

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

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

27 March 2025

CURRENT REPORT

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

Important events to report: Errata to the Calling Notice of OGMS/EGMS 29/30 April 2025

The Board of Directors of IMPACT DEVELOPER & CONTRACTOR S.A. informs the shareholders and investors that the following changes were made to the EGMS and OGMS calling notice, published on the BVB on 26 March 2025, *i.e.*:

to the agenda of the Extraordinary General Meeting of Shareholders, Items 10 and 11 are added, as follows

- 1 August 2025 is approved as the payment date of the shares.

- 12 August 2025 is approved as the payment date calculated in accordance with Regulation No. 5/2018 for the payment of the sums of money representing the compensation of fractions of shares resulting from the application of the specific algorithm of the Consolidation of the Nominal Value.

This calling notice, in the form below, is the one published in the Official Gazette:

CALLING NOTICE

The Board of Directors (the "Board of Directors") of IMPACT DEVELOPER & CONTRACTOR S.A., a joint-stock company registered and operating under the laws of Romania, headquartered in Romania, Bucharest, 1st District, 31-41 Padurea Mogosoia Road, Zip Code 014043, registered with the Bucharest Trade Registry Office within Bucharest Court under No. J2018007228408, Sole Registration Code 1553483 (the "Company"), validly met on 26 March 2025, the quorum requirements being fulfilled, with the participation of the directors in charge of the Company, namely Mrs. Iuliana-Mihaela Urda, as the Chairperson of the Board of Directors, Mr. Daniel Pandele, Mr. Sorin Apostol, and INTREPID GEM SRL, by the natural person permanent representative of the legal person, Mr. Petru-Ion Vaduva, Mr. Dan-Octavian Voiculescu, as members of the Board of Directors,

in accordance with the provisions of Company Law No. 31/1990, republished, as further amended and supplemented (“Law No. 31/1990”), Law No. 24/2017 regarding issuers of financial instruments and market operations (“Law No. 24/2017”), Regulation No. 5/2018 on issuers of financial instruments and market operations, and the articles of incorporation of the Company (“Regulation No. 5/2018”), and the articles of incorporation of the Company,

CALLS

- I. The Ordinary General Meeting of Shareholders of the Company (the “Ordinary General Meeting”), on the date of 29 April 2025, 10.00 a.m., at the headquarters of Impact Developer & Contractor SA, 2nd Floor, Bucharest, 1st District, 31-41 Padurea Mogosoia Road, Zip Code 014043. In case the legal and statutory conditions for holding the Ordinary General Meeting are not met on the date of 29 April 2025, the Ordinary General Meeting shall take place on 30 April 2025, at the same address, at the same hour, with the same agenda and with the same reference date.
- II. The Extraordinary General Meeting of Shareholders of the Company (the “Extraordinary General Meeting”), on the date of 29 April 2025, 10.30 a.m., at the headquarters of Impact Developer & Contractor SA, 2nd Floor, Bucharest, District 1, 31-41 Padurea Mogosoia Road, Zip Code 014043. In case the legal and statutory conditions for holding the Extraordinary General Meeting are not met on the date of 29 April 2025, the Extraordinary General Meeting shall take place on 30 April 2025, at the same address, at the same hour, with the same agenda and with the same reference date.

Only the persons registered as shareholders at the reference date of 16 April 2025 (the “Reference Date”) in the register of shareholders of the Company held by Depozitarul Central S.A. have the right to attend, and vote in, the Ordinary and Extraordinary General Meetings of Shareholders.

- 1) THE ORDINARY GENERAL MEETING OF SHAREHOLDERS shall have the following agenda:
 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:
 - a) RON 4,411,995.85 establishment of mandatory legal reserves;
 - b) RON 4,871,236 coverage of statutory/contractual reserves;
 - c) RON 4,606,364.79 coverage of losses resulting from the sale of equity instruments;
 - d) 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. 137¹ 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. 153¹⁸ (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. 153¹⁸ (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 within the Meeting convened by means of this Calling Notice are reflected (the "Registration Date").
19. Approval of the date of 20 May 2025 as *Ex - Date*.

