

**Agreement on the European Works Council of
the ČEZ Group**



Prague dated 3 April 2007

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Central Management initials

Negotiating Body initials

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The company ČEZ, a.s., Identification Number: 452 74 649, registered office in Praha 4, Duhová 2/1444, Post Code 140 53, as the central management
Represented by Dr. Martin Roman, Chairman of the Board of Directors
and
Mgr. Zdeněk Pasák, Member of the Board of Directors
(hereinafter the Central Management)

and the negotiating body composed of

Slavcho Asenov Gelkov, Bulgarian Republic
Georgi Markov Georgiev, Bulgarian Republic
Vladimír Hronek, Czech Republic
Lubomír Klosík, Czech Republic
Karel Klusák, Czech Republic
Josef Mráz, Czech Republic
Mugurel Naie, Romanian Republic
Ing. Vladimír Pavlík, Czech Republic
Denko Bonev Roydev, Bulgarian Republic
Jan Ševr, Czech Republic
Aurelian Vancea, Romanian Republic
Nicusor Visan, Romanian Republic
Jan Wiacek, Polish Republic
Zdeněk Židlický, Czech Republic
(hereinafter the Negotiating Body)

have agreed on the establishment of a European Works Council under the following conditions:

Section 1

Preamble

The mission of the European Works Council of the ČEZ Group (hereinafter the "ČEZ EWC") is to ensure the transnational informing of the employees and negotiation with the employees of employers with their seat or organisation unit located in any EU country, which are a part of the ČEZ Group in the EU countries listed in Annex No. 1 to this Agreement. The ČEZ EWC supports the sharing of values of social dialogue and will assist in understanding the strategy and values of ČEZ. It will contribute to the development of corporate culture, improvement of work conditions and the work environment for employees.

As a company with international activities, ČEZ respects the principles and basic rights of the International Labour Organisation. ČEZ supports social dialogue with trade union organisations and collective bargaining.

Section 2

Introductory Provisions

With regards to the transnational scope of activity of the ČEZ Group, the Negotiating Body and Central Management have agreed on the establishment of the ČEZ EWC, based on the provisions of Articles 1 and 6 of Council Directive 94/45 EC, Directive on the establishment of a European Works Council or the creation of procedures for informing employees and negotiating with employees in companies active on Community territory and groups of companies active on the Community territory (hereinafter the "Directive"), and Section 294 of Act No. 262/2006 Coll., Labour Code of the Czech Republic (hereinafter the "Labour Code").

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Section 3

Scope of the ČEZ EWC

1. In the meaning of Article 3 of the Directive and Section 289 of the Labour Code, ČEZ, a.s. is the controlling undertaking, which can directly or indirectly control other employers with their seat or organisation unit located in an EU member state (hereinafter "controlling undertaking active on the territory of EU member states"). ČEZ, a.s. and the managed employers active on the territory of EU member states form a group of employers active on the territory of EU member states in the meaning of the Directive and the Labour Code (hereinafter the "ČEZ Group"). The list of employers in the ČEZ Group is contained in Annex No. 1 hereto.
2. This Agreement applies to ČEZ, a.s. and the controlled employers active on the territory of EU member states and all the employees of these companies. The Negotiating Body and Central Management state that information and consultations concern only employers with their seat or organisation unit located in an EU member state.

Section 4

Manner of establishing the ČEZ EWC, composition and number of members and substitutes in the ČEZ EWC, term in office of the ČEZ EWC

1. The number of ČEZ EWC members is governed by the number of employees at ČEZ Group employers in the individual EU member states. For each EU member state in which a ČEZ Group employer is active and where the total number of employees at the ČEZ Group employer in the given EU member state exceeds 300 employees, the representatives of the employees engaged at ČEZ Group employers in the respective EU member states will appoint members to the ČEZ EWC according to the following rules:

If the number of all employees at ČEZ Group employers in one EU member state is:

- less than or equal to 300 employees, these employees will not be represented by any member in the ČEZ EWC
- 301 to 2000 employees, these employees will be represented in the ČEZ EWC by two (2) members,
- 2001 to 4000 employees, these employees will be represented in the ČEZ EWC by three (3) members,
- 4001 to 8000 employees, these employees will be represented in the ČEZ EWC by four (4) members,
- 8001 to 12000 employees, these employees will be represented in the ČEZ EWC by seven (7) members,
- 12001 to 16000 employees, these employees will be represented in the ČEZ EWC by ten (10) members,
- 16001 or more employees, these employees will be represented in the ČEZ EWC by fourteen (14) members.

