ANNOUNCEMENT

Published by ALTEO Energiaszolgáltató Nyilvánosan Működő Részvénytársaság (registered office: In compliance with its obligation to provide notification on extraordinary events as set out in Act CXX of 2001 on the Capital Market (hereinafter: "**Capital Market Act**"), **ALTEO Energiaszolgáltató Nyilvánosan Működő Részvénytársaság** (registered office: H-1033 Budapest, Kórház u. 6-12; company registration number: Cg.01-10-045985)(hereinafter: **"Company**" or "**ALTEO**") hereby provides the following information:

The Company hereby informs investors that ALTEO, in order to secure the number of shares necessary to implement the remuneration policies launched under the Employee Share Ownership Program (hereinafter: "**ESOP**") as described in its Announcement of April 28, 2023 and remuneration policies planned to be launched in the future, has today – holding the necessary authorization by the Board of Directors – signed over-the-counter share purchase contracts in respect of 394,000 ALTEO ordinary shares (ISIN: HU0000155726) at a purchase price of HUF 2,749[1] per share with several persons discharging managerial responsibilities, such as Attila László Chikán, Domonkos Kovács, Péter Luczay, Zoltán Bodnár, Anita Simon and Viktor Varga, as well as other ALTEO employees not considered persons discharging managerial responsibilities, who have received their shares now sold by successfully meeting the criteria of the ESOP Remuneration Policy for 2020.

The shares will be re-transferred by the sellers to ALTEO in the coming days, a major part of which, a total of 275,000 shares, will be immediately transferred by ALTEO to the ALTEO Employee Share Ownership Program Organization (hereinafter: "**ESOP Organization**") in order to implement the above-mentioned remuneration policies.

The remaining shares, i.e. the shares not transferred to the ESOP Organization as yet, will continue to be held by ALTEO as own shares to cover the share requirements of additional ESOP remuneration policies planned to be launched in the future. Own shares not transferred to the ESOP Organization are not otherwise eligible for dividends until transferred to the ESOP Organization.

ALTEO has not engaged an investment service provider for the transactions.

Following the completion of the transactions, ALTEO will own a total of 123,309 ALTEO ordinary shares, taking into account the 4,309 ALTEO ordinary shares already held by it.

Concurrently with this Announcement, the documents containing the notification of relevant transactions by persons discharging managerial responsibilities are also published.

Budapest, May 16, 2023

ALTEO Nyrt.

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[1] The purchase price is equal to the volume-weighted average price of ALTEO ordinary shares over the past 30 trading days.