

**NOTIFICATION AND PUBLIC DISCLOSURE OF TRANSACTIONS BY PERSONS  
DISCHARGING MANAGERIAL RESPONSIBILITIES AND PERSONS CLOSELY  
ASSOCIATED WITH THEM IN ACCORDANCE WITH THE REQUIREMENTS OF THE  
REGULATION (EU) NO 596/2014 OF THE EUROPEAN PARLIAMENT AND OF THE  
COUNCIL**

<b>1.</b>	<b>Details of the person discharging managerial responsibilities/person closely associated</b>	
a)	Name	Viktor Varga
<b>2.</b>	<b>Reason for the notification</b>	
a)	Position/status	According to Article 3(1)(25) of Regulation (EU) No 596/2014 of the European Parliament and of the Council, Viktor Varga is considered a person discharging managerial responsibilities in ALTEO Plc., the Issuer, because he is the Deputy CEO for production and risk management of ALTEO Plc.
b)	Initial notification/ Amendment	Initial notification
<b>3.</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>	
a)	Name	ALTEO Energy Services Public Limited Company (ALTEO Plc.)
b)	LEI	529900PHL3J3ZRBC2J44
<b>4.</b>	<b>Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted</b>	
a)	Description of the financial instrument, type of instrument Identification code	ALTEO ordinary shares ISIN: HU0000155726
b)	Nature of the transaction	Remuneration in exchange for shares acquired as part of a remuneration package which is not linked to share option schemes or any of the specific examples mentioned in Article 19(7) of Regulation (EU) No 596/2014 of the European Parliament and of the Council.
c)	Price(s) and volume(s)	Price(s)
		Volume(s)
		0 HUF/share
		90,328 pieces of shares

d)	Aggregated information — Aggregated volume — Price	Price(s) 0 HUF/share	Volume(s) 90,328 pieces of shares
e)	Date of the transaction	09.05.2023 11:30	
f)	Place of the transaction	OTC	
g)	Other information related to the transaction:	This transaction relates to the fact that the conditions set out in the 2020 Remuneration Policy within the framework of the Employee Share Ownership Plan adopted by ALTEO have been met, so the shares have been allocated to the entitled persons by the ALTEO ESOP Organisation in accordance with the remuneration policy.	

Budapest, 10 May, 2023

ALTEO Plc.

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