

The Board of Directors of **ALTEO Energiaszolgáltató Nyilvánosan Működő Részvénytársaság** (registered office: H-1131 Budapest, Babér utca 1-5.; company registration number: 01-10-045985) (hereinafter the “**Company**”), for the purpose of providing information to investors, hereby publishes its

resolutions adopted within the competence of the General Meeting.

Whereas:

- i) Section 9(2) of Government Decree no. 502/2020 (IV. 16.) on the re-enactment of deviating provisions for the operation of partnerships and corporations in a state of danger stipulates that the management of a public limited company is entitled to decide on all items on the published agenda of the General Meeting,
- ii) the submissions on the General Meeting’s agenda have been previously reviewed, approved and proposed for adoption in the form of proposals for resolutions presented to the General Meeting by the Board of Directors of the Company, and
- iii) the submissions and proposals for resolutions have been published on the Company’s website and are also available [here](#) (hereinafter the “**Submissions**”),

acting within the competence of the General Meeting on items on the agenda of the Annual Ordinary General Meeting of the Company, the Board of Directors adopted the resolutions detailed below by holding a session by means of information and communication tools pursuant to its rules of procedure and the applicable legislation. With regard to agenda items 1, 2 and 7, the Board of Directors adopted the revised version of the Proposals as published on April 1, 2021; in all other cases, the Board of Directors took decisions corresponding to the proposals for resolutions published on March 26, 2021, without deviating from the Proposals.

The Board of Directors passed its Resolutions No. 1 to 8/2021. (IV. 19.), described below, adopted within the competence of the General Meeting for all resolutions with unanimous “in favor” votes from all (five) members of the Board of Directors, without any “against” votes or abstentions, except for Resolution No. 6/2021. (IV.19.) of the Board of Directors adopted within the competence of the General Meeting, in which Domonkos Kovács and Attila László Chikán, in addition to supporting the adoption of the proposal, abstained from voting due to their involvement. Thus Resolution No. 6/2021. (IV.19.) of the Board of Directors adopted within the competence of the General Meeting was passed with three “yes” votes, with Domonkos Kovács and Attila László Chikán abstaining.

Agenda item 1: Decision on the acceptance of the Company’s separate financial statements (prepared in accordance with the IFRSs), the business (annual) report and the report of the Board of Directors prepared for the fiscal year 2020 according to the Hungarian Accounting Standards;

“Resolution No. 1/2021 (IV.19.) of the Board of Directors adopted within the competence of the General Meeting

The Board of Directors resolves to accept the statement of financial position, proposed for acceptance by the Company’s auditor, for the Company’s fiscal year ending on December 31, 2020, along with the separate financial statements (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 and the report of the Board of Directors as well as the relevant written reports of the auditor, the Audit Committee and the Supervisory Board.”

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Agenda item 2: Decision on the acceptance of the Company's consolidated financial statements prepared in accordance with IFRSs, the business (annual) report and the report of the Board of Directors prepared for the 2020 fiscal year.

“Resolution No. 2/2021 (IV.19.) of the Board of Directors adopted within the competence of the General Meeting

The Board of Directors resolves to accept the consolidated statement of financial position, proposed for acceptance by the Company's auditor, for the Company's fiscal year ending on December 31, 2020, along with its consolidated financial statements (comprehensive income: HUF 2,704,833 thousand and total assets: HUF 44,884,360 thousand) and business (annual) report prepared in accordance with the IFRSs, the report of the Board of Directors as well as the relevant written reports of the auditor, the Audit Committee and the Supervisory Board.”

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Agenda item 3: Decision on the acceptance of the corporate governance report prepared by the Board of Directors for submission to the Budapest Stock Exchange;

“Resolution No. 3/2021 (IV.19.) of the Board of Directors adopted within the competence of the General Meeting

The Board of Directors resolves to adopt the corporate governance report relating to the Company's 2020 operations in line with the content set out in the Submissions.”

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Agenda item 4: Decision on the use of the 2020 profit after taxation;

“Resolution No. 4/2021 (IV.19.) of the Board of Directors adopted within the competence of the General Meeting

The Board of Directors resolves 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 (excluding own shares owned by the Company). The Board of Directors authorizes the Board of Directors to adopt the resolutions specified in Article 18 of the Articles of Association, and any other decisions necessary in relation to the payment of dividends, in accordance with the legislation in force.”

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Agenda item 5: Decision on the discharge that can be granted to the Directors of the Company;

“Resolution No. 5/2021 (IV.19.) of the Board of Directors adopted within the competence of the General Meeting

“The Board of Directors considers that, in the 2020 fiscal year, it performed its activities focusing on the interests of the Company, and therefore, based on Article 12.2(s) of the Articles of Association, grants the discharge mentioned in Section 3:117(1) of the Civil Code, according to the conditions included in that Section.”

