



ESG SUMMARY 2023

ALTEO Group



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About the ESG Summary



This year, we present our eighth report of our current sustainability performance, and the progress made towards our strategic objectives. Our commitment to development and sustainability is creating new challenges for ALTEO Group from a corporate governance, social and environmental perspective, and we aim to meet them to the highest possible standards.

This document is an extract of the annual Integrated Report for 2023 of ALTEO Energiaszolgáltató Nyilvánosan Működő Részvénytársaság (hereinafter referred to as: ALTEO Nyrt. or ALTEO) and its consolidated subsidiaries (hereinafter jointly referred to as: ALTEO Group or Group), which aims to communicate the Company's ESG performance to our stakeholders in a more transparent manner.

The full report, which has been prepared in accordance with the Global Reporting Initiative (GRI) Standards and in line with the requirements of the current (2021) GRI framework, is available on our website.

Our report on EU Taxonomy alignment for 2023 is published in Chapter 11 of our 2023 Integrated Report, while the Group's 2023 Financial Report is presented in Chapter 8 of the same report.



*"As in previous years,
the economic results achieved
in the past year have enabled
us to further embed ESG
considerations in the
operations of the Company."*

A handwritten signature in black ink, appearing to be 'A. Chikán'.

Attila Chikán Jr., CEO of ALTEO Nyrt.



ALTEO Group

ALTEO was founded 16 years ago, in 2008, to exploit the new opportunities in the energy industry and to be part of the redefinition of this market, of which the adoption of a sustainability approach is an essential part. As an energy provider and trading company, the three pillars of our business activity are energy production based on renewable and natural gas as energy carriers, energy trading, and customized energy services and developments offered to companies. In 2019, our sphere of activity was extended to include a new waste management division. It remains of paramount importance for us to provide our Customers with a reliable, environmentally-friendly energy supply that is based on renewable energy sources. At the heart of all you will find our Virtual Power Plant and our own diversified portfolio, enabling us to serve efficiently the needs of our small, medium and large corporate partners alike. As a responsible company, ALTEO Group is committed to uphold relevant environmental, social and business ethics principles concerning its own activities and business conduct, as well as its supply chain.

The following three strategic criteria are taken into account in the day-to-day operations of ALTEO Group and in the evaluation of our future developments and investment projects:

- **Secure energy supply** is crucial for us to be perceived as a valued service provider.
- **Energy efficiency** ensures that our services are provided economically and preferably with a low burden on the environment.
- **Our climate awareness** underlines the responsibility we feel for future generations and goes beyond the mitigation of environmental nuisances.

- ENERGY PRODUCTION**
- Electricity production
 - Natural gas, landfill gas, biogas, solar, hydro, wind
 - Heat energy production

**E-MOBILITY
(AlteGO)**

**WASTE MANAGEMENT
(ECOFIRST, FE-GROUP)**



- ENERGY TRADING**
- Virtual Power Plant
 - Electricity trading
 - Natural gas trading

- ENERGY AND POWER
ENGINEERING SERVICES**
- Energy and power engineering services
 - Operation and maintenance of power plants and power engineering installations
 - Construction
 - Investment funding

**PRODUCTION MANAGEMENT SERVICES
(Sinergy)**

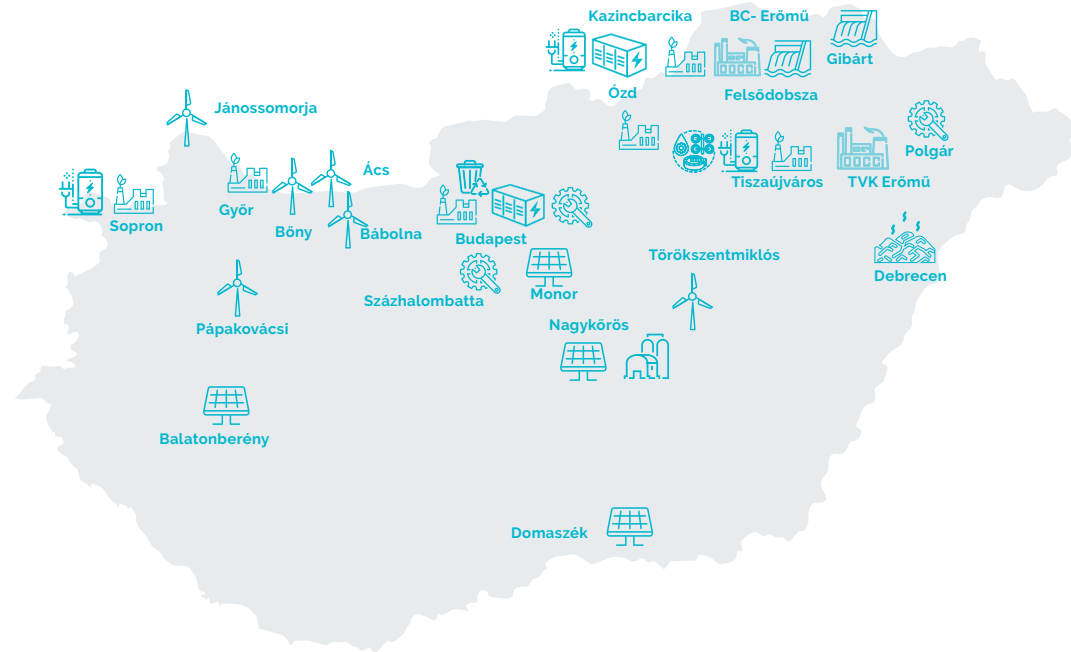
Our results in 2023

Our energy production portfolio consists of 22 power plant units (both own and operated), which have a total generation capacity of 220.4 MW of electricity and 783.1 MW of heat. Over the past year, our power plants produced a total of 601 GWh in electricity, which is equivalent to the electricity needs of around 251,000 households, and 7.47 million GJ of heat energy, which is enough to heat 182,000 households. In the course of production, their total CO₂ emissions were 55.89 kg/GJ for all energy produced. 54% of the power plants in our portfolio are fueled by renewable energy.

