THE ORDINARY GENERAL ASSEMBLY OF THE SHAREHOLDERS OF

IMPACT DEVELOPER & CONTRACTOR S.A.

headquarters of Impact Developer & Contractor SA, Bucharest, District 1, 31-41 Padurea Mogosoaia Road, floor 2, Zip Code 014043

PROJECT

DECISION No.1 of 29 April 2025, 10.00 a.m.

I. Convening

The Ordinary Shareholders' General Assembly of the Company (hereinafter reffered to as "EGMS") has been duly convened by:

- Convening notice published in:
  - Romanian Official Gazette Part IV no.____________;
  - Bursa newspaper of 28.03.2025;
- Notification to the Bucharest Stock Exchange on 26.03.2025 and to FSA on 27.03.2025;
- Display at the Company's headquarters and on Company's website www.impactsa.ro.

II. The quorum

At the Ordinary Shareholders' General Assembly of the company IMPACT DEVELOPER& CONTRACTOR S.A. (hereinafter reffered to as "The Company"), were present the shareholders representing ______% of the total voting rights and _____% of the subscribed and paid up share capital, namely:

- ____________ shares of the total number of 2,364,941,410 shares,
- ____________ votes of the total number of 2,364,941,410 voting rights

the Ordinary Shareholders' General Assembly of the Company is statutory in accordance with the provisions of the art. 13 of the Articles of Incorporation of the company and legal in accordance with the provisions of the Law no. 31 of 1990, republished, as amended.

III. THE MEETING

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:

- 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.

9. Revocation of the directors whose mandate expired.

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.

According to the provisions of Art. 137^1 of Law No. 31/1990, the current members of the board of directors or the shareholders have the right to nominate candidates for the positions of directors.

Nominations shall be sent by fax to +40-21/230.75.81, or by email to intrebarifrecvente@impactsa.ro, every business day from 8:30 to 16:30 (at the Company's headquarters, for the attention of the Shareholding Department), starting with 28 March 2025 and until 11 April 2025.

The Nomination and Remuneration Committee will evaluate the candidates for the position of director and will be submitted to the Board of Directors for consideration.

The list containing information on the names, place of residence and professional qualifications of the persons who applied for the position is available to the shareholders at the company's registered headquarters, and on the company's website - www.impactsa.ro, starting with 28 March 2025.

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.

12. Approval of the remuneration due to the members of the Board of Directors and the Chairperson of the Board of Directors: *i.e.* EUR 4,000 gross/month (plus VAT, in the case of legal entities), for the members of 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.e.* 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.

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 (the "Registration Date").

19. Approval of the date of 20 May 2025 as *Ex - Date*.

IV. Regarding the items on the agenda, the following decisions were adopted:

1. *With a total number of xxxxxxxxxxx valid votes, representing xxxxxxxxxxx shares and xxxxxxxxx% of the share capital of the Company, out of which xxxxxxxxxx votes "in favor", representing xxxxxxxxx of the total number of votes held by the shareholders attending the Assembly, it was approved* the Report of the Board of Directors related to the fiscal year 2024.

2. *With a total number of xxxxxxxxxxx valid votes, representing xxxxxxxxxxx shares and xxxxxxxxx% of the share capital of the Company, out of which xxxxxxxxxx votes "in favor", representing xxxxxxxxx of the total number of votes held by the shareholders attending the Assembly, it was approved* 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. *With a total number of xxxxxxxxxxx valid votes, representing xxxxxxxxxxx shares and xxxxxxxxx% of the share capital of the Company, out of which xxxxxxxxxx votes "in favor", representing xxxxxxxxx of the total number of votes held by the shareholders attending the Assembly, it was approved* 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. *With a total number of xxxxxxxxxxx valid votes, representing xxxxxxxxxxx shares and xxxxxxxxx% of the share capital of the Company, out of which xxxxxxxxxx votes "in favor", representing xxxxxxxxx of the total number of votes held by the shareholders attending the Assembly, it was approved* 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:
   - 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. *With a total number of xxxxxxxxxxx valid votes, representing xxxxxxxxxxx shares and xxxxxxxxx% of the share capital of the Company, out of which xxxxxxxxxx votes "in favor", representing xxxxxxxxx of the total number of votes held by the shareholders attending the Assembly, it was approved* the release of liability of the members of the Board of Directors for the fiscal year 2024.

6. *With a total number of xxxxxxxxxxx valid votes, representing xxxxxxxxxxx shares and xxxxxxxxx% of the share capital of the Company, out of which xxxxxxxxxx votes "in favor", representing xxxxxxxxx of the total number of votes held by the shareholders attending the Assembly, it was approved* 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. *With a total number of xxxxxxxxxxx valid votes, representing xxxxxxxxxxx shares and xxxxxxxxx% of the share capital of the Company, out of which xxxxxxxxxx votes "in favor", representing xxxxxxxxx of the total number of votes held by the shareholders attending the Assembly, it was approved* the activity program and approval of the income and expense consolidated budget for the fiscal year 2025, in accordance with the information materials.