The decisive factor for determining the number of members from individual EU member states in the ČEZ EWC is the number of employees in the respective EU member state as of 31 December of the year preceding the appointment of the first and subsequent ČEZ EWC members.

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2. The ČEZ EWC can have maximally 30 members. If the number of employees at ČEZ Group employers active in individual EU member states rises to such an extent that the defined number of 30 ČEZ EWC members is exceeded according to the rules for calculating the number of ČEZ EWC members for the individual EU member states specified in Section 4(1) hereof, negotiations will be launched on changing the rules for calculation specified in Section 4(1) hereof.
3. Based on the rules above, the ČEZ EWC will have 23 members at its establishment, given that the employees of ČEZ Group employers from the individual EU member states will be represented in the EWC as follows:

Country	Number of ČEZ EWC Members
Czech Republic	14
Bulgaria	4
Romania	3
Poland	2

4. The number of ČEZ EWC members is unchanging in the course of each calendar year and will be updated according to the rules above always by 1 January of the respective calendar year. The ČEZ EWC members will be appointed or elected according to the rules defined in Clause 7 of this Section.
5. ČEZ EWC members may only be the representatives of employees engaged by employers belonging to the ČEZ Group, given that these employee representatives must also be the employees of these ČEZ Group employers. Representatives of the employees of new employers that become members of the ČEZ Group in the future have the possibility of becoming participants in this agreement by means of accession to the agreement pursuant to the rules stipulated in this Section.
6. The ČEZ EWC members are appointed, in the numbers defined in Section 4(3) hereof, from among the representatives of employees employed by ČEZ Group employers at the joint meeting of employee representatives in the respective EU member state, which will be held in the individual EU member states where employers belonging to the ČEZ Group are active. For the event that any ČEZ EWC member's term in office should expire before the expiry of the ČEZ EWC's term in office, substitute ČEZ EWC members will be appointed in the same manner and simultaneously with the appointment of ČEZ EWC members at the joint meetings of employee representatives for the respective EU member state:

Country	Number of Substitutes
Czech Republic	5
Bulgaria	2
Romania	1
Poland	1

7. In each EU member state in which one of the employers belonging to the ČEZ Group is active and where more than 301 employees are employed, a joint meeting of the employee representatives for the respective EU member state is held for the purpose of appointing ČEZ EWC members. If there are several employee representatives active within one ČEZ Group employer, all of these representatives will attend the joint meeting of employee representatives for the respective EU member state. If no employee representatives are appointed or active under any ČEZ Group employer, the employees will elect such a representative, who will attend the joint meeting on their behalf, whereas

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this election will be arranged by the ČEZ Group employers whose employees do not have active or appointed representatives.

The employee representatives are the trade union organisations, and if they are not active in companies in the ČEZ Group, they will be the works council, the occupational health and safety representative, or another representative pursuant to the statutory regulations of the respective state.

