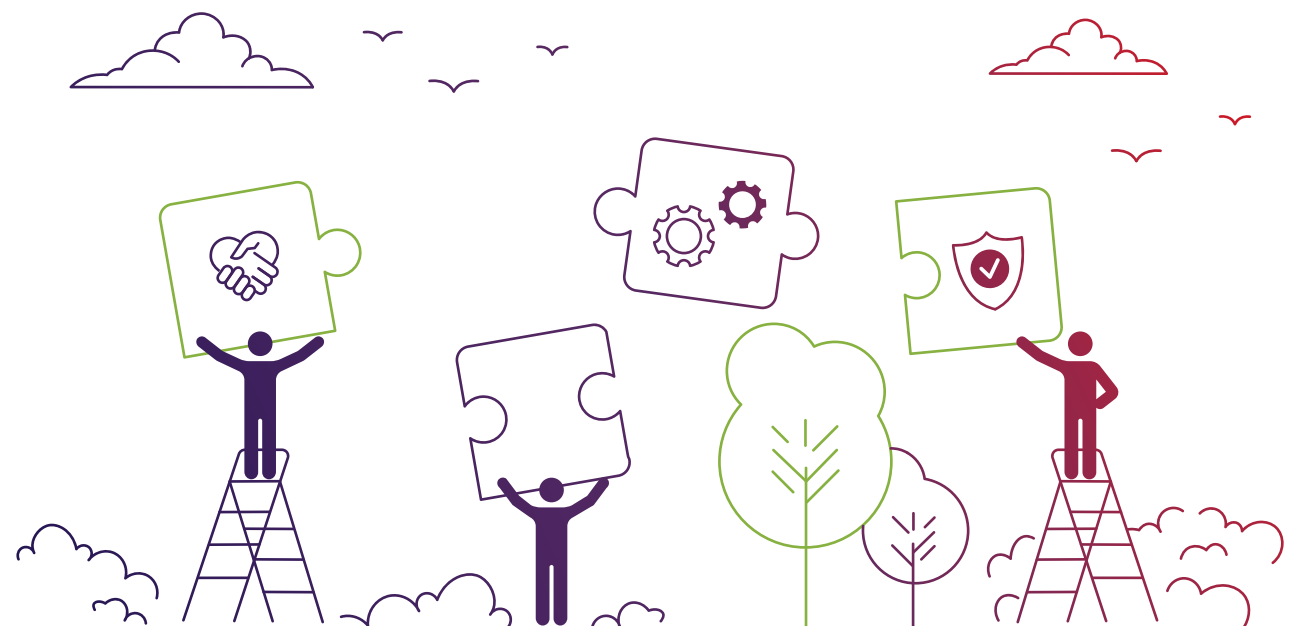
ACCOUNTABILITY

Our contribution depends on us all individually – we are all bearers of change. We are in it together – we share our achievements, our failures, and our risk. We provide and accept feedback that drives us forward.



CREDIBILITY AND INTEGRITY

Our word is our bond. We always act in a professional, consistent, and transparent manner. We act and make decisions ethically and according to our beliefs. We never forget that we represent the MONETA brand at all times – both at work and at home.



MONETA at a Glance

MONETA Group is represented by MONETA Money Bank, a.s. and its subsidiaries included in the consolidated entity MONETA Auto, s.r.o., MONETA Leasing, s.r.o. and MONETA Stavební spořitelna, a.s. This Sustainability Report includes consolidated data from all the above-mentioned companies as a single entity of the MONETA Group.

The Bank and its subsidiaries are headquartered in Prague. The Shared Services Centre is located in Ostrava. The company's share capital of CZK 10.2 billion is divided into 511,000,000 registered ordinary shares with a nominal value of CZK 20 per share, the issue price of which has been fully paid up.

All of the Bank's shares are publicly traded on the Prime Market organized by the Prague Stock Exchange. The Bank's shares are also traded without the Bank's consent on the regulated market organised by RM-SYSTÉM, česká burza cenných papírů a.s. and may also be traded on certain foreign markets.

MONETA aims to be one of the leading banks in the retail segment and in the segment of sole traders and small companies in the Czech Republic. It has established a very good position in financing Czech households and a growing position in the segment of sole traders and small companies. It is subject to regulatory supervision by the Czech National Bank and has a universal banking licence. The Bank operates in the Czech Republic through a well-distributed nationwide network consisting of 154 branches, 560 ATMs and a full-service customer service centre as of 31 December 2021.

In addition, MONETA benefits from a wide third-party distribution network consisting of 54 retail and 76 commercial financial intermediaries, 1,124 car dealers and 1,005 leasing partners. In addition, the Group also leverages its market leadership in digital banking platforms, which are becoming an increasingly important channel for the distribution of products and services. As at 31 December 2021, MONETA had 1.4 million retail and commercial clients. The Group's client base represents approximately 13.5% of the population of the entire Czech Republic. Full details of the MONETA Group's business model are available in the consolidated Annual Report 2021².

CZK 11.2 bn	CZK 4 bn	154	560	1,399 ths.	564 ths.	1,093 ths.	3,180 FTEs
							
Operating Income	Net Profit	Number of Branches	Number of ATM's	Clients ³	Smart Banka Users	Internet Banka Users	Employees

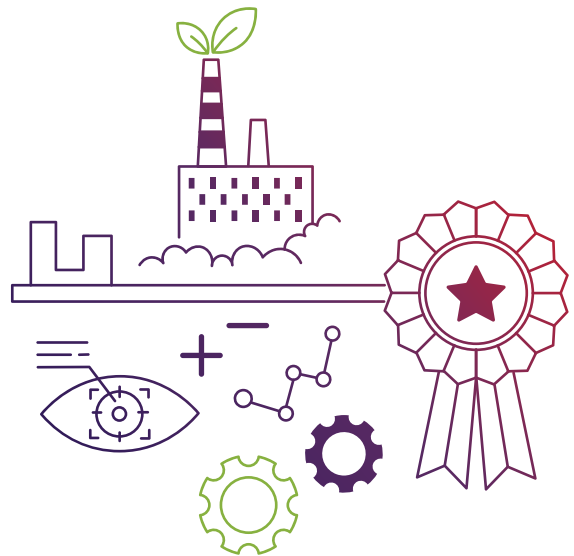


²<https://investors.moneta.cz/financial-results>

³Excluding clients with exposures classified as Stage 3 and non-performing POCI

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KEY EVENTS OF 2021



JANUARY

- **Diversity:** We were the only Czech company to be included again in the Bloomberg Gender-Equality Index "Bloomberg Gender-Equality Index 2021".⁴
- **Awards:** We won four awards in the competition by Finparada.cz⁵ – Financial Product 2020. " Pružná hypotéka" and "Spořicí účet Gold" won first place for the best product in their category. Another savings product, "Spořito" was second. The Tom Plus current account was awarded third place in its category.

FEBRUARY

- **Cybersecurity:** During the first two months of 2021, thanks to the ongoing cooperation with a renowned European intelligence service that specializes in preventing cyber threats, nearly three hundred clients were protected and their data was prevented from being misused.
- **Environmental protection:** We have declared carbon neutrality, so we want to get our direct emissions to net zero by the end of 2025. We want to achieve carbon neutrality by gradually reducing our direct CO₂e emissions by 10 per cent each year.
- **Diversity:** From the first of February, we began paying parents of children under 6 years of age employed by the Group financial allowances on a monthly or annual basis depending on the age of the child. This supports our strategy of encouraging our employees to return from maternity and parental leave. We have estimated the annual cost of financing this employee benefit at almost CZK 4.5 million.

MARCH

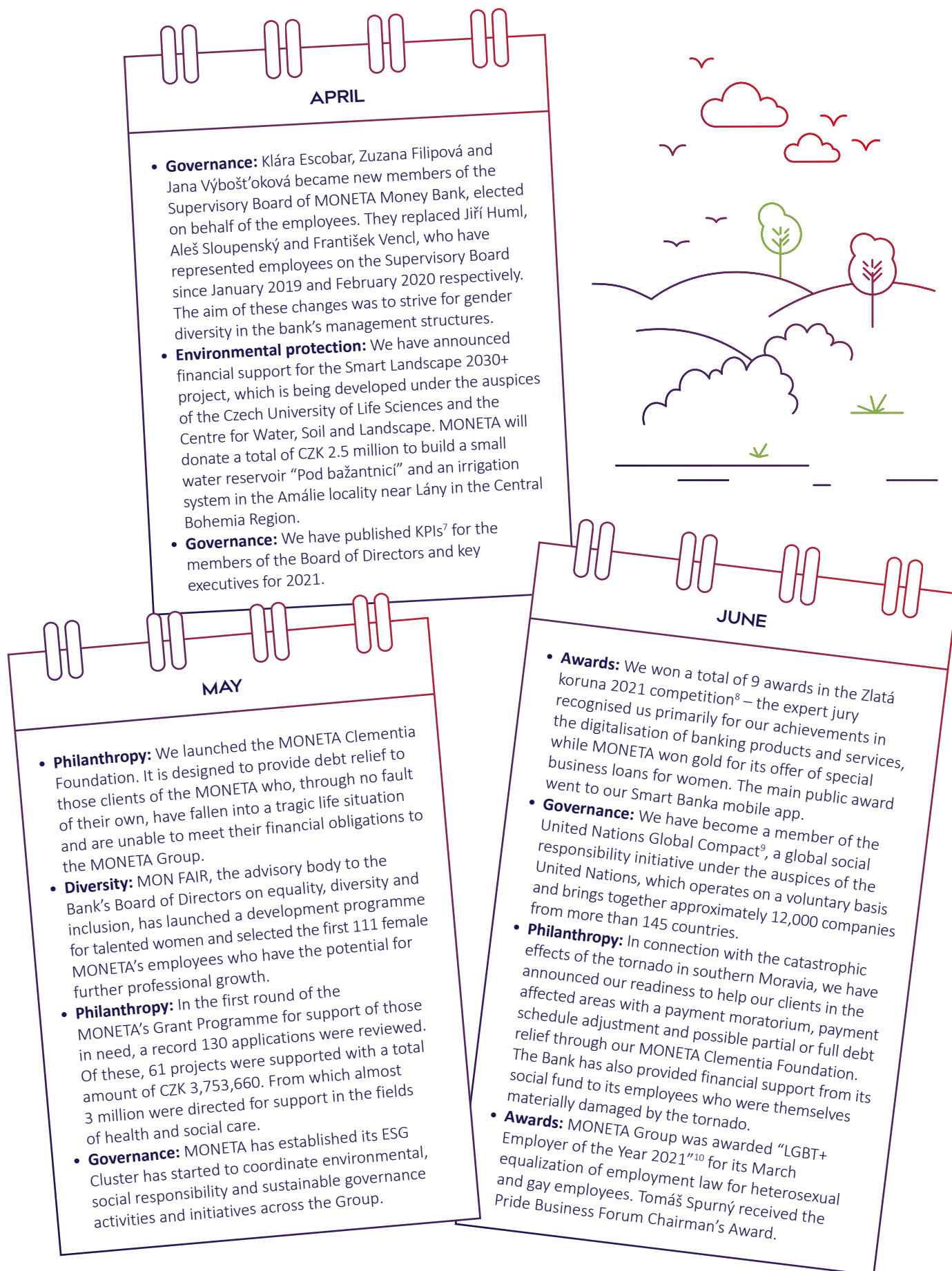
- **Diversity:** We have equalised the conditions for LGBTQ+ families and couples from the workforce, treating registered couples as married. All MONETA Group employees are entitled to statutory time off for marriage and registered partnerships or funeral arrangements, regardless of their sexual orientation. In doing so, we have decided to level the playing field for our LGBTQ+ employees, which is otherwise not available to them under Czech legislation.
- **Sustainable Finance:** We have joined the Memorandum of the Czech Banking Association for Sustainable Finance.
- **Sustainable Development:** We have published Sustainability Report for 2020.⁶



⁴Source: <https://www.moneta.cz/servis-pro-media/tiskove-zpravy/detail/moneta-opet-zarazena-na-index-genderove-rovnosti-spolecnosti-bloomberg-je-jedina-z-cele-cr>

⁵Source: www.finparada.cz

⁶Source: <https://investors.moneta.cz/documents/12270853/12880955/mmb-corporate-sustainability-report-2020.pdf/babdb6f9-f209-d245-4894-2bd2d7b106de?t=1620379519000>

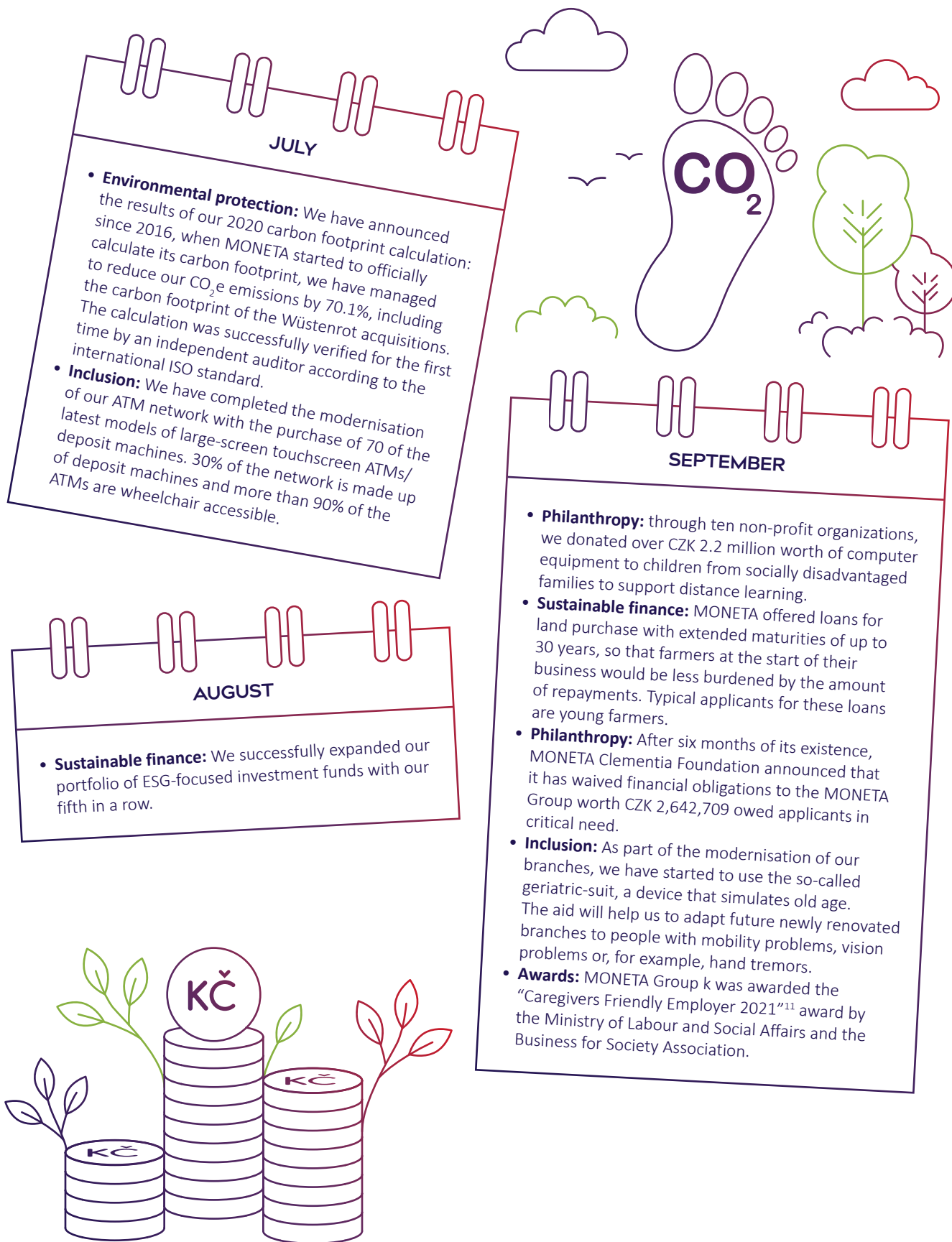


⁷Source: <https://investors.moneta.cz/documents/12270853/12624920/mmb-new-kpi-2021-en.pdf>

⁸Source: <https://www.zlatakoruna.info/soutez/2021>

⁹Source: <https://www.unglobalcompact.org/what-is-gc/participants/146340-MONETA-Money-Bank>

¹⁰Source: <https://www.pridebusinessforum.com/uncategorized/lgbt-friendly-employer-a-pride-business-forum-heroes-2021/>



- **Environmental protection:** We have announced the results of our 2020 carbon footprint calculation: since 2016, when MONETA started to officially calculate its carbon footprint, we have managed to reduce our CO₂e emissions by 70.1%, including the carbon footprint of the Wüstenrot acquisitions. The calculation was successfully verified for the first time by an independent auditor according to the international ISO standard.

- **Inclusion:** We have completed the modernisation of our ATM network with the purchase of 70 of the latest models of large-screen touchscreen ATMs/ deposit machines. 30% of the network is made up of deposit machines and more than 90% of the ATMs are wheelchair accessible.

AUGUST

- **Sustainable finance:** We successfully expanded our portfolio of ESG-focused investment funds with our fifth in a row.

SEPTEMBER

- **Philanthropy:** through ten non-profit organizations, we donated over CZK 2.2 million worth of computer equipment to children from socially disadvantaged families to support distance learning.
- **Sustainable finance:** MONETA offered loans for land purchase with extended maturities of up to 30 years, so that farmers at the start of their business would be less burdened by the amount of repayments. Typical applicants for these loans are young farmers.
- **Philanthropy:** After six months of its existence, MONETA Clementia Foundation announced that it has waived financial obligations to the MONETA Group worth CZK 2,642,709 owed applicants in critical need.
- **Inclusion:** As part of the modernisation of our branches, we have started to use the so-called geriatric-suit, a device that simulates old age. The aid will help us to adapt future newly renovated branches to people with mobility problems, vision problems or, for example, hand tremors.
- **Awards:** MONETA Group k was awarded the "Caregivers Friendly Employer 2021"¹¹ award by the Ministry of Labour and Social Affairs and the Business for Society Association.

¹¹Source: <https://www.mpsv.cz/-/zamestnavatele-kteri-vychazeji-vstric-neformalne-pecujicim-ziskali-oceneni>

OCTOBER

- **Awards:** The Bank was awarded "Best Bank of 2021"¹², "Banking Innovator of 2021" and "Most Customer Friendly Bank of 2021". This is the fourth consecutive year that we have received the award for the best innovation of the year in the banking market.
- **Sustainable finance:** The 20th year of the Farmer of the Year competition, of which MONETA has been the general partner since the beginning, took place. Three absolute winners were announced among agricultural entrepreneurs, as well as winners in special categories and in individual regions of the Czech Republic.
- **Inclusion:** We have launched the MON Step project, which aims to increase the involvement of people with disabilities in the Group's workforce. MONETA wants to employ at least 3.5% of disabled and handicapped people within four years.
- **Governance:** We are the only bank in the Czech Republic to subscribe to the UN Principles for Responsible Banking¹³. The platform is part of the United Nations Environment Finance Initiative (UNEP FI) and its role is to cooperate in meeting the goals of the Paris Agreement.
- **Sustainable finance:** We have launched the MONETA Smart Finance online system. This allows farmers to obtain credit for the purchase of agricultural equipment much faster and more efficiently. It allows to complete the application in ten minutes, offers variable instalments according to the client's possibilities and enables digital signing of the contract using biometrics.

NOVEMBER

- **Philanthropy:** We joined the so-called Summer of Grace. We waive all sanction fees and penalties for clients who are more than three months in default on their financial obligations. This will be provided they repay the original principal, including any outstanding commercial interest, within a maximum of seven years.
- **Awards:** MONETA became the second Bank of the Year 2021¹⁴. We also took silver in the corporate bank category and for mortgages. We won the Mortgage of the Year award for the uniqueness of our broad mortgage programme, led by 100% online mortgage refinancing via the Refinanso.cz platform.
- **Philanthropy:** within the second round of the MONETA Grant Programme, non-profit organisations were supported with more than CZK 2 million. In total, we have distributed over CZK 5.7 million in 2021 among the projects of organisations under this programme.

DECEMBER

- **Sustainable finance:** A unique loan for women entrepreneurs, implemented in cooperation with the European Investment Fund, was granted to almost 150 female applicants in 2021, for a total amount of over CZK 60 million.
- **Philanthropy:** During the charity baking in 2021, the employees raised almost CZK 240,000 among themselves. We doubled this amount and supported the Hospic sv. Štěpána (Hospice of St. Stephen) in Litoměřice and the Mobile Hospice Strom života (Tree of Life) with CZK 480,000.
- **Sustainable finance:** The final round of the MONETA Živnostník roku 2021 (Entrepreneur of the Year 2021) competition took place, in which 14 winners of individual regional rounds competed for the absolute victory. MONETA has been the titular partner of the competition since 2019.



¹²Source: https://www.economia.cz/wp-content/uploads/2021/10/TZ_Nejbanka_Nejpojistovna.pdf

¹³Source: <https://www.unepfi.org/member/moneta-money-bank-a-s/>

¹⁴Source: <https://bankaroku.cz/predchozi-rocniky/>

2021 AWARDS SUMMARY

Bloomberg Gender-Equality Index

MONETA was included as the only Czech company among the 380 companies ranked on the Bloomberg Gender-Equality Index 2021.

LGBT+ Friendly Employer

MONETA was awarded the LGBT+ Friendly Employer 2021 award in the category for Biggest Leap of the year for its activities related to the equalisation of statutory leave entitlements for marriage and civil partnerships regardless of the sexual orientation of its employees. The company's CEO and Chairman of the Board, Tomáš Spurný, was also awarded the Pride Business Forum Christian Schwenke Chairman's Award, for his personal contribution to LGBT+ in the financial sector.

Zlatá koruna

In 2021, we took home nine awards from the renowned industry competition Zlatá koruna (Golden Crown). The expert jury particularly recognised our achievements in the digitalisation of banking products and services, and we won gold for our offer of special business loans for women. The main public prize was won by our mobile banking app Smart Banka, while the overdraft loan Flexi business, designed to overcome the COVID-19 pandemic, won the entrepreneurs' prize.

Best Bank of 2021

In one of the most prestigious competitions, we conquered all categories for the banking sector: in addition to the gold in the main category of Best Bank, we also won the first prize for the Most Client-Friendly Bank and for the fourth time in a row the Innovator of the Year award in the public vote.

TOP Responsible Company

In the prestigious TOP Responsible Company competition organised by Business for Society, we ranked among the top 25 large companies in the main competition.¹⁵

Caregivers Friendly Employer

We have been awarded by the Ministry of Labour and Social Affairs and Business for Society in the zero year of the "Caregivers Friendly Employers 2021" award. Employers who are helpful and friendly to informal caregivers, i.e. people who have to combine work with long-term care for their loved ones, were awarded. MONETA also won the Award of the Minister of Labour and Social Affairs for its innovative approach to informal caregivers.

Bank of the Year 2021

We took home a total of three silver medals at the Bank of the Year 2021 awards. We came second in the Corporate Bank of the Year and Mortgage of the Year categories, as well as in the main competition itself. We defended our second place in the Bank of the Year and Mortgage of the Year awards for the second time, and won silver for our success in corporate banking for the first time in this newly awarded category.



¹⁵Source: <https://www.odpovednefirmy.cz/cena-top/vysledky.html>

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COMMITMENTS AND RATINGS

Commitments

To become a responsible and transparent institution, we cannot rely only on minimum regulatory obligations. That is why we voluntarily commit not only to our own individual initiatives, but also to global initiatives that are consistent with our business goals and intentions to be a responsible and, above all, a stakeholder within the wider community. Our key commitments are therefore our goals to become neutral in Scope 1 and 2 (more detail in Chapter 7 MONETA's Carbon Footprint) emissions by the end of 2026, as well as our goal to become a signatory to the global Principles for Responsible Banking (PRB) platform, which was achieved in 2021. We are using these and other commitments to support our decision-making as we move towards our stated sustainability goals.

We are ready to continue building our expertise in improving climate and corporate sustainability through a variety of ESG initiatives and commitments. We plan to sign up to the Equator Principles (EP) as well as the G20 Task Force on Climate-Related Financial Disclosures (TCFD) reporting model in 2022 when developing reporting, statements and disclosure documents.

MEMORANDUM FOR SUSTAINABLE FINANCE OF THE CZECH BANKING ASSOCIATION

The Memorandum of the Czech Banking Association for Sustainable Finance (CBA Memorandum)¹⁶ is a commitment by Czech banks to assess their activities, among other things, in terms of the requirements for environmentally and socially responsible business and to align their objectives with the goals set out in relevant UN global agreements, EU programmes and policies, and national sustainable policy frameworks. The CBA Memorandum also includes a commitment to review the ESG impacts of business activities on a transparent and regular basis in accordance with the currently applicable rules. We became a signatory to this Memorandum in March 2021.

¹⁶Source: <https://cbaonline.cz/memorandum-cba-pro-udrzitelne-finance>



UN GLOBAL COMPACT

We became a signatory to the UN Global Compact in June 2021, preceded by the fulfilment of ten basic conditions for admission. The initiative has been operating under the auspices of the UN since 1999 on a voluntary basis, committing its members to the “Ten Sustainable Responsibilities”.

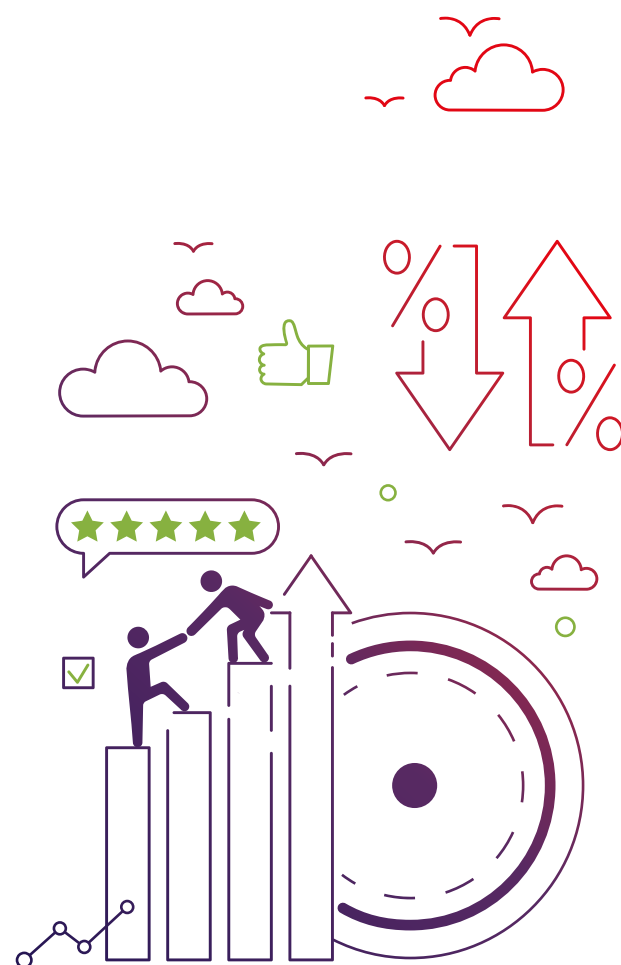
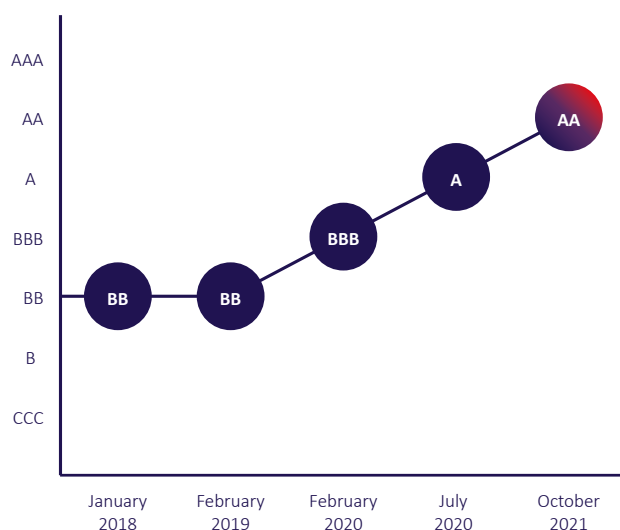
PRINCIPLES FOR RESPONSIBLE BANKING

In October 2021, we became a signatory to the Principles for Responsible Banking (PRB) and we are the only company in the Czech Republic to have committed to these principles. The Principles for Responsible Banking provide a guiding framework for a sustainable banking system and demonstrate a vision for the future within the Sustainable Development Goals in the context of the Paris Climate Agreement for the entire banking sector.