8. *With a total number of xxxxxxxxxxx valid votes, representing xxxxxxxxxxx shares and xxxxxxxxx% of the share capital of the Company, out of which xxxxxxxxxx votes "in favor", representing xxxxxxxxx of the total number of votes held by the shareholders attending the Assembly, it was approved* extension of the mandate of external financial auditor KPMG Audit SRL, for the fiscal years 2025, 2026, 2027.

9. *With a total number of xxxxxxxxxxx valid votes, representing xxxxxxxxxxx shares and xxxxxxxxx% of the share capital of the Company, out of which xxxxxxxxxx votes "in favor", representing xxxxxxxxx of the total number of votes held by the shareholders attending the Assembly, it was approved* revocation of the directors whose mandate expired.

10. *With a total number of xxxxxxxxxxx valid votes, representing xxxxxxxxxxx shares and xxxxxxxxx% of the share capital of the Company, out of which xxxxxxxxxx votes "in favor", representing xxxxxxxxx of the total number of votes held by the shareholders attending the Assembly, it was approved* 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.

11. *With a total number of xxxxxxxxxxx valid votes, representing xxxxxxxxxxx shares and xxxxxxxxx% of the share capital of the Company, out of which xxxxxxxxxx votes "in favor", representing xxxxxxxxx of the total number of votes held by the shareholders attending the Assembly, it was approved* 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.

12. *With a total number of xxxxxxxxxxx valid votes, representing xxxxxxxxxxx shares and xxxxxxxxx% of the share capital of the Company, out of which xxxxxxxxxx votes "in favor", representing xxxxxxxxx of the total number of votes held by the shareholders attending the Assembly, it was approved* the remuneration due to the members of the Board of Directors and the Chairperson of the Board of

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Subscribed and paid-up share capital: RON 591,235,352.5
Serial number in the Trade Register: **J2018007228408**, EUID: **ROONRC.J2018007228408,** S.R.C. RO 1553483
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Directors: *i.e.* EUR 4,000 gross/month (plus VAT, in the case of legal entities), for the members of 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. *With a total number of xxxxxxxxxxx valid votes, representing xxxxxxxxxxx shares and xxxxxxxxx% of the share capital of the Company, out of which xxxxxxxxxx votes "in favor", representing xxxxxxxxx of the total number of votes held by the shareholders attending the Assembly, it was approved* 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. *With a total number of xxxxxxxxxxx valid votes, representing xxxxxxxxxxx shares and xxxxxxxxx% of the share capital of the Company, out of which xxxxxxxxxx votes "in favor", representing xxxxxxxxx of the total number of votes held by the shareholders attending the Assembly, it was approved* the remuneration policy of IMPACT DEVELOPER & CONTRACTOR S.A., updated and supplemented.

15. *With a total number of xxxxxxxxxxx valid votes, representing xxxxxxxxxxx shares and xxxxxxxxx% of the share capital of the Company, out of which xxxxxxxxxx votes "in favor", representing xxxxxxxxx of the total number of votes held by the shareholders attending the Assembly, it was approved* 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.e.* 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.
    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. *With a total number of xxxxxxxxxxx valid votes, representing xxxxxxxxxxx shares and xxxxxxxxx% of the share capital of the Company, out of which xxxxxxxxxx votes "in favor", representing xxxxxxxxx of the total number of votes held by the shareholders attending the Assembly, it was approved* 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. *With a total number of xxxxxxxxxxx valid votes, representing xxxxxxxxxxx shares and xxxxxxxxx% of the share capital of the Company, out of which xxxxxxxxxx votes "in favor", representing xxxxxxxxx of the total number of votes held by the shareholders attending the Assembly, it was approved* 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. *With a total number of xxxxxxxxxxx valid votes, representing xxxxxxxxxxx shares and xxxxxxxxx% of the share capital of the Company, out of which xxxxxxxxxx votes "in favor", representing xxxxxxxxx of the total number of votes held by the shareholders attending the Assembly, it was approved* 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. *With a total number of xxxxxxxxxxx valid votes, representing xxxxxxxxxxx shares and xxxxxxxxx% of the share capital of the Company, out of which xxxxxxxxxx votes "in favor", representing xxxxxxxxx of the total number of votes held by the shareholders attending the Assembly, it was approved* the date of 20 May 2025 as *Ex – Date.*

Chairperson of the Board of Directors

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