

# MONETA Receives LGBT+ Employer of the Year 2021 Award for Employment Law Equalisation, Tomáš Spurný Receives Pride Business Forum Chairman's Award

Prague, 17 June 2021

MONETA was awarded the LGBT+ Friendly Employer of the Year 2021 award in the category of Biggest Progress of the Year for its activities related to the equalisation of statutory leave entitlements for marriage and registered partnerships regardless of the sexual orientation of its employees. The company's CEO and Chairman of the Management Board, Tomáš Spurný, was also awarded the Pride Business Forum's Christian Schwenke Chairman's Award for his personal contribution to LGBT+ in the financial sector. The awards were presented for the fourth time this year by the Pride Business Forum, this time at the Dutch Embassy in Prague.

*"The decision we made in March this year has eliminated the discrimination that prevails in this context in the Czech legal environment within our bank. If LGBT+ families and couples among our employees are not granted these rights and entitlements by domestic legislation, MONETA has helped them to achieve these rights. We will always treat our employees, as well as our clients, in a completely transparent manner: we will offer the same conditions to everyone and we will never discriminate against anyone in any way," said Tomáš Spurný, CEO and Chairman of the Management Board of MONETA Money Bank, upon receiving the award."*

The provision of statutory leave in the event of so-called important personal obstacles at work is regulated by the Labour Code and a subsequent government regulation. On the basis of this regulation, employees are entitled to time off 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. Therefore, since March this year, MONETA has changed this discrepancy by an internal decision and has placed its LGBT+ employees on a par with heterosexuals in this context.

The LGBT+ Friendly Employer Award, which has been awarded since 2018 by the Pride Business Forum platform, is intended for employers who implement measures aimed at better inclusion of LGBT+ employees in the Czech Republic. It evaluates both the strategic approach and specific projects in this area, as well as how the topic of LGBT+ inclusion is supported by top management and communicated

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MONETA Money Bank, a.s., which is the controlling person of MONETA holding, is a leading independent Czech bank, servicing clients through its nationwide branch network. The bank has been traded on the Prime Market of Prague Stock Exchange since 2016. The bank has focused on retail and SME oriented business model with a strong position in the consumer and agriculture segments. In addition, the bank provides customers with insurance products and investment funds. MONETA serves more than 13% of the Czech population via an omni-channel distribution strategy which includes 154 branches and 555 ATMs, a market-leading digital banking platform, a call centre, auto dealers, building society and mortgage bank, brokers and leasing partners.

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both within the company itself and to the general public. According to a survey by the Pride Business Forum, 47% of Czechs hide their sexual orientation at work: up to 75% of people with a minority sexual orientation also want their employer to level the playing field for LGBT+ employees.

The issue of diversity and inclusion in the workplace is one of the priorities of the Bank's Environmental and Social Policy (ESG). MONETA has long supported the "Coming out" initiative for young LGBT+ people called 'S barvou ven' (Show your true colours), and for the second year has also offered support for this platform to its clients through the Smart Banka mobile app. MONETA is the only bank in the country to offer clients the opportunity to customize the look of their mobile banking in "pride" mode.

Last year, the Bank became a signatory to the European Diversity Charter and has its own Diversity and Gender Balance Committee, MON FAIR, which is a functional advisory body to the Bank's Management Board. MONETA Money Bank is also the only company from the Czech Republic to have been included for the second time in the prestigious Bloomberg Gender Equality Index: the gender pay gap - the level of inequality in pay between men and women - is 5.19% within the MONETA Group compared to the national average of 18.9%, and women are represented in the top management of the bank by almost 30%.

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