

## COMMUNICATION

In compliance with its obligation to provide notification on extraordinary events as set out in Act CXX of 2001 on the Capital Market (hereinafter: Capital Market Act), **ALTEO Energiaszolgáltató Nyilvánosan Működő Részvénytársaság** (registered office: H-1033 Budapest, Kórház u. 6-12; company registration number: Cg.01-10-045985) (hereinafter: “**Company**”) hereby provides the following information:

The Company hereby informs the investors that the number of shares required to implement the objectives set out in its 2020 Remuneration Policy (hereinafter “**Remuneration Policy**”), i.e. 612,940 ALTEO ordinary shares must be acquired by ALTEO Employee Share Ownership Program Organization (hereinafter: “**ESOP Organization**”) by March 31, 2022 in order to comply with the applicable law requiring it to ensure that the shares can be distributed to eligible persons under the Remuneration Policy in 2023, based on the results of the 2022 fiscal year, provided that the profit and capital market objectives set out in the Remuneration Policy are met by the end of 2022.

Based on its transactions announced yesterday, the ESOP Organization has purchased the remaining 135,700 ALTEO ordinary shares from DAYTON-Invest Kft. (registered office: H-1055 Budapest, Honvéd utca 20; company registration number: 01-09-927201) and WALLIS ASSET MANAGEMENT Zrt. (registered office: 1055 Budapest, Honvéd utca 20; company registration number: 01-10-046529) and, so now the ESOP Organization is in possession of the required number of shares as indicated above, which can be distributed to eligible shareholders upon fulfillment of the criteria set out in the Remuneration Policy. The Company believes it is on schedule with the fulfillment of the criteria.

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 the Company. In addition to quality work, it is also the fundamental objective of the Company to incentivize employees to enhance performance, to establish a vested interest in the long-term profitable operation of the Company and, thereby, to further increase shareholder value.

The Company also informs the investors that, in addition to the Remuneration Policy, the Company has the necessary authorization from the General Meeting to purchase additional treasury shares through the Budapest Stock Exchange within the framework and subject to the conditions and objectives set out in said authorization.

Budapest, January 26, 2022

ALTEO Nyrt.

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