

Extraordinary communication

In compliance with its obligation to provide notification of extraordinary events under Act CXX of 2001 on the Capital Market (hereinafter: **Capital Market Act**), **ALTEO Energiaszolgáltató Nyilvánosan Működő Részvénytársaság** (registered office: H-1117 Budapest, Dombóvári út 25, company registration number: Cg.01-10-045985) (hereinafter: **Company** or **ALTEO**) hereby provides the following information.

Péter Luczay, who has served as ALTEO Plc.'s Deputy CEO for Production Management and Business Development since 2020, will depart the Company on February 28, 2026, following more than 13 years of successful cooperation.

Mr. Luczay will continue his career at a firm operating in strategic partnership with ALTEO, which specializes in the development of short-term, automated, real-time algorithmic production management systems. During his tenure, he oversaw and directed ALTEO's production management division, business, product, and software development activities, OT and IT departments, as well as the Company's investment projects.

The new company, which will be established independently of the Company, will operate in close partnership with ALTEO's ARTEMIS competence center, which will remain responsible for the Company's platform development and operation tasks.

The new company will provide energy and algorithm development competence and knowledge building that play an important role in the development of complex, robotized production management systems capable of making decisions in real time.

According to the indefinite-term contract between the Company and the new company, ALTEO will acquire quasi-ownership rights to all new intellectual property (IP) created during the cooperation, in line with ALTEO's previous practice. ALTEO will henceforth own the IP and ALTEO will operate the procedures and systems created within the framework of the cooperation. The joint work will also support ALTEO's business-strategic goals, in which the further development of the Company's innovative solutions and digital capabilities, and the implementation of an even greater degree of automation and optimization will be given priority.

The Company would like to thank Péter Luczay for his innovative leadership activities and his committed, value-creating work, and looks forward to the new cooperation with great expectations. Péter Luczay's tasks at ALTEO Plc. will be taken over by the directors responsible for the given areas.

Budapest, February 26, 2026

ALTEO Nyrt.



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