Ratings

Our performance in selected ESG ratings provides our investors and other stakeholders with clear and reliable key information, as well as evidence of our sustainability efforts. We see ESG ratings not only as an opportunity to demonstrate the steps we are taking in this area, but also as a way to increase our value in the field of public trading in a transparent and attractive way. Our performance, as measured by ratings and indices, thus provides sufficient transparency to all stakeholders, facilitating informed decision-making and serving as an additional performance factor for the entire MONETA Group in meeting higher standards.

MSCI ESG Rating



Sustainalytics

2018	2019	2020	2021
28,4 Medium	25,9 Medium	21,9 Medium	17,8 Low

Bloomberg Gender-Equality Index¹⁸

2020	71.33%
2021	82.63%

Carbon Disclosure Project (CDP)¹⁷

2017	2018	2019	2020	2021
D	C	C	B-	C

Mean Gender Pay Gap

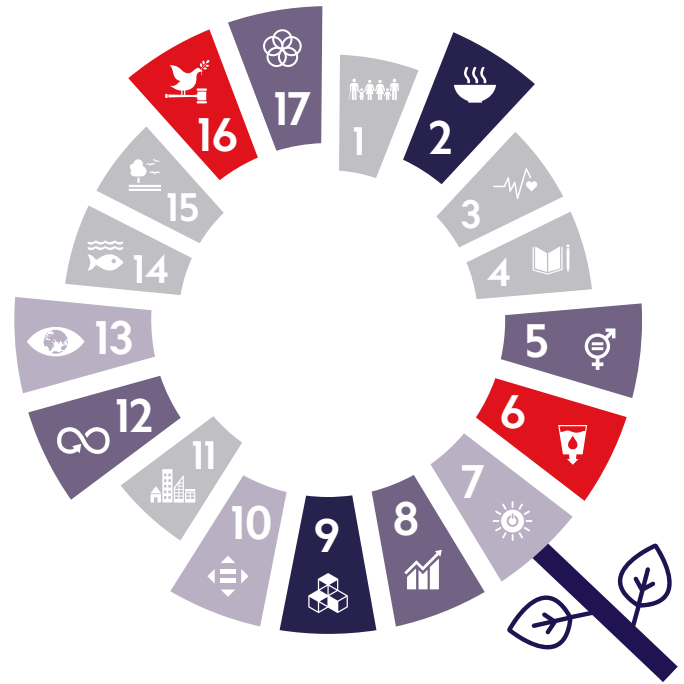
2020	5.19%
2021	2.79%

¹⁷Source: <https://www.cdp.net/en/responses?utf8=%E2%9C%93&queries%5Bname%5D=MONETA+MONEY+BANK>

¹⁸The calculation is based on data from the previous financial year and the results are published in the Bloomberg Reporting Framework in the following year

5

SUSTAINABLE DEVELOPMENT GOALS



In September 2015, the global community adopted a long-term, ambitious agenda in all areas of human endeavour, the 2030 Agenda, at the UN General Assembly. A key part of this is the 17 Sustainable Development Goals (SDGs)¹⁹ and the related 169 specific sub-goals: these goals came into force in 2016, with all UN member states committed to achieving them by 2030.

At MONETA, we have been thoroughly committed to sustainability since 2016, when we went public as a new banking entity on the domestic market. However, in 2021, in the context of our sustainability strategy update, we decided to officially incorporate these SDGs into the Group's business strategy.

With the help of our internal analysis, we have identified 11 of the 17 SDGs officially set by the UN that we consider to be the most relevant and important for MONETA in terms of its own sustainability issues. We subsequently decided to integrate these 11 SDGs into our business strategy and report on their ongoing implementation in line with other non-financial reporting parameters.



¹⁹Source: <https://sdgs.un.org/goals>

The Sustainable Development Goals (SDGs) that MONETA Group will focus on in the coming period are:



Goal No. 2, Zero hunger and Goal No. 6, Clean water and sanitation



We seek to fund sustainable agricultural projects and support investment in the agricultural sector that will lead to reducing the negative impacts of agriculture, improving livestock welfare and producing better quality and healthier food. Risks in the context of our commercial clients' behaviour in relation to ESG will be assessed through an environmental risk assessment (ESG scorecard). As a result of the measures implemented since 2016, we are actively reducing water consumption in our branch network and headquarters. We will continue with modernisation and water efficiency, with plans to install e.g. touchless taps at refurbished branches.



Goal No. 5, Gender equality

Gender equality is an important part of MONETA in all activities concerning our employees, clients, communities and other third parties. In 2020 and 2021, we were the only Czech company to be included in the prestigious Bloomberg Gender-Equality Index. We remain firmly committed to taking action and strengthening our support for gender diversity and inclusion so that we remain part of the index in the future and continue to improve our score.

**Goal No. 7, Affordable and clean energy**

We have been financing renewable energy projects for a long time, thus enabling a significant expansion of clean energy. All of our facilities, including our two headquarters in Prague and Ostrava, our data centre, and our complete branch network, are supplied exclusively with renewable energy.

**Goal No. 8, Decent work and economic growth**

Decent work and economic growth are extremely important to us. The cornerstone of our internal policy is the MONETA Group's p Code of Ethics, which defines the way the company treats its employees and its clients. We support disadvantaged children and adults, and the elderly, and we have a trainee programme embedded in our recruitment process, which is designed for trainees and talent at the beginning of their careers to gain their first experience of working life. We have also launched the MON Step project, through which we are increasing the proportion of disabled employees.

**Goal No. 9, Industry, innovation and infrastructure**

We provide affordable loans for small and medium-sized businesses that enable them to achieve better results.

**Objective No. 10, Reduced inequalities**

We follow the principle of equal and fair opportunities both within the MONETA Group and towards third parties. In 2019, we launched our Diversity Programme, and from spring 2020, a Group-wide expert committee on diversity, inclusion and gender balance, MON FAIR, has been operating. We are also committed to gender equality through MONETA's remuneration policy.

**Goal No. 12, Responsible consumption and production**

One of our key objectives is to reduce our own emissions intensity. Our headquarters have been located in a modern, environmentally friendly building since 2019; we have been gradually reducing the size of our fleet over the last five years and replacing conventional vehicles with electric vehicles. We encourage our employees to recycle and are actively looking for additional ways to further promote responsible consumption.

**Goal No. 13, Climate action**

MONETA's key climate protection measures are the exclusive use of renewable energy sources and the replacement of the company fleet with a fully electrified fleet. We are one of the two companies with the largest number of corporate electric vehicles in the country. We have also started to analyse the emissions of the activities we fund and our goal is to reduce these emissions. We participate in the innovative environmental project of the Czech University of Life Sciences, Smart Landscape 2030+.

**Goal No. 16, Peace, justice and strong institutions**

We follow the principles of financial crime and corruption prevention as well as the policy of responsible banking. We aim to fight corruption and promote ethical business practices. Our Code of Ethics contains all provisions relating to ethical conduct.

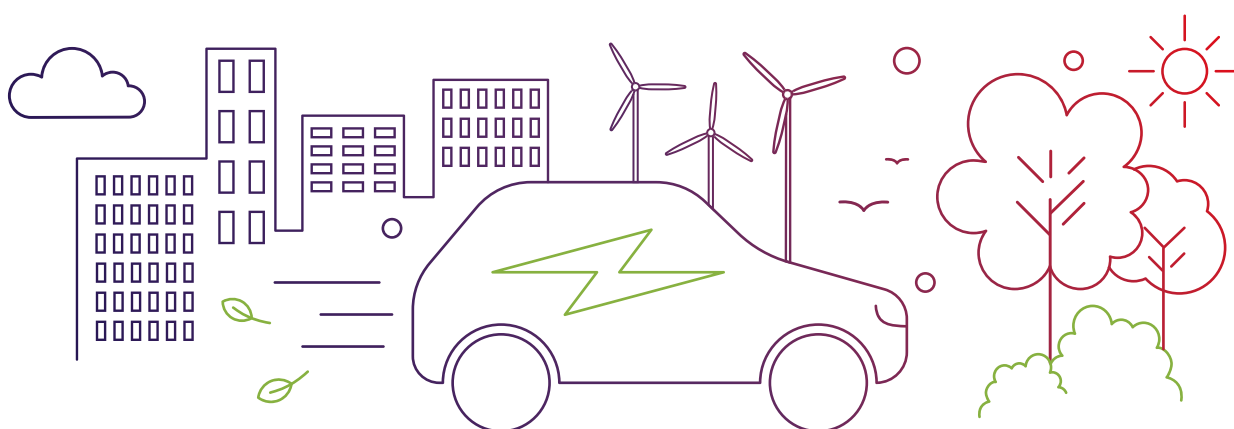
**Goal No. 17, Partnership for the goals**

We have been a signatory to the UN Global Compact since June 2021 and adopted the Principles for Responsible Banking since October 2021. We believe that by partnering with others we can better achieve sustainable development. We have a broad base of philanthropic activities, including our own unique grant program, foundation and a sophisticated system of corporate volunteering. We are committed to supporting the SDGs in spheres other than our own business.



6

KEY SUSTAINABLE GOALS OF MONETA GROUP



In 2021, we have analysed in detail the sustainability status quo across MONETA. On the basis of this analysis, we then worked with the renowned international consultancy KPMG to develop a completely new medium-term strategy for environmental, social and sustainable governance (ESG Strategy).

In the ESG Strategy, we have set 11 key sustainability goals that we want to achieve over the next five years. These targets have been approved by Bank's Board of Directors and their achievement will become an integral part of the assessment of our future sustainability performance.

	2021	2022	2023	2024	2025	2026
1 Index MSCI ESG	AA		AA			
2 Identifying risks and opportunities associated with climate change	No	Yes				
3 Using ESG modified PD's (Probability of Default)	No	Yes				
4 CDP rating	C		B			A-
5 Carbon neutrality within Scope 1 and 2	70%		82%			90%
6 Increasing the share of electric vehicles in the fleet	21%		50%			75%
7 Share of women in MONETA's Management ²⁰	42%					50%
8 Mean Gender Pay Gap	2.79%					0%
9 Share of disabled employees	1%				>3.5%	
10 Share of employees engaged in volunteering activities	6.1%		26%			30%
11 Funds donated to philanthropic activities	≤ 1%*				≥ 1.5%*	

* of net profit

The newly defined key objectives are seamlessly linked to the objectives we have set in previous periods as part of our corporate social responsibility strategy. We have further developed these 11 objectives into specific sub-objectives, which are set out in the chapters on environmental and social responsibility and sustainable corporate governance.

²⁰Women who manage other employees, including team leaders, etc. were included in the calculation.



ENVIRONMENTAL RESPONSIBILITY



7

ENVIRONMENTAL RESPONSIBILITY

We believe in the symmetry between development and sustainability and see this symmetry as one of our strategic goals. We behave responsibly towards the environment and support the environment in which we operate. All our activities comply with applicable environmental laws.

We started to measure our carbon footprint since 2016.

We embarked on the path of environmental responsibility in 2017, when we issued our first non-financial reporting; however, we started tracking our own carbon footprint a year earlier, in 2016. However, 2017, mentioned above, was an important milestone in achieving carbon neutrality, which we strive to achieve through direct and indirect measures. That was when we were one of the first companies in the Czech Republic to build our own fleet of electric vehicles, contributing to a significant reduction in direct emissions under Scope 1.



Of course, we use green energy and we consistently take other environmental impacts into account when modernising and optimising our branch network. Our ambition is to be the digital leader of the Czech banking market: that is why we are really focused on innovative projects that not only serve our clients, but are also reflected in our internal processes. Innovation thus becomes a driving force not only in the accessibility of our products and services, but also, for example, in the search for new solutions in the area of expected climate change and the reduction of its negative impact on the environment.

We aim to achieve carbon neutrality in Scope 1 and 2 by the end of 2026.

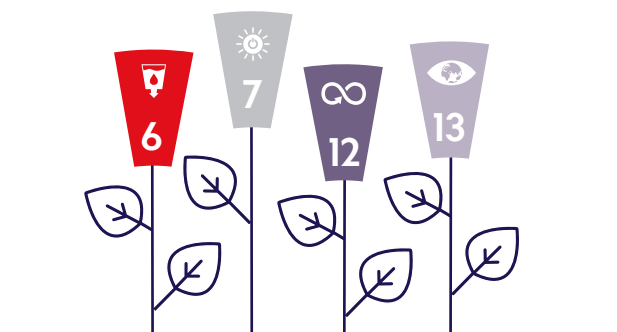
In our medium-term ESG Strategy, we have set out the environmental responsibility objectives we want to achieve over the next five years. The most significant of these is the achievement of carbon neutrality in Scope 1 and 2 by 2026. The sub-goals defined below then contribute directly to achieving this commitment and further developing our environmental responsibility.



GOALS – ENVIRONMENTAL	CURRENT SITUATION	TARGET YEAR	OUR GOAL
MONETA Group should be carbon neutral in Scope 1 and 2	70%	2026	90%
Total CO ₂ e Emissions (tons) Scope 1, 2	4,081 tCO ₂ e	2026	1,364 tCO ₂ e
CO ₂ e Emissions from commuting to work	770.4 tCO ₂ e	2026	10% reduction*
CO ₂ e Emissions from waste	20.5 tCO ₂ e	2026	10% reduction*
Increase the share of electric vehicles in the fleet	21%	2026	75%
Total Energy Consumption	25,565 MWh/year	2026	10% reduction*
Renewable energy usage (%)	44%	2026	55%
Share of recycled paper	0%	2025	90%
Water consumption	21,208 m ³	2026	10% reduction*

*per employee

MONETA's Carbon Footprint



The impact of human activity on the environment, and in particular on climate change, can be assessed by measuring the carbon footprint itself. In the case of the MONETA Group, this determines the amount of greenhouse gases that are related to our daily activities such as energy consumption, use of various services and products.

Five years ago, we voluntarily committed to reduce our own carbon footprint (i.e. direct emissions) by a full 35% by 2020. We have already successfully met this commitment during 2018. However, we continue to pursue activities that contribute to further emissions reductions, and we have set a new target: to achieve a 90% reduction in direct emissions by 2026. This commitment is one of the 11 key selected targets the Group has set in its ESG Strategy.



The calculation of our carbon footprint for 2020 has been verified for the first time according to the international standard ISO 14064-1:2018.

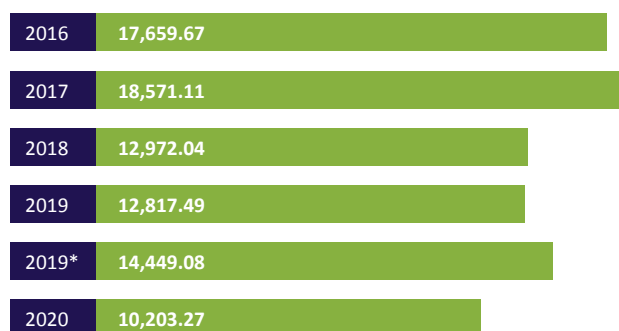
In 2020, the year for which the latest up-to-date data on our carbon footprint is available, MONETA achieved a further reduction in its carbon footprint. Measurements were carried out in accordance with the international Greenhouse Gas Protocol (GHG Protocol) and covered specific GHG emissions in Scope 1, 2 and 3 and in accordance with the technical standard ISO 14064-1:2018. The inventory included GHG emissions of carbon



dioxide, nitrous oxide, methane and partially fluorinated hydrocarbons (CO₂, N₂O, CH₄, HFCs). Emissions from other greenhouse gases are not relevant due to the technologies used. The calculation of our carbon footprint for 2020 has been verified for the first time according to the international standard ISO 14064-1:2018 by a certified company SGS Slovakia. All of our employees who are responsible for the underlying data for the carbon footprint calculation have also been trained in detail on ISO 14064-1:2018 and have been certified for completing the training.

The level of our greenhouse gas emissions in 2020 was affected by the acquisition of Wüstenrot - stavební spořitelna a.s. and Wüstenrot hypoteční banka a.s.²¹, as the carbon footprint of these two companies was also included in the calculation of our carbon footprint. Additionally, we have also calculated the carbon footprint of the two acquired companies for 2019 and included it in the Group's official 2019 carbon footprint results (see chart below) so that the development before and after the acquisition is clear.

Development of MONETA's carbon footprint 2016–2020 (tCO₂e)



(2019* – data includes carbon footprint of Wüstenrot - stavební spořitelna a.s., Wüstenrot hypoteční banka a.s. and the MONETA Group)

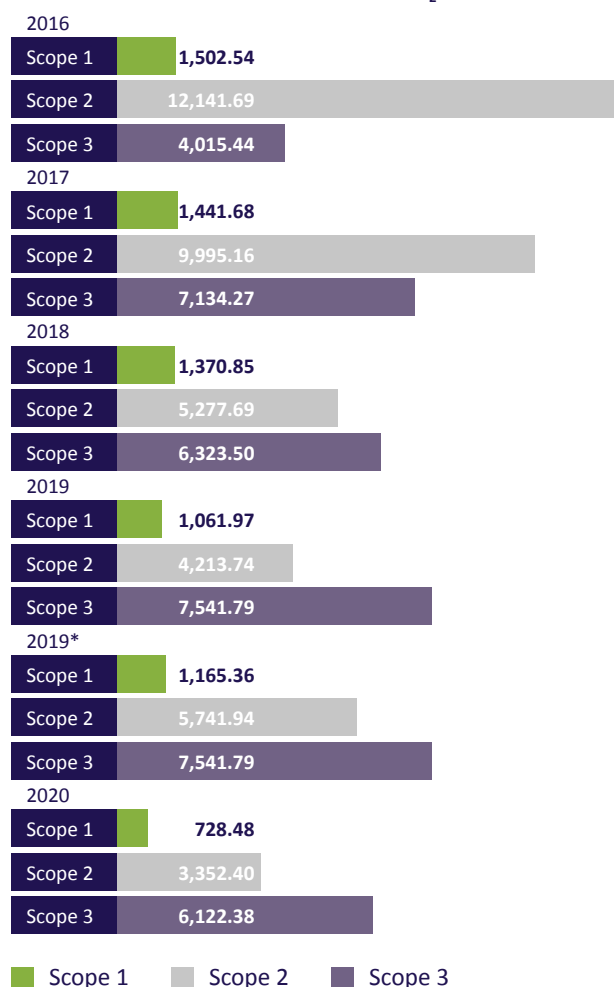
In Scope 1 and 2, we have achieved a 70.1% reduction since 2016.

Despite the aforementioned acquisition of Wüstenrot entities, we have managed to reduce the Group's overall carbon footprint by 42.2% in 2020 compared to the 2016 baseline. In the emissions that we can directly influence - which fall under Scope 1 and Scope 2 respectively - there was even a reduction of 70.1%. The Scope 3 values (indirect emissions), which increased significantly in 2019 and 2020 compared to previous years, are due to the larger volume of data that we have started to newly record in this group of greenhouse gases with the intention of greater transparency (see chart below).

Measures resulting from the COVID-19 pandemic have caused partial changes in the values of individual Scopes. For example, there was a significant reduction in emissions caused by our employees commuting to work.

²¹The acquisition took place on 1.4.2020. Wüstenrot - stavební spořitelna a.s. was renamed to MONETA Stavební Spořitelna, a.s. and Wüstenrot hypoteční banka, a.s. was merged into MONETA Money Bank.

Development of MONETA's carbon footprint according to Scope 1, 2 and 3 during 2016–2020 (tCO₂e)



(2019* – data includes carbon footprint of Wüstenrot - stavební spořitelna a.s., Wüstenrot hypoteční banka a.s. and the MONETA Group)

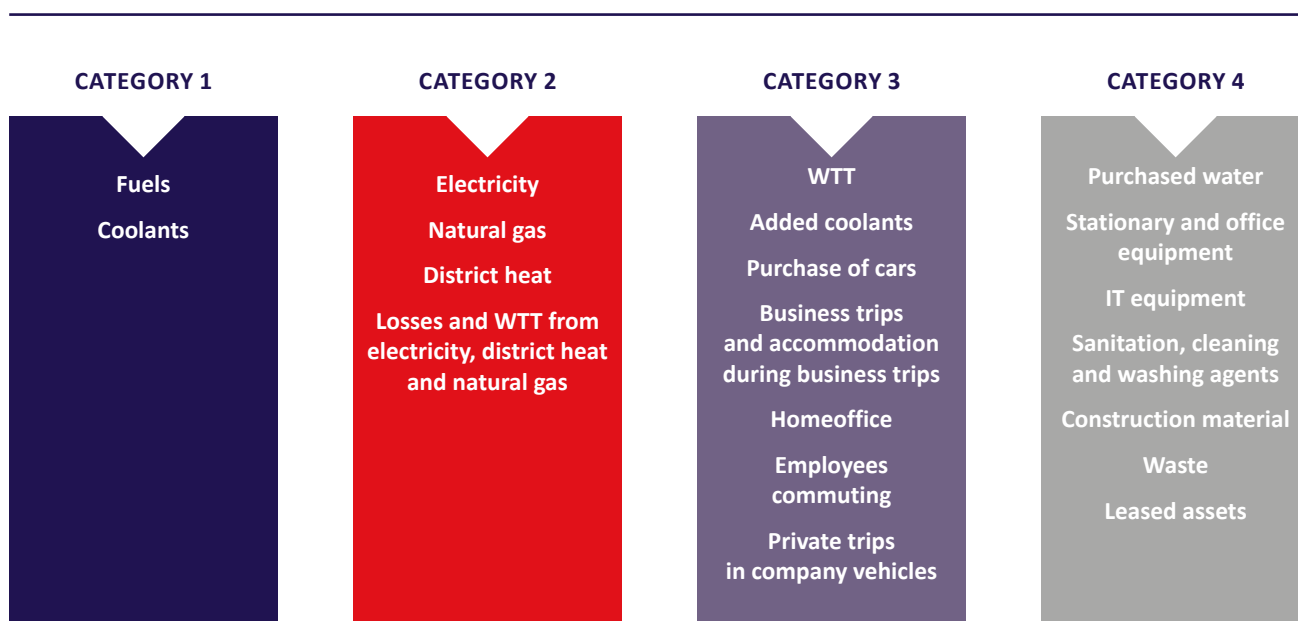
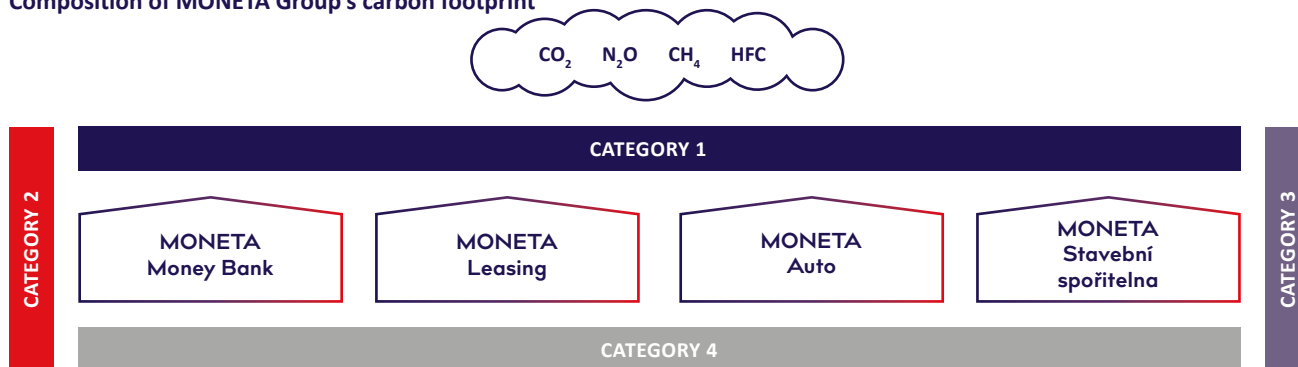
All sources of direct emissions and selected sources of indirect emissions were included in the calculation of our carbon footprint. Emissions are broken down into six Categories in accordance with the ISO 14064-1:2018 technical standard:

- Direct GHG emission and removals (Category 1)
- Indirect GHG emissions from imported energy (Category 2)
- Indirect GHG emissions from transportation (Category 3)
- Indirect GHG emissions from products and services used by organization (Category 4)
- Indirect GHG emissions associated with the use of products from the organization (Category 5)
- Indirect greenhouse gas emissions from other sources (Category 6)

Categories 1 to 4 have been included in the calculation of the MONETA Group's carbon footprint in 2020 for the four Group companies. In future years, we intend to include relevant data falling under Categories 5 and 6 in the calculation, and we are currently conducting internal analyses to obtain this data.



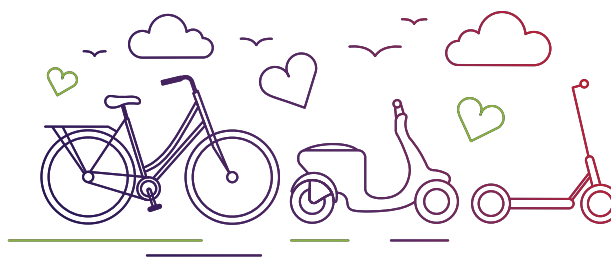
Composition of MONETA Group's carbon footprint



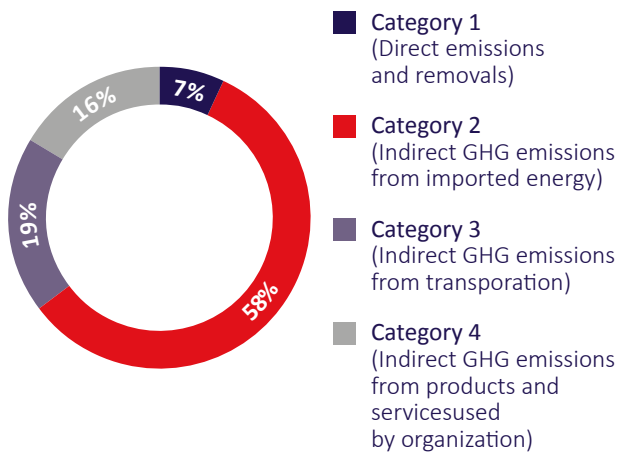
Our fleet of electric vehicles makes a significant contribution to reducing direct emissions.

The representation of each category in the total carbon footprint of the MONETA Group in 2020 shows that the share of Category 1 is the lowest of all. Category 1 consists of direct emissions, which we have significantly reduced, for example through our fleet of electric vehicles. The largest share of the MONETA's total carbon footprint in 2020 is then accounted for by emissions falling under Category 2, namely district heat and natural gas consumption (36.7%) and electricity consumption (15.7%). Another significant item was the purchase of products and raw materials (12.1%), which falls under Category 4. Employee commuting (7.6%) and consumption of diesel and petrol in company vehicles (3.2%) are part of Category 3.

We recognise that employee commuting is an area that we can appeal to in reducing our carbon footprint. We therefore try to encourage our employees to use alternative means of commuting to work rather than using cars with internal combustion engines. Both headquarters also provide staff with 'bike sheds' with facilities including showers. The use of 'flex place', i.e. partial work from home, also has a significant impact on the level of emissions caused by employees' travel to work. We intend to continue to focus on reducing emissions in this area. Our current goal is, among other things, to update the existing internal guidelines describing employee parking.



Composition of MONETA's carbon footprint by Categories in 2020



Last year, we also continued our participation in the Carbon Disclosure Project (CDP), a global project that helps leading companies across economic segments track and publish information about their environmental performance, with a particular focus on climate protection. We have been active in this project since 2018 and demonstrate our climate protection performance on a regular annual basis. In 2021, our rating was at the "C" level, confirming that the company is actively addressing carbon footprint reduction and climate change through coordinated actions, and that the environmental responsibility policy and clear definition of its objectives are a solid part of the corporate strategy.

Our goal is to increase the share of electric vehicles to 75% by 2026.

ELECTROMOBILITY

In line with our goal to reduce our carbon footprint, we are gradually reducing the number of our company cars. In 2021, MONETA operated 320 company vehicles, 21 fewer than in 2020. We will continue this trend in the coming years, in line with our ESG Strategy. We are the leader in corporate electromobility in the Czech Republic and one of the two companies with the largest number of corporate electric vehicles in the country. In 2021, we operated a total of 68 EVs and two plug-in hybrids. This means that every fifth MONETA's company vehicle is powered by electricity. In line with our commitment to replace the majority of conventional company cars with electric vehicles and increase their share to 75% by 2026, our fleet has for several years now been exclusively equipped with electric vehicles. We plan to purchase a further 30 electric vehicles in 2022.

In 2021, our employees drove 680 thousand kilometres with electric vehicles, saving 85,7 tCO₂e. There are 113 charging stations (wallboxes) with 131 charging points available to employees at the two headquarters and 36 branches. We continue to work to develop a network of these charging

stations across the Czech Republic, both at our branches and in publicly accessible locations. Our electric vehicles are also available to our employees for private use for a fee.

We use only green energy from renewable sources.

