

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 informs Investors that László Hegedűs, formerly Director of Strategic HR and Communications, will continue as ALTEO Nyrt.'s Deputy CEO for Strategic HR and Communications with effect from January 10, 2024, following his appointment by CEO Attila László Chikán. László Hegedűs is responsible for HR and Communications, in particular for the development of the HR area and active support for the flow of information between partner departments.

László Hegedűs has more than 20 years of professional experience, gained in the strategic and operational areas of various multinational companies. In recent years, he worked as international HR director at the Central European University, where he was tasked with enhancing HR process efficiency and HR digitalization. Previously, he spent 4 years at BlackRock, where he initially held senior management roles responsible for the company's operations, before becoming head of the international HR team at the service center. Prior to this, he served as HR director at Aviva Biztosító, and for a while held a senior HR role for the CEE region, before also leading the HR support team for the European change management function. He then led the conversion of the HR processes and the cultural transformation of MetLife Biztosító, formed through the merger of the insurers Aviva and Ahico. Previously, he helped establish strategic-level HR operation at French-owned bank Credit Lyonnais and led the transformation of the bank's HR function following its acquisition by Credit Agricole. As a result, over the course of 14 years in the financial sector, he has gained considerable experience in corporate acquisitions, large-scale organizational transformations and elevating the HR function to a strategic role.

He has also been involved in the go-to-market and early years company building processes of Vodafone and Morgan Stanley in Hungary, which resulted in extensive experience in HR support for the rapid growth of companies. In addition to the key HR areas, in all his positions his responsibilities included managing internal communication processes and external communication on the employer brand.

László Hegedűs currently holds no ALTEO ordinary shares.

Budapest, January 10, 2024

ALTEO Nyrt.