

ANNOUNCEMENT

on changes in senior management positions

In compliance with its obligation to provide notification of extraordinary events under Act CXX of 2001 on the Capital Market and Decree No. 24/2008 (VIII. 15.) of the Minister of Finance, **ALTEO Energiaszolgáltató Nyilvánosan Működő Részvénytársaság** (registered office: H-1033 Budapest, Kórház utca 6-12, company registration number: Cg.01-10-045985) (hereinafter: **Company**) hereby provides the following information:

The Company hereby informs its investors that as of today, Magdolna Tokai is joining the Company's management as Deputy CEO for Corporate Support. Magdolna Tokai will be responsible for establishing and operating two new corporate units: the project portfolio management area, which will primarily support resource planning and allocation at ALTEO level, and the BoD cabinet, which will coordinate the work of decision-making bodies, and will also include the areas of IT, purchasing, legal and office management.

Magdolna Tokai has almost 20 years of professional experience, mainly in the energy sector (MOL and MVM), and has held several management positions in both Hungary and in the region.

Magdolna started her career at MOL Group, where she first held management and CEO positions in the Croatian subsidiaries, at the INA Group and then at Tifon, participated in INA's IPO, negotiated syndicated loan agreements and also led the growth and agile transformation of Tifon.

After she left the MOL Group, she continued her career at MVM, where she served as Deputy CEO for Strategy and Business Development and was also responsible for support functions. She has headed numerous M&A (conventional, renewable power plant and infrastructure) projects; participated in strategy development and bond issuance projects. Additionally, she has also coordinated the establishment and operation of MVM Group's first service center (SSC). She is committed to creating equal opportunities.

Magdolna Tokai currently holds no ALTEO ordinary shares.

Budapest, October 2, 2023

ALTEO Nyrt.

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