RENEWABLE ENERGY

We have been able to reduce our carbon footprint mainly by purchasing renewable electricity. Since 2018, both our headquarters in Prague and Ostrava have been using only electricity from renewable sources. A year later, in 2019, we were able to introduce "green" electricity to our entire branch and ATM network. Last year, we also converted all of our branches, including our office building obtained as part of the Wüstenrot acquisition, to renewable energy. Our data centre also uses green energy exclusively. This means that from January 2021, the Group uses only renewable energy in all its premises.

The headquarters buildings and all our branches, which have been undergoing modernisation from 2018, onwards are equipped with technologies that place great emphasis on their environmental impact and low electricity consumption. For example, we make extensive use of LED lighting and low-consumption electrical appliances.

In order to continue to reduce energy consumption (electricity, gas, heat, cold) and thus reduce our carbon footprint, we plan to equip our branches with online energy metering devices in 2022. This technology will allow us to evaluate consumption on an essentially daily basis and effectively manage energy consumption at our branches.

From 2022, we plan to gradually install photovoltaic panels at two to four selected branches. This pilot project will allow us to assess the extent to which such a technological solution can contribute to further reducing our carbon footprint.

HEATING AND COOLING

We have already made significant progress in heating and cooling with the renovation of our Prague headquarters building in 2018: this building uses a low-energy radiant system combined with automatic night ventilation for cooling and heating. The headquarters is equipped with room sensors that control temperature and light comfort according to the current occupancy of each room. The entire building envelope is also protected by automatic blinds against overheating. All of these measures contribute to improving the working environment and reducing overall energy consumption and follow current technological trends.

Air handling units with heat recovery systems and low-energy air conditioning units have been installed in the branches that MONETA has renovated in the last five years. These can heat the premises to reduce the consumption of gas and district heat. From 2021, where legislation and technology

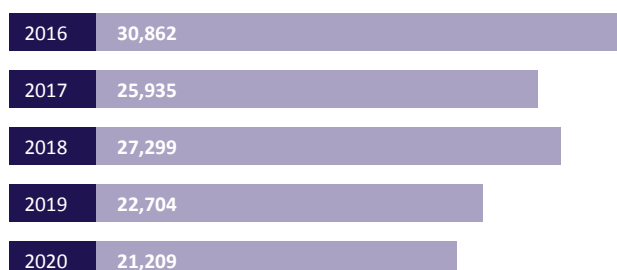


allow, we have been using alternative technologies for heat supply in the refurbishment or construction of our branches: instead of gas boilers, we are installing heat pumps or electric boilers in combination with air conditioning, which contributes to further reducing our carbon footprint.

WATER RETENTION AND WASTE MANAGEMENT

Due to the consolidation of leased areas and simple measures, we have managed to reduce water consumption by 9,653.5 m³ between 2016 and 2020. Examples of such simple measures that contributed to the result include the installation of aerators on all taps in the branch network or touchless taps at the Group's headquarters in Ostrava. Our refurbished branches will also be modernised and made more efficient in this respect: they will also be equipped with touchless taps, including the new OptimFlush toilets, which can save up to 50% of water compared to the toilets previously in use.

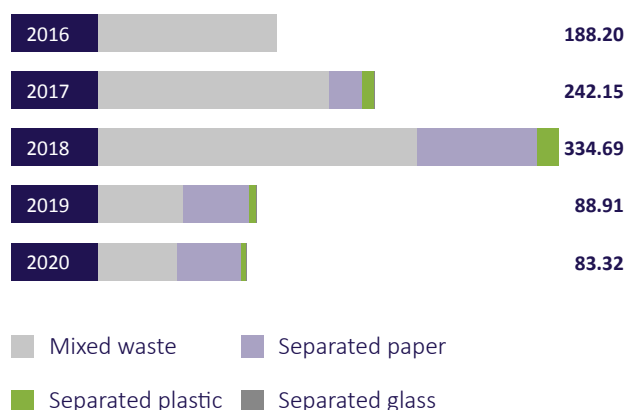
MONETA's water consumption during 2016 to 2020 (m³)



In the context of waste management, we strictly comply with legal measures and motivate our employees to sort waste. Particularly since the end of 2018, when the Prague headquarters was reconstructed and thus a fundamental approach to waste policy was taken, we have seen a noticeable decrease in the total amount of waste we produce.



MONETA's amount of waste during 2016 to 2020 (t)



In 2021, we have expanded the number of separated waste items to include mixed waste, paper, plastic, glass, metal, cardboard, bio-waste, used batteries and electrical waste. All kitchenettes and changing rooms on each floor of our headquarters buildings are equipped with a complete set of separate waste bins. By removing the waste bins at the desks, we have motivated our employees to separate waste in the common areas. In order to maximise the efficiency of proper waste management, we enter into agreements with our suppliers to return the separated waste directly to the treatment site (the so-called circular economy).

Our entire Prague central building is equipped with filter units for drinking water, and used coffee capsules are 100% recycled. We are gradually switching to using only recycled paper across the Group. From 2022, there will be a complete switch to recycled paper in all our branches and both headquarters. In the coming years, we also intend to introduce 100% recycling of paper towels from the restrooms and kitchens of the headquarters in cooperation with our supplier. From the beginning of 2022, our employee restaurants in the headquarters will also use only recycled takeaway packaging. To raise awareness of our employees' commitment to waste separation and environmentally responsible behaviour, we use all available internal communication opportunities.

In 2021, we also began targeting environmental awareness among clients and the general public through our own "MONETA Zeleně" (MONETA Green) podcast series. In these podcasts, we discuss topics focused on environmental issues and current climate challenges. The official partner of this project became the Czech University of Life Sciences, and the guest of each podcast episode was an academic expert on the given environmental topic. Thus, during 2021, the general public could listen to 11 episodes of the MONETA Zeleně podcast on publicly available channels (YouTube, Spotify, Apple Podcasts). We plan to continue this activity in the coming year.²²

²²Source: <https://www.moneta.cz/o-nas/moneta-podcast>



SUPPLIER SCREENING

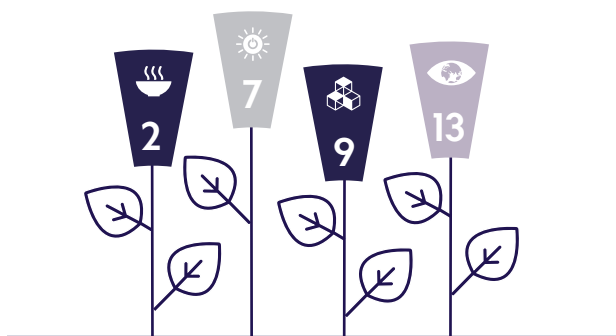
MONETA takes into account not only its own ecological footprint, but also the indirect ecological footprint of downstream suppliers. As our supplier network enables us to provide services to our clients, it is essential that all suppliers comply with applicable laws, regulations and standards, as well as adhere to MONETA's standards and Code of Ethics.

Therefore, in 2021, we prepared what we call a "Supplier Environmental, Social and Governance Impact Assessment". This ESG questionnaire covers all key areas of sustainability, i.e. environmental policy (long-term sustainability, greenhouse gas emissions, including a plan to reduce them), social policy (respect for human and labour rights) and responsible corporate governance (diversity, fair remuneration). The results of the questionnaire are then used as one of the criteria for the overall evaluation of the selection of suppliers and our possible cooperation with each other.

By 2025, we will have screened 95% of our suppliers for ESG.

As part of our ESG Strategy, we have set a target of having 95% of our suppliers assessed by the end of 2025.

MONETA's Financed Carbon Footprint

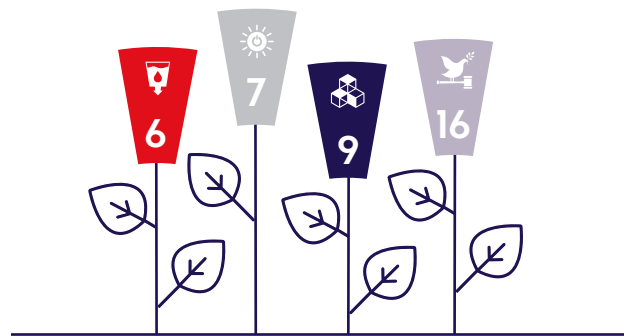


In 2021, we began analysing the environmental impact of our financing activities- specifically our loan portfolio. This analysis should be completed by the end of 2022. The results should provide a transparent data base for measurement within our indirect emissions, the so-called Scope 3. In the future, we will be able to focus specifically on reducing the negative impact of our carbon footprint in this category.

In order to comply with the Paris Agreement, we are developing a minimum portfolio level cap. MONETA's plan to gradually exclude from its portfolio companies that do not have a transition strategy in line with the Paris Agreement.

By incorporating ESG considerations into our financing and investment decisions, we aim to facilitate long-term sustainable financing. We would like to assess the applicability of a green bond issue for all upcoming ESG products. If our analysis shows this to be a viable option, we would then like to issue our own green bonds within 4 years.

Innovative environmental projects



We have long supported agriculture – a sector with a significant impact on the development of the landscape and the quality of life of the entire population. Supporting investment in agriculture leads to a reduction in the negative impacts of farming, improved livestock welfare and the production of better and healthier food.

We supported the Smart Landscape 2030+ project under the auspices of the Czech University of Life Sciences.

Cooperation with the Czech University of Life Sciences

On the basis of the Memorandum of Cooperation, in 2020 we entered into a significant partnership with the Czech University of Life Sciences (ČZU). The subject of this cooperation is primarily financial support for the innovative project Smart Landscape 2030+, which is implemented by the Centre for Water, Soil and Landscape. The aim of this project is to create a so-called Smart Landscape through



biotechnical measures and to test it on a pilot basis for the climate change of 2030+. At a site called Amálie near Lány, the ČZU is creating a smart landscape with elements to ensure that the soil can withstand drought and floods. Amálie covers an area of around 500 hectares and is being developed with wetlands, ponds and irrigation systems combined with modern technology. The project is becoming a model for other areas in the Czech Republic and Europe. Thanks to our financial support, a small water reservoir “Pod bažantnicí” was built in this area, which serves as a water storage area for irrigation and at the same time for improving the flow of the Břejla Creek in the dry season. The resulting reservoir has a storage volume of over 13,000 m³. We also supported the implementation of a pilot irrigation system project in the same area. This project is directly related to the construction of a small water reservoir “Pod bažantnicí” Amálie. The plan is to construct 2 hectares of drip irrigation installed underground at a depth of about 50 cm with temporary intake of irrigation water from the existing bottom pond. The pumping and filtration station of this system will be installed to the small water reservoir “Pod bažantnicí”, the water distribution system will be used in the next stage to recharge the planned upper reservoir. In 2021, MONETA supported the entire Smart Landscape 2030+ project with CZK 2.5 million. We plan to continue the established cooperation in 2022, when we will support the creation of other innovative projects with CZK 5.5 million.

We see climate change as a key issue for the functioning of society as a whole. Therefore, in the coming years we will continue to strive to reduce our own carbon footprint, but also to support innovative projects, both in the field of research on mitigation of negative impacts on climate change and biodiversity, and in the field of climate change adaptation (including in the form of offsets). In 2022, we will focus on analysing and selecting appropriate solutions that are in line with MONETA's strategy and business plans. Preferred choices will be solutions focused on biodiversity and environmental development, particularly at the local level.

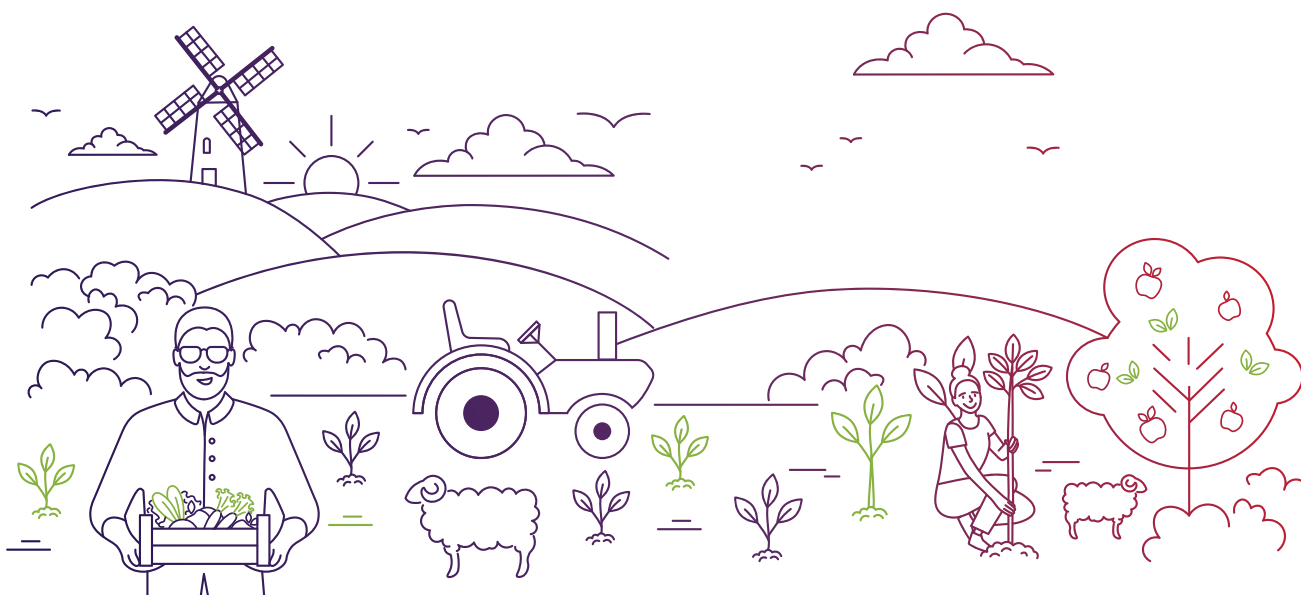
Supporting innovative and sustainable agriculture

As a bank that has been financing the agricultural sector for a long time, we are following the currently open subsidy programmes through which the Ministry of Agriculture supports Czech agriculture in order to increase its self-sufficiency. Investments in the 12th round of the Rural Development Programme were mainly aimed at supporting food self-sufficiency in fruit and vegetables, including potatoes, and livestock production. Vegetable fields and orchards prevent erosion and livestock production helps retain water in the soil thanks to the organic matter it produces. MONETA supports all these investments and is ready to finance them. We also place a strong emphasis on environmental protection for our clients: for this reason, all our commercial clients must demonstrate that their business is fully compliant with environmental legislation when applying for a loan. Environmental risk is also assessed for all commercial loans.

MONETA was also ready to finance investments under the 13th round of the Rural Development Programme, where one of the programmes focused on forest restoration.

We continue to be a member of the CZ Biom association (CZ Biom – Czech Association for Biomass, z.s.) and our representatives regularly participate in conferences and seminars organised by this association. Participation in CZ Biom contributes to the necessary monitoring of the development of the legislative environment in the field of renewable resources and provides access to the latest information on the current issues related to biogas plants.

We have also decided to support Czech agriculture through the general partnership of the Farmer of the Year competition, in which the best farmer for individual production areas and regions in the Czech Republic is announced according to the financial health index. One of the announced categories is the Ecological Farmer of the Year. We have been participating in the competition since 2002.





SOCIAL RESPONSIBILITY



8

SOCIAL RESPONSIBILITY

We see social responsibility as an important part of our identity, a competitive advantage and, last but not least, a driving force behind every innovation. In 2021, the MONETA Group and its advisory committee on diversity, inclusion and gender equality, MON FAIR, launched several projects promoting diversity among employees and their inclusion. The year 2021 saw the appointment of the first woman to the MONETA Money Bank Board of Directors, Ms. Klára Starková, Chief Operating Officer. In April 2021, elections to the Supervisory Board were held, with three women newly elected from among the employees, Ms. Klára Escobar, Ms. Zuzana Filipová and Ms. Jana Výbošťková. Women are also represented on the Board of Directors of MONETA Stavební Spořitelna, a.s., namely Ms. Klára Escobar and Ms. Petra Folwarczná. Women thus make up 33% of MONETA Group's Supervisory Board and 33% in executive positions of the Group.

Women make up 33% of executive team of MONETA Group.

The ongoing COVID-19 pandemic and the associated restrictions have affected the lives of the Group's employees, as well as its clients and other stakeholders. Throughout the year, MONETA has shown that it wasn't indifferent to any of these groups. We have worked continuously to improve



conditions for our employees, to ensure their satisfaction and to be as transparent as possible in our dealings with our clients. Significant support was also directed in 2021 towards non-profit organisations and projects to help disadvantaged people and to protect the environment through our grant programme and the volunteer involvement of our employees. An important and successful step was the establishment of the MONETA Clementia Foundation²³ in May and many other projects that supported the philanthropic activities of the MONETA Group.

Our ambition is to be a responsible and transparent company that does not allow any form of discrimination, both as an employer and as a business partner towards the wider public. Already in 2020, we have decided to re-sign the Diversity Charter of the Czech Republic to publicly declare our commitment to diversity and inclusion. We treat our employees fairly and comparably regardless of gender, nationality, age, sexual orientation, health status or other factors. We value client feedback, which we reflect in our daily operations. To ensure that we are able to deliver on our commitments, we have set social responsibility objectives that will lead to the implementation of our strategy.



²³More informations in Annual Report of Foundation MONETA Clementia



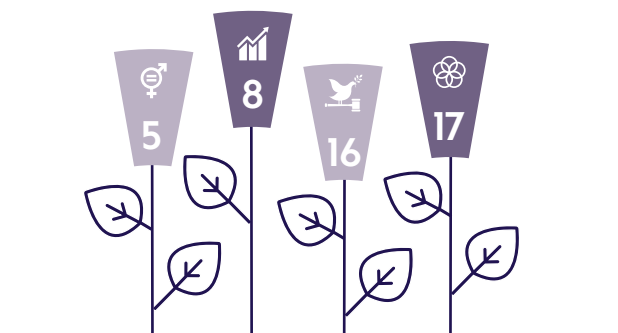
GOALS – SOCIAL	CURRENT SITUATION	TARGET YEAR	OUR GOAL
RESPONSIBILITY TO LOCAL COMMUNITIES			
Percentage of employees involved in corporate volunteering	6.1%	2026	30%
Allocated resources to philanthropic activities	≤ 1%*	2026	≥ 1.5%*
EMPLOYEES			
Percentage of women in Management of MONETA Group	42%	2026	50%
Percentage of women in executive positions of MONETA Group	33%	2023	35%
Mean Gender Pay Gap	2.79%	2026	0%
Share of disabled employees	1%	2025	> 3.5%
Turnover	21.1%	2025	< 18%
Voluntary Turnover	13.9%	2025	< 10%
Return from parental leave 12 months retention rate**	73%	2025	80%
SUPPLIERS			
Percentage of ESG suppliers audited by volume of expenditure	0%	2023	95%
CLIENTS			
Accessible ATMs	92%	2025	100%
Accessible physical branches	75.5%	2025	100%

*of net profit

**12 months retention rate

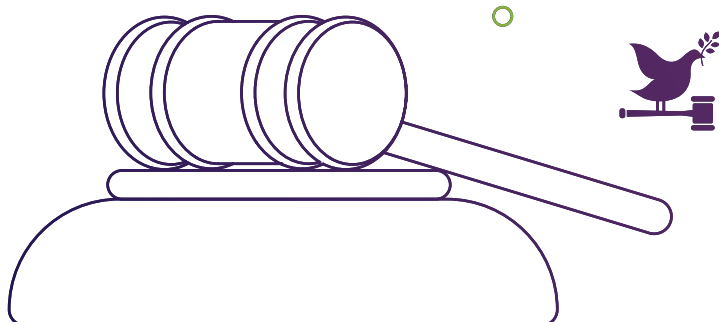


Human Rights



Democracy as the rule of law and human rights are interconnected and mutually supportive pillars of human dignity. Respect for international law and justice are fundamental principles in the field of human rights. Their protection in the Czech Republic is enshrined primarily in the Charter of Fundamental Rights and Freedoms, which is the cornerstone of the Czech constitutional framework. The Czech Republic is a signatory to most of the main agreements on the protection of human rights – both those within the United Nations and regional (within the Council of Europe, the Organisation for Security and Cooperation in Europe and the European Union) and builds on their principles and commitments. All laws of the Czech Republic, including the regulatory framework for the banking sector, must comply with the Charter of Fundamental Rights and Freedoms and the Czech constitutional system. MONETA operates only within the Czech and European regulatory framework and the protection of human rights is inherent in all its activities. The Group's inclusive approach to fair and equal treatment of all employees is enshrined in its Code of Ethics, which prohibits any discrimination and promotes equal opportunities for all. In 2021, there were no recorded cases of discrimination or human rights violations in the MONETA Group.

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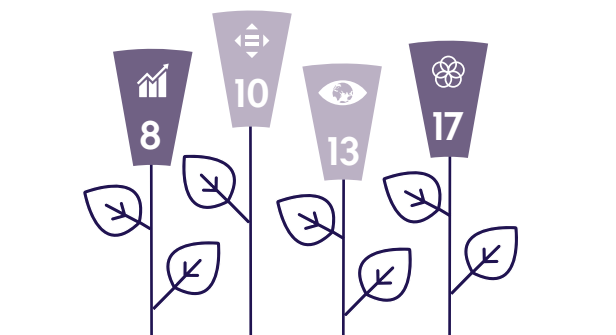


OMBUDSMAN

We have a system of internal ombudsmen to assist and ensure the protection of the rights and legitimate interests of our employees in situations where they suspect a breach of internal rules and regulations or where they feel they are not being treated in accordance with the principles of integrity, equal opportunity and fair remuneration. In order to protect the identity of employees who wish to report a violation, the Group has a confidential complaint referral regime. The Director of Compliance is the owner and guarantor of the process and coordinates the investigation of more serious complaints. She is also responsible for the appointment of 3 internal ombudsmen from among the employees. MONETA does not have collective agreements and there is no trade union. In 2021, there were no significant complaints indicating a serious breach of external or internal regulations.



Responsibility to local communities



We have traditionally placed an emphasis on supporting the communities where we operate, as well as engaging our employees in helping non-profit organizations. Philanthropic activities and volunteering are core areas of our civic responsibility. Unfortunately, with the ongoing COVID-19 pandemic, all philanthropy and community support activities in 2021 have been significantly impacted by restrictions, government regulations, as well as measures we have taken ourselves to increase the health protection of our employees. Given the ongoing situation and the increased demand for the services provided by non-profit organizations, we therefore decided last year to significantly increase our traditional and long-term financial support to this sector.

CORPORATE PHILANTHROPY

Grant Program

Since 1996, the Group's Grant Program for support of those in need has focused on helping disadvantaged children and adults, assisting seniors, and promoting environmental protection. It is built on the engagement of all Group employees. Employees themselves suggest which organisation they would like to support and which organisations MONETA should support. They naturally choose organisations that are close to their values, thus creating harmony between their personal values and the Group's social responsibility and becoming their imaginary ambassadors. This approach both encourages a high level of employee engagement and has a visible impact on communities in need.




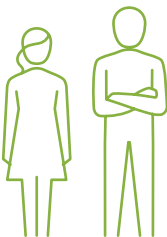
We have supported non-profit organizations with more than CZK 5.7 million in the grant program.

We received over 200 applications for grant support in 2021. Due to this high level of interest, the Group decided to increase the originally planned budget during the year and supported a total of 84 non-profit organisations and their 85 projects with CZK 5.7 million. The involvement of our employees who act as project ambassadors also increased significantly: a total of 102 (62 more than in 2020) came to the grant committee meeting to personally defend a project of one of the applicant Non-profit organizations.



Detailed information on the recommended procedure for grant applicants is available on the MONETA website. More information is also available at grant.cz@moneta.cz.



Overview of supported non-profit organisations in the MONETA Grant Programme in 2021:

Supported areas	Names of supported organizations	Total donation in CZK	No. of supported projects
 <p>DISADVANTAGED CHILDREN</p>	<p>Popálky o.p.s. Klub nemocných cystickou fibrózou, z.s. Eda cz, z.ú. Piafa Vyškov, z. ú. Raná péče Diakonie (Diakonie ČCE - Středisko celostátních programů a služeb) Letní dům, z.ú. Společnost pro mukopolysacharidosu Integrované centrum Sasov Klub přátel zajíčka na koni, z.s. Cesta životem bez bariér Centrum hiporehabilitace Mirákl, o.p.s. IQ Roma servis, z.s. Základní škola Benátky nad Jizerou, p.o. Cesta pro Míšu, z.s. Šance pro Tebe, z.s. Tři brány, komunitní nadace pro vědění, umění a civilizaci Dětské krizové centrum, z.ú. Tosara, z.s.</p>	<p>1 067 000</p>	<p>18</p>
 <p>DISADVANTAGED ADULTS</p>	<p>Slezská diakonie Armáda spásy v ČR, z. s. Domov Přístav Šumperk Benediktus, z.s. Vital life, z.s. INEX - Sdružení dobrovolných aktivit, z.s. Sociální podnik Klubák, z.s. Armáda spásy Havířov Rytmus Střední Čechy, o.p.s. Majoránek, z.s. Statek Vlčkovice, o.p.s. Ledax, o.p.s. Diana Třebíč, o.p.s. I MY, o.p.s. Spolek Free Will Naděje - Zlín Autis centrum, o.p.s. ADRA, o.p.s. - Dobrovolnické centrum ADRA Praha Diakonie ČCE - Středisko celostátních programů a služeb Lata- programy pro mládež a rodinu, z.ú. RUBIKON Centrum, z.ú. Společnost E / Czech Epilepsy Association, z.s. Masarykova univerzita, Středisko Teiresiás TyfloCentrum Ústí nad Labem, o.p.s.</p>	<p>1 467 967</p>	<p>24</p>



Supported areas	Names of supported organizations	Total donation in CZK	No. of supported projects
 SENIORS	Charita Hlučín	2 349 457	33
	Hospicová péče sv. Kleofáše, o.p.s.		
	Diakonie Valašské Meziříčí		
	Charita Frýdek-Místek		
	Anděl Strážný, z.ú.		
	Židovská obec Praha		
	Diecézní charita Brno, oblastní Charita Znojmo		
	Charita Český Těšín		
	Charita Třebíč		
	Charita Ostrava		
	Domov - Plzeňská hospicová péče, z.ú.		
	Diakonie Litoměřice		
	Charita Nový Hrozenkov		
	Charita Opava		
	Oblastní Charita Ústí nad Orlicí		
	Hospic Tempus		
	Domácí hospic Athelas - středisko Husitské diakonie		
	Charita Uherský Brod		
	Andělé stromu života, p.s. (mobilní hospic Strom života)		
	Domácí hospic Jordán		
	Charita Svitavy		
	Diakonie ČCE - středisko Západní Čechy		
	Domácí hospic sv. Terezie, z.ú.		
	Hospic sv. Lazara, z.s.		
	Mezi námi, o.p.s.		
	Centrum Seňorina z.s.		
	Hospic sv. Jana N. Neumanna, o.p.s.		
	Dům sv. Antonína		
	Nemocnice Milosrdných sester sv. Karla Boromejského v Praze		
	Farní charita Jindřichův Hradec		
	Domov Sue Ryder, z.ú.		
	Diakonie ČCE - středisko v Sobotíně		
	Cesta domů, z.ú.		
 NATURE PROTECTION	ČSOP Centrum Veronica	869 924	10
	Centrum sociální pomoci Vodňany		
	Charita Valašské Meziříčí		
	Apropos Jičín, o.p.s.		
	Městská příroda, z. s. - projekt Praha kvete		
	Nadační fond Agora 7		
	JULINKA, z.s.		
	Hospic sv. Štěpána Litoměřice		
	Stanice Pavlov o.p.s.	5 754 348	85
	Vědomý dotek z.s.		
Total		5 754 348	85



Social and Matching Fund

In 2021, we continued to support the fundraising activities of our employees, as well as supporting our employees who found themselves in a difficult life situation. This support was primarily through the Group's Social and Matching Fund.

The MONETA's Social Fund is used to support employees who find themselves in a difficult life situation. Employees themselves initiate support for their colleagues in need by submitting an application to the Grant Committee. Employees in need can then receive a one-off donation of CZK 50 000. Taking into account the current situation of each such employee, the Commission may then decide to further increase the one-off donation. In 2021, 6 employees were supported in this way for a total of CZK 600 000. The most common reasons for support were serious illness or death of a family member. In addition, in one case, MONETA decided to extend the loan of a vehicle from 2020 due to a continuing difficult life situation in the family.

We doubled 11 employee charity collections with a total of CZK 600,834.

The Matching Fund, on the other hand, offers support for the fundraising activities of Group employees. The amount raised among employees can be up to doubled by the MONETA Group. The support from this Matching Fund is intended both for non-profit organisations for which employees organise a charity collection during the year and also specifically for doubling the social contribution of employees who are supported by the Social Fund (see above). In 2021, we were able to support and double all social fund contributions in this way, and we also doubled 11 employee charity fundraisers for a total of CZK 600,834. Among the activities supported in this way was, for example, an employee fundraiser organised in support of people affected by last June's tornado in South Moravia, as well as a fundraiser intended exclusively to support employees from this area.

