

## ANNOUNCEMENT

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 on the detailed regulations on information obligation in connection with the securities trade on the stock exchange, **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 has today executed own share transactions related to the implementation of the 2024 Remuneration Policy launched under the Employee Share Ownership Program (hereinafter: “**ESOP**”).

The remuneration condition set out in the 2024 Remuneration Policy has been fulfilled, which fact has been established and confirmed by the management of the ALTEO Employee Share Ownership Program Organization (hereinafter: “**ALTEO ESOP Organization**”) on May 8, 2024. Having fulfilled the remuneration condition, participating employees may receive remuneration in accordance with the provisions of Act XLIV of 1992 on the Employee Share Ownership Program, in the manner set out in the 2024 Remuneration Policy and the Articles of Association of the ALTEO ESOP Organization (hereinafter: “**Articles of Association**”).

In view of the fulfilment of the remuneration condition, pursuant to Section 9.1 of the 2024 Remuneration Policy and Section 7.4 of the Articles of Association, the ALTEO ESOP Organization commences the conversion of the shares held in respect of the participating employees' membership stakes into cash.

Pursuant to Section 7.4 of the Articles of Association, the shares are converted into cash by way of their over-the-counter sale by the ESOP Organization to ALTEO, as founder. The relevant share purchase contract between ALTEO, as buyer, and the ALTEO ESOP Organization, as seller, was signed today for 223,200 ALTEO ordinary shares (ISIN code: HU0000155726) at a price of HUF 3,828.4<sup>1</sup> per share.

Under the 2024 Remuneration Policy, the membership stakes of participating employees who were excluded from the scope of the 2024 Remuneration Policy - in particular due to termination or discontinuation of employment - or whose number of shares associated with their membership stakes decreased due to the application of an adjustment, were transferred to ALTEO. Pursuant to the 2024 Remuneration Policy, a total of 32,160 ALTEO ordinary shares (ISIN code: HU0000155726) are attached to the previously not involved membership stakes thus transferred to ALTEO. These shares were sold on identical terms at the same time.

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

Following the completion of the transactions, ALTEO will own a total of **384,143** ALTEO ordinary shares (ISIN code: HU0000155726), taking into account the 128,783 ALTEO ordinary shares already held by it.

ALTEO intends to use the own shares it holds for additional ESOP remuneration policies to be launched in the future.

Budapest, June 3, 2024

ALTEO Nyrt.

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<sup>1</sup> In line with Section 9.2 of the 2024 Remuneration Policy, the purchase price of the shares is equal to the arithmetic average of the daily average price of the shares on the Budapest Stock Exchange, unweighted by turnover, for the 30 trading days preceding the sale.