2) THE EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS shall have the following agenda:

1. Approval of the consolidation of the nominal value of a share issued by the Company from the nominal value of RON 0.25/share to the nominal value of RON 5.00/share, by increasing the nominal value of the shares concomitantly with the reduction of the total number of shares (20 shares with a nominal value of RON 0.25/share shall represent one share with a nominal value of RON 5.00/share) (the "Consolidation of the Nominal Value"), the total number of shares in the Company's share capital resulting from the Consolidation of the Nominal Value shall be equal to the number of shares issued prior to the Consolidation of the Nominal Value divided by 20, representing the value of the ratio between the consolidated nominal value (RON 5/share) and the nominal value prior to the Consolidation of the Nominal Value (RON 0.25/share), subject to adjustments made in accordance with the legal provisions in force (*i.e.*, if the application of the Consolidation of the Nominal Value results in fractions of shares, the number of shares shall be rounded down to the lower whole number).

2. Approval of the proposal of the Board of Directors to establish a price of RON 4.4020/consolidated share, for the compensation of the fractions of shares resulting from the Consolidation of the Nominal Value. The price thus proposed was calculated by multiplying the amount of RON 0.2201 (representing the average trading value of the share with a nominal value of RON 0.25, referring to the last 12 months prior to the call of the EGMS, adjusted for changes generated by any corporate events in this period, if applicable) by 20 (representing the ratio between the consolidated nominal value (RON 5/share) and the nominal value prior to the Consolidation of the Nominal Value (RON 0.25/share)).

The terms and conditions of payment, as well as the calculation instructions for the amounts to be paid in accordance with the resolution adopted following the approval of Item 1 on the EGMS agenda, in accordance with the information and procedure document on the consolidation operations which are made available to the shareholders as supporting material related to this item on the EGMS agenda.

3. Empowerment of the Company's Board of Directors to issue any resolution and to perform all legal acts and deeds necessary, useful and/or appropriate for the fulfillment of the resolution to be adopted by the EGMS on the Consolidation of the Nominal Value, including with regard to the following matters:
 - a. to negotiate, approve and sign any deeds related to the Consolidation of the Nominal Value, to perform any legal acts and deeds necessary, useful or appropriate in connection with the above;
 - b. to approve any agreements regarding the Consolidation of the Nominal Value or any other arrangements, undertakings, information documents, certificates, statements,

registers, notifications, additional acts and any other necessary acts and documents, to complete any formalities and to authorize and/or execute any other actions necessary to give full effect to the Consolidation of the Nominal Value (including the amendment, updating and signing of the Articles of incorporation as a result of the Consolidation of the Nominal Value, as well as performing all necessary, useful and appropriate operations for the registration and amendment of the Articles of incorporation with the Trade Register, the Financial Supervisory Authority, the Bucharest Stock Exchange, Depozitarul Central S.A. and any other competent authorities);

- c. to authorize representatives of the Company to sign any such documents, perform any such formalities and take any such actions; and
 - d. to represent the Company before any competent authorities and institutions (such as the Trade Register Office, the Financial Supervisory Authority, the Bucharest Stock Exchange, Depozitarul Central S.A.) in connection with the Consolidation of the Nominal Value.
4. Approval of the repurchase by the Company of its own shares, on the market on which the shares are listed and/or through public tender offers, in accordance with the applicable legal provisions, under the following conditions: (i) maximum 10% of the subscribed and paid-up share capital on the date of the resolution, partially for allocation to employees and/or directors and/or managers of the Company and/or affiliated legal entities and partially for the purpose of their cancellation and the corresponding reduction of the Company's share capital; (ii) at a minimum price equal to the market price on the BVB at the time of the acquisition and a maximum price of RON 15.

The program will be performed for a maximum period of eighteen (18) months from the publication date of the resolution of the EGMS in the Official Gazette of Romania, Part IV. The repurchase transactions may only relate to fully paid shares and will be carried out only from the distributable profits or available reserves of the Company, as recorded in the latest approved annual financial statements, except for the legal reserves. The implementation of this repurchase program will be subject to the availability of the necessary sources of funding.

