



the fiscal year ending on December 31, 2025 under the International Financial Reporting Standards (IFRS) (total comprehensive income: HUF 3,509,163 thousand, total assets: HUF 111,051,295 thousand), its Business (Annual) Report, the Report of the Board of Directors and the relevant report of the auditor.

On agenda item 2:

Considering the report of the Company's auditor, the Supervisory Board proposes to the General Meeting to adopt the Company's Consolidated Annual Report for 2025 for the fiscal year ending on December 31, 2025 under the International Financial Reporting Standards (IFRS) (total comprehensive loss: HUF 56,903 thousand, total assets: HUF 149,556,182 thousand), its Business (Annual) Report, the report of the Board of Directors, the relevant report of the auditor and the Company's Consolidated Sustainability Report.

On agenda item 3:

The Supervisory Board proposes to the General Meeting to adopt the Corporate Governance Report on the Company's operation in 2025 submitted by the Board of Directors.

On agenda item 4:

The Supervisory Board recommends to the General Meeting that no dividend be paid this year due to the need to finance the transactions currently underway to implement the updated strategy published in January 2025, and that the Company use this amount for the transactions. In view of this, the Supervisory Board recommends to the General Meeting that the Company not pay dividend after 2025, and that the profit not paid as dividend be reclassified to retained earnings.

On agenda item 5:

The Supervisory Board proposes to the General Meeting to grant the discharge to the members of the Company's Board of Directors.

On agenda item 6:

Based on the decision of the Remuneration and Nomination Committee, the Supervisory Board proposes to the General Meeting that it elect Attila Gyula Sütő as a new employee delegate on the Company's Supervisory Board from April 28, 2026 to December 16, 2030, until the end date of the Works Council's mandate, with the proviso that the employee delegate's membership on the Supervisory Board terminates upon the termination of their employment relationship. Based on the decision of the Remuneration and Nomination Committee, the Supervisory Board proposes to the General Meeting with regard to the remuneration that the remuneration for the representation be HUF 700,000

gross per month, and that remuneration shall be adjusted annually as stipulated in the General Meeting's Resolution 11/2024 (IV. 19.), in accordance with the rate of the minimum wage increase applicable for the fiscal year in question, by applying the rules of rounding to 5,000 to determine the specific value. The Supervisory Board proposes to the General Meeting to authorize the Company to conclude the services agreement with Attila Gyula Sütő.

On agenda item 7:

Also, with a view to the audit by the Company's auditor and the position of the Remuneration and Nomination Committee, the Supervisory Board proposes to the General Meeting to accept the Remuneration Report for 2025 as prepared by the Board of Directors by means of an advisory vote.

On agenda item 8:

Based on the opinion of the Remuneration and Nomination Committee, the Supervisory Board proposes to the General Meeting to approve the extension of the scope of the 2027 ESOP General Remuneration Policy and the 2027 Senior Management Remuneration Policy to include Attila László Chikán, member of the Board of Directors, and further proposes to the General Meeting to adopt a consolidated amendment of the Remuneration Policy in the framework of an advisory vote.

On agenda item 9:

The Supervisory Board proposes to the General Meeting to acknowledge and approve own share transactions implemented by the Company.

On agenda item 10:

The Supervisory Board proposes to the General Meeting that, as suggested in the proposal, the Board of Directors be authorized for a period of 18 (eighteen) months beginning from the date of the General Meeting 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 and to enter into and perform such transactions for and on behalf of the Company or to engage a third party to enter into such transactions. The Supervisory Board proposes that the number of shares that can be acquired based on the authorization should be 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 own shares can be acquired for or without consideration, on the stock market and through public offering or - unless the possibility is excluded by the law - in over-the-counter trading. In case of the onerous acquisition of own shares, the minimum amount of the



consideration payable for a share should be HUF 1 (one Hungarian forint), and the maximum amount should not exceed 150% of the turnover-weighted average price of ALTEO shares listed on the Budapest Stock Exchange of the 30 trading days preceding the transaction date. Furthermore, the Supervisory Board proposes to the General Meeting 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.

On agenda item 11:

The Supervisory Board proposes to the General Meeting to approve the amendment of the Company's Articles of Association as proposed.

Budapest, April 2, 2026

Yours sincerely,

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Dr. Ákos Székely  
Chairman of the Supervisory Board  
on behalf of the Supervisory Board of ALTEO Nyrt.



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