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Agenda item 6: Advisory vote on the amendment of the Company's remuneration policy in view of the 2020 employee share award program of ALTEO's ESOP Organization;

“Resolution No. 6/2021 (IV.19.) of the Board of Directors adopted within the competence of the General Meeting

The Board of Directors resolves to consent to the scope of the Remuneration Policy for 2020 of the ESOP Organization to be extended to BoD Members Domonkos Kovács and Attila László Chikán and, furthermore, it adopts the amendment of the Remuneration Policy for the extension thereof to the new Deputy CEOs as per the proposal.”

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Agenda item 7: Presentation of the Board of Directors on the transactions entered into by the Company for its own shares.

“Resolution No. 7/2021 (IV.19.) of the Board of Directors adopted within the competence of the General Meeting

The Board of Directors resolves to acknowledge and accept the information provided on transactions involving own shares in accordance with the Proposals, as well as the additional information on the transaction to be accounted for on April 13, 2021.”

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Agenda item 8: Extension of the authorization of the Board of Directors to buy the Company's own shares, expiring on October 30, 2021;

“Resolution No. 8/2021 (IV.19.) of the Board of Directors adopted within the competence of the General Meeting

Acting within the competence of the General Meeting, the Board of Directors provides the Board of Directors with an authorization for a period of 18 (eighteen) months starting on the date of the adoption of this resolution passed by the Board of Directors acting within the competence of the General Meeting, i.e. April 19, 2021, to adopt a resolution on the acquisition by the Company of the ownership of shares of all types and classes and of any face value, issued by the Company – supported by at least three quarters of the votes that can be cast by the members of the Board of Directors – and to enter into and perform such transactions for and on behalf of the Company, or to engage a third party for the conclusion of such transactions. The number of shares that can be acquired based on the authorization is equal to a number of shares with a total face value of no more than twenty-five per cent of the share capital, and the total face value of own shares owned by the Company may not exceed this rate at any time. The Company's own shares may be acquired for or without consideration, on the stock market and through public offering, or – unless the possibility is excluded by law – in over-the-counter trading. In the event of acquiring own shares for consideration, the lowest amount of the consideration payable for a share should be HUF 1 (one Hungarian forint), and the highest amount should be HUF 2,500 (two thousand five hundred).

The Board of Directors resolves to extend the above authorization also to include share purchases by the Company's subsidiaries so as to enable the Company to authorize the management of any subsidiary of the Company by means of resolutions of the members or shareholders (resolutions

adopted by the members' meeting or the general meeting) to acquire the shares issued by the Company according to a resolution adopted by the Board of Directors under the above authorization."

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Pursuant to Sections 9(6) and (7) of the Decree, Shareholders with a minimum of 1 percent of votes may, within the limitation period set in the Decree, call for the General Meeting to be convened in order to subsequently approve the resolutions adopted by the Board of Directors within the competence of the General Meeting. Pursuant to Section 9(7) of the Decree, the right of convening the General Meeting is available to shareholders. With regard to resolutions passed on the financial statements and the use of profit after taxes, shareholders may exercise this right within 30 days from the publication date of the management's resolution on the financial statements and the use of profit after taxes. Failure to observe such date, including cases where such shareholder request is not delivered to the public limited company by the due date, results in the forfeiture of these rights. In respect of other resolutions made by the management during the state of danger, the shareholders have the right to convene a General Meeting within a limitation period of 30 days after the end of the state of danger.

Pursuant to Section 9(5) of the Decree, where the shareholders have initiated the convening of the General Meeting under the conditions laid down in paragraph (6), dividend may only be paid once the General Meeting has subsequently approved the financial statements and the payment of dividend. If shareholders do not initiate the convening of a General Meeting within the limitation period specified in paragraph (6), the dividend may be paid and neither the management's decision to accept the financial statements and pay the dividends nor the payment of the dividends shall be on the agenda of the next General Meeting.

The General Meeting may be convened as specified in the notice published by the Board of Directors within 45 days of the end of the state of danger or, if the state of danger is terminated in the meantime, the receipt of the shareholder's initiative.

It shall not be possible to call for the General Meeting to be convened under the Decree if there is less than 180 days between the end of the state of danger and next year's April 1; however, the approval of General Meeting resolutions passed by the Board of Directors during the state of danger may be put on the agenda of the following General Meeting.

Regarding the shareholder rights set out in Sections 9(6) and (7) of the Decree, shareholder identification and the closing of the share register took place as specified in the invitation to the General Meeting.

Budapest, April 19, 2021

ALTEO Nyrt.

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