

ANNOUNCEMENT

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**” or “**ALTEO**”) hereby provides the following information:

The Company hereby informs its investors that the conditions set out in the 2020 Remuneration Policy (hereinafter: “**Remuneration Policy**”) adopted as part of the Employee Share Ownership Program launched by ALTEO have been met, which fact has also been confirmed by ALTEO’s Board of Directors and, as such, the shares allocated for this purpose available at the ALTEO Employee Share Ownership Program Organization (612,940 shares) have become allottable to eligible people under the Remuneration Policy who are currently employed by ALTEO.

In view of the above, as of today the ALTEO Employee Share Ownership Program Organization has commenced the transfer of allottable shares to the eligible people.

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.

Budapest, May 9, 2023

ALTEO Nyrt.

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