

MONETA improved its position in the Bloomberg Gender Equality Index, the only company from the entire Czech Republic to be ranked

Prague, 27 January 2022

Long-term low gender pay inequality, an inclusive culture, consistent sexual harassment prevention and policies, and a development programme for talented women. These are the main reasons for MONETA's success in Bloomberg's prestigious Gender Equality Index. The bank has made it to the exclusive selection among 418 companies worldwide for the third time in a row, has significantly improved its ranking and remains the only Czech company in the Index.

The average gender pay gap reported by the bank in 2021 has been reduced to 2.79% across the MONETA Group, compared to 5.19% in 2020. In the EU, the inequality is around 14.1%. That said, each woman earns an average of 86 cents for every euro earned by a man. In the Czech Republic, the figure is even 18.9 per cent, making the Czech Republic the fifth worst country in the EU in this respect.

"Fair remuneration, proportional representation of women in the bank's management and support for their professional growth is a logical and strategic priority for us. I am very pleased that we managed to successfully start this trend at Moneta three years ago and we intend to continue it consistently. Gender equality is not a battle of women against men, but an opportunity to make the most of human potential for success, which at the end of the day can benefit the whole company," said CEO and Chairman of the Management Board Tomáš Spurný.

In addition to its fair remuneration policy, MONETA made it into the Index thanks to its support for women entrepreneurs, to whom it has been offering a unique business loan only for women for the second year in cooperation with EGAP, a high level of representation of women in the bank's middle and senior management, including positions in IT or Risk Management, and a comprehensive care package for employees returning from parental leave. In the overall percentage rating on a scale of one to a maximum of one hundred, MONETA improved by 11.3 percentage points year-on-year, rising from the 71.33% achieved in 2020 to the current 82.63%. The average score for all companies included in the index from the financial sector is at 72.69 per cent, and the overall average score for all 418 companies is 71.11 per cent. The MONETA Group has thus demonstrated that it stands up to international comparison on issues of diversity and inclusion.

"We deserved to be included in the Bloomberg Index, among other things, because of the level of representation of women among our employees. Of our more than 3,000 employees, 65 percent are ladies,

For more information, please contact:
Zuzana Filipová, mob.: +420 702 246 545, zuzana.filipova@moneta.cz

Beaufort PR
Jan Cihlák, +420 602 447 324, jan.cihlar@beaufortcz.cz

or Media Service media@moneta.cz and www.moneta.cz



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.

PRESS RELEASE

with nearly 40 percent of them in senior management and nearly 50 percent in middle and junior management. As part of our diversity strategy, we also focus on the professional growth of women, which is why we are very proud of the fact that almost 60 percent of the total number of promoted employees were women," added Klára Escobar, MONETA Group HR Director.

To be eligible for inclusion in the Gender Equality Index, companies must publish relevant data that provides comprehensive insight into their gender equality activities and investments in the workplace and in the communities where they operate. Bloomberg's globally benchmarked metrics then use this information to compare gender equality across five pillars: women in leadership and talent development, gender pay equity, inclusive culture, prevention and policies against sexual harassment, and pro-women branding. Data on how companies approach gender equality, among other things, broadens the range of environmental, social and governance data available to investors.

In 2020, the Bank established its own monitoring and advisory body of the Board of Directors called MON FAIR, which oversees gender balance in the company, equal remuneration for men and women working in the same positions, diversity among employees or inclusion of the disabled. Based on the activities of this committee, MONETA, for example, pays financial contributions to parents among its employees for babysitting costs or to finance pre-school facilities.

The Bloomberg Gender-Equality Index measures the gender equality behaviour of companies in 45 countries and regions around the world. This year, a total of 550 companies aspired to be included in the Index, including representatives from Colombia, Peru and Pakistan. In the end, Bloomberg included 418 companies from eleven business sectors from a total of 45 countries and regions in the 2022 Index. MONETA was included for the first time in 2020, and so far remains the only company from the Czech Republic to be included in the Index.

For more information, please contact:

Zuzana Filipová, mob.: +420 702 246 545, zuzana.filipova@moneta.cz

Beaufort PR

Jan Cihlár, +420 602 447 324, jan.cihlar@beaufortcz.cz

or Media Service media@moneta.cz and www.moneta.cz



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.