

CORRESPONDENCE VOTING FORM

Name/Denomination of shareholder....., identified in the Ledger of Shareholders with IC/IB/CUIhaving his/her residence/registered office in..... holder of shares issued by the Trade Company IMPACT DEVELOPER & CONTRACTOR S.A , that grants me the right to..... votes in the General Meeting of Shareholders, at Ordinary General Meeting of Shareholders of IMPACT DEVELOPER & CONTRACTOR that will take place at headquarter of Impact, Drumul Padurea Mogosoia No. 31-41, floor 2, Zip Code 014043, Sector 1, Bucharest on the date of **April 29, 2025 at 10,00 o'clock**, or on the date of **April 30, 2025**, at the same time and in the same place, in case the first one could not be held, I exercise my voting right, by correspondence procedure, afferent to my holdings registered with the Ledger of Shareholders from Depozitarul Central SA, at the end of the day of **April 16, 2025** as follows:

ORDINARY GENREAL ASSEMBLY OF THE SHAREHOLDERS	VOT:		
	For	Against	Abstention
1. Approval of the Report of the Board of Directors related to the fiscal year 2024.			
2. Approval of the individual annual financial statements of IMPACT DEVELOPER & CONTRACTOR S.A. related to the year 2024, prepared in accordance with Order of the Minister of Public Finance No. 2844/2016 for the approval of the accounting regulations compliant with the International Financial Reporting Standards (IFRS) in PDF format, as well as the single electronic format of the individual Annual Financial Statements for the year 2024 prepared in accordance with the requirements of the ESEF Regulation (xHTML format).			
3. Approval of the consolidated annual financial statements of IMPACT DEVELOPER & CONTRACTOR S.A. and its subsidiaries related to the year 2024, prepared in accordance with the International Financial Reporting Standards (IFRS) adopted by EU in PDF format, as well as the single electronic format of the consolidated Annual Financial Statements for the year 2024 prepared in accordance with the requirements of the ESEF Regulation (xHTML format).			
4. Approval of distribution of the net profit achieved in 2024, amounting to RON 88,239,915, in accordance with the proposals of the Board of Directors, as follows:			

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	For	Against	Abstention
- RON 4,411,995.85 establishment of mandatory legal reserves; - RON 4,871,236 coverage of statutory/contractual reserves; - RON 4,606,364.79 coverage of losses resulting from the sale of equity instruments; - RON 74,350,320.36 shall remain undistributed.			
5. Approval of the release of liability of the members of the Board of Directors for the fiscal year 2024.			
6. Submission of the Remuneration Report for the Directors and Managers of Impact Developer & Contractor SA, for the year 2024, to the consultative vote of the OGM, having regard to the provisions of Article 107, Paragraph (6) of Law No. 24/2017 on issuers of financial instruments and market operations, as republished.			
7. Approval of the activity program and approval of the income and expense consolidated budget for the fiscal year 2025, in accordance with the information materials.			
8. Extension of the mandate of external financial auditor KPMG Audit SRL, for the fiscal years 2025, 2026, 2027. SECRET VOTE			
9. Revocation of the directors whose mandate expired. SECRET VOTE			
10. Election of five members of the Board of Directors, for a mandate of 4 years, from 29 April 2025 until 28 April 2029, in view of the expiry of the mandates of the Board of Directors' current members. SECRET VOTE			
11. Election of the Chairperson of the Board of Directors from among the elected members of the Board of Directors, for a 4-year term (29 April 2025 – 28 April 2029), taking into account the expiry of the current mandate of the Chairperson of the Board of Directors. SECRET VOTE			
12. Approval of the remuneration due to the members of the Board of Directors and the Chairperson of the Board of Directors: <i>i.e.</i> EUR 4,000 gross/month (plus VAT, in the case of legal entities), for the members of			

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the Board of Directors and EUR 6,000 gross/month (plus VAT, in the case of legal entities), for the Chairperson of the Board of Directors. Additionally, an extra EUR 300 gross per meeting (plus VAT for legal entities) shall be granted for serving as a member of a committee established at the Board level, provided the committee meets at least once per quarter.			
13. Empowerment of the Chairperson of the Board of Directors to sign the administration agreements with the elected directors and of the General Manager to sign the administration agreement with the Chairperson of the Board of Directors.			
14. Approval of the remuneration policy of IMPACT DEVELOPER & CONTRACTOR S.A., updated and supplemented.			
15. Approval of the participation of the members of the Board of Directors in the "Stock Option Plan 2025-2026" type program implemented by the Company under the following conditions: (a) The members of the Board of Directors having specific positions within the Board of Directors, according to the regulation on its activity, have the right to participate in the "Stock Option Plan 2025-2026" type program, which represents additional remuneration according to Art. 153 ¹⁸ (2) of Company Law No. 31/1990, being distributed a total maximum number of 950,000 shares (<i>i.e.</i> 47,500 shares after the consolidation proposed in Item 1 of the EGMS agenda below). (b) The Board of Directors shall determine the amount of the additional remuneration for each member of the Board of Directors, based on the Remuneration Committee's recommendations, according to Art. 153 ¹⁸ (2) and (4) of Company Law No. 31/1990. (c) For the members of the Board of Directors, the option right may be exercised after a period of 12 months from the date of granting the option right. (d) The option rights shall be granted until 30 September 2025.			

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(e) After the lapse of the 12 month-period from the date of granting the option right, the members of the Board of Directors shall have to exercise this option right within one month.			
16. Updating the articles of incorporation with the new composition of the Board of Directors and empowering the Chairperson of the Board of Directors to sign the updated articles of incorporation.			
17. Empowerment, with the possibility of substitution, of the Chairperson of the Board of Directors to sign in the name of the shareholders the Meeting resolution, as well as any other documents in relation thereto and to fulfill any and all the formalities stipulated by law in order to obtain the registration and to ensure the opposability of the Meeting resolution towards third parties.			
18. Approval of the date of 21 May 2025 as a registration date that serves for the identification of the Company's shareholders upon which the effects of the decisions passed within the Meeting			
19. Approval of the date of 20 May 2025 as <i>Ex – Date</i> .			

Each share granting the right to a vote in the Ordinary General Meeting of Shareholders.

Date

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(name , surname of the shareholder , with capital letters)

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(Signature of shareholder)