One of the key achievements of 2023 is the set-up of the ALTEO's Renewable Virtual Power Plant. The development, unique in Hungary, is the first to integrate purely renewable power plants with an aFRR-capable regulatory capacity of 840 MW, soon to be increased to 1 GW, thus facilitating the integration of renewable energy sources and the growth of renewable energy production in Hungary.

Our developments to be commissioned in 2024, such as the 6 MW electric boilers at the Kazincbarcika and Tiszaújváros sites, the 3 MW gas engine in Sopron, the 6 MW gas engine in Győr and the associated 8 MW/15 MWh storage capacity, and the 25 MWp solar power plant in Tereske, will provide additional flexibility and efficiency to the Virtual Power Plant.

Another important achievement was that we met our strategic target of consistently high average power plant availability of 97%, a key indicator of reliability and efficiency. This was achieved through appropriate maintenance and operation, for which both our Executive Board and site managers are responsible. Our electromobility business also grew successfully in



- Owned power plants
- Operated power plants



Waste management site



Water Treatment Plant



Maintenance facility



Electrical boiler



Heating power plants



Industrial power plants



Hydro power plants



Wind farms



Landfill gas



Solar power plant



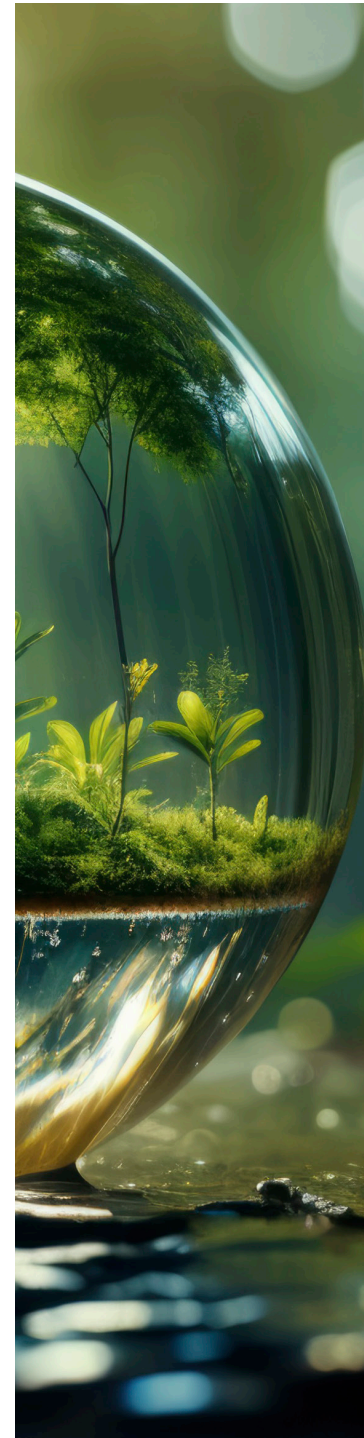
Biogas



Electricity storage

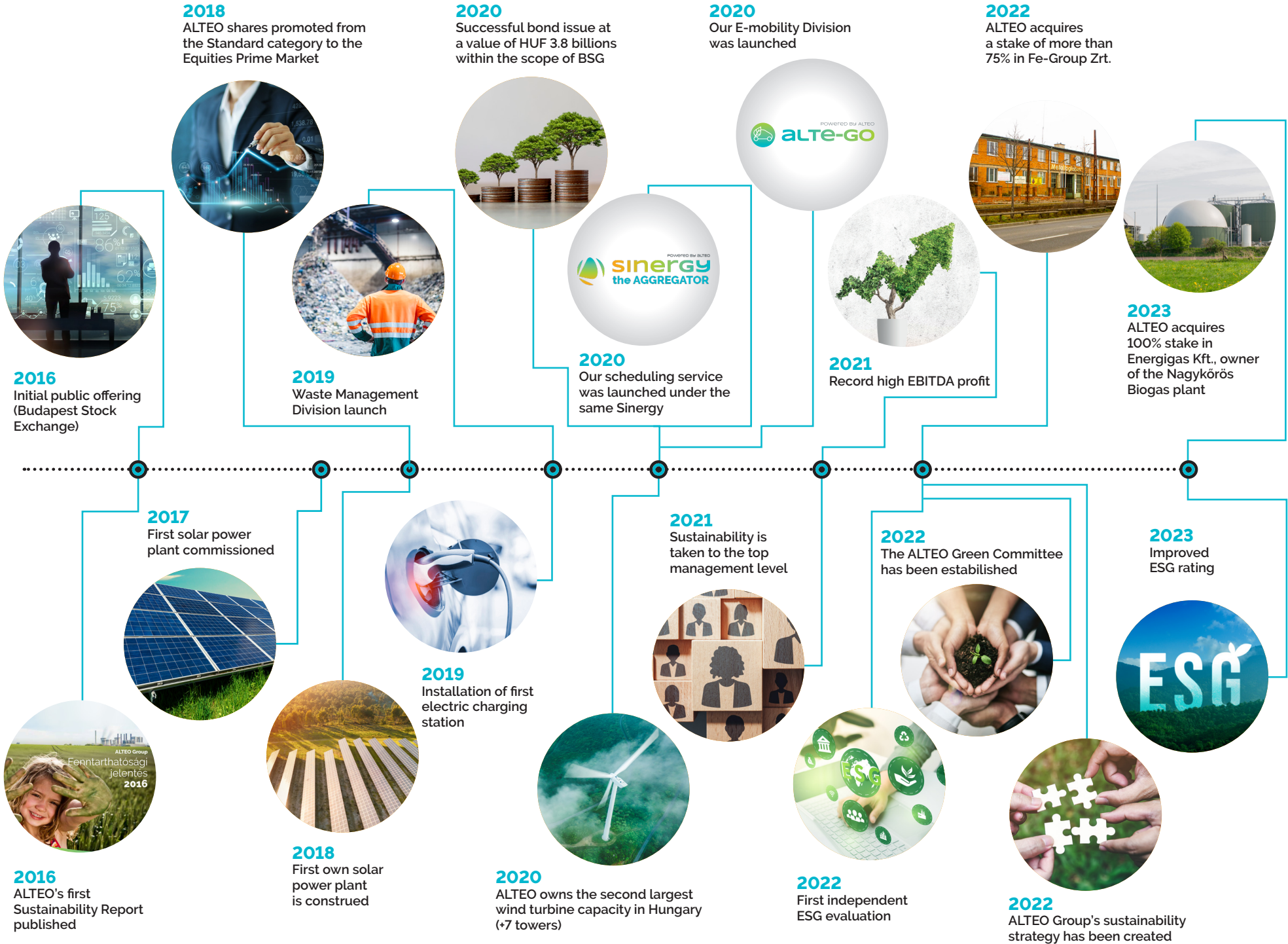
2023. We started selling our new product, the CONTE-GO mobile container charging station, and during the year ALTE-GO installed 193 charging equipment, bringing the number of chargers delivered to our customers by the end of the year to 457 in total. With ongoing installations and chargers already committed, we are on track to reach our strategic target of 500 pieces of equipment deployed.

In 2023, we received and processed 36,795 tons of waste in aggregate at the FE-GROUP site, and processed it so that the largest possible portion can be recovered or further pre-treated by our partners. In the reporting period, 59.3% of the waste received could be forwarded to material recovery directly, and 26.3% to partners for further pre-treatment, thus 85.7% of the waste received was successfully returned into the cycle of production.



BUSINESS MILESTONES











SUSTAINABILITY MILESTONES

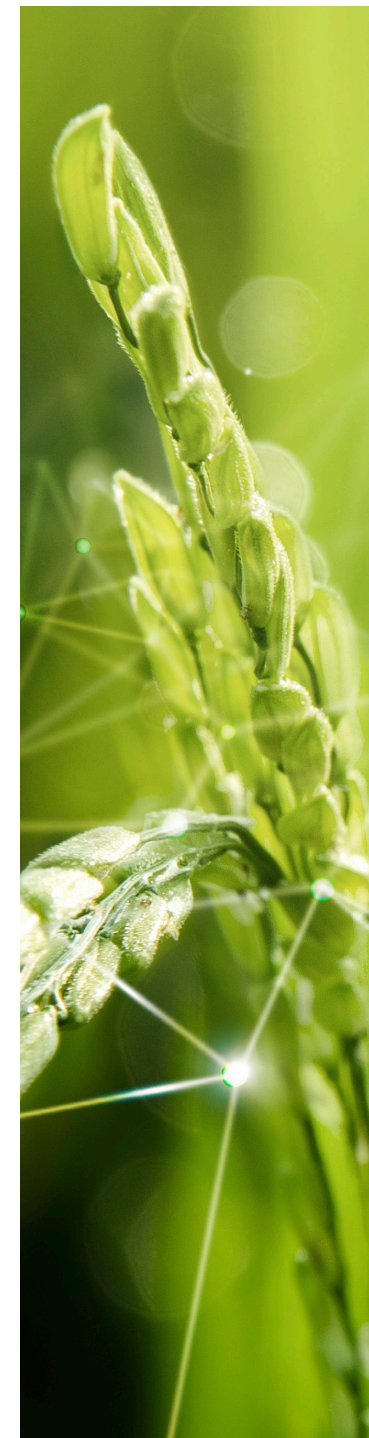


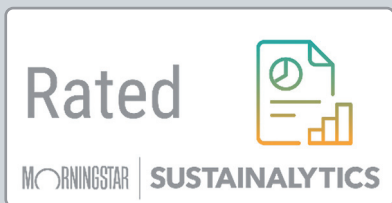
Our sustainability strategy

In 2022, we added objectives and specific actions to our comprehensive sustainability strategy, as well as the metrics required to track these objectives and actions, details of which are available on our website: <https://alteo.hu/fenntarthatosag/>.