OTHER PHILANTHROPIC ACTIVITIES AND SIGNIFICANT PARTNERSHIPS

Nadace rozvoje občanské společnosti Foundation for the Development of Civic Society and the Help the Children collection

Since 2017, MONETA has been a partner of the charity collection Help the Children, organized by the Foundation for the Development of Civic Society (NROS). From 2020 onwards, as the main banking partner of the collection, we have committed to provide financial support in the amount of CZK 1,000,000 per year for the next three years. On the basis of the aforementioned partnership status, we were represented in the Expert Evaluation Committee for the selection of the TOP 30 projects that apply for funding

from the Help the Children collection. In addition, for the past five years we have been providing this collection with a free bank account where the general public can send their financial donations. In 2021, our clients also sent CZK 59,200 to the account of this collection via our ATMs.

In addition to the above, we also provide the organisers of the collection with the opportunity to deposit cash collected on the streets of Czech cities during the so-called Feather Week²⁴ free of charge. We also provide the collection with free use of a payment terminal for its fundraising activities.

We donated 100 computers to support distance learning for disadvantaged children.

In 2021, together with the aforementioned Foundation for the Development of Civic Society, we carried out a pilot project of the newly prepared MON HELP initiative. As part of this project, we donated a total of 100 computers and 19 multifunctional printers to non-profit organizations that focus on helping disadvantaged children, single parents and foster parents. Due to the success of the pilot, a structured and long-term MON HELP project will start in January 2022.



²⁴Source: <https://www.klubpratelkurete.cz/perickovy-tyden/>



MON HELP

The aim of the MON HELP project is to offer a helping hand to disadvantaged children and to give them better access to education and self-development; for the elderly and other disadvantaged people we want to provide easier access to outreach health and social care. Therefore, we have decided that in the coming years we will donate IT equipment, furniture, as well as cars that we no longer use as a banking institution, in cooperation with selected NGOs. Most of these assets will be donated directly to socially vulnerable families, and some of them (especially in the case of cars) will be donated to mobile hospices to provide their outreach health and social services.

In addition to the above-mentioned pilot project, we have also donated other IT equipment - also given the acute need of NGOs in the pandemic year 2021: at a time when the possibility of hospital visits is significantly reduced, we have provided five tablets to the Hospital of the Sisters of Mercy of St. Charles Borromeo in Prague and its palliative and aftercare department. We are very pleased that these tablets have enabled patients to communicate with their families at least via online connection during the complete ban on visits (lockdown due to COVID-19).

Unfortunately, the anti-pandemic measures in the Czech Republic in 2021 were also linked to compulsory distance learning in schools. Therefore, in cooperation with the non-profit organizations Nová škola, o.p.s. and Tři brány: a community foundation for knowledge, art and civilization, we distributed ten more tablets to children from socially disadvantaged families. These allowed them to fully participate in the lessons even when they were only online.

The Václav Havel Library

In 2021, we continued our cooperation with the Václav Havel Library: in the third year of this partnership, we made a financial donation of CZK 1,000,000 to this non-profit organization, which cares about the legacy of the first post-revolutionary president Václav Havel, to support their activities. As in the case of NROS, we also provide the Václav Havel Library with a free account. MONETA's Prague and Ostrava headquarters are home to the Václav Havel in-house libraries, where employees have access to books written by Václav Havel. At the end of 2020, in cooperation with the Václav Havel Library, we launched a six-part podcast series "Václav Havel", which ran throughout last year. The theme of these podcasts is the life of Václav Havel in the context of the times through the eyes of historians and Havel's close associates or friends. The podcasts are available on the main online audio channels (Spotify, etc.) and are also part of the Václav Havel Library's online project "Havel Channel" on the digital YouTube channel.

Post Bellum and Memory of the Nation (Paměť národa)

The Post Bellum organisation is also a strategic partner of the MONETA Group from 2020. The "Memory of the Nation" project, which has been producing the documentary series "Stories of the 20th Century" for several years, has become the main area of our cooperation and support. In 2021, we financially supported this project with CZK 500,000.

Institute of Independent Journalism and Reporter - Foundation for the Support and Development of Independent Journalism

We believe that strengthening professional journalism, independent media, investigative reporting and media pluralism, as well as facilitating citizens' access to quality, credible and diverse sources of information and building public trust, contributes to the protection of democracy. That is why, for the second year in a row, we have been financially supporting independent media, led by the weekly Reporter and its foundation, to support and develop independent journalism and the news server Hlídací pes (Watchdog) through the Institute of Independent Journalism.

Duke of Edinburgh's International Award

As a silver partner, we continued our cooperation with the prestigious international education programme The Duke of Edinburgh's International Award ("DofE") in the Czech Republic. Our employees have been involved in DofE activities since 2020 as mentors to young people, supporting them in their personal development and achieving their goals. Each mentor receives training in mentoring and the principles of the DofE programme, which they apply in mentoring their mentee. In 2021, a total of 27 of our employees joined the DofE programme and, through them, 34 young people also completed one of the mentoring levels.

Cesta za snem (Journey to a Dream)

We also continued our cooperation and support of the organization Cesta za snem. Its aim is to motivate disabled people to lead an active and fulfilling life and to raise awareness of this issue in society. During 2021, our representative team, consisting of employees and disabled athletes, was very actively involved in various sports charity events of this organization. These included, among others, the traditional 7 Brave Men event and the Handy Cycle Marathon. During the marathon, MONETA team cyclists covered a total of 2,222 km in less than 111 hours. Each of the teams competing in the Handy Cycle Marathon must have at least one disabled member in their team and also have a disabled patron. The team's patron in 2021 was Jakub Randáček, who is confined to a wheelchair due to illness. For several years, we have also been involved in the Lioness project as part of the above partnership: the bank took on the patronage of 21-year-old former ballerina Nikola Chovancová, who suffered a spinal cord injury in a car accident.

We have decided to deepen our cooperation with Cesta za snem in 2021. We have become the titular partner of the new MONETA Czech Tour project, in which employees of companies, universities and municipalities across the Czech Republic tried their hand at riding bikes for the handicapped, called handbikes. The entry fee of all companies and others who participated in the project was used 75% to support the elderly, specifically for the purchase of exercise and rehabilitation equipment for the elderly in nursing homes and homes for the elderly.



The funds of each specific donor company went exclusively to the above-mentioned institutions in the regions where the companies are located. Thanks to the MONETA Czech Tour in cooperation with the Cesta za snem, the awareness of the importance of active sports life at any age and health condition is being raised, and in addition, the support of local communities is being significantly deepened.

Our clients supported non-profit organizations with CZK 325,090 in the Smart Bank application.

Help with Smart Banka

We also enable active philanthropy for our clients through the “Help with Smart Banka” functionality in our Smart Banka mobile banking app. Clients can find this functionality in the main menu of the app since 2019 and can use it to send a financial donation to one of the seven non-profit organisations offered in the app on an ad hoc or regular basis. These have been selected in an internal vote by the bank’s own employees or are long-term partners of the MONETA Group. One of the organisations was also nominated for the app by clients based on their votes on social media. In 2021, it was possible in this way to support organisations that focus on helping people with disabilities, young people struggling to find their identity or terminally ill patients. In 2021, our clients donated CZK 325,090 to charitable causes in this way.

We donated a total of CZK 22.7 million to support local communities and philanthropic activities in 2021, which was 0.57% of our net profit for the same period. In the coming years, we intend to steadily increase the proportion of our spending on philanthropic activities relative to our annual profit: our commitment under our ESG Strategy is for this proportion to be more than 1.5% of our net profit per year in 2025.



²⁵Source: <https://www.odpovednefirmy.cz/cena-top/vysledky.html>

CORPORATE VOLUNTEERING

MONETA continued its award-winning volunteer programme “WE COMMIT GOOD- MONETA Volunteers”. This allows each employee to dedicate two fully paid working days a year to volunteer for a non-profit organisation of their choice. For this opportunity, which we have been providing to our employees since 2017, we received the award for the Largest Support of Corporate Volunteering from the largest volunteer platform in the country, the Business for Society Association. We were also ranked among the Top 25 in the 2021 Top Responsible Large Company²⁵.

However, the volunteering of our employees through the above-mentioned internal programme was significantly affected by the COVID-19 pandemic last year- as well as in 2020. For these reasons in particular, the resulting number of volunteer hours worked in 2021, as well as other indicators, was therefore significantly lower than in previous years. However, unlike in 2020, there has already been a positive development, as our volunteers have been actively involved in helping various non-profit organisations where the situation allowed.

Volunteers worked a total of 1,563 volunteer hours in 22 non-profit organizations in 2021.

Within the framework of their working hours and under the auspices of the volunteer programme “WE COMMIT GOOD- MONETA Volunteers”, MONETA’s employees worked a total of 1 563 volunteer hours (213 working days) in 2021 and supported 22 non-profit organisations with their work. A total of 194 volunteers were involved in 47 volunteer events during the year. Volunteer actions took place, for example, during the revitalisation of the Radotín Valley, at the Palata-Home for the Visually Impaired or at the Vaccination Centre in Nymburk, where volunteers helped with administration and organisation during the vaccination against the COVID-19 disease. Volunteers also went to lend a helping hand in the area of South Moravia, which was hit by a tornado at the end of June. In that area, they helped with damage cleanup, sorting donated items and other activities. These activities were carried out in cooperation with local organisations that organised volunteer help in the affected areas and also had an international dimension, as employees also participated in the international volunteer Give & Gain Day.



Expert volunteering

In 2021, our first volunteers also took part in so-called expert volunteering, helping in non-profit organisations with activities close to their professional focus. For example, they helped with setting up the marketing and PR communication of TyfloCentrum Ústí nad Labem, o.p.s. on their website and through social media. It was about setting up communication with the organization's supporters and their clients. Volunteers also provided professional assistance to the staff of the Centre of Services for the Deaf and Hard of Hearing. This included training in the use of Microsoft Office tools and consultation on the strategy for purchasing IT equipment in the coming period in relation to the needs of the organisation.

Bankers to Schools

Our employees have traditionally been involved in the educational programme Bankers to Schools²⁶ organised by the Czech Banking Association. During October, 27 MONETA Group bankers visited a total of 19 primary and secondary schools: our bankers helped pupils and students to understand basic financial issues and warned them about possible dangers in the online environment related to cyber security. In the future, we intend to intensively develop financial literacy in Czech primary and secondary schools through our ambitious new programme "Understanding Money", the foundations of which we laid with the non-profit organisation Aisis at the end of 2021: we intend to launch its pilot project in September 2022, when the new academic year 2022/2023 starts in the Czech Republic.

Charity baking and other charitable activities

Unfortunately, due to the COVID-19 pandemic, our other volunteer activities, including our employee charity bake sales, which otherwise normally take place on a regular monthly basis, have been curtailed: as a result of the lockdown, a total of 12 charity bake sales took place in 2021, both at our Prague and Ostrava headquarters. The proceeds from this activity in June were exceptionally donated to help people affected by the tornado in South Moravia. The financial proceeds from eleven other baking events have traditionally been used to support those non-profit organisations that are selected by the employees themselves in an internal vote at the beginning of each calendar year. In 2021, the Hospice of St. Stephen in Litoměřice and the Mobile Hospice Strom života (Tree of Life) received this support.



²⁶More informations on <https://www.bankeridoskol.cz/>

²⁷More informations in Chapter Social fund

²⁸Supports people with visual impairment.

²⁹Run as part of the "NN Night Run" series in support of women with breast cancer.

Employees raised CZK 571,613 in charity collections.

Despite the pandemic, the traditional Easter Fair was organised last year, but it had to be held online only. By purchasing small products and gifts from the workshops of partner non-profit organizations, our employees could, as always, contribute financially to the activities of these institutions. The June employee fundraiser to help colleagues from tornado-affected villages in South Moravia was also an expression of deep mutual solidarity; moreover, our employees were able to support a colleague in need²⁷ several times throughout the year with their own funds. In 2021, an amount of CZK 571,613 was raised across all employee collections.

Every employee has the opportunity to exchange their benefit points, which they earn through the eBenefits programme, for money that will be donated to a selected non-profit organisation. In 2021, the amount collected in this way was CZK 50,467. Employees supported, for example, the Health Clown organisation, which helps children and elderly patients make their stay in Czech hospitals easier. Points were also donated by ANULIKA, the Czech Union of Nature Conservationists and the Hospice of St. John N. Neumann.

MONETA RUN

MONETA supports its employees in an active healthy lifestyle through the internal MONETA RUN challenge. Each of our employees is entitled to reimbursement of entry fees for selected running races across the Czech Republic, up to CZK 500 per year. In 2021, a total of 45 of our employees took part in this challenge. Among the races supported in this way are, for example, the Run Czech, Vltava Run or Běhej lesy series. In addition to the classic running series, our employees also participate in charity runs such as the Běh pro Světlušku²⁸, Avon run or the FUN&RUN²⁹ against homophobia, transphobia, biphobia and stigmatization of HIV-positive people.



Responsibility to Employees



As at 31 December 2021, the MONETA Group employed 3,180 employees (physical number), including employees working based on agreements³⁰. The average restated number of employees reached 2,923 as at the same date³¹.

Distribution of employees by gender and type of employment agreement

	Women	Men	Total
Full-time employees	1,681	1,060	2,741
Part-time employees	232	23	255
Agreements to complete a job	61	19	80
Agreements to perform work	69	9	78
Service agreements	4	22	26
Total	2,047	1,133	3,180

Distribution of employees by region and gender

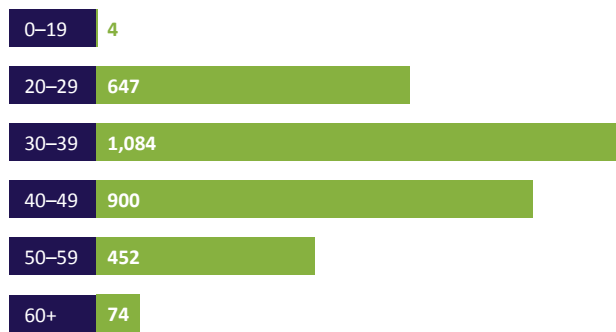
	Women	Men	Total
Prague Headquarters	475	553	1,028
Ostrava Headquarters	554	167	721
Region West	183	51	234
Region Moravia	189	68	257
Region North	196	95	291
Region East	218	110	328
Region South	232	89	321
Total	2,047	1,133	3,180

³⁰Agreements outside the employment relationship, in particular agreements to complete a job and agreements for the performance of work pursuant to Sections 74-77 of the Labour Code.

³¹Average restated number of employees during the accounting period means the average number of employees reported monthly to the Czech Statistical Office (CSO) in accordance with Section 15 of Act No. 518/2004 Coll.



Distribution of employees by age (as at 31 December 2021)

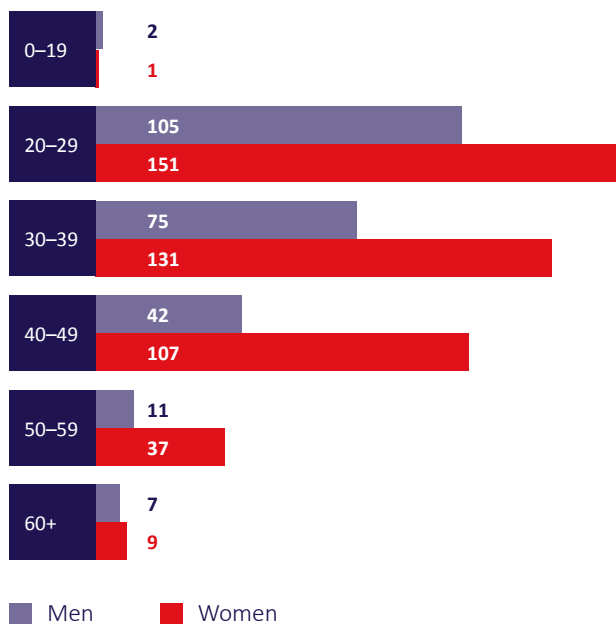


Turnover (as at 31 December 2021)



Total turnover
 Voluntary turnover
 Unvoluntary turnover

Leavers based on gender and age (during the year 2021)



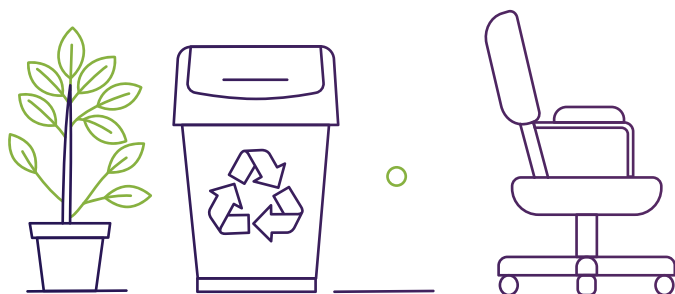
DIVERSE AND INCLUSIVE WORKING ENVIRONMENT

Unfortunately, the COVID-19 pandemic has brought with it a number of measures that have impacted our work environment, even in 2021. Nevertheless, we have made great efforts to bring back to life activities that were suspended or cancelled in the previous year due to the pandemic. We believe that providing a suitable working environment and conditions for our employees is reflected in their business success and, logically, in the prosperity of the MONETA Group as a whole. We support the work-life balance of our employees in their various life situations.

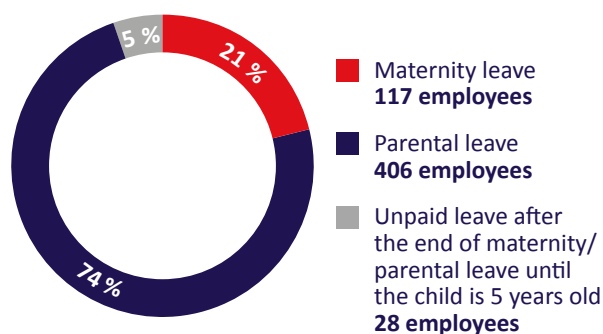
The promotion of diversity and inclusion is one of our core values, and since May 2020 it has also been firmly anchored in our internal Diversity & Inclusion Guidelines³². The MON FAIR Committee has been part of the advisory bodies of the Bank's Board of Directors since the same time, with the main objective of overseeing equal pay for women and men, diversity among employees, inclusion of disadvantaged groups and equal opportunities.

We financially support parents returning back to work.

Based on MON FAIR's recommendations, several positive changes in the field of diversity and inclusion took place during 2021: in January 2021, Bank's Board of Directors approved financial support for parents returning to work from maternity or parental leave. Parents of children up to the age of three can use the benefit to partially cover the costs of childcare; in the case of offspring aged three to six, our employees can use the benefit, for example, to cover the costs of a preschool of their choice. The financial remuneration is scaled based on the age of the child, ranging from CZK 5,000 per month to CZK 10,000 per year. In 2021, 150 employees received this allowance. In addition, a multifunctional room is available at the Prague headquarters for parents who need to bring their children to work. We also see a high proportion of employees who have taken maternity or paternity leave and subsequently returned to work. In 2021, there were 57 parents who returned to work (0 male/57 female).



Number of employees on maternity/parental leave (as at 31 December 2021)



We provide leave for marriage or civil partnership regardless of sexual orientation.

Another change was the February decision by the Bank's management that from March 2021 all MONETA's employees will be entitled to statutory leave for marriage or registered partnership, regardless of their sexual orientation. The Group has thus decided to equalise the conditions for its LGBTQ+ employees, which are otherwise not granted to them by Czech legislation. The Labour Code and a subsequent government decree³³ mandate employer to provide statutory leave for so-called important personal obstacles at work. Under the decree, employees are entitled to leave in cases such as their own wedding, the death of a spouse, partner or child, organising a funeral, or accompanying a family member to a medical facility. However, the law does not cover cases where members of a household are living in a registered partnership. For these diversity and inclusion activities, we were awarded LGBTQ+ Friendly Employer of the Year in June 2021 in the category of Biggest Leap of the Year. MONETA Money Bank's CEO and Chairman of the Board Tomáš Spurný was also awarded the Pride Business Forum's Christian Schwenke Chairman's Award for his personal contribution to the LGBTQ+ community in the financial sector³⁴.



³²Source: <https://investors.moneta.cz/documents/12270853/12624920/mmb-diversity-inclusion-policy-2020-en.pdf>

³³Source: Labour Code (Section 199(2) of Act no. 262/2006 Coll.) and a subsequent government decree 590/2006 Coll.)

³⁴Source: <https://www.moneta.cz/servis-pro-media/tiskove-zpravy/detail/moneta-ziskala-za-srovnani-pracovniho-prava-oceneni-lgbt-zamestnavatele-roku-2021-tomas-spurny-obdrzel-cenu-predsedy-pride-business-fora>



MONETA's management pays particular attention to issues of diversity and gender equality in the everyday work environment. In May 2020, we renewed our membership in the Diversity Charter, and in cooperation with the aforementioned MON FAIR Committee, the Bank's Board of Directors regularly deals with the development of indicators relating to gender diversity, in particular the representation of women at various levels of management and their career advancement.

The employees elected three women as their representatives to the Supervisory Board.

The most visible change in the area of diversity and the proportion of female representation occurred in 2021 in the Group's senior management. Ms. Klára Starková was elected to the Board of Directors of MONETA Money Bank and as Chief Operating Officer of MONETA Money Bank, strengthening the Group from 1 June 2021. This was the first time that a woman became a member of the Bank's Board of Directors. On 7 May 2021, new members of the Supervisory Board – Ms. Klára Escobar, Ms. Zuzana Filipová and Ms. Jana Výbošť'oková – were elected by the Bank's employees, replacing their colleagues Mr. Jiří Huml, Mr. Aleš Sloupenský and Mr. František Vencel.

Following this replacement, women make up one third of the Bank's Supervisory Board. Women in executive positions in the MONETA Group are complemented by Ms. Zuzana Prokopcová as the member of the Audit Committee. In total, 33% of the executive positions in the MONETA Group are held by women. The Group aims to increase this number to 35% by the end of 2026.

The prestigious Gender-Equality Index (GEI), published by the renowned international company Bloomberg, is a confirmation that MONETA is heading in the right direction. MONETA currently scores 82.63%³⁵, which shows an improvement of 11.3 percentage points compared to the previous year. The index has been calculated based on the situation as of 31 December 2020 and is not yet affected by personnel changes in the MONETA's top management in 2021.

In the area of inclusion, one of our most important projects is the MON Step initiative. This project started in October 2021 and aims to increase the proportion of employees with disabilities from 1% at the end of 2021 to more than 3.5% by the end of 2025. We are working with two renowned non-profit organisations on this project- the social enterprise group Etincelle and the social franchise Kolibřík. The hiring process for the first employees under this initiative was launched at the end of 2021.

Support of senior employees and employees providing informal care

In the area of diversity, we also see the employment of people over the age of 55, who are at a significant disadvantage on the labour market, as an important area. This is why another of MON FAIR's initiatives is aimed at this group, under the name MON CARE. Informal caregivers are another target group to whom we offer the opportunity to benefit from both socio-legal counselling and psychotherapeutic support. For these activities MONETA was awarded a special prize of the Minister of Labour and Social Affairs "Employer friendly to informal caregivers"³⁶. We take this award as a commitment to continue supporting informal caregivers.

OPEN AND TRANSPARENT COMMUNICATION WITH EMPLOYEES

Breakfasts with the CEO and Management Conferences

In the course of 2021, employees again had the opportunity to have breakfast with the Group CEO and to discuss with him topics that interest them in the operation and future direction of the company. A total of 6 Breakfasts with the CEO were held during the year. The majority of these were held online in 2021 due to the precautionary measures relating to the COVID-19 pandemic. Positive staff feedback confirmed the impact this activity has on their motivation and it will continue on a regular basis in the coming year.

All employees were also able to participate in the so-called management conferences, which are held regularly each time the Group publishes its quarterly financial results. At the conferences, the Bank's Chief Executive Officer briefs employees on the current financial results and the Bank's future strategic direction, while selected members of the management team present achievements and visions in their respective areas. The conferences are held live and broadcast online across the entire branch network in the country, including the headquarters, and a video recording is made of the event for later reference. The opportunity to participate in the conference is very much appreciated: approximately one third of all Group employees take advantage of this opportunity in real time; those who are unable to go online at the time of the event for work reasons will use the above video recording to learn about the latest news and new strategic objectives at a later date.



³⁵Bloomberg's Global Equity Index 2022

³⁶Source: <https://byznysprospolecnost.cz/zamestnavatel-pratelsky-k-neformalne-pecujicim-caregivers-friendly-employers-2021/>



FAIR EMPLOYEE REMUNERATION

Our goal is to be an attractive and responsible employer. We believe in equal opportunities, fair working conditions and mutual dialogue with employees. Efficient use of time is promoted by working from home through our FlexPlace, which allows employees to work from home occasionally, depending on the nature of the job. The design of a fair, understandable and adequate remuneration package is one of MONETA's top priorities. The remuneration policy is designed to create sustainable value for shareholders while attracting, rewarding and retaining the best employees. We comply with all legal and regulatory requirements. The remuneration system is based on a proven process of paying rewards based on individual performance against set targets.

During 2021, MONETA increased the salaries of 1,124 employees, the average increase was 4.4%. In remuneration, we consider both long-term performance and short-term challenges, paying attention to the internal balance of remuneration settings while monitoring the market (external pay equity) to ensure that remuneration is comparable to the labour market. We use Korn Ferry's independent methodology to track market trends in compensation as objectively as possible.

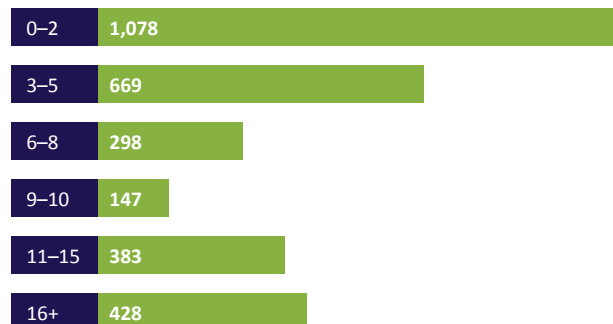
The difference between the total average salary of men and women in 2020 was 2.79%. We aim for a zero Gender Pay Gap by 2026.

We have made equal pay for women and men for comparable work one of our priorities in managing our remuneration system. Since 2020, MONETA has been the only Czech company included in Bloomberg's Gender-Equality Index. Based on data from 2020, the so-called Gender Pay Gap - the difference between the total average pay of men and women on comparable positions - was identified at 2.79% to the disadvantage of women, which is a better result than in the previous year (5.19%). MONETA's goal is for the Gender Pay Gap to be 0% in 2026.

We pride ourselves on digital transformation, which is reflected not only in our product proposition, but also in our support processes, including employee remuneration tools. Our employees can use an electronic employee benefits system in the form of a "cafeteria", which allows them to choose the combination of benefits that is most interesting for their individual needs. The cafeteria offers contributions to leisure activities, as well as a meal allowance (in the form of a "meal voucher budget") and contributions to pension and life insurance. In addition to these benefits, which are a best practice of most companies in the Czech Republic, employees can also choose a contribution to the purchase of MONETA Money Bank shares, repayment of a consumer or mortgage loan with the MONETA Group, and now also a contribution to educational activities.

In addition to rewards linked to the achievement of goals related to the respective job, the remuneration system is thus appropriately supplemented with elements that support our long-term interests, goals and values. We also value the loyalty of our employees, who receive a financial reward every 5 years when they reach their work anniversary.

Distribution of employees by the length of their employment in years (as at 31 December 2021)



The total number of employees for the purposes of this breakdown includes all permanent and temporary employees who are in an employment, service or membership relationship (where membership also includes an employment relationship) with the employer.

We will pay a referral bonus to employees who recommend a suitable candidate for an open position who then successfully passes the trial period. In the context of promoting inclusion, we pay all our employees with a recognised disability an exceptional allowance once a year to cover increased living costs. All these bonuses are paid as part of the salary.

In order to fulfil its role and be in line with the remuneration principles described above, the remuneration system must be sufficiently flexible and adequately respond to current developments in the labour market and society as a whole. This has also been demonstrated in the context of the global pandemic COVID-19, where single parents have become the most socially vulnerable group of employees. We compensated this group financially for up to 3 months in one calendar year for the loss of income when they were forced to stay at home with their children due to school closures.

In the context of the pandemic, the prevention of COVID-19 and the prevention of the health of its employees, the Bank's management sided with the significant supporters of vaccination from the outset: as a financial incentive for all employees who were vaccinated in 2021, the Bank paid a "cafeteria" reward to all fully vaccinated employees in the last quarter of 2021.



