

ANNOUNCEMENT

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'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.

In the interest of achieving these objectives, ALTEO's Board of Directors has decided to set up an additional long-term share-based incentive scheme as follows.

The Company adopted several remuneration policies in the framework of the Employee Share Ownership Program (hereinafter: “**ESOP**”) in recent years and, based on that experience, it has concluded that remuneration under the ESOP is well suited to achieve these objectives. Therefore, in order to provide long-term and predictable remuneration, the Company has adopted different share-based remuneration policies in respect of additional groups of employees.

In this context, remuneration policies for the senior and middle management levels, as well as for talented young managers and experts have also been adopted.

The aim of the adopted 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 (including members of senior management) with an attractive long-term incentive program. These 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 better corporate performance and, thereby, to the expected increase in shareholder value.

In the future, ALTEO plans to continue to introduce share-based remuneration policies, as it intends to use this form of employee motivation tool on a permanent basis, with periodic reviews and objectives adapted to the Company's development.

The remuneration policy for ALTEO senior management is published concurrently with this announcement.

Budapest, April 28, 2023

ALTEO Nyrt.

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