In 2023, we continued to make good progress towards our strategic objectives, as per the following:

	ALTEO GROUP OBJECTIVES			UN SUSTAINABLE DEVELOPMENT GOALS	STATUS
	GHG EMISSION REDUCTION	2030	2050		
Carbon Footprint Reduction	Scope 1 (compared to the 2019 base year)	20%	50%		
	Scope 2 (compared to the 2019 base year)	30%	75%		
	Scope 3 (compared to the 2021 base year)	50%	100%		
	<ul style="list-style-type: none"> • 25% reduction in NOx (nitrogen oxide) emissions by 2030 • Increase of the share of renewable production management from 15% to 25% by 2025 • Investment of HUF 35 billion in sustainable energy solutions by 2026 • Annual disclosure of the total amount invested in renewables and the volume of energy produced from renewables 				
E-mobility, greening of transport	<ul style="list-style-type: none"> • Installation of 500 electric car chargers by 2023 • Establishment of electric car charging infrastructure on Company sites by 2030 				
Reducing waste	<ul style="list-style-type: none"> • Paperless* office by 2030 (*up to the level of legal compliance) • Achieving an operational waste recycling rate of at least 50% by 2030 • Water-focused risk analysis by 2023 Q4 • Completion of CDP "Water Security" questionnaire in 2024 • Completion of biodiversity survey by 2023 Q4 				
Education on sustainability	<ul style="list-style-type: none"> • Implementation of TCFD reporting guidelines in our reporting structure from 2023 • Development of an employee education program on sustainability issues by 2025 • EcoVadis assessment from 2024 				
CSR Stratégia ESG fókusszal	<ul style="list-style-type: none"> • Maintenance of 0 LTIF (number of lost time work injuries per 1 million hours worked) result in respect of the Company's own employees • Achieving 0 LTIF for non-Company employees by 2025 • Development of a detailed CSR plan by 2023 • At least 500 hours/year of CSR activity throughout the whole ALTEO Group by 2025 • Introduction of the ISO 27001 cyber security standard by 2023 				





Our awards and ESG certification

OUR AWARDS

We are proud that our efforts to make our Company sustainable have been recognized again in 2023. As a result of its 2022 performance, ALTEO was recognized in two categories at the Best of BSE Awards, one of the most prestigious events of the Budapest Stock Exchange. A key player in the Hungarian energy sector, ALTEO came out on top in both "The Issuer of the Year with the Highest Share Price Increase in the Premium Category" and the "Responsibility, Sustainability, Corporate Governance" categories. Moreover, based on its performance in 2023, ALTEO also won in the category "Company with Long-term Share Price Increase".

We also won first place in the large company category of the Business Ethics Award (founded in 2000), which is assessed on the basis of the given company's social responsibility towards its stakeholders (employees, subcontractors, local communities).

OUR ESG RATING

ALTEO became the first company in the Hungarian energy sector to obtain an independent, international ESG certificate in February 2022. Based on the assessment by Sustainalytics, the Company performed better than the industry average, i.e. it achieved a lower risk rating already at that point in time. The trend continued during the 2023 review. ALTEO manages its high industry exposure with a strong risk management-based approach. At the 2023 review, ALTEO scored 26.1 points on Sustainalytics' risk rating scale of 0 to 50, improving ALTEO's score from 'high' to 'medium' risk in 2022.



55,89 kgCO₂/GJ

**unit emissions,
for any energy amount produced**

At ALTEO Group, we are committed to protecting our environment, with this protection ensured through the requirements and provisions set out in our Integrated Management System (IMS). The environmental impact of the materials and technologies handled is managed all through our activities while we always make sure that the laws are complied with. In the past five years, ALTEO Group has not been fined for environmental non-compliance and the external



31 500 tons

**waste recycled or used
for further pre-treatment**

audit was successfully completed. ALTEO Group prioritizes its disaster management and process safety measures, regularly reviewing and updating its contingency plans and fire safety regulations. We use the Integrated Management System to minimize risks and continuously monitor and develop process safety in energy production.. We are committed to reducing the environmental load of our energy production, year on year, we are increasing the share



0

**affected areas considered
at risk for biodiversity**

of renewable energy sources and are striving to minimize the environmental impacts of existing energy production processes, with a focus on emissions of pollutants and greenhouse gases, for a sustainable future. Our strategic goal is to develop an energy production portfolio that creates a balance between renewable and fossil energy production, supporting flexible energy supply and the integration of weather-dependent renewables.

AIRBORNE EMISSIONS

Since 2021, for the third time, our Company has calculated and published its total corporate carbon footprint, which we use to define our emissions reduction targets. We are constantly monitoring and working to reduce emissions of carbon dioxide and other air pollutants.

In 2023, greenhouse gas emissions stagnated or dropped compared to the previous year. In the power plants we operate, we continuously apply the most advanced technologies to minimize environmental impacts. Investing in renewable energy sources and developing energy storage is a key part of our sustainability strategy, through which we are also contributing to the fight against climate change.

WATER CONSUMPTION

We are committed to sustainable water management. In 2023, we carried out a water-focused risk analysis, and took measures to address the risks identified. We reduce water consumption and minimize our environmental impact through our investments.