HEALTH AND SAFETY IN THE WORKING ENVIRONMENT

During the ongoing global pandemic COVID-19, the safety and health of employees was a top priority for the MONETA Group. The Bank's management has always taken a proactive approach to preventive measures, many times going beyond the emergency and protective measures of the Ministry of Health and the Government of the Czech Republic. We have constantly revised the current preventive measures according to the current development of the spread of the disease in the Czech Republic and we have familiarised our employees with the measures applicable not only at work but also in public on a regular basis.

Throughout the entire COVID-19 pandemic, we provided our employees with sufficient protective equipment- respirators, masks and disinfectants- free of charge, even when these commodities were unavailable on the market.

We started testing our employees for COVID-19 as early as October 2020, 5 months before³⁷ the current preventive measures announced by the Government and the Ministry of Health made it mandatory. The employees of the Prague and Ostrava headquarters were tested on-site with antigen and PCR tests, which were evaluated by a renowned laboratory. High quality antigen self-test kits were available at the branches and outlets. The regular proof of infection-free status of MONETA's employees started to apply at the beginning of October 2021. MONETA also took this step before the current regulation of the Ministry of Health required such an obligation. The regular testing and the requirement to prove infection-free status ensured the safety of not only the Group's employees but also their clients coming to the branches.

In order to minimize contact and the possibility of potential transmission of COVID-19, employees whose nature of work allowed it were permitted to work from home, the so-called Flex place. For those employees who needed technical equipment to work efficiently and safely from home, MONETA lent the necessary equipment.

In addition, at a time of the greatest restrictions and closed catering facilities, we provided our employees with quality meals directly at the workplaces of both headquarters.

Sick rate



Support in sickness, injury and difficult life situation

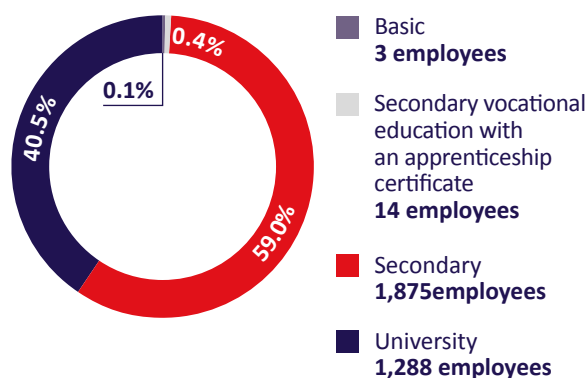
In 2021, we paid out a total of CZK 600,000 from the Social Fund to our employees in a difficult life situation. Further information on this topic is provided in the chapter on the Matching and Social Fund.

We also offer all our employees four so-called "Free Days", which they can use in the event of short-term illness or other need for time off. For bankers in our branch network, we have also newly offered the concept of so-called "Free time" in 2021, which is used to take short-term time off in a matter of hours. Bankers can use this employer-paid short personal time off to take care of, for example, official business.

EMPLOYEE TRAINING & DEVELOPMENT

Employee training was one of the aspects that MONETA Group emphasised in 2021, again with the aim of long-term sustainability in ensuring the enhancement of expertise in both managerial and expert roles. Development activities were focused on attitudinal and skill qualities with regard to the knowledge requirements of specific job roles.

Distribution of employees by education



³⁷Source: <https://www.moneta.cz/servis-pro-media/tiskove-zpravy/detail/moneta-testuje-sve-zamestnance-za-testy-na-covid-uz-vynalezila-temer-3-miliony-koron>



Average number of training hours per person in 2021

	Full-time employees	Part-time employees	Suppliers
Total	33*	18	2

*Average number of hours including mandatory certifications

Average number of hours of training by employee groups per employee

Category	Number of hours
Front-end	50
Enabling functions	10
Control functions	11
Management	17

All our employees are trained annually on compliance with policies and processes, particularly on regulatory issues. These topics are covered in a series of e-learning courses which, by their very nature, ensure high quality education in the area and the subsequent evidentiality of the training in the event of an inspection. These include in particular compliance, regulation, money laundering prevention rules, personal data protection, conflict of interest prevention, the MONETA Group Code of Ethics, quality standards, dress-code and, of course, prevention and security areas such as occupational health and safety and fire protection, driver training, information security, business continuity programme as part of regular periodic training, etc.

By the nature of the job, mandatory certifications were also a matter of course, both for consumer credit (MCD- Mortgage Credit Directive), capital market (MiFID- Markets in Financial Instruments Directive) and insurance (IDD - Insurance Distribution Directive), as well as other retail certifications such as supplementary pension savings (DPS) or a course on the recognition of payments suspected of being counterfeit or altered (Czech National Bank Counterfeits), and last but not least product training for the sale of banking products, focusing for example on savings and credit products, insurance and cash handling.

Within the framework of hard-skills training, we tailor the form and content to the respective employee groups. In 2021, these included training for auditors, training on the current amendment to the Business Corporations Act, as well as new developments in accounting and tax, dealing with insolvency proceedings, training on banking regulations in a nutshell, payments, Visual Analytics and many others. The requirements for these trainings are defined by the managers of the respective teams, taking into account the development needs of the employees and their further professional growth.

Soft-skills have been conceptually developed through an offer reflecting the latest market trends both in terms of topics, but a prerequisite is also a close connection to our internal working environment. The training sessions take place in an efficient form of so-called large-scale online lectures with external guests. The main benefit of this format is that employees from all locations can participate- both from the headquarters and the branch network. Another advantage is the concentration of the content of a given topic into two hours, during which our employees have the opportunity to ask questions of the speakers. The form of workshops and training sessions was used in 2021, especially in the case of the need for greater interaction and in the case of a homogeneous group of participants, e.g. mentoring supervision. Last but not least, in 2021 MONETA again participated in the inter-company mentoring platform Together 2 Grow (T2G).³⁸

One of the key elements in the development of our employees in 2021 was the linking of development to the process of performance management and career planning. In addition to the standard performance assessment, space was also given to career discussion and the development of leadership competencies during the performance assessment interview. In particular, the focus was on key positions, which were defined based on the degree of influence on business direction and their criticality. A succession plan was defined for these positions.

We also fulfilled our goal of emphasizing socio-cultural and gender diversity by creating conceptual development programs in 2021. These included a programme for women in management positions or a mentoring programme to promote gender diversity and the LGBTQ+ movement, as well as specific training on business dress code and etiquette.

We also try to take a systematic approach to developing media literacy, both towards our own employees and clients. In 2021, we held a workshop for employees on the basic rules of media literacy, the influence of media owners on content, the functioning of social networks and the primary principles of behaviour in public space.

TALENT SEARCH AND ACQUISITION

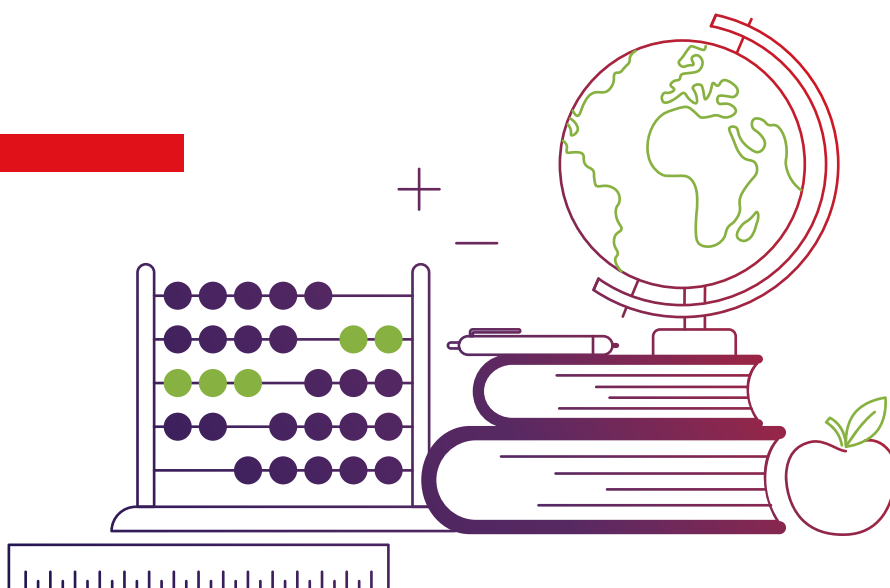
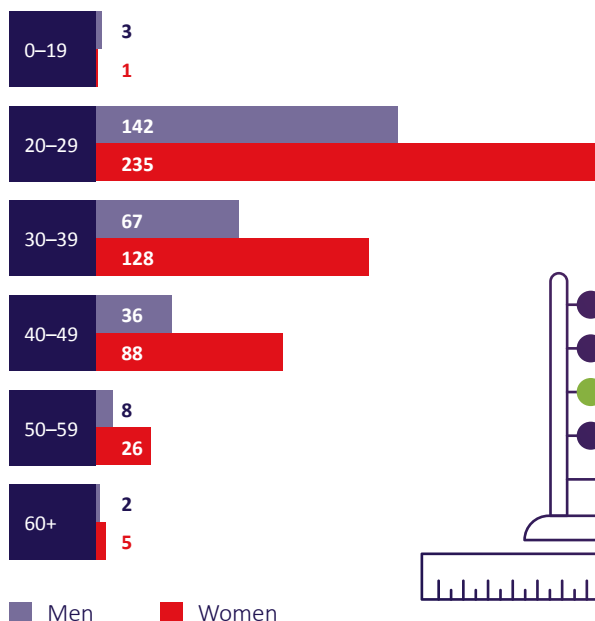
We pride ourselves on equal treatment of all employees and candidates. The selection and recruitment of new employees or internal candidates is governed by firmly defined principles derived from the Code of Ethics. Only parameters that are directly related to the experience, skills and motivation of candidates are evaluated in the selection process. When selecting employees, we follow the applicable legal regulations (e.g. Labour Code, GDPR).

In 2021, a total of 785 new employees joined the MONETA Group, of which 511 are women.

³⁸Source: <https://www.t2grow.cz/>



New hires based on gender and age in 2021



Cooperation with students

As in previous years, we continued to work with students in various forms in 2021. High school students completed their high school internships across selected divisions of the Bank: MONETA helped these young talents to combine their theoretical knowledge with practical skills.

In addition to many other areas, the COVID-19 pandemic also affected our ability to present MONETA at job fairs on school and university campuses. Many of these events have been transferred to an online environment. MONETA representatives attended in person the trade fair of the University of Mining in Ostrava, the University of Economics in Prague and the online trade fair of the University of Hradec Kralove. Thanks to this, we have taken a place in the minds of students and potential candidates and employees. Thanks to this, we welcomed some of the participants of these fairs to MONETA Group as new employees at the end of Q4 2021.

During 2021, we managed to expand our cooperation with the University of Economics in Prague into a partnership. Our representatives actively participate in teaching through specialised lectures. For the coming year, we plan to further expand the existing cooperation to the level of Main Partner of the University of Economics in Prague.

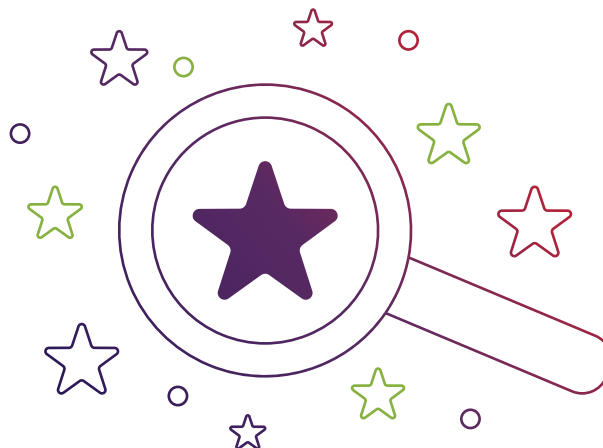
In the third quarter, we organized a VIP event for university students of Risk Management, in which representatives of the Risk Management Division and the Human Resources Department participated. The purpose of the event was to introduce students to the real impact of the COVID-19 pandemic on the Bank's risk management processes.

In cooperation with external entities, we welcomed MBA students from Rollins University, USA. Our experts introduced the foreign students to the banking environment in the Czech Republic and the ways in which we can reach our clients.

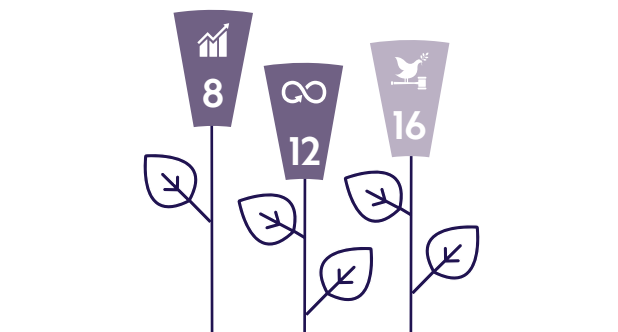
We are convinced of the importance of linking theoretical and practical teaching of students. For this reason, we offer selected schools across the regions of the Czech Republic the opportunity to cooperate in the field of education, for example by conducting workshops and lectures on Financial Literacy and Information Security.

Cooperation with companies in need

The difficult pandemic situation has also significantly affected the labour market. In 2021, we offered a helping hand to other companies, mainly in the Moravian-Silesian region, which were going through existential problems: we offered our vacancies to those employees whose employment relationship was terminated as part of organizational changes in these companies.

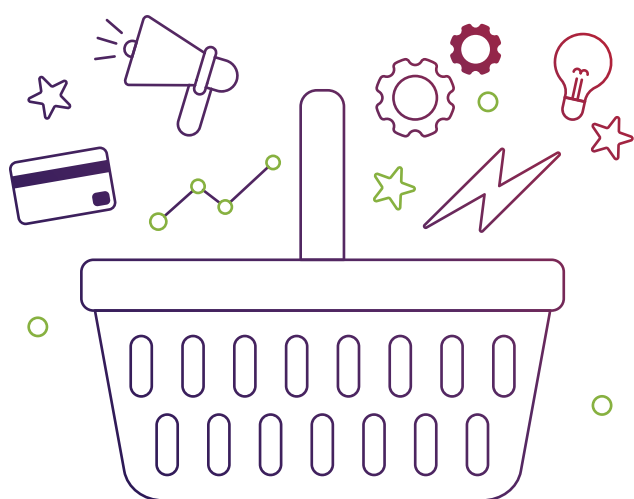


Responsibility to Suppliers



Effective management of relations with suppliers is regulated by the concern decisions of the MONETA Group, which clearly describe the responsibilities and competencies of our employees in selecting future suppliers of the Group, screening them and setting up long-term cooperation. The supplier selection process is described in detail in the Procurement Policy, which describes the specific competencies of our employees during the tender process or negotiations with suppliers, as well as in the process of ordering goods and services. Compliance with the set rules ensures transparency and auditability of the supplier selection process and also assesses all risks associated with supplier selection.

Supplier screening is carried out in accordance with the rules governing the management of third-party risks in order to comply with all legal regulations and market standards, such as prevention of money laundering, fraud and prevention of terrorist financing, cyber security, assessment of the financial stability of suppliers and,



last but not least, the possible impact of their failure on ensuring business continuity and availability of services for all MONETA clients. Particular emphasis is placed on cooperation with suppliers providing so-called banking outsourcing (a total of 125 suppliers of the MONETA Group by the end of 2021), which is subject to both the regulations set by the Czech National Bank and the European Banking Authority (EBA).

Suppliers are always familiar with the Supplier Code of Ethics, which is available on MONETA's website³⁹. All contracts and agreements with suppliers are concluded in such a way as to ensure a mutually beneficial, equal and sustainable relationship. This balance is ensured, for example, by equal mutual responsibility for compliance with the terms of confidentiality agreements and related compensation in the event of a breach of confidentiality.

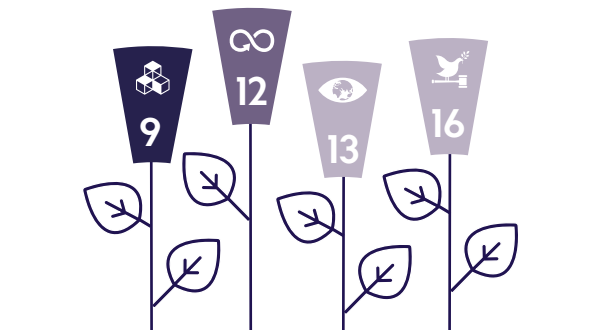
**We cooperate with 90%
of domestic suppliers.**

MONETA actively cooperates with about 900 suppliers, with approximately 90% of its supplier expenditure going to domestic suppliers. The remaining suppliers are primarily based in the European Union, the UK and North America. Cooperation with foreign suppliers (EU or non-EU) is only established when it is not possible to find a supplier of a service or product on the local market. We purchase goods or services from suppliers mainly in the areas of information technology, marketing and advertising, cash and non-cash payments, legal and consulting services, telecommunications, energy, postal services, construction work, or building rental for our branches.

³⁹Source: <https://www.moneta.cz/documents/20143/11740692/mmb-eticky-kodex-dodavatele-cz.pdf>



Responsibility to Customers



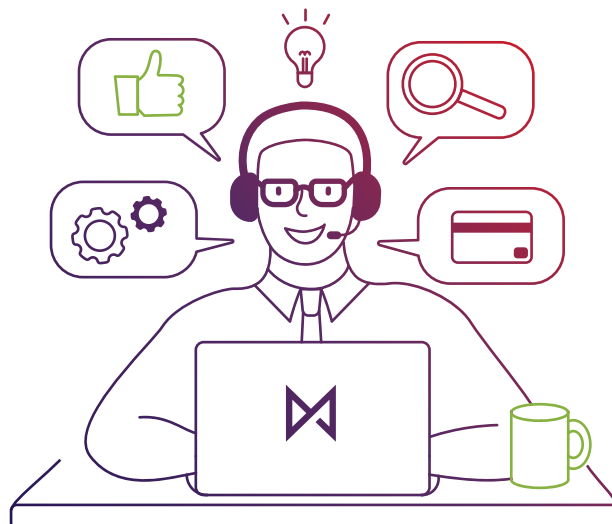
Our goal is to be one of the leading banks in the retail segment and in the segment of entrepreneurs and small businesses in the Czech Republic. We have built a very good position in financing Czech households and a growing position in the segment of entrepreneurs and small businesses. We are subject to regulatory supervision by the Czech National Bank and have a universal banking licence.

MONETA operates in the Czech Republic through a well-distributed nationwide network of branches and ATMs. In addition, we benefit from a wide third-party distribution network consisting of 54 retail and 76 commercial financial intermediaries, 1,124 car dealers and more than 1,005 leasing partners. We also leverage our market leadership in digital banking platforms, which are becoming an increasingly important channel for the distribution of our products and services. As at 31 December 2021, MONETA had 1,444,120 retail and commercial clients. The Group's client base represents approximately 13.5% of the population of the entire Czech Republic.

MONETA divides its activities into two main segments: retail and commercial. In these segments, we offer products and services tailored to the respective client groups, however, there is significant overlap and synergies between these groups, also due to the Group's physical and digital infrastructure. We care deeply about the satisfaction of all of our clients, as we are well aware that they are a key pillar for our success. That is why we offer a broad portfolio of products and services that we tailor to local requirements and market needs. We receive input from our clients through an effective feedback system.

CUSTOMER SATISFACTION

Our clients can contact us in person at any of our branches, via our contact centre, online chat, social media, internet banking or by email. In 2021, service calls accounted for the largest share of incoming client requests; however, as we go digital, the number of requests from online chats and internet banking is also increasing. The most



frequent types of requests were for digital channel support (support for channel functionality, setting up online products and client transactions), transaction enquiries and help with payment card set-up.

In terms of service support, we focused on the quality and comprehensiveness of the service provided. We have expanded our services that can be provided directly within a phone call: typical examples are cancellation of certain services or assistance with loan management.

The Net Promoter Score averaged 80 in branches and 70 in the contact centre.

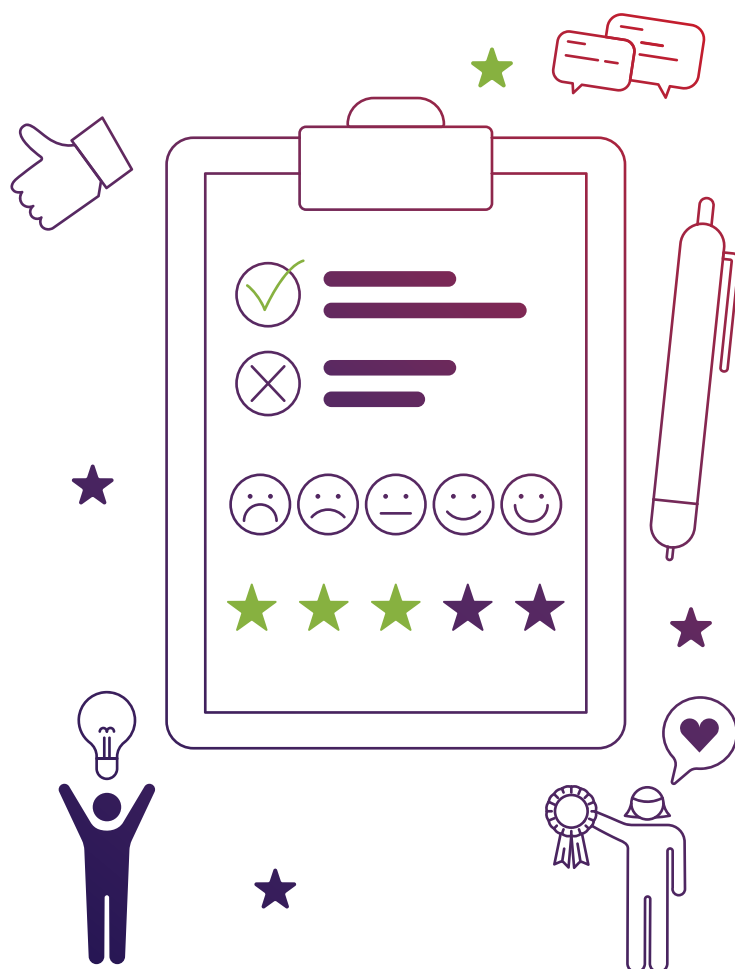
Since 2019, we have been using the feedTrack app to centrally collect our client feedback. In it, we offer clients a short email questionnaire through which each client has the opportunity to rate the services we provide. By the end of 2021, all MONETA Group entities were using this tool, and 11 different types of questionnaires (projects) are available in the application itself. Thus, we receive more than 13 900 completed questionnaires per month, 27% of which also contain client comments. In 2021, on average, the Net Promoter Score (NPS)⁴⁰ at branches reached 80 and at the contact centre 70. With this tool we entered the prestigious European Customer Centricity Awards, where we succeeded in the categories "Best Customer Experience Measurement", "Understanding the Customer and Voice of the Customer" and "Best Customer Experience Strategy". At the same time, we were one of only two Czech companies to win the award for one of the top-rated projects, which was significant for its thoughtful involvement of the entire company all the way up to the management level, high questionnaire return rates (averaging 26% for 2021) and high NPS score of the branch network.

⁴⁰NPS is a measure of customer or employee loyalty. NPS takes values between -100 and 100 inclusive, where the higher the value, the higher the loyalty.

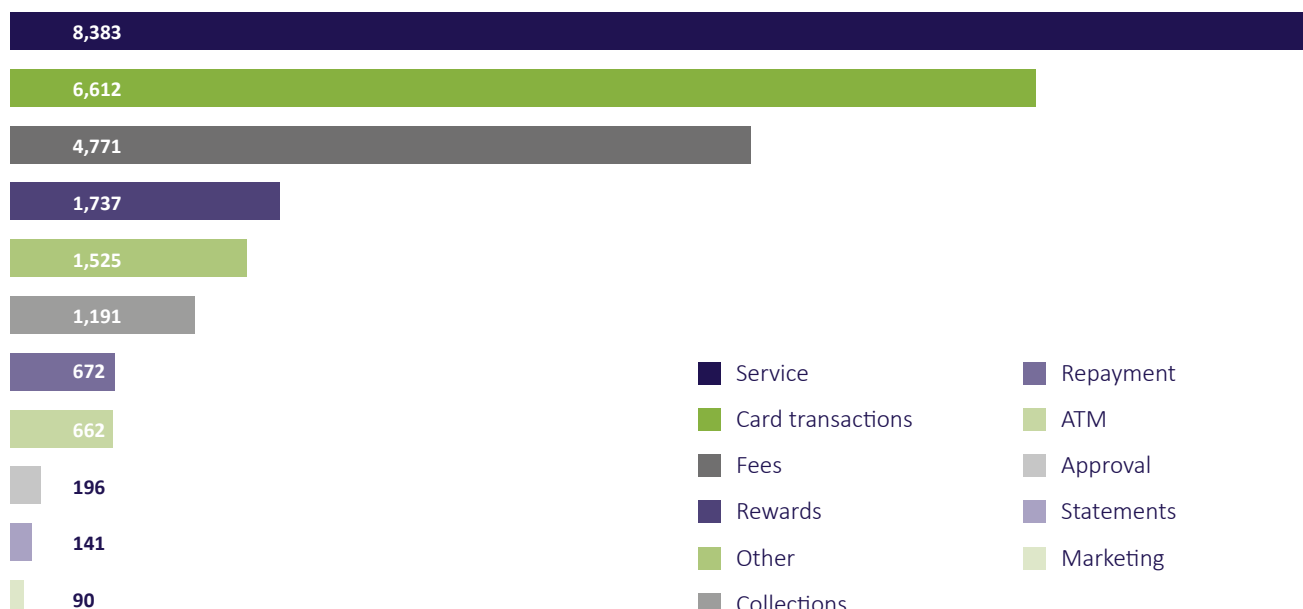


To adjust quality standards, we use the experience and expectations of clients, which we gather from satisfaction surveys and interactions with clients themselves. These standards define the required and binding level of service (for staff and branches) that we provide to all clients. The defined quality standards relate to the professional approach and expertise of bankers, the atmosphere and facilities of a branch or the availability of a branch or ATM network. The quality standards are also reflected in the new branch network concept that we started to implement at the end of 2019, the so-called flexi concept.

As part of our commitment to responsible banking for our sales processes, we also set and monitor compliance with internal policies and legislative regulations and the company's ethical rules through Post Sales Controls. This is a key quality control element of product or service setups, including third-party products or selected products negotiated fully online. A total of nine products identified as potentially risky were included in Post Sales Controls at the end of 2021. In this process, we monitor the proportion of defective sales, known as the defect rate. By the end of 2021, over 6 600 Post Sales Controls were implemented, with a defect rate that was on average 0.27%. In line with our innovation and digitalization strategy, we use the intelligent customer experience management tool feedTrack to implement Post Sales Controls. This application actively contributes to minimising mis-sales and reinforces the reputation of the MONETA Group among our clients.



Resolved claims and complaints in 2021 – category overview



Branch Networks

The branch network is our key sales channel. We aim to improve the quality of its services, enhance the client experience and modernise the working environment for our employees.

In line with MONETA's image as the Czech digital banking leader, modern technologies are introduced throughout our distribution network. These include high-quality Wi-Fi connections and LCD screens for presenting the current product offer and exchange rate quotes. In order to further improve the working environment and processes, the entire branch network has undergone a complete renewal of IT equipment, including all bankers' workstations. In our branches, we use tablets to sign client contracts, replacing the original client signing devices. In line with our digitisation and paperless strategy, we have added tablet functionality to display supporting sales materials and leaflets so that we can present them to our clients on a tablet instead of paper. All our branches have also undergone the necessary increase in line speed between the headquarters and branches.

A total of 118 branches have been equipped with automated cash registers, contributing to a higher standard of cash services provided to clients and branch staff. and branch staff.

In 2021, we refurbished
10 branches and made minor
modernisations to 43 others.

In 2021, 10 branches have been refurbished to the new design and another 43 branches have undergone minor upgrades. Each modernised branch is based on the principles of maximising efficiency and flexibility in the use of branch floor space for client meetings, enhancing the ability to conduct discreet meetings and creating space and operational conditions for staff and clients. As part of the renovations, we also place emphasis on making our branches as barrier-free as possible. To this end, in 2021, we tested the space and the planned renovation at a selected branch just before the renovation using a "geriatric-suit": this simulates mobility problems and other health limitations, including vision impairment or, for example, tremors in the limbs. This unique and almost exceptional tool in the Czech Republic was loaned to us by the non-profit organization ADRA, which purchased the geriatric suit with the financial support of a MONETA Group grant in 2021. Thanks to the geriatric suit, we were able to identify possible barriers and remove them during the reconstruction of the branch. The findings from this testing are being applied to the reconstruction of other branches. We have invested almost CZK 60 million in the modernisation of our branch network in 2021.

Our network of branches and ATMs provides nationwide coverage with a significant presence even in smaller towns and villages with relatively low availability of other banks' services. The ATM network consists of 559 ATMs (as of 31.12.2021), almost 92% of which are wheelchair accessible.