8. The meetings of employee representatives in the individual EU member states, at which the ČEZ EWC members are appointed, will take place on the same date if possible, or on the closest dates possible. The rules for appointing ČEZ EWC members will be agreed with the employee representatives in the respective EU member state.
9. The convening and organisation of meetings of the employee representatives in the individual EU member states, at which the first ČEZ EWC members are to be appointed in connection to the establishment of the ČEZ EWC, will be arranged by the respective members of the negotiating body for the individual states.
10. The personal composition of the ČEZ EWC must be reported to the Central Management immediately after the appointment of individual ČEZ EWC members.
11. Immediately after receiving the notice on the total personal composition of the first ČEZ EWC, the Central Management will convene an appointment meeting of the ČEZ EWC.
12. The term in office of the ČEZ EWC is always 4 years. The first term in office starts on the date of establishment of the ČEZ EWC. The next term in office of the ČEZ EWC starts always on the day after the passing of the previous term in office.
13. The membership of all ČEZ EWC members expires upon passing of the ČEZ EWC's term in office pursuant to the previous paragraph, but at latest on the date of the meeting appointing the new ČEZ EWC.
14. Before the passing of the ČEZ EWC's term in office, the representatives of employees employed by ČEZ Group employers in the respective EU member states will hold meetings, at which new ČEZ EWC members will be appointed pursuant to the procedures and rules stipulated in Section 4 hereof. The convening and organisation of meetings among the representatives of employees employed at ČEZ Group employers in the individual EU member states will be arranged by the ČEZ EWC, which is still in office. The number of ČEZ EWC members (total and according to individual EU member state) will be updated in compliance with this Agreement before the joint meeting of the representatives of employees from individual EU member states. The newly appointed ČEZ EWC members start their term in office on the date of the meeting appointing the new ČEZ EWC.
15. The function of ČEZ EWC member must be executed in person by the appointed member.
16. A ČEZ EWC member may be recalled during the course of the ČEZ EWC's term in office at a joint meeting of the representative of employees employed by ČEZ Group employers in the respective EU member state, on behalf of which the ČEZ EWC member was appointed to his function.
17. A ČEZ EWC member's function expires upon:
 - a) passing of the ČEZ EWC's term in office pursuant to Section 4(13) hereof
 - b) recalling pursuant to Section 4(16) hereof
 - c) resigning from the function of ČEZ EWC member

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- d) termination of the employment relationship with the ČEZ Group employer.
18. Should any ČEZ EWC's function expire pursuant to Section 4(17) hereof, he will be replaced a different member, notably by a substitute appointed in compliance with Section 4(6) hereof.
19. ČEZ EWC members and members of the ČEZ EWC committee will be provided with time off to attend the meetings with compensation of wages pursuant to the statutory regulations of the respective state.
20. ČEZ EWC members are obliged to maintain silence on confidential information and the fact they learn during the execution of their functions, if violation of nondisclosure could lead to the revealing of concealed facts or the violation of the authorised interests of the ČEZ Group employer or employees. This obligation remains effective even after the termination of their function, unless a special regulation stipulates otherwise. The nondisclosure obligation applies also to experts, interpreters and other participants at the ČEZ EWC meetings or other activities related to the ČEZ EWC's activities.
21. The ČEZ EWC will ensure that its members defend the rights and justified interests of the employees they represent.

Section 5

ČEZ EWC Bodies

1. The executive body of the ČEZ EWC is its committee, consisting of the chairman, two deputy chairman and four other members, elected by the ČEZ EWC at its first meeting. Representatives from all the states that are members of the ČEZ EWC will be represented in the EWC committee. Should any member of the ČEZ EWC committee terminate his activities in the course of the term in office, a new committee member will be elected at the next ČEZ EWC meeting.
2. The ČEZ EWC committee in particular:
- coordinates activities and manages ČEZ EWC administration
 - manages regular ČEZ EWC activities
 - convenes ČEZ EWC meeting upon agreement with the Central Management
 - decides on convening an extraordinary ČEZ EWC meeting
 - convenes and organises meetings of employee representatives working for the ČEZ Group employers in the respective EU member states, at which new, future members of the ČEZ EWC will be elected in connection to the termination of the functional term of the ČEZ EWC
 - conduct preparatory negotiations with the Central Management, etc.
3. The ČEZ EWC chairman:
- is the statutory representative of the ČEZ EWC and represents it externally in all matters
 - fulfils the tasks arising from this Agreement and tasks assigned to him by the committee or at ČEZ EWC meetings, etc.
4. The chairman and deputy chairmen as well as other members of the ČEZ EWC committee are elected at the ČEZ EWC meeting in a secret vote. If the ČEZ EWC chairman is absent for an extensive period or terminates his function during the course of the term in office, or if the function of a ČEZ EWC member as such is cancelled, the

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activities of the chairman will be performed by the deputy chairman or by the authorised ČEZ EWC member until a new chairman is elected.