Our wastewater drainages complies with the applicable strict regulations, and the discharges comply with all currently effective official regulations. Overall, our efficient and environmentally-friendly water management framework is based on social responsibility and environmental protection.

WASTE MANAGEMENT

Our subsidiary FE-GROUP, as a prominent Hungarian actor in the circular economy, produces raw materials through its waste selection and processing activity, which industry participants are able to utilize. The production of these raw materials entails no new emissions; we also avoid any emissions generated during the treatment or breakdown of such waste. In this manner the volume of waste as well as the production-related environmental impact are both reduced significantly.

One of our strategic successes is that FE-GROUP signed a two-year service contract, renewable for an additional two years, with MOHU MOL Hulladékgazdálkodási Zrt., the winner of the 35-year waste concession in Hungary, for the collection, transport, storage and pre-treatment of waste.

BIODIVERSITY

In 2022, ALTEO set the goal of integrating biodiversity impacts and biodiversity objectives into its strategy. Accordingly, we carried out biodiversity surveys at our sites, which did not identify any areas of high risk or significant impacts. Aspects considered in the assessment included: risks to protected areas, key biodiversity areas, ecosystem status, pollinators, forest cover loss, land use change and air quality.

At ALTEO's solar power plant site in Nagykőrös, we have implemented biodiversity-friendly measures, including the installation of lizard sunbathing points, bat boxes, bug buckets, small animal passages and insect hotels. Our staff are also working on creating a bee pasture.



9%
staff turnover



85 new hires
75% of whom joined our new professional groups



3 years
accident-free milestone

ALTEO Group focuses on employee retention and the integration of new employees. Our HR department is evolving and following the guidelines of the HR Policy in the areas of benefits, recruitment-selection and training. We aim to

develop an innovative company culture and we pay particular attention to employee well-being and engagement. We offer our employees a range of extracurricular events and activities to build community and reinforce bonding. We treat local

communities as a priority and support their development through our investments and operations. Communication and interaction with the public is governed by the Integrated Management System, and action is taken in the event of complaints.

CORE VALUES

ALTEO's core values are safety, excellence and collaboration. We create safety by ensuring a working environment governed by our Integrated Management System and by complying with laws. We strive for excellence through continuous development and learning, emphasizing the importance of expertise, knowledge and determination.

We work with local communities, support their development and focus on the well-being of the residents directly affected. Our Integrated Management System also ensures effective communication and complaints handling, thereby enhancing organizational transparency and facilitating rapid problem resolution.

EMPLOYEES

Our Company is constantly developing and changing its structure in an effort to promote diversity, and to attract and retain excellent staff. There were a number of organizational changes in 2023, with the creation of several new management positions and new professional areas. Our employee headcount increased by 17% in 2023. We continue to strive to be an attractive place to work and to minimize the rate of unwanted departures, which effort resulted in a drop in staff turnover from 10% to 9%. Employee training and development is based on the annual training plan, taking into account the requirements of legal regulations and internal policies. When training plans are developed the active involvement of staff and the consideration of their individual development are key factors. The average number of training hours per person was 40 hours in 2023, highlighting the intensive training of our female managers, averaging 92 hours.

HEALTH AND SAFETY

The health and safety of our employees are given particular priority. Our goal is to prevent work accidents and provide preventive health services. Regular risk assessments and internal audits ensure the effectiveness of our Integrated Management System (IMS).

Our employees are offered regular training courses, including IMS and HSE training, as well as local knowledge exams and first aid training. In terms of health promotion, we also provide group health insurance and sports opportunities.

The effectiveness of the measures taken by us is proven by the fact that we reached the 3-year accident-free milestone in 2023, and there have been no serious or fatal work accidents since then, which is an outstanding result at industry level.

LOCAL COMMUNITIES

We are committed to reducing environmental impacts and supporting local communities. We comply with local environmental regulations and regularly monitor compliance to avoid any harm to the public and the environment. We designed our CSR strategy in 2023 with the involvement of stakeholders. It is based on the four main pillars of donation, volunteering, environmental protection and health promotion, and aims to encourage community involvement and promote social wellbeing. All of our investments and operations have a designate person on each site who is responsible for projects involving local communities. We organize a range of community activities, including school visits, trade workshops and charitable initiatives. Our projects include fundraising campaigns, clean-ups, awards and competitions, as well as conferences and educational programs, which are detailed in our Integrated Report.



External audit

successfully concluded without non-compliance identified

The corporate governance of ALTEO Group is organically aligned with the Company's business strategy and operating principles. Sustainability and innovation are a key priority for our Company, which are driven by rising energy prices, volatile energy markets and growing expectations, particularly in the areas of environmental and social value creation. We assess and manage environmental and social risks



ISO 27001:2022

information security management system introduced

extensively, and integrate them into our business strategy and decision-making processes.

The ALTEO Green Committee is actively involved in ensuring the responsible governance of the Company, while the Integrated Management System harmonizes business processes to achieve sustainability and quality goals. ALTEO's risk



29 %

Ratio of female senior officers on the Executive Board

management process identifies and manages risks specific to the energy industry, taking into account climate change, energy prices, business and operational risks. ALTEO Group's responsible corporate governance aims to ensure reliable energy supply, maximize energy efficiency and minimize environmental load, while building a sustainable business model on a solid foundation.

