

To: Financial Supervisory Authority - Financial Instruments and Investments Sector
Bucharest Stock Exchange
Regulated Market

From: *IMPACT DEVELOPER & CONTRACTOR S.A.*

19 November 2025

CURRENT REPORT

according to the provisions of Law No. 24/2017 on issuers of financial instruments and market operations and FSA Regulation No. 5/2018 on issuers of financial instruments and market operations

Important events to be reported:

The exercise of the option to acquire shares by the members of the Board of Directors of the Company and by the persons exercising management responsibilities within the Company pursuant to Resolution of the Extraordinary General Meeting of Shareholders No. 4 of 20 August 2024 which approved the implementation of the stock option plan – “stock option plan” (the “Plan”), to Resolution of the Ordinary General Meeting of Shareholders No. 3 of 20 August 2024 which approved the participation of the members of the Board of Directors in the Plan, to the Decision of the Company’s Board of Directors dated 30 September 2024 and to the Plan approved at the Company level on 30 September 2024.

The Company wishes to inform its investors and the market that on 19 November 2025 each of:

- Mr. Daniel Pandele, as director;
- Mr. Sorin Apostol, as director;
- Mr. Dan Octavian Voiculescu, as director;
- Mr. Câmpeanu Richard Dan-Sebastian – General Manager
- Ms. Iuliana Mihaela Urda, as Human Resources Manager
- Mr. Bistriceanu Jean-Claudiu – Financial Manager

exercised their option to acquire shares granted under the Plan, according to Resolution of the Extraordinary General Meeting of Shareholders No. 4 of 20 August 2024 and the Decision of the Board of Directors of the Company dated 30.09.2024. According to the Plan:

- Mr. Daniel Pandele received 7,500 shares;
- Mr. Sorin Apostol received 7,500 shares;
- Mr. Dan Octavian Voiculescu, 7,500 shares;
- Mr. Câmpeanu Richard Dan-Sebastian, 22,500 shares;

- Mr. Bistriceanu Jean-Claudiu, 7,500 shares;
- Ms. Iuliana Mihaela Urda received 12,500 shares.

In accordance with the provisions of Art. 19 Para (1) of the Regulation regarding Market Abuse, on 19.11.2025 Mr. Daniel Pandele, Mr. Sorin Apostol, Mr. Dan Octavian Voiculescu, Ms. Iuliana Mihaela Urda, as Human Resources Manager, Mr. Câmpeanu Richard Dan-Sebastian, as General Manager, Mr. Bistriceanu Jean-Claudiu, as Financial Manager, each as a person exercising management responsibilities in the Company, notified the Company and the Financial Supervisory Authority with regard to the exercise of the options.

IMPACT DEVELOPER & CONTRACTOR SA

General Manager

Sebastian Campeanu