5. The ČEZ EWC establishes other bodies or commissions as required.

Section 6

Subject of information and consultation

1. The authorisation of the ČEZ EWC applies only to informing and consultation about issues that concern the entire ČEZ Group or simultaneously at least two ČEZ Group employers active in various EU member states. Hence the ČEZ EWC is informed by The Central Management and subsequently consults the Central Management only on the matters stipulated in Section 6(2) hereof, if they apply to the activities of minimally two ČEZ Group employers active in various member states, with an impact on the interests of employees simultaneously in at least two EU member states. This information is provided to ČEZ EWC members twice a year, generally in May, when the overall economic results for the previous half of the respective calendar year are already known. Reports processed by The Central Management are submitted to ČEZ EWC members at least two weeks before the regular ČEZ EWC meeting. The Central Management will also send the report to the ČEZ Group employers.

Informing refers to the provision of the necessary information, from which it is possible to clearly determine the status of the reported fact, or assume a standpoint to it. The employer is obliged to provide information sufficiently in advance and in a suitable manner, in order for employees to be able to assess it or prepare for consultation and express their opinions before the implementation of measures.

Consultation refers to discussion between the employer and employees, the exchange of views and explanations with the aim of achieving accordance. The employer is obliged to ensure consultations sufficiently in advance and in a suitable manner, in order for employees to be able to express their views based on the provided information so that the employer can take them into account before the implementation of measures. Employees are entitled to a justified answer to their standpoints during consultation.

2. Informing and consultation concerns trends affecting the business situation and outlook of the ČEZ Group. According to this Agreement, information of a transnational character about which the Central Management will inform the ČEZ EWC includes in particular:
 - a) the policies and strategies of the ČEZ Group, including strategic mergers and acquisitions,
 - b) the organisation structure, economic and financial situation of the ČEZ Group,
 - c) the probable development of activities, production, sales, status and development of employment,
 - d) investments and fundamental changes in technology,
 - e) the dissolving and transfer of ČEZ Group employers that affect the interests of the employees of ČEZ Group employers in minimally two EU member states simultaneously,
 - f) current list of ČEZ Group employers,
 - g) Central Management decisions which will lead to the simultaneous collective redundancies of employees in minimally two member states employed at ČEZ Group employers active in various EU member states.
3. Matters that concern and affect the ČEZ Group employees and employers in one country remain the exclusive matter of dialogue between the partners (i.e. the employer and employee representatives active under the respective employer) in the given country, in

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compliance with the statutory regulations of the respective country and possibly the collective agreement valid in the relevant ČEZ Group employer. If certain changes occur among several ČEZ Group employers active in various EU member states that affect their respective employees, but these changes are not made based on or in consequence of a central decision by the Central Management and are unrelated, the authority of the ČEZ EWC does not apply to them.

4. If extraordinary events occur, which have a substantial impact simultaneously on the interests of employees in at least two EU member states at minimally two ČEZ Group employers active in two various EU member states, such as relocation, simultaneous dissolving or expiry of at least two ČEZ Group employers active in various EU members states, or a decision by Central Management on collective redundancies under the conditions stipulated in Section 6(2) Letter g hereof, and such events cannot be the subject of information and consultation at regular ČEZ EWC meetings, the Central Management will inform the ČEZ EWC committee without undue delay.