INTEGRATED MANAGEMENT SYSTEM (IMS)

Our Integrated Management System (IMS) comprises five management systems based on international standards: ISO 9001:2015 Quality Management System (QMS), ISO 14001:2015 Environmental Management System (EMS), ISO 45001:2018 Occupational Health and Safety Management System (OHSMS), ISO 50001:2018 Energy Management System (EnMS) and in 2023, we successfully implemented and certified the ISO 27001:2022 Information Security Management System.

These management systems ensure that our services are of high quality, our working environment is healthy and safe, and the impact of our activities on the environment is minimized. Systems are continuously developed and operated to conform to our own principles and the international expectations.

RISK MANAGEMENT

In 2022, ALTEO Group prepared a scenario analysis based on a TCFD approach, to identify risks and opportunities arising in the context of climate change. Risks and opportunities were identified using the Company's risk analysis methodology, with the involvement of external experts. The two climate scenarios considered, the 1.5°C and 4.0°C scenarios, identified transition risks and market opportunities as well as physical impacts, which are recorded in our Company's risk register and are continuously monitored and managed in line with our risk management strategy.

The detailed description of the business environment and arising risks of ALTEO Group, as well as an analysis of the risks characterizing the market and the industry are presented as part of our Integrated Report.

COMPLIANCE MANAGEMENT SYSTEM (CMS)

At ALTEO Group, ethical and transparent operation is given priority. The CMS ensures compliance with the law, internal policies and the Code of Ethics, minimizing risks and promoting transparency. In the area of business ethics, we focus particularly on the rights of employees, and supporting their personal development and advancement. The Code of Ethics is a compass for employees, setting higher standards than the legal requirements.

Our whistleblower hotline provides a secure way to report unlawful or unethical behavior. ALTEO strictly complies with the law and its own internal rules, continuously improving the regulatory system to enhance performance. Conflict of interest declarations and business partner vetting ensure that operators comply with ethical standards and the law.

GREEN COMMITTEE

The ALTEO Green Committee was established in 2022, and acts as an advisory body to the CEO. Its main objective is to integrate ESG considerations into corporate decision-making. The Committee meets quarterly and is responsible for the preparation, monitoring and implementation of ALTEO's Sustainability Strategy. Its members consist of senior officers and experts who oversee and approve policies and targets for sustainable development, as well as monitoring the ESG approach and climate risks.

They ensure sustainability aspects in ALTEO's external relations, review the integrated report and prepare annual reports on ESG activities and the progress of programs for the Board of Directors. The members of the Committee are appointed and recalled by the CEO, and it is made up of experts representing different fields.



Sustainability indicators of ALTEO Group (excluding FE-GROUP)

ACTIVITY	UNIT	2022	2023	YEAR-ON-YEAR	INDICATOR
ENERGY					
Electricity production	MWh	803,705	600,831	74.8%	2-6
Electricity sales	MWh	800,018	683,685	85.5%	2-6
Natural gas sales	MWh	219,318	160,638	73.2%	2-6
Installed electrical capacity of power plants owned by ALTEO Group	MW	135.40	137.50	101.6%	EU1
Power plants not owned by ALTEO Group	MW	84.90	82.90	97.6%	EU1
Installed electrical capacity					
Installed electrical capacity of ALTEO-owned renewable power plants	MW	69.61	71.64	102.9%	EU1
Installed electrical capacity of ALTEO-owned cogeneration natural gas power plants	MW	65.80	65.80	100%	EU1
Installed electrical capacity of cogeneration natural gas power plants operated by ALTEO	MW	82.90	82.90	100%	EU1
Installed electrical capacity of renewable power plants operated by ALTEO	MW	2.0	0	0%	EU1
Electricity produced					
Electricity generated by power plants owned by ALTEO	MWh	298,784	318,141	106.5%	EU2
Electricity generated by power plants operated by ALTEO	MWh	504,920	282,690	56.0%	EU2
Distribution of energy generated by ALTEO's power plants					
Industrial power plant	%	63	48	-	2-6
Heating power plants	%	20	28	-	2-6
Power plant utilizing renewable energy sources	%	17	24	-	2-6
Installed heat capacity					
Installed heat capacity of power plants owned by ALTEO Group	MW	184,38	189,49	102.8%	EU1
Installed heat capacity of power plants not owned by ALTEO Group	MW	593,56	593,56	100%	EU1

