To: Financial Supervisory Authority - Financial Instruments and Investments Sector

Bucharest Stock Exchange

Regulated Market

From: IMPACT DEVELOPER & CONTRACTOR S.A.

15 July 2026

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

IMPACT DEVELOPER & CONTRACTOR S.A. (the "**Company**") hereby informs investors of the following information regarding gender representation within the Company's Board of Directors (the "**Board of Directors**"), as well as the measures adopted and planned in order to achieve the objectives set out in Chapter V^1 of Law No. 24/2017 on issuers of financial instruments and market operations.

Following the Ordinary General Meeting of Shareholders on 29 April 2025, Mr. Dan-Octavian Voiculescu, Mr. Daniel Pandele, Mr. George-Toma Mucibabici and Mr. Sorin Apostol accepted their mandates as directors for a period of four years, respectively until 28 April 2029.

On 29 April 2026, the Ordinary General Meeting of Shareholders approved the appointment of Mr. Dumitru-Radu Stănescu as a member of the Board of Directors for a mandate commencing on 29 April 2026 and ending on 28 April 2029.

As of the date of this report, the Board of Directors has the following composition:

- George-Toma Mucibabici – Chairperson of the Board of Directors, non-executive director;
- Daniel Pandele – non-executive director;
- Dan-Octavian Voiculescu – executive director;
- Sorin Apostol – non-executive director;
- Dumitru-Radu Stănescu – non-executive director.

The mandates of the current members of the Board of Directors expire on 28 April 2029.

As of the date of this report, the Board of Directors is composed of one executive director and four non-executive directors, all of whom are male.

In order to integrate gender balance requirements into future selection and nomination processes for members of management bodies, the Nomination and Remuneration Committee has reviewed and updated the nomination policy, aiming to ensure a selection process based on clear, appropriate, neutral, unambiguous and non-discriminatory criteria.

Cladirea IMPACT, Drumul Padurea Mogosoaia, Nr. 31 – 41, Bucuresti, Sector 1, Cod postal 014043, Telefon: +40.21.230.75.70/71/72, Fax: +40.21.230.75.81/82/83, e-mail: office@impactsa.ro
Capital social subscris si integral varsat: 591.235.355 RON
Inmatriculat la O.R.C. de pe langa T.M.B. sub nr. J2018007228408, C.I.F. RO 1553483
impactsa.ro

The nomination policy provides for the consideration of gender balance objectives in the candidate evaluation process, as well as for the submission to the Ordinary General Meeting of Shareholders of recommendations intended to promote balanced representation within the Board of Directors.

The Company will apply these criteria in future selection, nomination and appointment procedures for directors, in compliance with the competencies of the General Meeting of Shareholders and with the mandates currently in force.

Furthermore, by decision of the Board of Directors dated 29 April 2026, adopted based on the recommendation of the Nomination and Remuneration Committee, it was approved to include on the agenda of a future Ordinary General Meeting of Shareholders an item concerning the appointment of a female member to the Audit Committee.

This initiative represents a concrete measure aimed at strengthening diversity and the participation of women in the Company's governance and control structures, distinct from the legal objectives applicable to the composition of the Board of Directors.

The activity of the Board of Directors is also supported by a female Corporate Secretary, with responsibilities relevant to the proper organization of the Board's activities and compliance with corporate governance requirements.

The Company applies the provisions of the revised Code of Ethics and Conduct, which enshrines the principles of equal opportunities and equal treatment between women and men, non-discrimination, diversity and inclusion at organizational level. The revised Code and the related dissemination program were also mentioned in the Company's gender balance report published in 2025.

The Company will continue to monitor the composition of its management bodies, assess the effectiveness of the measures adopted and apply the nomination policy in future selection procedures, in order to make progress towards achieving the legal gender balance objectives.

IMPACT DEVELOPER & CONTRACTOR S.A.

General Manager

Câmpeanu-Richard Dan-Sebastian

CAMPEANU-RICHARD DAN-SEBASTIAN

Digitally signed by CAMPEANU-RICHARD DAN-SEBASTIAN
Date: 2026.07.15 16:48:01 +03'00'