Section 7

ČEZ EWC Meetings

Place, frequency, duration and manner of convening ČEZ EWC meetings

1. Regular ČEZ EWC meetings are held twice a year, generally in May and November. The regular ČEZ EWC meeting is held for the purpose of informing and negotiating about the matters stipulated in Section 6(2) hereof, based on a report processed by the Central Management.
2. In the case of extraordinary circumstances as stated in Section 6(4) hereof, which the Central Management will report to the ČEZ EWC committee, the ČEZ EWC committee has the right to meet with The Central Management upon its request in order to be informed of the measures with a substantial impact on employee interests and to discuss these measures with The Central Management. The meeting between the ČEZ EWC committee and Central Management representatives can also be attended by the ČEZ EWC members nominated from among the representatives of ČEZ Group employees, who are directly impacted by these measures.
3. The ČEZ EWC committee meets at least twice a year, but maximally four times a year. It can meet more time if required by extraordinary circumstances, always upon agreement with the Central Management.
4. The ČEZ EWC committee agrees with the Central Management on the specific date of the ČEZ EWC meeting and agenda of the ČEZ EWC meeting. It then distributes invitations to all ČEZ EWC members at least 30 calendar days before the start of the meeting. The ČEZ EWC members will receive reference materials at least 14 days before the meeting. The committee will agree with the Central Management on potential participation of Central Management representatives at the ČEZ EWC meeting. Further procedure may be regulated by the ČEZ EWC Rules of Procedure.
5. The ČEZ EWC meeting and the meeting of the ČEZ EWC committee is held in Prague, unless a different location is agreed with the Central Management.

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6. The ČEZ EWC meeting generally lasts 2 days. If required by circumstances, the ČEZ EWC meeting may be extended based on an agreement between the Central Management and the ČEZ EWC committee.
7. The regular ČEZ EWC meeting is attended by ČEZ EWC members, Central Management representatives and a potential authorised expert (in the meaning of Section 288(1) of the Labour Code). The ČEZ EWC committee and Central Management will inform each other at least 14 days before the date of the meeting about the invited expert. Before and possible after the regular ČEZ EWC meeting with Central Management representatives, the ČEZ EWC has the right to convene without the presence of Central Management representatives to discuss the information and materials provided to it by The Central Management. Upon agreement with The Central Management, internal discussion by the ČEZ EWC without the presence of Central Management representatives may take place even during the course of a regular ČEZ EWC meeting.
8. The ČEZ EWC has a quorum if the meeting is attended by at least 2/3 of all ČEZ EWC members. The decisions and resolutions of the ČEZ EWC are adopted generally by a simple majority of votes of the present members. Voting is public – by a show of hands, unless it is decided or stipulated by this Agreement that voting is secret. Each ČEZ EWC member has one vote.

Section 8

Working language

The official language for communication within the ČEZ EWC is the Czech language. At the meetings, simultaneous translation will be arranged into all other languages of the participants that confirm their participation at the meeting. Documentation sent to ČEZ EWC members will be translated into the languages of the ČEZ EWC members. The minutes of the joint meeting will be translated into all the represented languages and submitted to ČEZ EWC members.

Section 9

Costs

1. The Central Management will provide the ČEZ EWC with adequate financial and material resources to ensure the proper performance of its activities.
2. The ČEZ EWC members are entitled to participate in training, if it is required for their activities as ČEZ EWC members. The respective training must be approved by the Central Management and ČEZ EWC committee. Training will then be arranged and stipulated by the ČEZ Group employer with which the ČEZ EWC member is employed.
3. The headquarters bears all costs related to ČEZ EWC meetings, the activities of the ČEZ EWC committee, interpretation and the costs for one expert. The travel expenses of ČEZ EWC members related to ČEZ EWC activities are compensated by the respective employer from the ČEZ Group, where the ČEZ EWC member is employed.
4. The ČEZ EWC has its seat in Prague. Its office is located at the seat of ČEZ, a.s. at Duhová 2/1444, 140 53 Prague 4.

