

## COMMUNICATION

In compliance with its obligation as issuer to provide notification of extraordinary events under Section 55 of Act CXX of 2001 on the Capital Market, **ALTEO Energiaszolgáltató Nyilvánosan Működő Részvénytársaság** (registered office: H-1131 Budapest, Babér u. 1-5; company registration number: Cg.01-10-045985; hereinafter: “**ALTEO**”) hereby provides the following information:

ALTEO, as the Founder of the ALTEO Employee Share Ownership Program Organization (hereinafter: “**ESOP Organization**”), has adopted the Remuneration Policy for 2020.

The aim of the Remuneration Policy for 2020 is to put in place a remuneration system that is in harmony with ALTEO’s business strategy and is aimed at improving the ALTEO Group’s performance and, thereby, increasing shareholder value, in line with the related HR strategy, ALTEO’s long-term interests and corporate values, while also providing employees and associates with attractive remuneration.

By incentivizing the improvement of corporate performance in the long run, the Remuneration Policy for 2020 ensures that the interests of stakeholders and participants coincide with those of ALTEO as well as its shareholders and financiers. In addition to quality work, it is also the fundamental objective of the Company to incentivize Employees to enhance performance, and to establish a vested interest in the long-term profitable operation of the Company. The Remuneration Policy for 2020 also facilitates the enhancement of Employee commitment and helps Employees become interested parties in representing ALTEO’s values by making their remuneration subject to an increase in corporate performance and, thereby, to the expected increase in shareholder value. A further goal of the Remuneration Policy for 2020 is to increase the long-term commitment of participating employees to ALTEO.

Pursuant to the Remuneration Policy for 2020, the ESOP Organization may make a maximum of 645,200 ALTEO ordinary shares available free of charge to employees participating in the program, provided that the program criteria as set out in the Remuneration Policy for 2020 are met in full.

The ESOP Organization purchases the ALTEO ordinary shares serving as the basis for the program by April 2022 at the latest, in the context of which it is entitled to conclude transactions either on the stock market or in over-the-counter trading.

The Remuneration Policy for 2020 is published by ALTEO concurrently with this Communication. Budapest, December 21, 2020

ALTEO Nyrt.

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