BRANCH NETWORK MAP

Wheelchair accessible branches

119

Total Branches

154



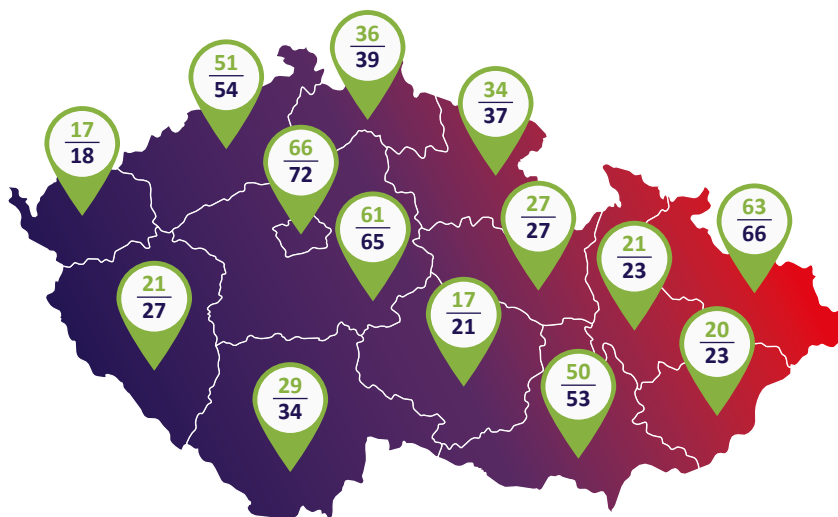
ATM NETWORK MAP

Wheelchair accessible ATM

513

Total ATM

559



CONSUMER PROTECTION

We also place a high emphasis on consumer protection, from responsible marketing to the eventual termination of the contractual relationship. We comply with all legislation relating to consumer protection and, where possible, go above and beyond legal requirements. We plan to continue to focus on providing banking products and services to consumers and on improving existing and future client processes in order to maintain and improve our position as a digital market leader. If necessary, we are ready to provide consumers, as well as other clients, with the necessary assistance in dealing with unexpected life situations. We participate in the development and adherence to the ethical standards for consumer protection developed by the Czech Banking Association. As part of our activities, we also regularly cooperate with the Czech National Bank and the Financial Arbitrator.

We believe that fair and transparent marketing and advertising strengthen trust in the brand. We use only true, correct and clear information in all our information and marketing materials and avoid providing any misleading information. All our marketing activities fully comply with laws, standards and internal voluntary regulations in the field of marketing communication – i.e. advertising and promotion as well as sponsorship.

MONETA never targets its direct marketing activities at children under the age of 15. We communicate with retail clients in the most clear and simple way possible, avoiding foreign words and technical terms that clients do not understand. An internal brand language manual is binding for the entire Group which sets the rules for the tone and style of communication with clients.

Innovations that are changing the world for the better, which include digitalisation and the development of media and communication platforms, bring with them implications that need to be addressed. In addition to its many benefits and positive impacts, the new media ecosystem has brought with it a growing volume of misinformation, manipulation and hate speech. For this reason, we consistently ensure that all official information we provide to the media is based on verifiable facts; transparency is a key principle for us. We are aware that the cornerstone of our reputation is a responsible approach to the handling of information. Therefore, we consistently ensure that MONETA is not associated with negative social influences (alcohol, inappropriate social behaviour, etc.), and we encourage our employees to keep their own private social profiles sufficiently secure, to use their own names in the social media environment and to help protect the reputation of the MONETA brand through their behaviour. Detailed guidelines for behaviour in the social media environment are set out in our internal policy Rules for the use of social networks and media.

We strive to eliminate and prevent any potential conflict of interest that could arise for our employees, especially those who work in client-facing positions. These matters are deeply embedded in the MONETA's Code of Ethics, which is binding and acts as employment rules. MONETA Group employees have a commitment to act in good faith towards our clients and to be transparent and honest when offering consumer financial products. All employees must then act in accordance with relevant consumer protection legislation, such as the Mortgage Credit Directive, and comply with the principles of bank secrecy.



MONETA Client's Ombudsman

MONETA Client's Ombudsman and his team deal with complaints from clients who were not satisfied with the result of the complaint investigation by the Claims and Complaints Department. Some other specific cases, such as complaints escalated to the Financial Arbiter or the Czech National Bank, or complaints involving a large amount of money, also fall within the scope of the Client's Ombudsman team. In addition to reviewing the conclusions of the bank's investigation of the client's complaint and proposing an appropriate solution for the client, the ombudsman looks for the root causes of problematic situations and proposes mechanisms to prevent them. The Ombudsman team also works very closely with the MONETA Clementia Foundation.

The Ombudsman resolved 251 cases for clients in 2021.

In 2021, the Ombudsman and his team resolved a total of 251 cases of client complaints: the complaints most often concerned procedural failures, technical or human errors and misunderstanding of products or services. Although we take great care to offer our clients the best possible solution to their complaints at the first stage of the complaint investigation, the number of complaints resolved by the Ombudsman increased year-on-year, mainly due to the extension of the Ombudsman's competencies to include complaints from MONETA Stavební Společnost, a.s. clients.

Since its establishment, the MONETA Clementia Foundation has helped 17 clients with financial obligations amounting to CZK 7 136 802.

MONETA CLEMENTIA FOUNDATION

After five months of preparation, the MONETA Clementia Foundation⁴¹ was established at the end of April 2021. Its primary mission is to help clients who, through no fault of their own, find themselves in a tragic life emergency and are unable to pay their financial obligations to the MONETA Group. The admission of applications for waivers was launched on May 10, 2021, and the Foundation's Board of Directors – which decides on every application for debt relief received – includes not only MONETA Group employees, but also renowned external experts in consumer protection, banking, audit and tax issues. In the eight months of its existence (i.e. from May to December 2021), the MONETA Clementia Foundation has helped 17 clients who have had their financial obligations waived for a total of CZK 7,136,802. Among the cases successfully remitted were both applicants with more common social reasons (death or serious illness of a breadwinner) and 6 families who were in a tragic life situation as a result of the June tornado. More information about the Foundation and its activities can be found in the separate Annual Report of the MONETA Clementia Foundation for 2021, published in April 2022.



⁴¹Source: <https://clementia.cz/>



PERSONAL DATA SECURITY AND PRIVACY

We are aware of the sensitivity of the information we process about our clients and the importance of building a long-term relationship based on mutual trust. The security and proper handling of client data is therefore one of the Group's priorities. In 2021, there were no significant complaints relating to breaches of client privacy and loss of client data. We take the protection of fundamental rights and freedoms in any area extremely seriously and are guided by the Charter of Fundamental Rights and Freedoms as part of our legal obligations. As we operate in the European Union, we are fully subject to the strict requirements of the General Data Protection Regulation (GDPR), which aims to enhance the protection of fundamental rights and freedoms relating to the protection of individuals' personal data. MONETA has a group privacy policy, which is publicly available, and internal regulations governing the processing of personal data in all its activities.

The rules set by the GDPR are implemented and complied with (providing information on processing to clients, dealing with client requests regarding data protection, conducting data protection impact assessments in relation to the rights of individuals, keeping records of processing activities, etc.). We also comply with the Framework Interpretation of certain provisions of the GDPR prepared by the Czech Banking Association. This is a document summarising the recommended interpretation of certain provisions of the GDPR in the banking sector, which was prepared by the Czech Banking Association in cooperation with the Office for Personal Data Protection and the Czech National Bank.

Internal rules and clear allocation of responsibilities for the use of customer data, including rules for the use of data in the development of new products or processes, are set and anchored in the Group's internal policies. The protection of personal data is subject to regular audits in accordance with the relevant legal requirements.

In the event of possible discrepancies in the processing of personal data, clients have the right to lodge a complaint, which must be resolved in a timely manner. They also have the right to effective judicial protection in accordance with the rules set out in the GDPR and general rules of civil law. Clients also have the right under the GDPR to be provided with information about

the processing of their personal data, including the recipients or categories of recipients with whom their data is shared.

Data protection at MONETA is subject to management oversight and any issues in this area are always brought to the attention of senior management through established reporting channels.

We also have established internal policies governing our responses to requests from public administration authorities, including those relating to personal data. These requests are always carefully reviewed for their legality and are communicated to the responsible members of the top management. The Regulatory Compliance department coordinates responses to ad-hoc requests from regulators and ensures that responses are in line with regulatory requirements. In addition, processes are in place for responding to enquiries from public authorities, particularly the police, courts or others.

Given its position as a digital leader in the banking market, MONETA is also well aware of the potential dangers in the area of cybersecurity, which is further addressed in a separate chapter.

SUPPORT OF SMALL BUSINESS AND SMES

We actively continue to pursue our vision of being a leader in servicing the segment of entrepreneurs, small businesses and small and medium-sized enterprises (SMEs) on the Czech market. As of 31 December 2021, we serve over 113,000 of them, which is 4.5% more than in 2020. As of 31 December 2021, we have granted loans to commercial clients in the total amount of CZK 82.1 billion and received deposits of CZK 67.7 billion. We have been successful in expanding our support for the long-term investment and operational needs of our SME clients, particularly in lending to the agricultural sector. To support business development, we continue the partnerships we have entered into with portfolio guarantee institutions ("NRB"⁴² and "EIF"⁴³), which are aimed at improving access to finance for the investment and operational needs of entrepreneurs and small businesses.



⁴²National Development Bank, a.s., formerly Czech-Moravian Guarantee and Development Bank, a.s.

⁴³European Investment Fund



We have helped our clients with overcoming adverse impact of the COVID-19 pandemic.

In 2021, these partnerships expanded the range of products backed by portfolio guarantees, ensuring that clients have sufficient operational resources to bridge the adverse economic impacts caused by the COVID-19 pandemic, as well as sources of financing to support or restart investment and development activities dampened by the ongoing pandemic. Under the COVID III guarantee programme, which is the most widespread guarantee programme on the Czech market, MONETA achieved an overall market share of 31% in the number of loans granted, while in the segment of natural persons entrepreneurs this market share reached a full 63%.

In June 2021, we won the first place in the prestigious Zlatá koruna (Golden Crown) competition for the best business loan of 2021 for a loan designed to support women entrepreneurs, provided in cooperation with the European Investment Fund under the EaSI programme⁴⁴. In the same competition, we also won the Bronze Crown (i.e. third place) for the Flexi Business overdraft loan supported by the COVID III guarantee, designed specifically to overcome the shortage of working capital due to the COVID-19 pandemic.

In March 2021, we joined the Czech Banking Association's Memorandum for Sustainable Finance.

In March 2021, we joined the Czech Banking Association's Memorandum for Sustainable Finance. This builds on the principles of responsible banking set out by the United Nations in 2018. Its main principles include the application of sustainability principles not only in our own business activities, but also in our relationships with clients, suppliers, shareholders and other partners. By signing up to the Memorandum, signatories have committed to harmonise their activities with the goals defined by the relevant UN global agreements. The Memorandum foresees, among other things, a regular review of the ESG impacts of banks' business or the offering of banking products in the field of "green finance".

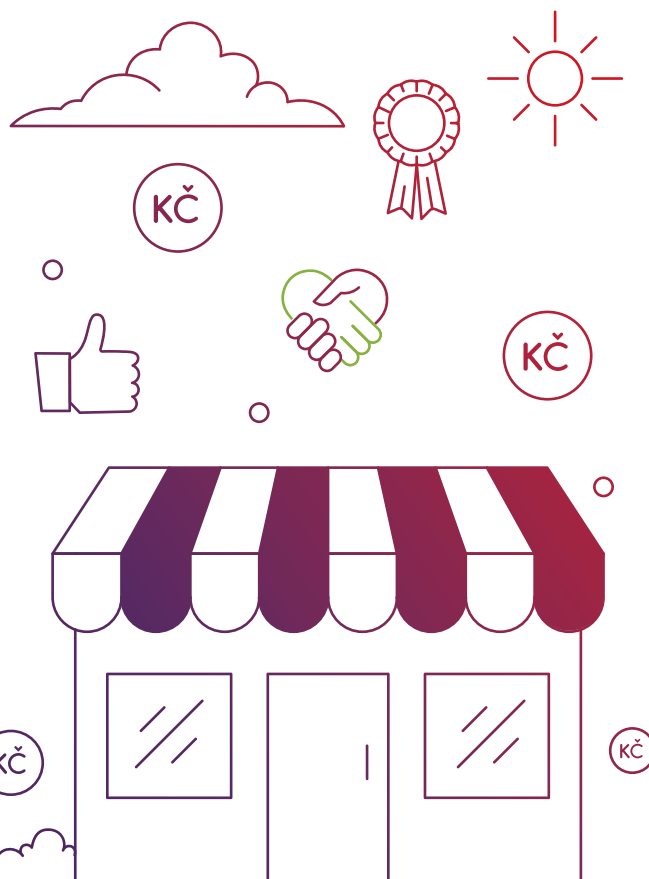


The long-term strategy aimed at supporting the segment of entrepreneurs and small business was also supported by marketing communications and a strengthened media presence. Among the most important achievements in this area is the continuation of long-term cooperation with the most prestigious competition in this segment on the Czech market, Živnostník roku (Entrepreneur of the Year), of which MONETA is the main, titular partner.

Entrepreneur of the Year

Since 2019, we have been the general partner of the most prestigious domestic industry competition for small and medium-sized entrepreneurs "MONETA Entrepreneur of the Year". The aim of the project is to support this segment in its activities, rewarding success and a novel approach in business. In 2021, a total of 2,475 entrepreneurs were nominated, from which an expert jury subsequently selected 140 finalists for 14 regional rounds. The "Entrepreneur of the Year" award is always given to the top three finalists in each region; a special category is the "Heartbreaker of the Year" award, which MONETA uses to recognise a unique approach to entrepreneurship and creativity. The winners from each region then go on to the main competition, where they compete for the main title of MONETA Entrepreneur of the Year.

MONETA continues to work with interesting participants from this competition. It offers them the opportunity to take part in its own series about successful entrepreneurs and clients called The Alchemy of Success. In 2021, MONETA published 6 episodes of this series, which are publicly available on the MONETA's YouTube channel.⁴⁵



⁴⁴Employment and Social Innovation

⁴⁵Source: <https://www.moneta.cz/o-nas/moneta-podcast>



More than 80% of our products and services are offered online.

AVAILABILITY OF ESG PRODUCTS FOR CUSTOMERS

Thanks to the continuous innovation of our banking products and our customer-friendly approach, we are one of the leaders in digital banking and therefore also in sustainability on the domestic banking market. More than 80% of our products and services are offered online, which has a positive impact on our carbon footprint. We operate one of the newest data centres of its kind in Central and Eastern Europe, which is one of the most modern in the European region, and our servers are powered by renewable energy. For our commercial clients, in 2021 we introduced a new fully automated process for submitting and processing financial statements digitally. The list of required statements is displayed to our clients directly in their online banking. This allows clients to submit a document digitally, which is then processed and stored automatically. The result is an improved customer experience and significantly increased efficiency throughout the process. The process is also fully digital, so no paper documents are printed, resulting in an environmentally friendly process.

During 2021, we enabled our clients to open and terminate products fully online via the Smart Banka and Internet Banka apps: in the past, this process required them to visit a branch or send an email request. From mid-2021, MONETA's clients can deal online with, for example, an extraordinary repayment or full repayment of a loan, and from September 2021 it is also possible to take out a mortgage fully online. The application for concluding and disbursing a Building Savings Account has also been completely digitised. We intend to continue digitising applications – especially for savings and current accounts – in the coming period.

The Smart Bank application is also adapted for blind clients.

In 2021 the newly launched Internet Bank has received improvements in accessibility for blind customers so that the visually impaired can use it seamlessly with so-called readers and other assistive devices. We tested the accessibility in collaboration with a blind tester to make sure that the future setup of the app will fully accommodate blind users. In the new version of the Smart Bank app, our clients can also customize the font size to suit their needs. This functionality thus greatly helps people with impaired vision to read all information even on a small mobile phone screen.



Accessibility of products and inclusive service proposition will remain a strategically important theme for us for further planned innovations of our applications.

MONETA also offers one of the most complex products in its online applications, loan consolidation. This allows the client to view all the commitments they have with different companies in both the mobile and web applications. He then chooses which liabilities he wants to consolidate and uploads the first pages of these contracts to the app. In this way, the consolidation can be carried out at his discretion via one app.

Financing of Biogas Stations and Alternative Energy Sources

We started financially supporting biogas stations in 2010: since then, we have financed 131 stations with a total value of more than CZK 7 billion. As a traditional partner of Czech agriculture, we focus on agricultural biogas plant projects that purposefully process agricultural primary production inputs, which are mainly manure and energy crops. The advantage of such biogas plants for the farm is the diversification of activities and synergy with agricultural production.

We also finance other alternative energy projects such as small hydroelectric power plants and selected smaller solar power projects. In the field of solar energy, we focus on smaller installations that represent a diversification of activities rather than large investment projects.

ESG Funds

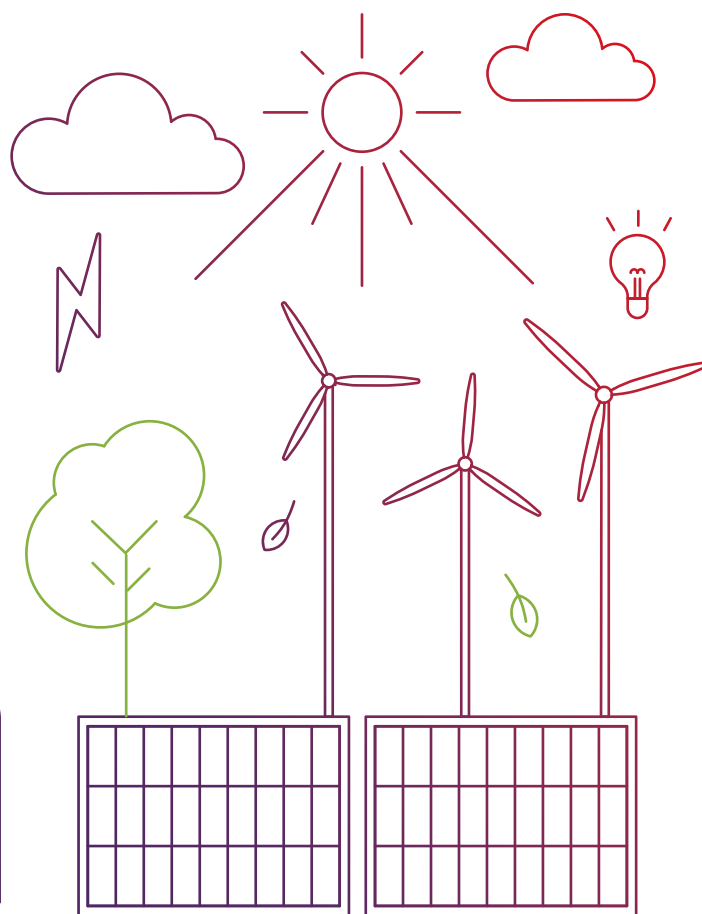
ESG Strategy is a solid part of our business strategy, which is why we offer our clients the opportunity to invest in funds with a focus on equities and bonds. We select funds for our Asset Management portfolio based on ESG criteria, which means that we present our clients with a socially responsible investment option. The number of funds in MONETA's offer that meet ESG criteria is constantly growing: at the end of 2021, the number of such funds was 10 out of a total offer of 32 funds. In 2021, we started selling funds meeting the strict Sustainable Finance Disclosures Regulation (SFDR) Article 8 and 9 criteria.



More than 35% of MONETA's clients now have ESG funds in their investment portfolio.

There is also strong client interest in funds meeting ESG criteria. This is evidenced by the growth in Assets Under Management (AUM) in these selected funds, which has increased by 334% since the beginning of 2021: the largest increases have been recorded by funds meeting the most stringent requirements of Article 9 of the SFDR. These funds account for 16% of the bank's total AUM portfolio, but have several times the growth rate of funds that have not implemented ESG criteria. More than 35% of MONETA's clients now have ESG funds in their investment portfolio.

Clients can buy the funds we offer at our branches, where investment specialists are available to them, but also via the Smart Banka and Internet Banka applications. We have been offering all the funds without entry fees since October 2020. We plan to further expand our portfolio of investment funds, selected according to ESG criteria, in 2022.





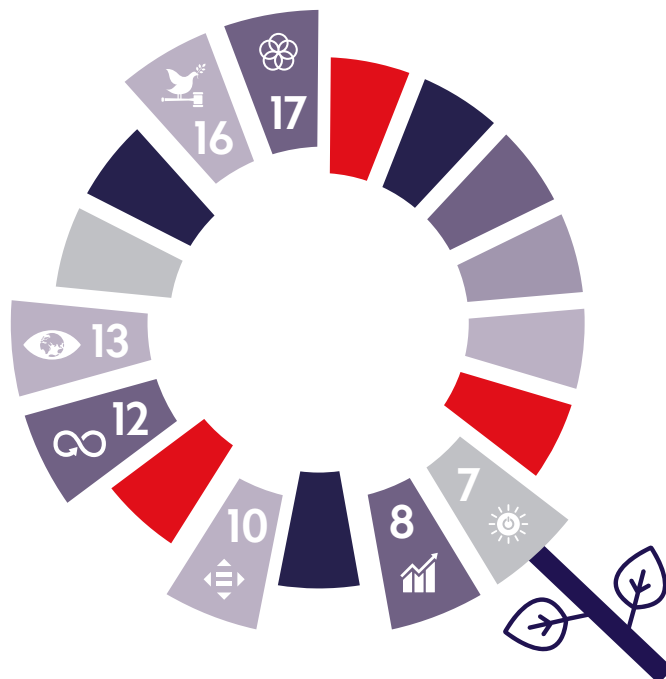
ESG GOVERNANCE



9

ESG GOVERNANCE

In all our activities, we have long been guided by binding legislative and regulatory requirements, both locally and internationally. In line with these, we have developed a robust corporate governance structure that is supported by a set of internal policies and directives that govern our day-to-day operations. Our voluntary initiatives related to the specifics of the banking sector are also reflected in this management system. At the same time, we have also decided to voluntarily join international initiatives that cover the area of sustainable development. The Bank is aware that the ESG area is becoming an increasingly important topic worldwide and needs to be addressed proactively. Therefore, a comprehensive analysis was conducted in 2021, focusing, among other things, on governance



arrangements (ESG Cluster, Sustainability Commission), division of responsibilities and key performance indicators. The analysis also identified themes that we will be focusing on strongly in the coming years but are already integrated in our management system. We will continue to monitor the development of legislative and regulatory requirements (in the Czech Republic and the European Union) and reflect them in our activities and internal directives.

GOALS – GOVERNANCE

CURRENT SITUATION

TARGET YEAR

OUR GOAL

COMMITMENTS AND RATINGS

CDP rating

C

2026

A-

MSCI rating

AA

2023

AA

Commitment to Equator Principles

No

2022

Yes

OTHER

ESG as a part of BoD and selected Material Risk Takers remuneration

No

2022

Yes

Green bonds

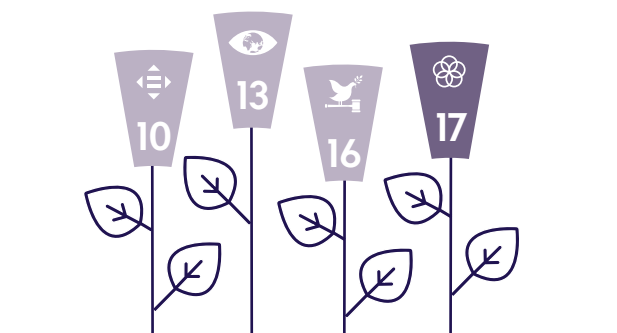
No

2025

Yes



Regulation and Policies



MONETA follows the applicable legislation and regulatory requirements and cooperates with the supervisory and regulatory authorities of the Czech Republic and the European Union. As part of our risk management policy, our Compliance Division is involved in timely and proper communication with these authorities, as well as in coordinating the implementation of legislative and regulatory requirements or decisions.

It is of the utmost importance that we comply with all requirements set by regulatory authorities, including ESG reporting requirements: many of these allow us to align our activities with global initiatives and help us to disclose material information about our sustainability. MONETA currently discloses non-financial information in accordance with the Non-Financial Reporting Directive transposed into Czech law by Accounting Act. It also complies with all the disclosure requirements set out in the respective EU and national regulation. The complete Green Asset Ratio (GAR) and the corresponding Key Performance Indicators as defined under the Delegated Regulation will subsequently be disclosed annually in the consolidated Sustainability Report of MONETA Group.

The disclosure requirements set by the regulatory authorities are closely monitored. We are also preparing for the disclosure of additional non-financial information in line with the CRR Pillar 3 disclosures requirements, to which The MONETA Group is not currently subject. The MONETA Group is, monitoring its internal processes and adapting its disclosures if these regulations become applicable.

In accordance with Article 8 of the EU Taxonomy Regulation and the related Delegated Regulation, which came into force on 1 January 2022 for the financial year 2021 MONETA Group



is required to disclose only certain information related to the environmental objectives of climate change adaptation and mitigation, followed by more robust reporting requirements in coming years. Please see report Section 11 on page 78. The qualitative information as required by Annex XI of the Delegated Regulation can be found in the description of risk management strategy on pages 62 to 70 of this report.

CODE OF ETHICS

The Code of Ethics of the MONETA Group represents the basic rules of conduct of employees and members of management and supervisory bodies and declares the Group's obligations towards its employees, members of bodies, clients, shareholders, business partners and other third parties. The Code of Ethics is binding for all employees and members of bodies of the Group companies. All employees, including agreements on work performed outside an employment (part-time) and MONETA contractors, undergo annual mandatory training designed to prevent misconduct, unethical behaviour and conflicts of interest.

We also comply with the codes of ethics set by the Czech Banking Association, i.e. the Code of Ethics for Client Mobility, the Code of Ethics for Bank-Client Relations, the Code of Ethics for Loans and the Code of Ethics for the Financial Market. We are a member of the Institute of Internal Auditors and our activities are bound by the International Framework for the Professional Practice of Internal Auditing. In addition, we have also adopted codes of ethics issued by other institutions, such as the Code of Ethics of the Czech Capital Market Association, the Memorandum of the Czech Leasing and Finance Association on Consumer Credit Protection and the Code of Ethics for Members of the Czech Leasing and Finance Association.



ANTI-BRIBERY AND CORRUPTION

We conduct our business in accordance with all applicable laws of the Czech Republic, European Union legislation, as well as all applicable international treaties. These include, among others, Act No. 40/2009 Coll., the Criminal Code, Act No. 418/2011 Coll., on the criminal liability of legal persons and proceedings against them, Act No. 89/2012 Coll., the Civil Code, Act No. 90/2012 Coll., on Commercial Corporations and Co-operatives (Act on Commercial Corporations), Act No. 69/2006 Coll., on the implementation of international sanctions, Act No. 143/2001 Coll., on the protection of competition, Act No. 253/2008 Coll., on certain measures against the legalization of proceeds of crime and financing of terrorism, Act No. 159/2006 Coll., on conflict of interest, EBA Directive on internal governance (EBA-GL-2017-11) and many more.

Our anti-corruption policy prevents corrupt behaviour and undesirable conflicts of interest. Our commitments and policies against bribery and corruption are built on the foundations of the Code of Ethics. We have internal processes and procedures in place to manage the selection of new suppliers, other third parties and the giving and receiving of gifts from clients or partners: these processes are designed to prevent any corrupt behaviour or undesirable conflicts of interest. We also require the same anti-corruption standards from our employees, partners and suppliers. The above standards also include a policy to avoid improper payments (giving/receiving gifts from clients and third parties) and other areas.

MONETA has an internal policy that covers the following areas:

- Prevention of money laundering and terrorist financing (AML/CFT policy)
- Managing the risk of fraudulent behaviour (Anti-Fraud Policy)
- Prevention of improper payments
- Conflict of Interest Prevention and Management Policy
- Whistleblowing
- Rules on the provision of investment services and prevention of market abuse

Some of these documents are publicly available on MONETA's website⁴⁶.

There were no confirmed cases of corruption during 2021. We are proactive in enforcing our policy of minimising the risk of corruption or bribery through a wide range of regular annual training sessions for staff. These trainings are divided into 5 categories: prevention of improper payments, conflict of interest, whistleblowing, Code of Ethics and compliance training. All Group employees have received mandatory training on anti-bribery and anti-corruption measures and are regularly trained in all of the above categories.

FINANCIAL CRIME PREVENTION

The fight against money laundering and the prevention of terrorist financing, including international sanctions (hereinafter referred to as AML/CFT), plays a key role in the prevention of financial crime. We take matters related to this risk very seriously and incorporate them into a separate AML/CFT strategy set out in internal AML policies (the so-called Internal Principles Systems)⁴⁷. Measures aimed at AML/CFT are in line with all relevant legislation, directives and recommendations of international organisations in this area. All implemented AML/CFT measures are regularly reviewed in the light of current trends and regulatory changes. The AML/CFT program therefore remains strong, stable and oriented towards continuous improvement of the set processes.