ACTIVITY	UNIT	2022	2023	YEAR-ON-YEAR	INDICATOR
Heat energy produced					
Heat energy generated by power plants owned by ALTEO	GJ	1,283,584	1,294,929	100.9%	EU2
Heat energy generated by power plants operated by ALTEO	GJ	7,921,587	6,171,065	77.9%	EU2
Primary energy consumption					
Total primary energy use in power plants owned by ALTEO	GJ	2,154,246	2,326,517	108%	302-1
Total primary energy use in power plants operated by ALTEO	GJ	10,235,714	8,987,308	87.8%	302-1
Total energy consumption within the organization	GJ	963,451	1,874,962	194.6%	302-1
Average availability rates of heat energy producing power plants					
Average availability rate of all power plants – electricity	%	96	96	-	G4-DMA Rendelk EU30
Average availability rate of all power plants – heat energy	%	91	97	-	G4-DMA Rendelk EU30
In-house consumption of sites					
Electricity consumption of power plants operated but not owned by ALTEO	GJ	43,058	36,915	85.7%	302-1
Electricity consumption of power plants operated and owned by ALTEO	GJ	29,861	20,819	69.7%	302-1
Total energy consumption not at power plants	GJ	25,708	17,635	68.6%	302-1
GREENHOUSE GAS EMISSION					
"Scope 1", "Scope 2", "Scope 3" carbon dioxide emissions					
Total direct ("Scope 1") carbon dioxide emissions of ALTEO Group	tCO ₂ e	126,276	133,360	105.6%	305-1
Total indirect ("Scope 2") carbon dioxide emissions of ALTEO Group	tCO ₂ e	3,396	3,031	89.3%	305-2
"Scope 3" Upstream	tCO ₂ e	311,917	274,178	87.9%	305-3
"Scope 3" Downstream	tCO ₂ e	67,945	34,017	50.1%	305-3
Total "Scope 3" emissions	tCO ₂ e	379,861	308,195	81.1%	305-3
Received and purchased CO₂ quota					
ALTEO Group's free allowances of CO ₂ e emissions	tCO ₂ e	14,806	14,281	96.5%	EU5
ALTEO Group's allowances of CO ₂ e emissions allocated at auction	tCO ₂ e	98,616	97,087	98.4%	EU5
Specific CO₂ emission of ALTEO Group					
Specific CO ₂ emission of ALTEO Group	kgCO ₂ e/ GJ	54,96	55,89	101.7%	EU5

ACTIVITY	UNIT	2022	2023	YEAR-ON-YEAR	INDICATOR
AIR POLLUTANTS					
Air pollutant emissions of power plants owned by ALTEO					
CO	kg	138,596	168,010	121.2%	305-7
NO _x	kg	245,465	236,707	96.4%	305-7
NMCH	kg	37,170	62,437	168%	305-7
SO _x	kg	0	120,25	-	305-7
PM	kg	0	2	-	305-7
Air pollutant emissions of power plants operated by ALTEO					
CO	kg	151,528	158,868	104.8%	305-7
NOx	kg	492,625	348,366	70.7%	305-7
NMCH	kg	529	245	46.3%	305-7
SOx	kg	1,137	84	7.4%	305-7
PM	kg	0	0		305-7
E-mobility					
Charging stations established by ALTEO Group throughout the year	units	103	193		ALTEO-1
Total number of charging stations installed by ALTEO Group	units	264	457		ALTEO-1
Indicators for our strategic objective to increase the share of renewables-based energy production capacity					
Total amount invested in renewable energy – CapEx	HUF million	1,120	3,678	328.4%	ALTEO-3
Volume of energy produced from own renewables	GJ	496,800	509,126	102.5%	ALTEO-3
HYDROPOWER					
Water consumption of power plants and water treatment facilities owned by ALTEO (except hydropower plants)					
Industrial water	m ³	3,279,267	3,547,008	108.2%	303-3
Piped potable water	m ³	68,397	89,231	130.5%	303-3
Subsurface water	m ³	14,604	18,861	129.1%	303-3
Water consumption of power plants operated by ALTEO					
Industrial water	m ³	2,563,252	1,909,931	74.5%	303-3
Piped potable water	m ³	3,526	3,190	90.5%	303-3

ACTIVITY	UNIT	2022	2023	YEAR-ON-YEAR	INDICATOR
Subsurface water	m ³	3,779	2,659	70.4%	303-3
Annual water consumption of hydropower plants	million m ³	800	1,214	151.8%	303-3
HAZARDOUS WASTE					
Hazardous waste generated by the operations of ALTEO					
Recycling	t	0	0	-	306-3
Reuse	t	0	0	-	306-3
Burning	t	0	0	-	306-3
Landfilling	t	4	71	1775.0%	306-3
Other	t	130	247	190.0%	306-3
WASTE					
Non-hazardous waste generated by the operations of ALTEO (t)					
Recycling	t	0	0	-	306-3
Burning	t	0	0	-	306-3
Landfilling	t	1,760	2,087	119%	306-3
Other	t	13	150	1154%	306-3
EMPLOYEES					
Total annual compensation ratio	%	551	3,813	-	2-21
Number of employees	persons	307	361	117.6%	2-7
Ratio of female and male employees					
Number of female employees	persons	66	82	124.2%	2-7
Number of male employees	persons	241	279	115.8%	2-7
Number of employees by sex and type of contract					
Full-time male	persons	240	277	115.4%	2-7
Full-time female	persons	62	77	124.2%	2-7
Part-time male	persons	1	2	200.0%	2-7
Part-time female	persons	4	5	125.0%	2-7

