

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 (“**Capital Market Act**”), **ALTEO Energiaszolgáltató Nyilvánosan Működő Részvénytársaság** (registered office: H-1033 Budapest, Kórház utca 6-12; company registration number: Cg.01-10-045985; hereinafter: “**Company**” or “**ALTEO**”) hereby provides the following information:

ALTEO, as the Founder of the ALTEO Employee Share Ownership Program Organization (hereinafter the “**ESOP Organization**”), has adopted the Remuneration Policy for 2024 and the Remuneration Policy for 2025 (hereinafter collectively the “**Remuneration Policies**”).

ALTEO's fundamental objective is to promote the future improvement of the Company's innovation-based economic performance, and the Company has a related interest in strengthening the performance and loyalty of its employees by granting them a share in the Company's success.

The Company has launched several Employee Share Ownership Programs in recent years and based on the experience gained, it has concluded that remuneration under the Employee Share Ownership Program is suitable to achieve the objectives outlined above, and thus the Company adopts several remuneration policies concurrently to ensure long-term and predictable remuneration.

The aim of the Remuneration Policies 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 an attractive long-term incentive program. The Remuneration Policies also facilitate the enhancement of employee commitment and help 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.

ALTEO provides the ESOP Organization with the ALTEO ordinary shares underlying the schemes by way of a private offering as per Section 14 of the Capital Market Act and by way of a capital increase through the issue of new shares pursuant to Article 1(4)(b) and (d) of Regulation (EU) 2017/1129 (“**Prospectus Regulation**”). The decision on the capital increase was adopted by the ALTEO Board of Directors today, according to which only the ESOP Organization participates in the capital increase. The ESOP Organization has the information necessary to decide whether to participate in the capital increase, which information is published at the Company's mandatory places of disclosure. Since no other investor is involved in the capital increase, the equality of information pursuant to Section 16 of the Capital Market Act is ensured, and the publication of other related documents is not required.

The Company informs investors of the details of the capital increase after the final declaration of commitment and the payment of the consideration – by the deadline set – as set out in today's decision of the Board of Directors.

The Remuneration Policies are published by ALTEO concurrently with this Communication.

Budapest, April 20, 2022

ALTEO Nyrt.

Disclaimer: All information contained within this article is for information purposes only, and shall not be considered an official translation of the official communication referred to herein. This document does not include the integral wording of the official communication referred to herein, the original Hungarian language version of it remains to be the solely legally binding material in the subject matter. For further information, please do not hesitate to contact us.