5. Approval of the implementation of the "Stock Option Plan 2025-2026" program
- Approval of the implementation of a "Stock Option Plan" type program that aims at granting option rights for the acquisition of shares free of charge by the employees, members of the Company's management and/or the affiliated legal entities, namely the members of the Board of Directors and the managers of the Company, in order to maintain and motivate them, as well as for rewarding them for the activity carried out within the Company. The program shall be carried out under the following conditions:
- Under the "Stock Option Plan 2025-2026" program, option rights shall be granted for a maximum number of 3,200,000 shares (*i.e.* 160,000 shares after the consolidation proposed in Item 1 of this agenda), distributed as follows: to the employees – a maximum number of 1,050,000 shares (*i.e.* 52,500 shares after the consolidation proposed in Item 1 of this agenda), to the representative managers – a maximum number of 650,000 shares (*i.e.* 32,500

shares after the consolidation proposed in Item 1 of this agenda), to the employees of the affiliated legal entities – a maximum number of 550,000 shares (*i.e.* 27,500 shares after the consolidation proposed in Item 1 of this agenda), and to the members of the Board of Directors – a maximum number of 950,000 shares (*i.e.* 47,500 shares after the consolidation proposed in Item 1 of this agenda).

- (a) In the case of the option rights granted to employees and managers of the Company, the option right may be exercised after a period established by the decision of the Board of Directors for the implementation of the “Stock Option Plan 2025-2026” program, without the period being shorter than 12 months.
 - (b) The “Stock Option Plan 2025-2026” program shall be open to the Company’s employees and managers and/or the affiliated legal entities, in observance of the non-discrimination principle.
 - (c) The “Stock Option Plan 2025-2026” program shall be open to members of the Board of Directors, subject to the approval of the Ordinary General Meeting of Shareholders.
 - (d) The Board of Directors shall be empowered to take all necessary measures and to fulfill all of the formalities required for the approval and implementation of the “Stock Option Plan 2025-2026” program, such as, but not limited to (i) determining the criteria based on which the option rights shall be granted to the Company’s managers and personnel and/or the affiliated legal entities; (ii) determining the positions in the organizational chart for which the “stock option plan” type program shall be applicable; (iii) the period between the date of granting the option right and the date of exercise of the option right, without the period being shorter than 12 months; (iv) the conditions for exercising the option right and, implicitly, for acquiring shares; (v) the term within which the holder of the option right has to exercise his option right; (vi) drafting and publishing information documents according to law, etc.
 - (e) The implementation shall be made by the Company’s Board of Directors, in observance of the Resolution of the Extraordinary General Meeting of Shareholders, the Resolution of the Ordinary General Meeting of Shareholders and/or with the aid of a specialized consultant.
 - (f) The programs shall be implemented in compliance with the legal obligations of drafting and publishing the information documents according to law and according to FSA’s applicable regulations.
6. Pursuant to Art. 114 Para 1 in conjunction with Art. 113 Para 1 letter c of Law No. 31/1990, to delegate the Board of Directors, with the possibility of sub-delegation of this delegation, to restrict the secondary object of activity of the Company resulting from the re-classification in accordance with the new version of the Classification of Activities in the National Economy, approved by Order of the President of the National Institute of Statistics No. 377/17 April 2024 (CAEN Rev.3), so that the secondary object of activity reflects the commercial activities currently carried out by the Company.

7. Authorization and empowerment, with the possibility of sub-delegation of this authorization and power of attorney, of the Chairperson of the Board of Directors, in order to sign in the name of the shareholders the EGMS resolution, as well as any other documents related thereto, including, but not limited to, the revised version of the articles of incorporation that shall reflect the amendments approved by the GMS (as well as to conform the translation into English of the articles of incorporation with its Romanian version, as amended by the EGMS, as well as to remedy any clerical error, inappropriate translation or inaccuracy from the English translation), to request the publication of the resolution in Part IV of the Official Gazette of Romania, to file and receive any documents, as well as to fulfill the necessary formalities before the Trade Registry Office, as well as before any other authority, public institution, legal entities and natural persons, as well as to carry out any acts for registering and ensuring the opposability of the resolutions to be adopted by the EGMS.
8. Approval of the date of 31 July 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 EGMS convened by means of this Calling Notice are reflected.
9. Approval of the date of 30 July 2025 as *Ex - Date*.
10. 1 August 2025 is approved as the payment date of the shares.
11. 12 August 2025 is approved as the payment date calculated in accordance with Regulation No. 5/2018 for the payment of the sums of money representing the compensation of fractions of shares resulting from the application of the specific algorithm of the Consolidation of the Nominal Value.