ACTIVITY	UNIT	2022	2023	YEAR-ON-YEAR	INDICATOR
MUNKAVÁLLALÓK					
Staff turnover					
New male employees	persons	38	65	171.1%	2-7
New female employees	persons	13	20	153.8%	2-7
Number of employees leaving	persons	30	34	113.3%	2-7
Staff turnover rate	%	9.8	9.4	-	401-1
Training and education					
Average hours of employee training	hours	31	40	129.0%	404-1
Average hours of training per female employee	hours	26	25	96.2%	404-1
Average hours of training per male employee	hours	32	44	137.5%	404-1
HEALTH AND SAFETY					
Accidents involving ALTEO employees					
Number of fatal work accidents	persons	0	0	-	403-9
Number of serious work accidents	persons	0	0	-	403-9
Number of notifiable work accidents	persons	0	1	-	403-9
Number of near-miss accidents	persons	150	115	76.7%	403-9
Number of hours worked	hours	501,008	595,294	118.8%	403-9
Accidents involving non-ALTEO employees					
Number of fatal work accidents	persons	0	0	-	403-9
Number of serious work accidents		0	0	-	403-9
Number of notifiable work accidents		0	0	-	403-9
Number of subcontractors (companies)	persons	275	318	115.6%	403-9
Number of non-ALTEO employees (headcount of subcontractors)		3,677	577	15.7%	403-9
Number of hours worked	hours	215,913	61,974	28.7%	403-9
Frequency of work accidents involving ALTEO employees					
Fatality rate		0	0	-	403-9
Serious work accident rate		0	0	-	403-9
Work accident rate		0	0.3	-	403-9

ACTIVITY	UNIT	2022	2023	YEAR-ON-YEAR	INDICATOR
Frequency of work accidents involving non-ALTEO employees					
Fatality rate		0	0.0%	-	403-9
Serious work accident rate		0	0.0%	-	403-9
Work accident rate		0	0.0%	-	403-9

Sustainability indicators of FE-GROUP



ACTIVITY	UNIT	2022	2023	YEAR-ON-YEAR	INDICATOR
GREENHOUSE GAS EMISSION					
Scope 1, Scope 2, Scope 3 carbon dioxide emissions					
Gross direct (Scope 1) CO ₂ emissions	tCO ₂ e		508	-	305-1
Gross indirect (Scope 2) CO ₂ emissions	tCO ₂ e	First assessed in 2023	65	-	305-2
Total "Scope 3" emissions	tCO ₂ e		3 001	-	305-3
HYDROPOWER					
Water consumption of FE-GROUP					
Industrial water	m ³	250	243	97.2%	303-3

ACTIVITY	UNIT	2022	2023	YEAR-ON-YEAR	INDICATOR
Water consumption of FE-GROUP					
Piped potable water	m ³	0	0	-	303-3
Subsurface water	m ³	0	0	-	303-3
WASTE					
Total received and total transferred waste volume, and recovery and pre-treatment ratio in the course of FE-GROUP's activity					
Total input	t	31,086	36,785	118.3%	FeGr1
Total output for direct recovery and further treatment (R+E)	t	23,267	31,510	135.4%	FeGr1
Recovery and pre-treatment ratio	%	74.8	85.7	114.6%	FeGr1
Non-hazardous waste generated by the operations of FE-GROUP					
Recycling	kg	0	5,180	-	306-3
Reuse	kg	0	0	-	306-3
Burning	kg	0	0	-	306-3
Landfilling	kg	5,640	0	-	306-3
Other	kg	9,000	0	-	306-3
HAZARDOUS WASTE					
Total hazardous waste generated by the operations of FE-GROUP					
Recycling	kg	0	0	-	306-3
Reuse	kg	0	0	-	306-3
Burning	kg	0	0	-	306-3
Landfilling	kg	0	0	-	306-3
Other	kg	9,470	10,080	106.4%	306-3
ENERGY					
Total energy consumption within the organization	GJ	9,477	9,577	101.1%	302-1
EMPLOYEES					
Number of employees	persons	98	93	94.9%	2-7
Ratio of female and male employees					
Number of male employees	persons	75	71	94.7%	2-7
Number of female employees	persons	23	22	95.7%	2-7

ACTIVITY	UNIT	2022	2023	YEAR-ON-YEAR	INDICATOR
Number of employees by sex and type of contract					
Full-time male	persons	72	68	94.4%	2-7
Full-time female	persons	23	22	95.7%	2-7
Part-time male	persons	3	3	100%	2-7
Part-time female	persons	0	0	-	2-7
Workers who are not employees	persons	1	45	4500%	2-7
Staff turnover					
New male employees	persons	22	38	172.7%	2-7
New female employees	persons	4	9	225.0%	2-7
Number of male employees leaving	persons	24	44	183.3%	2-7
Number of female employees leaving	persons	7	10	142.9%	2-7
Staff turnover rate	%	32	58	181.3%	401-1
Training and education					
Average hours of employee training	óra	2.51	5.67	229.6%	404-1
Average hours of training per female employee	óra	2.00	2.00	100%	404-1
Average hours of training per male employee	óra	2.76	7.65	277.2%	404-1
HEALTH AND SAFETY					
Accidents involving FE-GROUP employees					
Number of fatal work accidents		0	0	-	403-9
Number of serious work accidents		0	0	-	403-9
Number of notifiable work accidents		6	9	150.0%	403-9
Number of near-miss accidents		0	2	-	403-9
Number of hours worked		178,635	155,844	87.2%	403-9
Frequency of accidents involving FE-GROUP employees					
Fatality rate		0	0	-	403-9
Serious work accident rate		0	0	-	403-9
Work accident rate		6.7	11.6	173.1%	403-9



CONTACT AND ADDITIONAL INFORMATION

The sustainability performance and results of ALTEO Group are reported in our Integrated Report for 2023, which is available on our website.

If you have any comments, recommendations and other remarks in connection with our Integrated Report or the operations of ALTEO Group, please send them to **fenntarthatosag@alteo.hu**. We will take them into account for the next report.