

SPECIAL POWER-OF-ATTORNEY

Name/Denomination of shareholder....., identified in the Ledger of Shareholders with IC/IB/CUI..... having his/her/its residence/registered office in..... holder of shares issued by the Trade Company IMPACT DEVELOPER & CONTRACTOR S.A , that grants me the right to votes in the General Meeting of Shareholders, I hereby appoint from, Street....., bl....., ap.... holder of ID series, no as a representative of mine in the Extraordinary General Meeting of Shareholders of IMPACT DEVELOPER & CONTRACTOR that will take place at headquarter of Impact, Drumul Padurea Mogosoia No. 31-41, floor 2, Zip Code 014043, Sector 1, Bucharest, on the date of **August 20, 2024 at 10,30 o'clock**, or on the date of **August 30, 2024**, at the same time and in the same place, in case the first one could not be held, to exercise my voting right related to my holdings registered with the Ledger of Shareholders from Depozitarul Central SA, at the end of the day of **August 09, 2024**, as follows:

| EXTRAORDINARY GENREAL ASSEMBLY OF THE SHAREHOLDERS | VOT: | | |
|--|------|---------|------------|
| | For | Against | Abstention |
| <p>1. Approval of the implementation of the “Stock Option Plan 2024-2025” program</p> <p>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, 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:</p> <p>Under the “Stock Option Plan 2024-2025” program, option rights shall be granted for a maximum number of 2,280,000 shares, distributed as follows: to the employees – a maximum number of 480,000 shares, to the representative managers – a maximum number of 750,000 shares and to the members of the Board of Directors – a maximum number of 1,050,000 shares.</p> <p>(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</p> | | | |

| EXTRAORDINARY GENREAL ASSEMBLY OF THE SHAREHOLDERS | VOT: | | |
|--|------|---------|------------|
| | For | Against | Abstention |
| <p>Board of Directors for the implementation of the “Stock Option Plan 2024-2025” program, without the period being shorter than 12 months.</p> <p>(b) The “Stock Option Plan 2024-2025” program shall be open to the Company’s employees and managers, in observance of the non-discrimination principle.</p> <p>(c) The “Stock Option Plan 2024-2025” program shall be open to members of the Board of Directors, subject to the approval of the Ordinary General Meeting of Shareholders.</p> <p>(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 2024-2025” 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; (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.</p> <p>(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.</p> <p>(f) The programs shall be implemented in compliance with the legal obligations of drafting and publishing the information</p> | | | |

| EXTRAORDINARY GENREAL ASSEMBLY OF THE SHAREHOLDERS | VOT: | | |
|---|------|---------|------------|
| | For | Against | Abstention |
| documents according to law and according to FSA's applicable regulations. | | | |
| 2.Authorization and empowerment, with the possibility of sub-delegation of this authorization and power of attorney, of Mrs. Iuliana-Mihaela Urda, 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. | | | |
| 3.Approval of the date of 06 September 2024 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 | | | |
| 4.Approval of the date of 05 September 2024 as <i>Ex - Date</i> . | | | |

Hereby, the undersigned give discretionary voting power to the above named representative on issues which have not been identified and included in the agenda until the present.

Date

.....

(name , surname of the shareholder , with capital letters)

.....

(Signature of shareholder)