

## COMMUNICATION

### about personal changes in executive management

In compliance with its obligation to provide special notification as set out in 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-1131 Budapest, Babér u. 1-5; company registration number: Cg.01-10-045985; hereinafter: “**Company**”) hereby provides the following information:

The Company informs its Investors that Anita Simon, formerly Head of the Waste Management Division, will continue as ALTEO Nyrt.’s Deputy CEO for Sustainability and Circular Economy with effect from June 1, 2021, following her appointment by CEO Attila László Chikán. As of that day, in addition to the Waste Management Division, Anita Simon will also be in charge of ALTEO Nyrt.’s newly established Sustainability and Circular Economy area. With the creation of this organizational unit under the leadership of Anita Simon as Deputy CEO, ALTEO seeks to support its organizational and corporate governance objectives of giving even more weight to the principles of sustainability and the ESG approach within ALTEO’s business decisions and corporate governance practices, and of increasing focus on business opportunities related to the circular economy, such as leveraging the full potential of waste management activities. ALTEO’s ambition to obtain ESG certification from a dedicated independent organization as soon as practicable also underscores the Company’s ESG-centered approach. Within the organizational unit headed by Anita Simon, ESG-related responsibilities and functions, the integrated management policy, as well as health, safety and environment protection functions will remain within the personal remit of Beatrix Szabó. The organizational unit will also oversee the operation of the e-mobility business led by Dénes Novotny.

Anita Simon has 15 years experience in the environment protection and waste management industry, and sees sustainability and the circular economy as one of the greatest challenges, and at the same time, a stimulating opportunity for mankind.

She does not currently hold any ordinary shares in ALTEO.

Also from June 1, 2021, Péter Luczay, who has held the position of Deputy CEO for Production and Risk Management, will continue as Deputy CEO for Production Management and Business Development. In addition to his previous responsibilities, Péter Luczay’s new position also involves managing the Company’s (mostly) B2B activities in energy service sales and project development.

Budapest, May 31, 2021

**ALTEO Nyrt.**