Section 10

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Temporary and Final Provisions

1. This Agreement comes into effect on the date of its signing by both contracting parties, and is concluded for an indefinite term. In the course of its validity, this Agreement may be terminated with a twelve-month resignation period, but at earliest as of 31 December 2009. Both parties undertake to negotiate on the conclusion of a new agreement throughout the resignation period. The resignation period starts on the first day of the calendar month following the delivery of the notice of resignation to the other contracting party, and ends upon the passing of the last day of the respective calendar month.
2. The contracting parties undertake:
 - a) to discuss proposals for amendment of the Agreement upon submission of such a proposal by the other party, and to commence negotiations at latest within two months from the proposal
 - b) to assess the fulfilment of the Agreement after one year from its signing.
3. If conditions continue to exist for transnational informing and consultation as stipulated by the Labour Code, then in the case of resignation pursuant to Section 10(1) hereof, negotiations will be commenced on a new agreement on the ČEZ EWC.
4. During fundamental organisational changes in the ČEZ Group structure or during substantial changes in the number of ČEZ Group employers or their employees, which have a considerable impact on the potential composition of the ČEZ EWC, this Agreement may be amended based on an agreement between the Central Management and ČEZ EWC. The Agreement may also be altered in the event of changes in statutory regulations concerning the representation of employees on a transnational level.
5. This Agreement was concluded in the Czech language. The certified translation of this document into the languages of the negotiating body member's is firmly and irreplaceably attached to the Agreement.
6. This Agreement is executed in seven original counterparts. The Central Management receives two counterparts, the members of the negotiating body of each state who signed the agreement each receive one counterpart, and the EPSU representative receives one counterpart.

The contracting parties confirm their approval of the contents of this Agreement with the signatures of their representatives.

Prague dated 3 April 2007

Central Management, ČEZ, a.s.

Dr. Martin Roman, Chairman of the Board of Directors

Mgr. Zdeněk Pasák, Member of the Board of Directors

Central Management initials

Negotiating Body initials

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Representatives of the Negotiating Body:

Slavcho Asenov Gelkov
Georgi Markov Georgiev
Vladimír Hronek
Lubomír Klosík
Karel Klusák
Josef Mráz
Mugurel Naie
Ing. Vladimír Pavlík
Denko Bonev Roydev
Jan Ševr
Aurelian Vancea
Nicusor Visan
Jan Wiacek
Zdeněk Židlický

This Agreement was prepared with the participation of the EPSU representative.

Jan Willem Goudriaan

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List of companies to which the ČEZ EWC applies

The Agreement on the European Works Council of the ČEZ Group applies to the following companies:

1. ČEZ, a.s., Czech Republic, Duhová 2/1444, 140 53 Praha 4
2. ČEZ Zákaznické služby, s.r.o., Czech Republic, Guldenerova 2577/19, 303 28 Plzeň
3. ČEZData, s.r.o., Czech Republic, Guldenerova 2577/19, 303 28 Plzeň
4. ČEZ Logistika, s.r.o., Czech Republic, 28. října 568/147, 709 02 Ostrava
5. ČEZnet, a. s., Czech Republic, Fügnerovo náměstí 1866/5, 120 00 Praha 2
6. ČEZ Měření, s.r.o., Czech Republic, Riegrovo náměstí 1493, 500 02 Hradec Králové
7. ČEZ Správa majetku, s.r.o., Czech Republic, Teplická 874/8, 405 49 Děčín IV
8. ČEZ Prodej, s.r.o., Czech Republic, Vinohradská 325/8, 120 21 Praha 2
9. ČEZ Distribuční služby, s.r.o., Czech Republic, 28. října 3123/152, 709 02 Ostrava
10. ČEZ Distribuce, a.s., Czech Republic, Vinohradská 325/8, 120 21 Praha 2
11. ČEZ Obnovitelné zdroje, s.r.o., Czech Republic, Křížíkova 788, 500 02 Hradec Králové
12. Severočeská energetika, a. s., Czech Republic, Teplická 874/8, 405 49 Děčín IV
13. Středočeská energetická, a. s., Czech Republic, Vinohradská 325/8, 120 21 Praha 2
14. Východočeská energetika, a. s., Czech Republic, Sladkovského 215, 501 03 Hradec Králové
15. Západočeská energetika, a. s., Czech Republic, Guldenerova 2577/19, 303 28 Plzeň
16. Severomoravská energetika, a. s., Czech Republic, 28. října 152, 709 02 Ostrava
17. Energetické opravny, a. s. Czech Republic, 432 01 Kadaň, Prunéřov 375
18. Energetika Vítkovice, a. s., Czech Republic, Výstavní 1144/103, 703 00 Ostrava – Vítkovice
19. I & C Energo a. s., Czech Republic, Pražská 684/49, 674 01 Třebíč
20. MSEM, a. s., Czech Republic, Collo louky 126, 738 02 Frýdek –Místek
21. SD - 1. strojírenská, a. s., Czech Republic, 418 01 Bílina, Důlní 437
22. SD - Autodoprava, a. s. , Czech Republic, 418 01 Bílina, Důlní 429
23. SD - Kolejová doprava, a. s. Czech Republic, 432 01 Kadaň, Tušimice 7
24. Severočeské doly, a. s., Czech Republic, Boženy Němcové 5359, poštovní přihrádka 38, 430 01 Chomutov
25. ŠKODA PRAHA, a. s., Czech Republic, Milady Horákové 116, 160 41 Praha 6
26. ŠKODA PRAHA Invest, s.r.o., Czech Republic, Milady Horákové 109/116, 160 41 Praha 6
27. Ústav jaderného výzkumu Řež, a. s., Czech Republic, 250 68 Husinec-Řež, 130
28. VČE - montáže, a. s. , Czech Republic, Arnošta z Pardubic 2082, 530 02 Pardubice
29. PPC Užín, a. s., Czech Republic, Seifertova 570/55, 130 00 Praha 3
30. Elektrociepłownia Chorzów "ELCHO" sp. z o.o., Polish Republic, ul. Skłodowskiej-Curie 30, Chorzów 41-503
31. Elektrownia Skawina S.A., Polish Republic, ul. Pillsudskiego 10, 320-050 Skawina,
32. Electrica Oltenia S.A., Romanian Republic, Craiova, Dolj County 2, Brestei St. PC 200581
33. Electricity Distribution Company Pleven AD, Bulgarian Republic, 73 Doyran St., Pleven PC 5800
34. Electricity Distribution Company Sofia Oblast AD, Bulgarian Republic, 2 Evropa Blvd., Municipality Vrabnitsa, Sofia, PC 1360
35. Electricity Distribution Company Stolično AD, Bulgarian Republic, 330 Tsar Simeon St., Ilinden region, Sofia, PC 1309

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36. CEZ Bulgaria EAD, Bulgarian Republic, Municipality of Sredets, 2a Saborna Str., Sofia, PC 1000
37. CEZ Trade Bulgaria, Bulgarian Republic, Municipality of Sredets, 2a Saborna Str., Sofia, PC 1000
38. CEZ Romania S.R.L. Romanian Republic, Str. Ion Ionescu De La Brad, Nr. 2A, Bukurešť, Sector 1
39. CEZ Deutschland GmbH, Německá republika, Karl-Theodor Str. 69, 80803 München
40. CEZ Hungary Ltd., Maďarská republika, Károlyi Mihály u.12 IV. em., Ybl, Palota Irodaház, 1053 Budapešť
41. TPP Varna EAD, Bulgarian Republic, Village of Ezerovo, Varna District, PC 9168 Varna
42. CEZ Electro Bulgaria AD, Bulgarian Republic, Municipality of Sredets, 2a Saborna Str., Sofia, PC 1000
43. CEZ Laboratories Bulgaria, Bulgarian Republic, 1 Dobrinova Skala str., Lyulin Municipality, Sofia
44. CEZ Polska Sp.z o.o. Polish Republic, ul. Nowy Swiat 64, 00-357 Varšava

Central Management initials

Negotiating Body initials

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