MONETA has never been subject to sanctions by regulators. It has also never been the subject of any lawsuits or similar legal actions related to money laundering or terrorist financing.

We also strictly adhere to the so-called KYC (Know-Your-Customer) process, which sets out all the measures needed to comply with international sanctions, prevent money laundering and terrorist financing. In addition to these measures, we have set appropriate regulations to prevent the financing of activities in potentially high-risk sectors and activities where there is a threat of potential money laundering. As part of the measures in place, we do not provide products to non-resident clients who do not sufficiently demonstrate a link to the Czech Republic by means of the required document: the only exception is the conclusion of a contract based on a legal obligation. However, all such requests are considered on an individual basis in terms of the risk to the Group, where enhanced scrutiny is always applied.

MONETA also has a long-standing and effective Anti-Fraud Management Programme and Anti-Fraud Strategy, which reflect the risk of fraudulent behaviour in all its complexity. These documents are regularly reviewed in light of current trends in fraud risk in relation to financial institutions. Of course, there is also an internal regulatory framework and processes covering the management of fraud risk. Our approach to the AML/CFT area is dynamic, informal and risk-based, with a proactive and experienced AML & Anti-Fraud team. We use cutting-edge AML/CTF tools, particularly for transactional monitoring, sanctions screening and client identity verification through online channels. In addition, the AML/CFT program is closely monitored by the top management. These factors, together with the business model and risk management approach, result in a client portfolio with lower AML/CFT residual risk.

We are also very transparent when it comes to AML/CFT. Relevant documents incl. "AML/CFT Assessment Reports" are publicly available on the MONETA website.⁴⁸

⁴⁶Source: <https://investors.moneta.cz/dokumenty-spolecnosti> a <https://www.moneta.cz/dokumenty-ke-stazeni/vseobecne-dokumenty>

⁴⁷Source: <https://investors.moneta.cz/documents/12270853/12624920/mmb-koncernovy-aml-predpis.pdf>

⁴⁸Source: <https://investors.moneta.cz/dokumenty-spolecnosti>



WHISTLEBLOWING

To ensure that we do not break any laws, regulations or act in a way that conflicts with our ethical values, we maintain a culture where anyone can raise concerns. We therefore provide our employees with the opportunity to anonymously raise concerns or report any perceived wrongdoing, either directly to MONETA Group management or through a dedicated independent reporting line. We are committed to discussing all cases in a timely and confidential manner.

TRANSPARENCY – ACCOUNTING, TAX

We are aware of the need for transparency in tax administration. The company is a tax resident only in the Czech Republic and fulfils all its tax obligations properly and in a timely manner in accordance with Czech tax legislation. All corporate tax obligations for 2021 are disclosed in the “Annex to the Consolidated Financial Statements” section of the MONETA Group’s Annual Report.

We also comply with the rules of international cooperation in tax administration (FATCA/CRS rules) and duly fulfil our obligations in identifying and reporting clients to the competent tax authority; we also inform our clients about this reporting obligation.

We regularly publish our audited financial results and annual report in accordance with the applicable legislation. In addition, we also publish non-financial information and a quarterly financial results report to inform shareholders of the MONETA Group’s financial position. We are focusing on automating and digitising our financial reporting to achieve paperless processes wherever possible.

We are very well aware of the need for transparency in the tax area and the need to do our part in the country where we operate. Therefore, we will not allow or facilitate tax evasion under any circumstances. As the exclusive tax resident in the Czech Republic, we are bound to comply with domestic tax legislation and applicable deadlines when paying taxes. We duly disclose all our tax liabilities in the notes to the financial statements within our annual report.

CYBERSECURITY

We implement leading data protection tools into our operations. Our Cybersecurity Department develops cooperation in this area with relevant industry associations and regulatory authorities such as the Czech National Bank, the National Office for Cyber and Information Security, the Czech Banking Association, the Police of the Czech Republic and others. In guarding and protecting the Group’s assets, our Cybersecurity Department cooperates with top companies and third-party partners and benefits from the quality of their tools, services and knowledge.

MONETA’s cybersecurity strategy is mainly based on three pillars: a risk-based approach, cybersecurity governance and compliance with legal requirements.

Within the risk-based approach, the main focus is on mapping the threat landscape, identifying key threat actors, early identification of current and upcoming risks with regard to their potential likelihood and impact, and defining and implementing preventive or mitigating measures.



The main focus of cybersecurity governance is on thorough, comprehensive, harmonised management of all areas of cybersecurity, specification of security rules and standards, specification of security objectives for each area, setting KPIs and reporting and monitoring.

To ensure compliance with legal requirements, we focus on overall openness and transparency of our cybersecurity activities to internal and external stakeholders and on cooperation with supervisory authorities and associations within the industry.

Access Management

As the Group's business expands, the applications used need to be adapted to make the network and operations more efficient. This leads to an increase in users (employees) who have access to different applications and platforms from many devices. As a single vulnerability can lead to significant damage, managing these accesses is becoming increasingly important.

Access (identity) management is an essential security component that helps ensure that users have the access they need and that systems, data, and applications are inaccessible to unauthorized users. To ensure that our employees have the appropriate access needed to perform their job duties, MONETA uses an identity and access management framework consisting of a combination of processes and technologies. Access to systems and information is then granted based on the role of users within the organisation. The access rights of all users are regularly checked during the so-called recertification process to ensure the correctness and compliance with the organisation's internal policies and compliance regulations.

To further enhance the security of communication systems, the MONETA's internal network is segmented into several separate subnetworks, each of which operates as its own small network. This approach provides a number of benefits, such as the ability to manage and monitor the flow of traffic between subnetworks based on granular policies, limiting damage and the spread of potential cyber-attack.

Personal Data Protection Governance

Trust and confidentiality are important in banking. That is why we adhere to and enforce the "need to know" principle, i.e. limited access to information on a need-to-know basis while having appropriate processes in place to protect privacy and information. The processing and security of data is governed by the Information Security Policy and the Group-wide General Principles for the Processing of Personal Data and Other Information. These are further developed into policies, procedures and guidelines applicable to all company processes. Data classification is enforced. Mandatory "at rest" and "in transit" encryption applies to all data classified as confidential or secret. Special attention is paid to personal data and sensitive personal data.

Data Leak Prevention

Data stored on endpoint devices, especially from a lost or stolen device, has always been an interesting target for attackers trying to gain access to valuable data. In order to meet compliance requirements and prevent the theft of personal data or sensitive data, we use a combination of several protection tools that provide strong access control and data encryption, certified encryption technology, and support for environments on both MONETA-provided devices and employees' own Bring your own device (BYOD) devices.

To further enforce compliance, privacy and intellectual property protection policies, a Data Loss Prevention (DLP) solution, has been deployed across the Group. The DLP solution protects MONETA Group assets from unauthorised use of valuable corporate data by internal users through a number of means, including hardware and content filtering and blocking confidential data on any removable storage devices (e.g. USB devices).

In addition to preventative measures, we have a process in place to manage data breaches, including detection, investigation and resolution. These processes also include reporting such incidents to the relevant parties (in individual cases, the Office for Data Protection or the clients themselves).



Training and Expansion of User Awareness

We are aware that employees are an important part of data protection and security and have therefore introduced regular training in these areas. MONETA's cyber security awareness programme consists of several components, including up-to-date knowledge distributed via intranet and email, quarterly e-learning courses and the use of digital screens in headquarters.

All new hires and new contractors must complete a special introductory course in data protection and information security, which is then repeated regularly. Development of security awareness within the company is ensured through additional courses ("refresher") which are held quarterly. Each course focuses in more detail on different security topics.

To assess the current level of phishing resistance of our employees, we run a phishing simulation programme. By sending innocuous messages that look like phishing but pose no real threat, users can be educated to follow security best practices, as well as report any suspicious activity. This approach not only allows the Group to see the risk in the moment, but also provides valuable information for targeted training and helps build a 'human firewall'.

A strong organisational culture supported by a continuous cyber security training programme, collaboration and teamwork creates strong security measures across the Group.

Supplier management

We carefully select external sources to establish collaboration through a structured and documented process for monitoring and conducting assessments of suppliers and outsourcing providers. In order to minimise potential risk and assess the security status, the process naturally involves several divisions (Risk, Legal, Compliance, etc.) to define the right contractual requirements and agreements. Third parties with whom data is shared are assessed, evaluated and data protection and confidentiality agreements are entered into with them regarding the purpose of processing, security requirements, audits, data breach notifications, etc. so that an adequate level of data protection is achieved.

Cyber Threat Intelligence

In order to further strengthen MONETA's cyber security and risk management capabilities and improve our response to cyber security events, we have partnered with an award-winning cyber threat intelligence provider. Cyber threat intelligence enables us to quickly prevent, mitigate or respond to cyber security risks – even before they occur or in the very early stages. Up-to-date information on an often overwhelming number of threats, including methods, vulnerabilities, targets or malicious actors, allows us to proactively defend our assets.

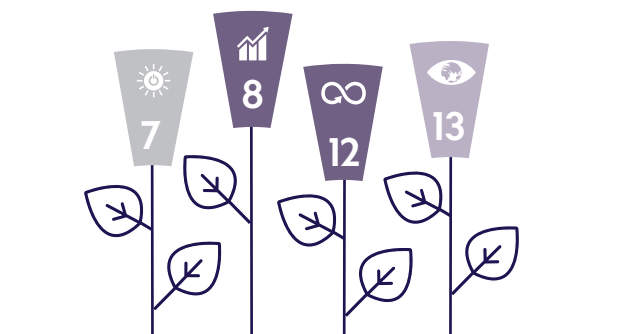
The above partnership has enabled us to monitor open and closed sources on the Internet and alert on direct threats not only to us but also to our clients. In 2021, we were able to locate compromised or stolen client information that cyber criminals were selling on "dark web" marketplaces.

We were able to prevent fraud and protect 701 clients from cybercrime attempts.

We were able to prevent fraud and protect 701 clients from cybercrime attempts. 376 cases involved the detection of stolen payment card details and 325 cases involved stolen client login credentials obtained by attackers from a vulnerable third party through phishing attacks or with malware present on client devices (PCs, smartphones). For 70% of the stolen payment card information, we detected fraudulent payment attempts on already blocked cards. The total transaction amount saved by these blocked fraudulent attempts exceeds CZK 1,000,000 (approx. USD 48,000). Upon discovery of compromised information, we always conduct an analysis of the findings and immediately block any payment or authentication methods that may have been compromised. We then contact our clients by phone to explain the situation (sometimes a complete reinstallation of their device may be necessary due to the presence of malware) and provide assistance to regain access to their accounts in internet banking. We issue new credit/debit cards to these clients free of charge.



Risk Management



We strive to comply with all legislative and regulatory risk management requirements applicable to the banking sector. In addition to the current legislative requirements, we are aware of the main ESG risks facing our company and understand them as drivers of the existing financial risk categories: credit risk, market risk, operational risk and liquidity risk. We take a holistic approach to ESG factors and risks, viewing ESG risks as a state of affairs with negative impacts on the bank, our counterparties, as well as on the assets in which MONETA has invested that are linked to ESG factors.

For this reason, we have decided to start work at the end of 2021 to analyse the main ESG risks we face as a bank within the existing risk categories and, in parallel, to identify our potential business opportunities. This analysis will be reviewed annually and its findings will be incorporated into our ESG Strategy. We have also updated our risk catalogue to cover climate and environmental risks: we will extend this update to include social and corporate responsibility risks during 2022.

In line with our ESG Strategy, which we published in October 2021, a Board-level Sustainability Committee was also established. This oversees the assessment of the above analysis and the overall management of ESG risks across the Group.

Our approach to risk management is based on the availability of relevant ESG data. We understand the challenges we face in relation to the availability of relevant ESG data and we undertake data enrichment projects to gather all the data we need to make ESG risk decisions: particularly with respect to credit risk.



Therefore, from the second half of 2021, we are implementing projects within our loan portfolio to increase the availability of data on relevant ESG factors. In the first phase, we are primarily focusing on issues financed by us, as this is what we will use as a measure of transitory risk for the future.

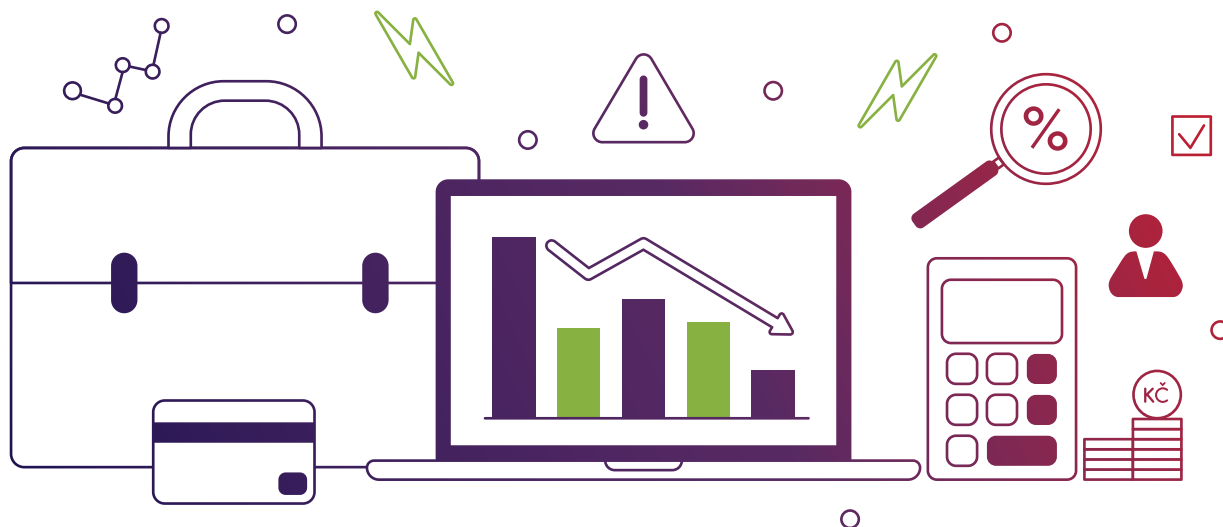
ESG risk assessment includes climate and environmental risks.

MONETA Group's planned ESG risk assessment currently includes climate and environmental risks, which are classified into two separate categories:

1. transitional risks,
2. physical risks.

Transitional risks are defined as risks of any negative financial impact on the institution resulting from the current or future impacts of the transition to an environmentally sustainable economy.

Physical risks are defined as the risks of any negative financial impact on the institution arising from current or future impacts of physical environmental factors on counterparties or invested assets.



CREDIT RISK

Within our banking book, we consider credit risk to be the risk that is most impacted by ESG factors as it is believed to have the greatest impact on our business and also directly affects the majority of our portfolio. Within credit risk, we recognize the following potential negative impacts associated with ESG factors:

1. transitional risks as the risks of any negative financial impact on our clients arising from the current or future impacts of the transition to an environmentally sustainable economy, which will lead to a deterioration in our clients' financial position and an increase in the likelihood of their insolvency,
2. physical risks as the risks of any negative financial impact on our clients and institutions that arise from the current or future impacts of physical environmental factors on our clients' business operations and will lead to a deterioration in their financial position and an increase in the likelihood of their default.

In order to integrate the above risks into our risk appetite framework, book of limits and relevant internal regulations, we will first segment our loan portfolio into various NACE sectors by December 31, 2022 and develop, monitor and analyse individual ESG risk indicators for transition and physical risks. We will then progressively integrate the analysed risks into our risk appetite. For example, from 2022 onwards we already plan to use the greenhouse gas emissions intensity of the assets we finance as a transition risk indicator.

Our quantitative targets, KPIs and limits with respect to transitional risk will then be linked to the carbon intensity of our loan portfolio; specific targets and limits will then be set in accordance with the relevant regulations once we have completed our portfolio analysis.

Our approach to ESG risk is proportionate to the size of our exposures within the loan portfolio. We implemented a so-called ESG scorecard as part of our commercial client rating in the loan approval process in Q4 2021 to assess the level of ESG risk of selected large corporate counterparties. The range of counterparties so affected is determined by a defined threshold based on the counterparty's annual turnover. The scope of coverage will be assessed in the following years and, based on the assessment of the materiality of ESG risk, will be reassessed and possibly extended to other categories of clients.

Thus, since the implementation of the ESG scorecard, ESG risks will be reflected in the bank's credit approval process and in the creditworthiness of the client, and subsequently in product pricing, Expected Credit Losses (ECL) and the monitoring process within the bank. We therefore continue to measure and monitor the overall ESG rating of the portfolio concerned: our aim is to achieve a gradual improvement in the coming years in the context of the overall objectives of our ESG Strategy.

We have also defined a list of sectors that can only be serviced in exceptional cases and subject to the approval of such support by the Credit Risk Management Committee as the highest authority for approving loans (e.g. gambling, manufacture of weapons and explosives, waste management, mining including oil and gas, nuclear energy, manufacture or use of and trade in asbestos and other environmentally hazardous substances, any trade in genetically modified organisms).

We regularly review the list of these sectors: we will now include ESG-related criteria in this regular review. We also conduct AML checks on all our major commercial lending clients: if they are involved in significant public controversies and could pose a significant reputational risk to the bank, we refer decisions on this client to MONETA Group's senior approval authorities. We will also seek to integrate ESG risks into the management of the loan approval and monitoring process, with a primary focus on physical risks for loans secured by real estate. We will actively engage in new data collection for these purposes.

MARKET RISK AND LIQUIDITY RISK

Based on the ESG risk assessment, we understand that ESG factors can negatively affect an institution's exposure to market and liquidity risks. Therefore, as part of our assessment of market and liquidity risks, we have committed to developing a methodology to periodically reassess the significance of the impact of ESG factors to understand the magnitude of market and liquidity risk impacted by ESG.

We limit our counterparties in the investment portfolio using a list of counterparties that is agreed and approved in accordance with our underwriting policy. We currently invest mostly in Czech government bonds and fixed income government bonds. We review the list of counterparties on an annual basis, and again plan to include ESG-related criteria in the counterparty approval process.

The assessment of ESG risks in our trading book will be guided by the above principles, as we only create exposures in the trading book to provide commercial clients with instruments to hedge currency risk.

OPERATIONAL RISK

We consider ESG factors and risks as drivers of operational risk, specifically transitional risk and physical risk related to climate and environmental and reputational risk. We have identified these risk factors as the most significant drivers of operational risk using a qualitative materiality assessment.

Potential negative reputational risks are mitigated by reducing the environmental footprint of our operations and improving our own ESG profile. Our goal is to become a leader in digital banking services and improve the efficiency of our operations. We aim to become net carbon neutral in Scope 1 and 2 (direct emissions) by the end of 2026 while avoiding greenwashing.

To minimise climate and environmental risks, we will screen our suppliers for environmental and social risks as described in our ESG Strategy. In doing so, we aim to mitigate transitional risks within our supply chain. In addition, we also aim to reduce our own carbon footprint, which will ultimately reduce our exposure to transitional risk.

To reduce our net exposure to physical risk within operational risk, we use insurance for our mortgage portfolio, all branches and headquarters. We also plan to include ESG factors and risks in this context in our business continuity plans no later than Q4 2023. In addition, we plan to define new ESG-related operational risk events as part of our Risk and Control Self-Assessment (RCSA) process, which will allow us to better understand the underlying ESG risk drivers.

We will assess our exposure to these risks on an annual basis: within operational risk, we will focus on a quantitative approach to ESG risks. We will also work to quantify our exposure to ESG risks, no later than Q4 2023.

Strong ESG Corporate Governance Framework

In June 2021, an ESG Cluster was established in the bank. This is an agile team that is responsible for coordinating all other clusters, squads and activities to ensure that ESG developments take place across the Bank in line with our ESG Strategy.

In the first months of its existence, the ESG Cluster was dedicated to a detailed analysis of MONETA Group's market position in the field of environmental, social and sustainable governance. We used the services of an external consultancy firm, with the help of which 19 workshops were held between June and August for selected employees responsible for individual processes and activities in the context of ESG. Also on the basis of these workshops and consultancy services, the official ESG Strategy was published in October 2021, including a detailed plan/roadmap to 2026, defining our ambitions and targets. The development of a sustainability management system became part of this strategy. We recognise that decision-making powers, individual responsibilities and control mechanisms are integral to the effective implementation of the overall programme. The new governance model therefore aims to ensure that sustainability is represented comprehensively in the Bank.



At the Board level, the Sustainability Committee, which was established in October 2021, is responsible for the ESG agenda.

At the Board level, the Sustainability Committee, which was established in October 2021, is responsible for the ESG agenda. Sustainability Committee is aware of the importance of the Regulation 2020/852 (EU Taxonomy Regulation) and on quarterly bases monitor and prepare appropriate actions to be in line with the requirements. Its mission is to assist the Board of Directors to effectively implement and oversee all ESG-related activities across the MONETA Group. The ultimate responsibility for the Sustainability Committee lies with the CEO of the Bank.

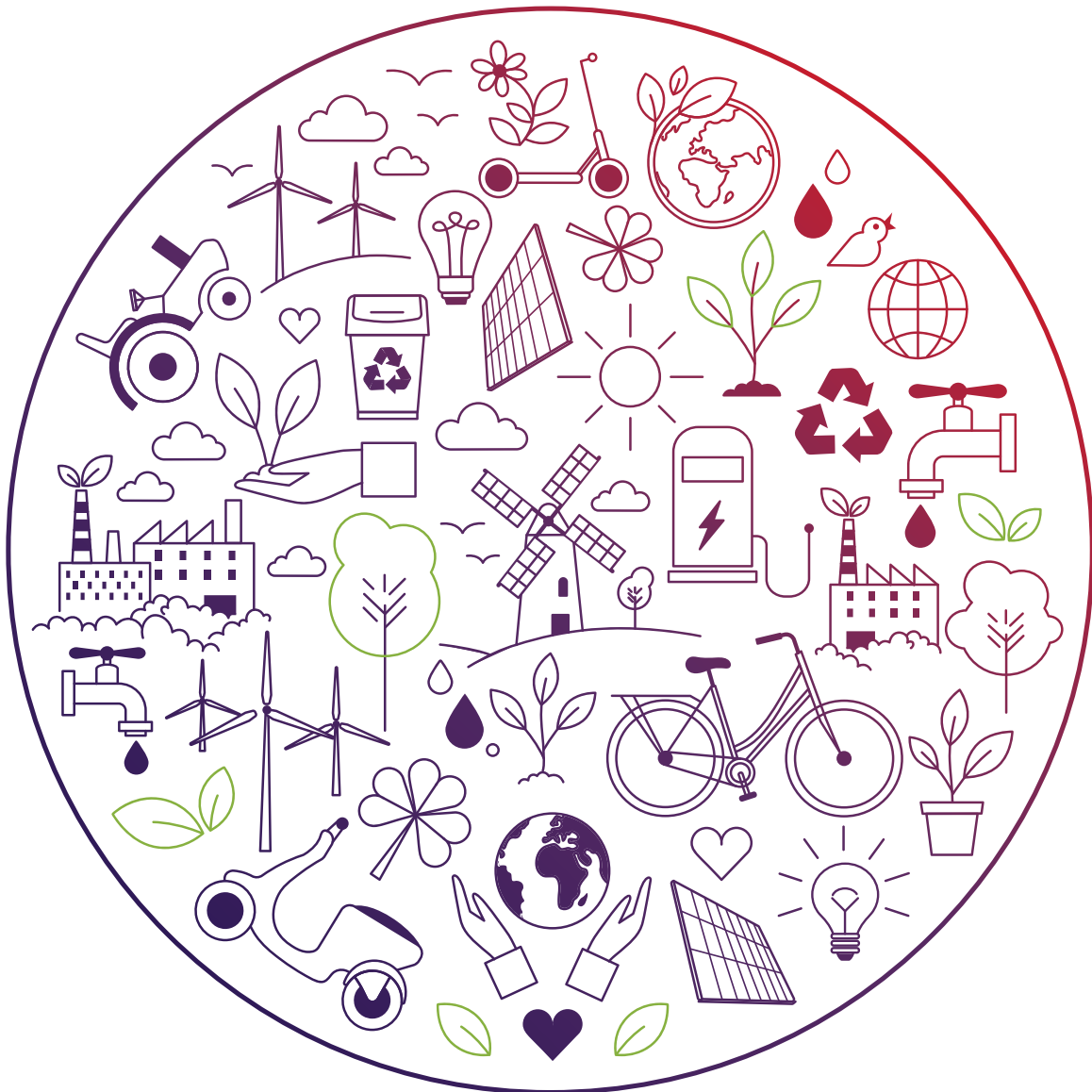
Sustainability Committee

The Sustainability Committee is responsible for managing and coordinating environmental, social and corporate governance (ESG) activities. The Commission meets quarterly.

Its main responsibilities include:

- a) discussing the ESG Strategy, updating it and proposing its approval to the Group's Board of Directors;
- b) discussing ESG reports (quarterly) relating to the development of the set objectives of the ESG Strategy;
- c) deciding on corrective actions in the event of adverse developments;
- d) evaluating external influences and changes (including regulatory) relevant to the ESG area;
- e) deciding on appropriate actions and informing other relevant bodies and committees of the Group companies.

The Sustainability Committee makes decisions by a simple majority of the votes present at the meeting. The Sustainability Committee is quorate if half of its voting members are present at a meeting while also holding a simple majority of the votes of all voting members (including MSS Board members). In the event of absence, a voting member of the Sustainability Committee may delegate the exercise of his/her voting rights to another voting member.



As of December 31, 2021, the following positions were members of the Sustainability Committee:

Chairman of Management Board and Chief Executive Officer (CEO)	ESG
Vice-Chairman of Management Board and Chief Risk Officer (CRO)	ESG
Member of Management Board and Chief Financial Officer (CFO)	
Member of Management Board and Chief Operating Officer (COO)	
Member of Management Board and Chief Commercial Banking Officer (CCBO)	

Director Sustainability & Communication	ESG
Director Human Resources	
Chief Shared Services Officer	

Proper management of ESG factors and risks at MONETA requires a holistic approach that is tightly integrated into three lines of defence.

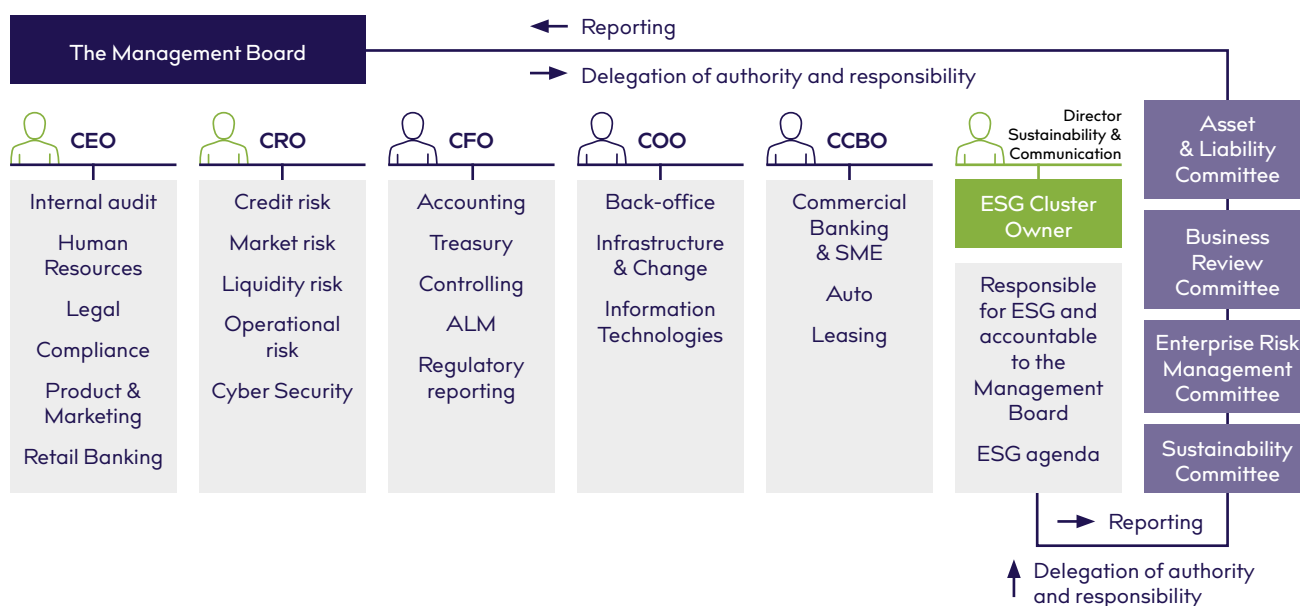
The first line of defence is provided through training, education and financial support to manage exposure to ESG factors and risks, with MONETA focusing primarily on employees, suppliers, clients and the overall level of ESG risks to which the bank is exposed.