GENERAL INFORMATION

IN RESPECT OF THE EXTRAORDINARY AND ORDINARY GENERAL MEETING OF SHAREHOLDERS

Attending GMS:

In the Extraordinary and Ordinary General Meeting of Shareholders only the shareholders registered with the Company's Register of Shareholders at the Reference Date (16 April 2025) are entitled to attend and cast their votes, according to the legal provisions and the provisions of the Company's articles of incorporation, in person, through their legal representatives or by proxy (based on a special power of attorney in the form provided by the Company or on a general power of attorney granted in accordance with the applicable law). The shareholders are entitled to cast their vote by correspondence using the special forms provided by the Company in this respect.

The capacity as shareholder is proved on the basis of the list of shareholders as at the Reference Date provided by the Central Depository.

Access of shareholders entitled to attend the Extraordinary and Ordinary General Meeting of Shareholders is allowed by simply proving their identity, made by:

- a) in the case of natural person:

- identity card (BI/CI for the Romanian citizens or, as the case may be, Passport or any other national ID recognized by Romanian State for foreign citizens);
 - power of attorney and the identity document of the representative (if the shareholder is represented by another person).
- b) in the case of legal entities:
- the capacity as legal representative is proved on the basis of the list of shareholders as at the Reference Date provided by the Central Depository; however, if the relevant shareholder did not inform in a timely manner the Central Depository to ensure the registration of its legal representative, the capacity as legal representative is proved by a certificate issued by the trade registry or any other document issued by a competent authority of the country in which the shareholder is registered, attesting to the capacity as legal representative, presented in original or certified copy;
 - natural persons designated as representative of a shareholder-legal entity shall be identified on the basis of the identity card (BI/CI for the Romanian citizens or, as the case may be, Passport or any other national ID recognized by Romanian State for foreign citizens);
 - in case the person representing the shareholder-legal entity is not the legal representative him/herself, besides the above-mentioned documents (certifying the quality of legal representative of the person signing the power of attorney), the representative will submit the power of attorney signed by the legal representative of the legal entity.

Powers of Attorney:

According to Art. 105 Para 10 of Law No. 24/2017, representation of shareholders in the general meeting of shareholders of the companies whose shares are admitted to trading can be made by persons other than shareholders, based on special or general power of attorney, in accordance with the applicable legal provisions.

Powers of attorney will be used as provided by Regulation No. 5/2018 and Law No. 24/2017 and their form may be obtained from the Company's website www.impactsa.ro or from the Company's headquarters.

The power of attorney will be drafted in three (3) original counterparts (one for the shareholder, one for the representative and one for the issuer). After signing, the counterpart of the issuer, with the copy of the identity document of the represented person, will be sent to the Company at the latest on 28 April 2025, 10.00/10.30 a.m., within 24 hours before the date of OGMS/EGMS; such copy and accompanying documents may also be sent by fax (Fax No.:+40-21-2307581/82/83) or via e-mail at: intrebarifrecvente@impactsa.ro. The representative of a shareholder is obliged to provide the power of attorney in original at the date of OGMS/EGMS. Certified copies of powers of attorney shall be held by the Company, this being mentioned in the minutes of the general meeting.

In case of shareholders that are legal entity or entities without legal personality, the capacity of legal representative is ascertained based on the list of shareholders on the Reference Date, received from the Central Depository. Documents attesting the capacity of legal representative drafted in a foreign language other than English will be provided together with a translation into Romanian or English performed by a certified translator.

Such provisions shall be applied accordingly to demonstrate the capacity of legal representative of the shareholder proposing the introduction of new items on the agenda of the general meeting of shareholders or asking questions to the issuer on some points on the agenda of the general meeting of shareholders.

A shareholder may appoint one person to represent it/him/her at a general meeting. However, if a shareholder holds shares of a company in several securities accounts, this restriction will not prevent it/him/her to appoint a separate representative for the shares held in each security account in respect of a general meeting.

A shareholder may appoint by power of attorney one or more alternate representatives to ensure representation in the general meeting if the representative appointed is objectively unable to fulfill its mandate. If one power of attorney provides several alternate representatives, the order in which they exercise the mandate shall be also stipulated.

Voting by correspondence:

The shareholders registered on the Reference Date may vote by correspondence prior to the general meeting by using the correspondence ballots made available on the website of the Company at www.impactsa.ro.

