

## REPORT

### of the Supervisory Board

#### of ALTEO Energiaszolgáltató Nyilvánosan Működő Részvénytársaság

**on the proposals for resolution for the ordinary General Meeting of the Company to be held on April 19, 2021**

#### Dear Members of the General Meeting,

The Supervisory Board has been operating at ALTEO Energiaszolgáltató Nyilvánosan Működő Részvénytársaság (registered office: H-1131 Budapest, Babér u. 1-5; company registration number: 01-10-045985; hereinafter: “the Company”) since September 6, 2010.

Members of the Supervisory Board:

- **István Bakács**, Chairman
- **Dr. István Borbíró**
- **Péter Jancsó**
- **Dr. János Lukács**
- **Attila Gyula Sütő**.

The Supervisory Board performed its activity in 2020 in accordance with the provisions of Act V of 2013 on the Civil Code of Hungary, the Articles of Association of the Company and the Rules of Procedure of the Supervisory Board. On account of the COVID-19-related pandemic situation, the Board held only one in-person meeting in 2020, back in January. Afterwards, its decisions were adopted either in writing (on three occasions) or at conference meetings without in-person attendance (on two occasions). Its permanent agenda items included the report of the Board of Directors on the management, financial situation and business policy of the Company in accordance with Section 3:284(1) of Act V of 2013 on the Civil Code of Hungary, and during its meetings, it discussed the details of the Company’s business situation, the strategic development of the business lines, and the activities and goals of the Compliance and Ethics organization of the Company. During its meetings, the Supervisory Board – together with the Audit Committee – heard the report of the auditor of the Company relating to the auditing activities performed or to be performed by him. At each meeting, the Supervisory Board was specifically informed about the legislative and regulatory changes affecting the group's operations as well as the development of the Company's share price. The Supervisory Board was kept informed – at its meetings – about the decisions adopted by the Board of Directors and any other issues affecting the Company.

The Supervisory Board examined the proposals for resolution prepared by the Board of Directors of the Company for the General Meeting of the Company to be held on April 19, 2021, as well as the related submissions, and has formed the following opinion on them:

The Supervisory Board has generally found that the statements prepared by the Board of Directors are in compliance with the applicable legal requirements and give a true and fair view of the Company’s management. The opinion of the Supervisory Board in detail:

On agenda item 1:

Considering the report of the Company’s auditor, the Supervisory Board proposes to the General Meeting to accept the statement of financial position for the Company’s fiscal year ending on December 31, 2020, along with the separate financial statement (comprehensive income: HUF 266,918 thousand and total assets: HUF 27,632,775 thousand) and business (annual) report prepared in line with the provisions of the Accounting Act applicable to entities preparing their

annual report according to the EU IFRSs as well as the report of the Board of Directors.

- On agenda item 2: Considering the report of the Company's auditor, the Supervisory Board proposes to the General Meeting to accept the Company's and its subsidiaries' statement of financial position, consolidated financial statement for the fiscal year ending on December 31, 2020 and prepared in accordance with IFRSs (comprehensive income: HUF 2,704,833 thousand and total assets: HUF 4,884,360 thousand) and business (annual) report, as well as the report of the Board of Directors.
- On agenda item 3: The Supervisory Board proposes to the General Meeting to accept the corporate governance report prepared by the Board of Directors.
- On agenda item 4: The Supervisory Board proposes to the General Meeting to pay dividends from the free retained earnings supplemented with the profit after taxation of the Company in the previous fiscal year, calculated according to Section 39(3a) of Act C of 2000 on Accounting, and the subsidiary dividends established for 2020, which corresponds to HUF 24 gross per share at the time of the publication of this proposal (excluding own shares owned by the Company). Furthermore, the Supervisory Board proposes that the General Meeting authorized the Board of Directors to adopt the resolutions specified in Article 18 of the Articles of Association, as well as make any other decisions necessary in relation to the payment of dividends.
- On agenda item 5: The Supervisory Board proposes to the General Meeting to grant the discharge to the members of the Board of Directors.
- On agenda item 6: The Supervisory Board proposes to the General Meeting to consent to the scope of the Remuneration Policy of ALTEO's Employee Share Ownership Program Organization being extended to BoD Members Domonkos Kovács and Attila László Chikán and, furthermore, the Supervisory Board also proposes the amendment of the Company's remuneration policy, for the extension thereof to new Deputy CEOs Péter Luczay and Viktor Varga be adopted by the General Meeting as per the proposal.
- On agenda item 7: The Supervisory Board proposes to the General Meeting to acknowledge and approve the Company's transactions involving its own shares.
- On agenda item 8: The Supervisory Board proposes to the General Meeting to extend the scope of Resolution No. 12/2020. (IV.30.) of the Board of Directors, adopted within the competence of the General Meeting, authorizing the Board of Directors to extend its resolution authorizing the acquisition of own shares, by eighteen (18) months in line with the proposal.

Budapest, March 26, 2021

Yours sincerely,

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István Zsigmond Bakács  
Chairman of the Supervisory Board



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