To: Financial Supervisory Authority - Financial Instruments and Investments Sector

Bucharest Stock Exchange

Regulated Market

From: IMPACT DEVELOPER & CONTRACTOR S.A.

15 July 2025

CURRENT REPORT

Important events to be reported: Annual report on gender balance in management structures, pursuant to Art. 109^6 of Law No. 24/2017

We hereby inform you of the following details regarding the composition of the Board of Directors (the "**BoD**") of IMPACT DEVELOPER & CONTRACTOR S.A. (the "**Company**"), in accordance with the provisions of Chapter V^1 of Law No. 24/2017:

On 29 April 2025, the General Meeting of Shareholders approved the appointment of the following members of the BoD for a 4-year term, from 29 April 2025 to 28 April 2029: Dan-Octavian Voiculescu, Daniel Pandele, George-Toma Mucibabici, Sorin Apostol, and Iuliana-Mihaela Urdă.

Given that Mrs. Iuliana-Mihaela Urdă informed the Company of her refusal to accept the new mandate as director, the BoD convened to appoint a provisional member in the BoD and appointed Mr. Dumitru-Radu Stănescu as provisional director, until the next general meeting, in accordance with Article 137^2 of Company Law No. 31/1990.

Consequently, the members of the BoD are:

- George-Toma Mucibabici – CHAIRPERSON OF THE BOD
- Daniel Pandele – Director
- Dan-Octavian Voiculescu – Director
- Sorin Apostol – Director
- Dumitru-Radu Stănescu – Provisional Director

The current mandate of the members of the BoD of the Company began on 29 April 2025 and will run until 28 April 2029.

Considering the above, the BoD of the Company currently consists of 5 non-executive directors, all of whom are male.

In order to comply with the requirements of Article 109^3 of Law No. 24/2017 and to strengthen gender balance within management structures, the Nomination and Remuneration Committee shall update the policies and the profile of the BoD's members, ensuring the adequacy, neutrality, and non-discriminatory nature of the selection process for all management bodies.

The updating process shall aim at ensuring appropriate, neutral, and non-discriminatory selection criteria, which shall be submitted to the Ordinary General Meeting of Shareholders in the form of clear recommendations regarding the promotion of gender balance.

Following the entry into force on 15 March 2025 of Law No. 11/2025, which introduces additional gender balance requirements for companies listed on a regulated market, the Company intends to implement concrete measures to comply with the new legal obligations.

Thus, the Operating Regulations of the Nomination and Remuneration Committee, the body responsible for developing and implementing the Company's leadership selection policy, shall be updated. In addition to existing criteria such as independence, integrity, competence, and experience, the importance of diversity shall be emphasized as a key element in the selection process for directors.

On 28 May 2025, the BoD approved the revised Code of Ethics and Conduct of the Company, aimed at ensuring the clear and sustainable application of legal provisions regarding gender equality, equal opportunities and treatment between women and men, as well as the promotion of inclusion at the organizational level. The implementation of the Code was completed through an online dissemination program, structured in the form of interactive lessons, at the end of which each employee acknowledged adherence to the new provisions and received a certificate of compliance.

IMPACT DEVELOPER & CONTRACTOR S.A.

General Manager

Câmpeanu-Richard Dan-Sebastian

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