In case of voting by correspondence, the voting form, completed and signed, and a copy of valid identification document of the shareholder (BI/CI for the Romanian citizens or, as the case may be, Passport or any other national ID recognized by Romanian State for foreign citizens, and in addition for the legal entities a certificate issued by the trade registry or any other document issued by a competent authority of the country in which the shareholder is registered, attesting the capacity as legal representative, in original or certified copy) may be submitted as follows:

- sent to the Company, Bucharest, 1st District, 31-41 Padurea Mogosoia Road, Zip Code 014043, in any courier form with acknowledgement of receipt, so it is registered as received at the registry office of the Company at the latest on 28 April 2025, 10.00/10.30 a.m., having enclosed the mention "FOR THE ORDINARY AND EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS of 29/30 APRIL 2025", respectively "Confidential - Secret vote instructions for Items 8, 9, 10 and 11 - for the Ordinary General Meeting of Shareholders of 29/30 April 2025";
- via e-mail with enclosed extended electronic signature according to Law No. 455/2001 on electronic signature, at the latest on 28 April 2025, 10.00/10.30 a.m., at the e-mail address intrebarifrecvente@impactsa.ro, inserting the subject "FOR THE ORDINARY AND EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS of 29/30 APRIL 2025", respectively "Confidential - Secret vote instructions for Items 8, 9, 10 and 11 - for the Ordinary General Meeting of Shareholders of 29/30 April 2025".

According to Art. 105 Para (20) of Law No. 24/2017, if a shareholder who has voted by correspondence attends the general meeting in person or by representative, the vote by correspondence for that general meeting will be cancelled. In this case, the Company will only consider their vote in person or by representative.

Both the ballots and the powers of attorney may be sent either in Romanian or English.

For Items 8, 9, 10 and 11 on the agenda of the OGMS, for which the vote is secret, the powers of attorney forms/ballot by correspondence forms dedicated to these items, made available by the Company, shall be used; for the other items on the agenda of the OGMS, the powers of attorney dedicated to these items, also made available by the Company, shall be used.

The Board of Directors and/or one or more shareholders representing individually or jointly at least 5% of share capital are entitled to include new items on the agenda (with the condition that each item has enclosed a reasoning or a draft of a resolution proposed for adoption or with the condition of proof of the capacity under the conditions previously mentioned for individuals and/or representatives of legal entities) or to propose drafts of resolution for items included or proposed to be included on the agenda. Within 15 days from the publication of the Calling Notice, until 12 April 2025 inclusively, either by electronic means of communication (email: intrebarifrecvente@impactsa.ro) or fax at +40-21-230.75.81/82/83, to the attention of the shareholders relations department.

Each shareholder has the right to ask questions in writing to the Board of Directors, before the general meeting regarding the items on the agenda.

The questions will be sent in writing, either by post or courier (at: Bucharest, 1st District, 31-41 Padurea Mogosoia Road, Zip Code 014043) or by electronic means of communication (email: intrebarifrecvente@impactsa.ro) or fax at +40-21-230.75.81/82/83), to the attention of the shareholders relations department. The Company shall respond to questions submitted by shareholders in the Ordinary and Extraordinary General Meeting. The Company may post answers to the shareholders' questions on its website, www.impactsa.ro.

Any shareholder is guaranteed with the free exercise of his rights under the applicable law and under the articles of incorporation of the Company.

Starting with 28 March 2025, the forms of powers of attorney in Romanian and English languages, the forms for votes by correspondence in Romanian and English, the informational documents and materials regarding the items on the agenda of the EGMS/OGMS, the draft EGMS/OGMS resolutions and any other additional information related to the OGMS and EGMS can be obtained at the headquarters of the Company, between 9 a.m. and 4 p.m., phone: +40-21-230.75.70/71/72, fax: +40-21-230.75.81/82/83, and shall be made available on the Company's website: www.impactsa.ro.

At the date of this Calling Notice, the Company's subscribed and paid-up share capital is RON 591.235.352,50 divided into 2,364,941,410 ordinary, nominative, dematerialized shares, with a nominal value of RON 0.25.

This Calling Notice will be supplemented with the applicable legal provisions and/or the provisions of the articles of incorporation of the Company.

Board of Directors

Chairperson of the Board of Directors

Iuliana Mihaela Urda

