THE ORDINARY GENREAL ASSEMBLY OF THE SHAREHOLDERS OF

“IMPACT DEVELOPER & CONTRACTOR“ S.A.

PROJECT

headquarter of building A, from Willbrook Platinum Business & Convention Center, Sos. Bucuresti-Ploiesti, no.172-176, Sector 1, Bucharest,

DECISION No. 01 28/29.04.2022, ora 10:00

I. Convening

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

- Convening notice published in:
  - Romanian Official Gazette Part IV no________/28.03.2022;
  - „Romania Libera” newspaper of 28.03.2022 ;
- Notification to the Bucharest Stock Exchange on 25.03.2022, and to ASF on 25.03.2022;
- 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. (denumită, în continuare "Societatea"), were present the shareholders representing x**%** of the total number of votes, namely:

- __________shares of the total number of 1,659,231,295 shares,
- __________votes of the total number of 1,657,860,375 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.

II. The meeting

I. **THE ORDINARY GENERAL MEETING OF SHAREHOLDERS** shall have the following agenda:

1. Approval of the consolidated Report of the Board of Directors for the fiscal year 2021.

2. Approval of the individual annual financial statements for 2021 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) and audited according to the Report of the financial auditor for the fiscal year 2021.

3. Approval of the consolidated annual financial statements for 2021 prepared in accordance with the International Financial Reporting Standards (IFRS) and audited according to the Report of the financial auditor for the fiscal year 2021.

4. Approval of distribution of the net profit achieved in 2021, amounting to RON 64,849,401, in accordance with the proposals of the Board of Directors, as follows:

a) Legal reserve: RON 22,124,481;
b) Coverage of retained earnings from restatement: RON 7,463,584;
c) Undistributed result carried forward: RON 35,261,336.

5. Approval of the release of liability of the administrators for the fiscal year 2021.

6. Approval of the activity program and approval of the income and expense budget for the fiscal year 2022, in accordance with the information materials.

7. Approval of the remuneration of the members of the Board of Directors and the Chairperson of the Board of Directors: *i.e.* EUR 3,000 gross/month and EUR 4,600 gross/month of the Chairperson of the Board of Directors.

8. Approval of the Company's Remuneration Policy, in accordance with the information materials.

9. Approval of the Report for the remuneration of the Company's leaders for the year 2021.

10. Election of the external financial auditor, for the fiscal year 2022, following the expiry of the current financial auditor's mandate.

11. Approval of the participation of the members of the Board of Directors in the "Stock Option Plan 2022-2023" 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 2022-2023" 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 900,000 shares.

(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 31 August 2022.

(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.

12. Empowerment, with the possibility of substitution, of Mrs. Iuliana-Mihaela Urda 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.

13. Approval of the date of 17 May 2022 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 convened by means of this Calling Notice are reflected (the "**Registration Date**").

14. Approval of the date of 16 May 2022 as *Ex - Date*.

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

1. *With a total number of xxxxxxxxxxxxvalid votes, representing xxxxxxxxxxxxshares and xxxxxxxxx% of the share capital of the Company, out of which xxxxxxxxxxxvotes "in favor", representing xxxxxxxxxof the total number of votes held by the shareholders attending the Assembly, was aproved* the consolidated Report of the Board of Directors for the fiscal year 2021.

2. *With a total number of xxxxxxxxxxxxvalid votes, representing xxxxxxxxxxxxshares and xxxxxxxxx% of the share capital of the Company, out of which xxxxxxxxxxxvotes "in favor", representing xxxxxxxxxof the total number of votes held by the shareholders attending the Assembly, was aproved* the individual annual financial statements for 2021 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) and audited according to the Report of the financial auditor for the fiscal year 2021.

3. *With a total number of xxxxxxxxxxxxvalid votes, representing xxxxxxxxxxxxshares and xxxxxxxxx% of the share capital of the Company, out of which xxxxxxxxxxxvotes "in favor", representing xxxxxxxxxof the total number of votes held by the shareholders attending the Assembly, was aproved* the consolidated annual financial statements for 2021 prepared in accordance with the International Financial Reporting Standards (IFRS) and audited according to the Report of the financial auditor for the fiscal year 2021

4. *With a total number of xxxxxxxxxxxxvalid votes, representing xxxxxxxxxxxxshares and xxxxxxxxx% of the share capital of the Company, out of which xxxxxxxxxxxvotes "in favor", representing xxxxxxxxxof the total number of votes held by the shareholders attending the Assembly, was aproved* distribution of the net profit achieved in 2021, amounting to RON 64,849,401, in accordance with the proposals of the Board of Directors, as follows:

a) Legal reserve: RON 22,124,481;
b) Coverage of retained earnings from restatement: RON 7,463,584;
c) Undistributed result carried forward: RON 35,261,336.