The compliance function, which forms the second line of defence, is responsible for ensuring that MONETA complies with relevant ESG-related regulations. Ultimate responsibility for regulatory compliance lies with the first line of defence. This function integrates ESG-related topics

into its monitoring and impact assessment processes. This function is provided by the Bank's Compliance Department, which regularly informs and advises the Board of Directors on ESG regulatory developments and impacts in this context. Together with other regulatory functions, Compliance also assesses the potential impact of any ESG regulatory changes on our business. The second line of defence also includes a risk management function that similarly considers ESG aspects.

The third line of defence is MONETA's internal audit function: it integrates ESG considerations into its audit mission and regularly assesses the appropriateness and viability of MONETA's processes.

Corporate governance



The MON FAIR Commission, an advisory body to the Board of Directors of the Diversity, Inclusion and Gender Neutrality Group.

MON FAIR Committee

Our focus has always been on diversity and inclusion. That is why the MON FAIR Committee, an advisory body to the Bank's Board of Directors on diversity, inclusion and gender neutrality, was established in 2020. Its mission is to oversee equal pay for men and women working in the same positions, diversity among employees, inclusion of people with disabilities and equal opportunities for men and women. The Commission also develops support programmes for employees on maternity and parental leave, for employees from the LGBTQ+ community, for employees over 55 years of age and for informal caregivers.

MON FAIR makes decisions by a simple majority vote of the voting members present. A simple majority of all voting members shall constitute a quorum at a MON FAIR meeting.

As of 31 December 2021, the following positions were members of MON FAIR:

Members with voting rights

Director Human Resources (Chairman)

Director Sustainability & Communication

Senior Manager Investor Relations

Senior Manager Digital Channels

Senior Manager Mortgages & External Distribution

INTEGRATION OF ESG INTO TOP MANAGEMENT REMUNERATION

In order to properly integrate ESG into practice, those in positions of responsibility for ESG issues are motivated to act in ways that reduce negative impacts on climate change. This means that the remuneration policy is set up to reward sustainable performance that is in line with our values and risk expectations.

As we regularly analyse our position on ESG issues and the impacts of ESG factors and risks, ESG is integrated into the remuneration of the Board of Directors through key performance indicators, the so-called ESG-related KPIs. The achievement of the KPIs then has a material impact on the variable remuneration component and the KPIs and their achievement are regularly assessed and taken into account in the review for the following period.

ESG criteria will be reflected in KPIs and executive remuneration from 2021.

In 2021, ESG-related KPIs have been set for the variable remuneration of the CEO and Chief Risk Officer and Director of Sustainability & Communication only and are qualitative in nature. In December 2021, the Sustainability Committee approved a new model for setting KPIs for members of the Board of Directors, managers who are also Material Risk Takers (MRTs) within the Bank and other employees responsible for individual activities.



CHIEF EXECUTIVE OFFICER – TOMÁŠ SPURNÝ

Quantitative Targets		Total Weight 70%		
Nr.	Objective	Weight	Target	Floor/ Cap
01.	Net profit (CZK bn.)	25%	≥2.8	2.8
02.	Operating income (CZK bn.)	15%	≥11.2	11.2
03.	RoTE (%)	15%	≥12.0	11.3
04.	Total OPEX* (CZK bn.)	5%	≤5.5	5.6
05.	Cost of Risk (bps)	5%	≤80	100
06.	Gross Performing Receivables (CZK bn.)	5%	≥246	240

Note: All presented figures were rounded for presentation purposes.

*Excluding unforeseen material extraordinary costs.

CHIEF RISK OFFICER – CARL NORMAN VŮKT

Quantitative Targets		Total Weight 7%		
Nr.	Objective	Weight	Cíl. hodnota	Floor/ Cap
01.	Net profit (CZK bn.)	20%	≥2.8	2.8
02.	Cost of Risk (bps)	20%	≤80	100
03.	Gain on NPL disposal (mld. Kč)	20%	≥88	79
04.	Capital adequacy ratio** (%)	10%	≥14.4	14.4

Note: All presented figures were rounded for presentation purposes.

**To be evaluated based on the management target calculated as 100bps above regulatory requirement; at the time of KPIS approval the regulatory requirement stood at 13.4%, management target at 14.4% (March 23, 2021).

DIRECTOR COMMUNICATION & CSR – ZUZANA FILIPOVÁ

Quantitative Targets		Total Weight 30%		
Nr.	Objective	Weight	Target	Floor/ Cap
01.	OPEX (Communication & CSR)	15%	28	28
02.	Quality of Communication for Other Functions (MRTs Evaluation)	15%	8.0	7.5

Qualitative Targets		Total Weight 30%
Nr.	Objective	Weight
01.	Implementation of Environmental, Social and Corporate Governance strategy	10%
02.	Digital strategy implementation	5%
03.	Management of relationship with regulator	5%
04.	Talent and Succession Planning Program implementation and Corporate Culture	5%
05.	Engagement with investors	5%

Qualitative Targets		Total Weight 30%
Nr.	Objective	Weight
01.	Implementation of Environmental, Social and Corporate Governance strategy	10%
02.	Improvement of model and system capabilities of Risk Management	10%
03.	Timely completion of regulatory milestones and requirements	10%

Qualitative Targets		Total Weight 70%
Nr.	Objective	Weight
01.	Employee engagement and internal communication	20%
02.	Participation in the active management of investor relations and the positive evaluation of the bank:	10%
03.	Increase brand value and brand awareness of MONETA	10%
04.	Implementation of ESG Strategy	30%

Shareholders

We value the views and opinions of our shareholders and therefore welcome and encourage all opportunities for open discussion with them. We operate a strict policy of equal treatment: no shareholder should therefore be favoured in the provision of information or treatment.

The main tool for shareholders to directly influence the MONETA Group's activities is the General Meeting. In 2021, shareholders voted at three general meetings. The Annual General Meeting held on 28 April 2021 decided on the transfer of the 2020 net profit to the retained earnings account, as well as the report on the remuneration of the Supervisory Board members, the election of the Supervisory Board members and other topics. All items on the agenda of the Annual General Meeting were approved.

To keep all shareholders informed of the latest developments, MONETA holds quarterly information calls, which are open to both shareholders and the public.

At these meetings, the bank's management discusses mainly business and financial results, but also other important topics such as digitalisation or sustainability. All shareholders are also informed immediately if any internal or important information is disclosed. Shareholders can also contact MONETA's Investor Relations team to arrange an individual meeting with members of the Board of Directors. The Bank also participates in several investor conferences organised by reputable banks and investment companies each year. These conferences provide a unique opportunity for shareholders, even potential ones, to interact with MONETA's management in individual or group meetings.

Sustainability and ESG-related topics have started to play a more prominent role in discussions with shareholders in recent years, especially diversity and environmental protection. We believe that sustainability is a key aspect of our future development. This is reflected in our updated ESG Strategy, which takes into account feedback from various stakeholders, including shareholders.



10

EU TAXONOMY

What is the EU Taxonomy

The EU Taxonomy is a classification system which establishes a list of environmentally sustainable economic activities by providing companies, investors, and policymakers with definitions of economic activities that can be considered environmentally sustainable. It aims mainly to create security for investors, protect private investors from greenwashing, help companies to become more climate-friendly, mitigate market fragmentation, redirect investments to environmentally sustainable activities and thereby help the EU with implementation of the European green deal.

The Regulation 2020/852 (EU Taxonomy Regulation) establishes the basis for the EU Taxonomy by setting four conditions that an economic activity must meet to qualify as environmentally sustainable. Thus, an economic activity shall qualify as environmentally sustainable where such economic activity:

- contributes substantially to one or more of the environmental objectives (see below),
- does not significantly harm any of the environmental objectives (see below),
- is carried out in compliance with specified minimum safeguards, and
- complies with established technical screening criteria.

The EU Taxonomy Regulation establishes six environmental objectives referred above:

- Climate change mitigation,
- Climate change adaptation,
- The sustainable use and protection of water and marine resources,
- The transition to a circular economy,
- Pollution prevention and control,
- The protection and restoration of biodiversity and ecosystems.

Under the EU Taxonomy Regulation, the European Commission is authorized to prepare the actual list of environmentally sustainable activities by defining technical screening criteria for each environmental objective through delegated acts. A first delegated act on sustainable activities for climate change adaptation and mitigation objectives was approved in principle on 21 April 2021, and formally adopted on 4 June 2021 for scrutiny by the co-legislators. A second delegated act for the remaining objectives will be published in 2022.

Disclosure Requirement Related to EU Taxonomy

In accordance with Article 8 of the EU Taxonomy Regulation, any undertaking which is subject to an obligation to publish non-financial information pursuant to NFRD shall include in its non-financial statement information on how and to what extent the undertaking's activities are associated with economic activities that qualify as environmentally sustainable under the EU Taxonomy Regulation.

This Article 8 of the EU Taxonomy Regulation is supplemented by the Commission Delegated Regulation (EU) 2021/2178 of 6 July 2021 (Disclosures Delegated Act) that specifies the content, methodology and presentation of information to be disclosed by financial and non-financial undertakings concerning the proportion of environmentally sustainable economic activities in their business, investments or lending activities.

Against this backdrop, MONETA Group will be required to comply with the Green Asset Ratio disclosure requirements set out in the EU Taxonomy Regulation. The Green Asset Ratio (GAR) and the corresponding Key Performance Indicators determined pursuant to the Disclosures Delegated Act will subsequently be disclosed annually in the consolidated Sustainability Report of MONETA Group. The first annual reporting period shall cover the year 2023. After a transition period of three years and as of January 2026, MONETA Group will also need to report on the Taxonomy-alignment of their trading book and fees and commissions for non-banking activities.

However, already for the financial year 2021 is the MONETA Group required under Art. 10(3) of the Disclosures Delegated Act to disclose:

December 31, 2021

Taxonomy-eligible economic activities	39.11%
Taxonomy non-eligible economic activities	18.64%
Proportion of the exposures to central governments, central banks and supranational issuers in total assets	18.62%
The proportion of the exposures in derivatives in total assets	1.07%
The proportion of the exposures to undertakings that are not obliged to publish non-financial information pursuant to NFRD in total assets	16.93%
The proportion of trading portfolio in total assets	0.01%
The proportion of demand inter-bank loans in total assets	0.20%

In accordance with the legal requirements, the denominator of all quantitative indicators is represented by the MONETA Group's total on-balance sheet assets, which amounted to 340,220 million CZK at year-end 2021.

This is the first time we disclose the assessment of Taxonomy eligible economic activities of corporate undertakings based on the Climate Disclosures Delegated Act which is not currently fully possible due to the lack of available data. Accordingly, we are reporting only the exposures in respect of NFRD-relevant clients, residential real estate loans collateralized by immovable property and exposures in respect of local governments (limited to public housing financing). Motor vehicle loans are currently not included in our Taxonomy eligible disclosure.

The calculations have been performed to the best of the MONETA Group's knowledge and understanding of the regulatory requirements. We are currently working on developing new and expanding our established client engagement processes to support our clients in their transition and embed the Taxonomy-related considerations in our client conversations and product design where feasible.

MONETA has published ESG Strategy in October 2021, which describes the approach on how MONETA manages the risks (see more details in Section 9 – Risk Management). MONETA also started to analyse carbon footprint of its portfolio. This analysis should be finalized in 2022.



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GRI INDEX

This Sustainability Report for 2021 has been prepared in accordance with the Global Reporting Initiative (GRI) framework to which it conforms in its “Core” scope. All data covers the period from 1 January to 31 December 2021. This is the fifth non-financial report published for the Group, but is the first separately issued Sustainability Report.

We welcome feedback on our ESG activities. If you have any comments or questions, please send them to ESG@moneta.cz.

Indicator	Description	Reference: chapters of the ESG report 2021, unless stated otherwise
GENERAL INDICATORS		
Organization profile		
102-1	Name of the organization	1 (pg. 11)
102-2	Activities, brands, products and services	1 (pg. 11)
102-3	Company's registered office location	1 (pg. 11)
102-4	Locations of the business establishments	1 (pg. 11)
102-5	Legal form and ownership	1 (pg. 11)
102-6	Markets serviced	1 (pg. 11)
102-7	Organization size	1 (pg. 11)
102-8	Information about employees and other workers	8 (pg. 44 – 51)
102-9	Supplier chain	7 (pg. 30), 8 (pg. 52)
102-10	Material changes in the organization or the supplier chain	Highlights (AR 2021)
102-11	Preliminary caution principles	9 (pg. 70)
102-12	External initiatives	4 (pg. 17), 5 (pg. 19)
102-13	Membership in associations	10.7 (AR 2021)
Strategy		
102-14	Statement by a senior company official	Foreword of CEO (pg. 3)
Ethics and integrity		
102-16	Corporate values, principles, standards and norms of conduct	1 (pg. 72 – 74), 9 (pg. 65)

Indicator	Description	Reference: chapters of the ESG report 2021, unless stated otherwise
Management		
102-18	Company management structure	9 (pg. 72 – 74), 4.1 (AR 2021)
Stakeholder engagement		
102-40	List of stakeholder groups	1 (pg. 9)
102-41	Collective agreements	None 8 (pg 44 – 51)
102-42	Stakeholder identification and selection	1 (pg. 8 – 9)
102-43	Approach to stakeholder engagement	1 (pg. 8 – 9)
102-44	Main topics and concerns raised	1 (pg. 8 – 9)
Reporting method		
102-45	List of all entities included in consolidated financial statements of the company	1 (pg. 11)
102-46	Determining the content of the report and the range of topics	1 (pg. 8 – 9)
102-47	List of material topics	1 (pg. 8)
102-48	Changes to facts	1 (pg. 8)
102-49	Changes to reporting	1 (pg. 8)
102-50	Reporting period	1.1.2021 – 31.12.2021
102-51	Date of the last report	March 2021
102-52	Reporting cycle	Annual
102-53	Contact regarding enquiries on the report	11 (pg. 80)
102-54	A statement by the organisation as to whether the report has been prepared in accordance with GRI standards	11 (pg. 80)
102-55	GRI content index	11 (pg. 80 – 83)
102-56	External verification	No

MATERIAL TOPICS

103	Management approach	Management's approach to each aspect is explained in the relevant section of that aspect.
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ECONOMIC TOPICS

Public procurement

204-1	Proportion of expenditure on local suppliers	8 (pg. 52)
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Anti-corruption practices

205-1	Business units assessed for corruption risks	9 (pg. 66)
205-2	Communication and training on anti-corruption policies and processes	9 (pg. 66), 8 (pg. 49 – 50)
205-3	Confirmed cases of corruption and action taken	9 (pg. 66)

Indicator	Description	Reference: chapters of the ESG report 2021, unless stated otherwise
Anti-competitive behaviour		
206-1	Legal measures for anti-competitive behaviour and monopolistic practices	There have been no legal actions for anti-competitive behaviour and monopolistic practices.
ENVIRONMENTAL TOPICS		
Energy		
302-1	Energy consumption within the organization	7 (pg. 25 – 28)
302-2	Energy consumption outside the organization	7 (pg. 25 – 28)
302-4	Reduction of energy consumption	7 (pg. 25 – 29)
Emissions		
305-1	Direct GHG emissions (Scope 1)	7 (pg. 25 – 26)
305-2	Indirect GHG emissions – energy (Scope 2)	7 (pg. 25 – 26)
305-3	Indirect emissions of other relevant GHG (Scope 3).	7 (pg. 25 – 26)
305-5	Reduction of GHG	7 (pg. 25 – 29)
Compliance with environmental legislation		
307-1	Non-compliance with environmental laws and regulations	No breaches of environmental legislation were recorded.
SOCIAL TOPICS		
Training and education		
404-1	Average number of training hours per year per employee	8 (pg. 50)
404-2	Employee upskilling and retraining assistance programmes	8 (pg. 49 – 50)
Diversity and equal opportunities		
405-1	Diversity of management bodies and employees	8 (pg. 34, 44 – 47)
405-2	Ratio of basic salaries and remuneration for men and women	4 (pg. 18), 8 (pf. 48)
Non-discrimination		
406-1	Cases of discrimination and corrective measures taken	1 (pg. 10), 8 (pg. 36), 9 (pg. 65)
Child labour		
408-1	Operations and suppliers identified as having a significant risk of child labour	There is no risk of child labour in the countries where the Group operates.
Forced and compulsory labour		
409-1	Operations and suppliers identified as having a significant risk of forced or compulsory labour	There is no risk of forced or compulsory labour in the countries where the Group operates.
Assessment of human rights		
412-1	Operations for which human rights impacts have been assessed	8 (pg. 36)

Indicator	Description	Reference: chapters of the ESG report 2021, unless stated otherwise
Local communities		
413-1	Operations where local communities are involved, impact assessments and development programmes occur	8 (pg. 37 – 43)
Evaluating suppliers' social practices		
414-1	New suppliers who were evaluated according to social criteria	7 (pg. 30)
Marketing and labelling of products and services		
417-1	Product and service information and labelling requirements	8 (pg. 56)
Customer privacy		
418-1	Substantiated complaints about breaches of customer privacy and loss of customer data	8 (pg. 58)
Compliance with socio-economic legal norms		
419-1	Failure to comply with socio-economic laws and regulations	There have been no incidents against the law and regulation.



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MANAGEMENT AFFIDAVIT

To the best of our knowledge, we believe that this Sustainability Report gives a true and fair view of the Bank's and the Group's position, activities and results in the area of ESG in the year 2021, as well as of the outlook for the development of the Bank's and the Group's sustainability activities and results.

In Prague, on 22 March 2022

Tomáš Spurný

CEO and Chairman of the Management Board
of MONETA Money Bank, a.s.

Carl Normann Vökt

CRO and Vice Chairman of the Management Board
of MONETA Money Bank, a.s.

GLOSSARY

Accounting acts – Act no. 563/1991 Coll., on accounting, as amended

Acquired entities – Wüstenrot hypoteční banka a.s. and MONETA Stavební Spořitelna, a.s. (formerly Wüstenrot stavební spořitelna a.s.)

AML/CFT – Anti Money Laundering/ Countering the Financing of Terrorism

ATM – Automated Teller Machine

AUM – Asset Under Management

Bank – MONETA Money Bank, a.s.

Bn. – Billion

BYOD – Bring Your Own Device

CBA – Czech Banking Association

CBA Memorandum – Memorandum for sustainable finance of the Czech Banking Association

CCBO – Chief Commercial Banking Officer

CDP – Carbon Disclosure Project

CEO – Chief Executive Officer

CFO – Chief Financial Officer

CH₄ – Methan

CNB – Czech National Bank

CO₂ – Carbon Dioxide

CO₂ – Greenhouse gases expressed in Carbon Dioxide equivalent

COO – Chief Operating Officer

CR – Czech Republic

CRO – Chief Risk Officer

CRR – Regulation (EU) No. 575/2013 of the European Parliament and of the Council of 26 June 2013 on prudential requirements for credit institutions and investment firms and amending Regulation (EU) No. 648/2012, as amended.

CSR – Corporate Social Responsibility

CSSO – Chief Shared Services Officer

CZK – Czech crown

ČZU – Czech University of Life Sciences

DLP – Data Loss Prevention

DofE – International Award Duke of Edinburgh Czech Republic

Delegated Regulation – Commission Delegated Regulation (EU) 2021/2178 of 6 July 2021 supplementing Regulation (EU) 2020/852 of the European Parliament and of the Council by specifying the content and presentation of information to be disclosed by undertakings subject to Articles 19a or 29a of Directive 2013/34/EU concerning environmentally sustainable economic activities, and specifying the methodology to comply with that disclosure obligation

DPS – Supplementary pension savings (Doplňkové penzijní spoření)

EaSI – Employment and Social Innovation

EBA – European Banking Authority

ECL – Expected Credit Loss

EIF – European Investment fund

EP – Equator Principles

ESG – Environmental, Social and Governance

EU – European Union

EU Taxonomy Regulation – Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088

FATCA/CRS – rules on international cooperation in tax administration

FTE – Full Time Equivalent

GAR – Green Asset Ratio

GDPR – General Data Protection Regulation- Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/ EC (General Data Protection Regulation), as amended

EC – (General Data Protection Regulation).

GEI – Gender-Equality Index

GHG protocol – Greenhouse Gass protocol

GRI – Global Reporting Initiative Sustainability Standards- International Framework for Sustainability Reporting.

HFC – Hydrofluorcarbon

IDD – Insurance Distribution Directive- Directive (EU) 2016/97 of the European Parliament and of the Council of 20 January 2016 on insurance distribution (recast), as amended.

ISO 14064-2018:1 – International standart which specifies principles and requirements at the organization level for quantification and reporting of greenhouse gas (GHG) emissions and removals. It includes requirements for the design, development, management, reporting and verification of an organization's GHG inventory.

k, ths. – Thousands

KPI – Key Performance Indicator

M. – Millions

MCD – Mortgage Credit Directive- Directive 2014/17/EU of the European Parliament and of the Council of 4 February 2014 on credit agreements for consumers relating to residential immovable property and amending Directives 2008/48/EC and 2013/36/EU and Regulation (EU) No 1093/2010, as amended

MiFID – Markets in Financial Instruments Directive- Directive 2014/65/EU of the European Parliament and of the Council of 15 May 2014 on markets in financial instruments and amending Directive 2002/92/EC and Directive 2011/61/EU (recast), as amended

MONETA – Bank and its consolidated subsidiaries

MONETA Auto – MONETA Auto, s.r.o.

MONETA Group, the Group – Bank and its consolidated subsidiaries

MONETA Leasing – MONETA Leasing, s.r.o.

MONETA Money Bank – MONETA Money Bank, a.s.

MRTs – Material Risk Takers- Commission Delegated Regulation (EU) 2021/923 of 25 March 2021 supplementing Directive 2013/36/EU of the European Parliament and of the Council with regard to regulatory technical standards setting out the criteria to define managerial responsibility, control functions, material business units and a significant impact on a material business unit's risk profile, and setting out criteria for identifying staff members or categories of staff whose professional activities have an impact on the institution's risk profile that is comparably as material as that of staff members or categories of staff referred to in Article 92(3) of that Directive.

MSCI – rating agency

N₂O – Nitrous Oxide

NACE – Statistical Classification of Economic Activities in the European Community

NFRD – Non-Financial-Reporting-Directive- Directive 2013/34/EU of the European Parliament and of the Council of 26 June 2013 on the annual financial statements, consolidated financial statements and related reports of certain types of undertakings, amending Directive 2006/43/EC of the European Parliament and of the Council and repealing Council Directives 78/660/EEC and 83/349/EEC, as amended

No. – Number

NPL – Non-performing loans as determined in accordance with the Bank's loan receivables categorisation rules (Substandard, Doubtful, Loss), Stage 3 according to IFRS 9.

NPS – Net promoter score is the difference between the % of promoters and the % of detractors. Based on a survey on consumer products.

NRB – National Development Bank, a.s., formerly Czech-Moravian Guarantee and Development Bank, a.s.

NÚKIB – National Office for Cyber and Information Security

OPEX – Operating Expenditures

PD – Probability of Default

PRB – Principles for Responsible Banking

RCSA – Risk and Control Self-assessment

Scope 1 – Scope 1 emissions are direct greenhouse (GHG) emissions that occur from sources that are controlled or owned by an organization (e.g., emissions associated with fuel combustion in boilers, furnaces, vehicles).

Scope 2 – Scope 2 emissions are indirect GHG emissions associated with the purchase of electricity, steam, heat, or cooling. Although scope 2 emissions physically occur at the facility where they are generated, they are accounted for in an organization's GHG inventory because they are a result of the organization's energy use.

Scope 3 – Scope 3 emissions are the result of activities from assets not owned or controlled by the reporting organization, but that the organization indirectly impacts in its value chain. Scope 3 emissions include all sources not within an organization's scope 1 and 2 boundary. The scope 3 emissions for one organization are the scope 1 and 2 emissions of another organization. Scope 3 emissions, also referred to as value chain emissions, often represent the majority of an organization's total GHG emissions.

SDG's – Sustainable Development Goals

SFDR – Sustainable Finance Disclosures Regulation- Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27 November 2019 on sustainability-related disclosures in the financial services sector, as amended

SME – Entrepreneurs and small companies with an annual turnover of up to CZK 60 million.

t – tons

T2G – Mentoring platform for education Together 2 Grow

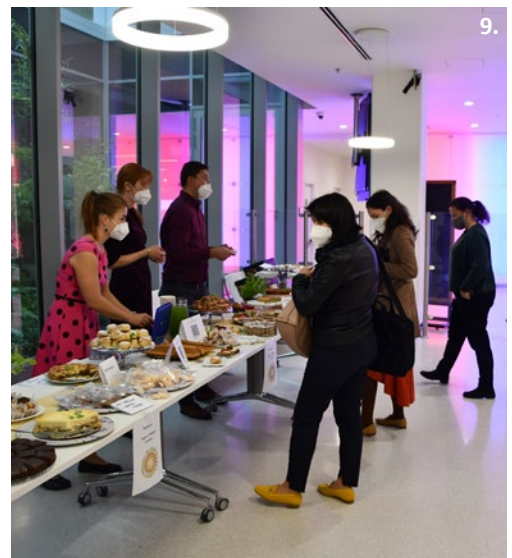
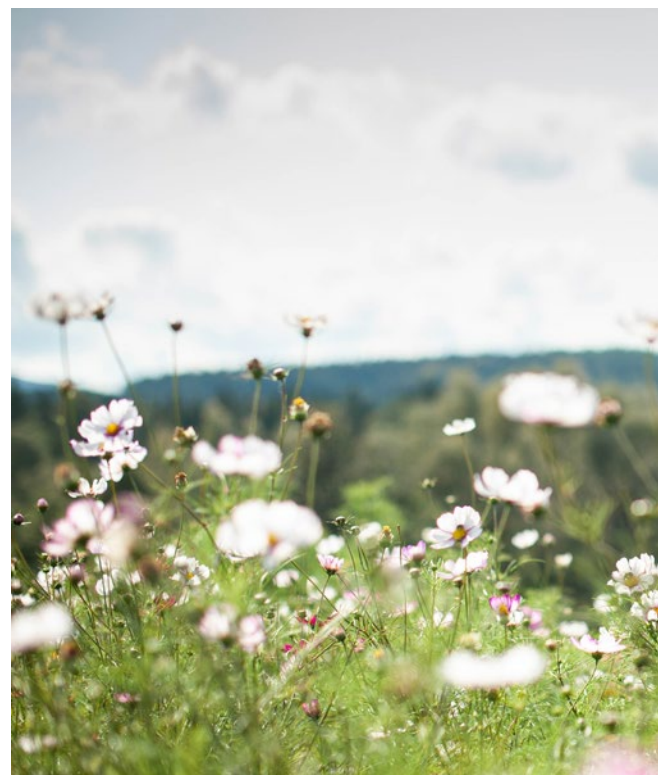
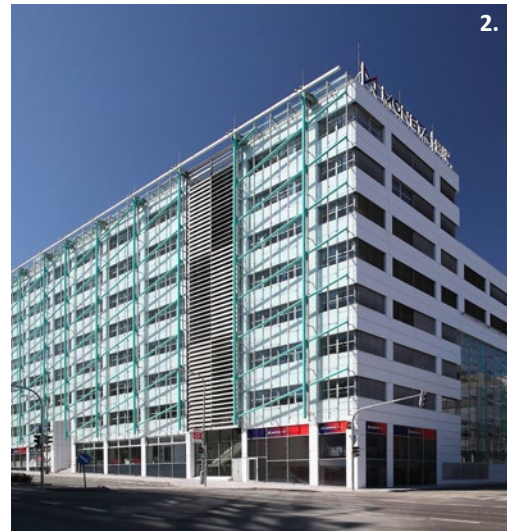
TCFD – Task Force on Climate-related Financial Disclosures

UN – United Nations

UNEP FI – United Nations Environment Programme Finance Initiative

WTT – A Well-to-Tank emissions factor, also known as upstream or indirect emissions, is an average of all the GHG emissions released into the atmosphere from the production, processing and delivery of a fuel or energy vector

USD – American dolar





3.

1. Blooming terrace at headquarters.
2. Environmentally friendly Prague headquarters building.
3. We are renovating our branches to a client-friendly appearance.
4. Top management of MONETA Group and the Rector of the Czech University of Life Science during a visit of the Smart Landscape in Amálie.
5. We support environmental protection and innovative ecological projects.
6. Farmers form a significant part of our client portfolio.
7. Electric vehicles have a strong presence in our business fleet.
8. Our employee volunteers help non-profit organizations.
9. Charity baking of our employees.
10. MONETA team at the cycling marathon of organization Cesty za snem.
11. We tested the accessibility of our branches for the elderly and people with reduced mobility using the so-called "the geriatric-suit".



5.



6.



10.



11.

WE GROW
SUSTAINABLY

www.moneta.cz