5. *With a total number of xxxxxxxxxxxxvalid votes, representing xxxxxxxxxxxxshares and xxxxxxxxx% of the share capital of the Company, out of which xxxxxxxxxxxvotes "in favor", representing xxxxxxxxxof the total number of votes held by the shareholders attending the Assembly, was aproved* the release of liability of the administrators for the fiscal year 2021.

6. *With a total number of xxxxxxxxxxxxvalid votes, representing xxxxxxxxxxxxshares and xxxxxxxxx% of the share capital of the Company, out of which xxxxxxxxxxxvotes "in favor", representing xxxxxxxxxof the total number of votes held by the shareholders attending the Assembly, was aproved* the activity program and approval of the income and expense budget for the fiscal year 2022, in accordance with the information materials.

7. *With a total number of xxxxxxxxxxxxvalid votes, representing xxxxxxxxxxxxshares and xxxxxxxxx% of the share capital of the Company, out of which xxxxxxxxxxxvotes "in favor", representing xxxxxxxxxof the total number of votes held by the shareholders attending the Assembly, was aproved* the remuneration of the members of the Board of Directors and the Chairperson of the Board of Directors: *i.e.* EUR 3,000 gross/month and EUR 4,600 gross/month of the Chairperson of the Board of Directors.

8. *With a total number of xxxxxxxxxxxxvalid votes, representing xxxxxxxxxxxxshares and xxxxxxxxx% of the share capital of the Company, out of which xxxxxxxxxxxvotes "in favor", representing xxxxxxxxxof the total number of votes held by the shareholders attending the Assembly, was aproved* the Company's Remuneration Policy, in accordance with the information materials.

9. *With a total number of xxxxxxxxxxxxvalid votes, representing xxxxxxxxxxxxshares and xxxxxxxxx% of the share capital of the Company, out of which xxxxxxxxxxxvotes "in favor", representing xxxxxxxxxof the total number of votes held by the shareholders attending the Assembly, was aproved* the Report for the remuneration of the Company's leaders for the year 2021.

10. *With a total number of xxxxxxxxxxxxvalid votes, representing xxxxxxxxxxxxshares and xxxxxxxxx% of the share capital of the Company, out of which xxxxxxxxxxxvotes "in favor", representing xxxxxxxxxof the total number of votes held by the shareholders attending the Assembly, was aproved* Election of the external financial auditor, for the fiscal year 2022, following the expiry of the current financial auditor's mandate.

11. *With a total number of xxxxxxxxxxxxvalid votes, representing xxxxxxxxxxxxshares and xxxxxxxxx% of the share capital of the Company, out of which xxxxxxxxxxxvotes "in favor", representing xxxxxxxxxof the total number of votes held by the shareholders attending the Assembly, was aproved* the participation of the members of the Board of Directors in the "Stock Option Plan 2022-2023" 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 2022-2023" 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 900,000 shares.

(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 31 August 2022.

(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.

12. *With a total number of xxxxxxxxxxxxvalid votes, representing xxxxxxxxxxxxshares and xxxxxxxxx% of the share capital of the Company, out of which xxxxxxxxxxxvotes "in favor", representing xxxxxxxxxof the total number of votes held by the shareholders attending the Assembly, was aproved* empowerment, with the possibility of substitution, of Mrs. Iuliana-Mihaela Urda 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.

13. *With a total number of xxxxxxxxxxxxvalid votes, representing xxxxxxxxxxxxshares and xxxxxxxxx% of the share capital of the Company, out of which xxxxxxxxxxxvotes "in favor", representing xxxxxxxxxof the total number of votes held by the shareholders attending the Assembly, was aproved* the date of 17 May 2022 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 (the "**Registration Date**").

14. *With a total number of xxxxxxxxxxxxvalid votes, representing xxxxxxxxxxxxshares and xxxxxxxxx% of the share capital of the Company, out of which xxxxxxxxxxxvotes "in favor", representing xxxxxxxxxof the total number of votes held by the shareholders attending the Assembly, was aproved* the date of 16 May 2022 as *Ex - Date*.

Chairperson of the Board of Directors

Iuliana-Mihaela Urda