

S.C. CONNECTIONS CONSULT S.A.

Romania, Bucharest, district 1 Buzești street 71, 7thth floor and 8th floor.

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RESOLUTION OF THE EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS

S.C. CONNECTIONS CONSULT S.A

No. 1 / 30.03.2025

The Extraordinary General Meeting of Shareholders, hereinafter referred to as the EGM, met today, 30.03.2025, at 12:00 P.M., in the presence of shareholders of the Company registered in the Register of Shareholders kept by the Central Depository S.A. on 19.03.2025 (reference date), representing _____ % of the share capital of the Company, collectively referred to as the "Shareholders",

The Extraordinary General Meeting of Shareholders is opened by the Mr. Florea Bogdan as Chairman of Board of Directors.

Considering:

- The notice of the Extraordinary General Meeting of Shareholders published with modifications in the Official Gazette of Romania, Part IV, number _____ dated 05.03.2025, in the publication Bursa, no. _____, dated 05.03.2025, and on the Company's website.
- The provisions of the Company's Articles of Association in force ("Articles of Association").
- The applicable legal provisions.

The Chairman of Board of Directors finds that at the opening of business, the Extraordinary General Meeting of Shareholders is lawful and statutory, _____ shareholders are present or represented, representing _____ % of the subscribed and paid-up share capital, representing _____ % of the total voting rights.

The quorum requirement is met in accordance with the provisions of Art. 10.12. of the Articles of Association and Art. 115 para. 1 of the Companies Law no. 31/1990 ("Law no. 31/1990").

Following the debates, the shareholders of the Company resolve as follows:

With a total of _____ votes and in the presence of shareholders representing _____ % of the share capital and _____ % of the total voting rights, the composition of the secretary of the meeting is approved as follows:

Chairman of the meeting: BOGDAN LIVIU FLOREA

Secretary of the meeting: CRISTESCU MAGDA CRISTINA

1. With a total of _____ votes and in the presence of shareholders representing _____ % of the share capital and _____ % of the total voting rights, **the Extraordinary General Meeting approves** the increase of the share capital of Outsourcing Support Services S.R.L. through the contribution in kind of the contracts and employees related to the activity of the "Service Delivery" business unit carried out by Connections Consult S.A. The share capital increase will be carried out through an enterprise transfer agreement with Outsourcing Support Services S.R.L., based on the evaluation of the economic activity carried out by an authorized evaluator, corporate member of ANEVAR. The share capital of Outsourcing Support Services S.R.L. will be increased by RON 26,765,000 through the issuance of 2,676,500 shares with a nominal value of RON 10 per share and a total nominal value of RON 26,765,000 distributed to and fully subscribed by the sole shareholder Connections Consult S.A.

In order to carry out this decision, a special mandate is granted in order for the Board of Directors to draw up and sign documents related to the transfer of the company, provided without limitation as follows: the contract for the transfer of the company with Outsourcing Support Services S.R.L., internal information/notifications regarding the rights of the employees in case of the transfer of business, transfer documents according to the tax legislation, agreements, annexes to the commercial contracts in progress within Connections Consult S.A. and which are in direct and exclusive connection with the "Service Delivery" business unit.

2. With a total of _____ votes and in the presence of shareholders representing _____ % of the share capital and _____ % of the total voting rights, **the Extraordinary General Meeting approves** the amendment of the articles of incorporation of Outsourcing Support Services S.R.L. and mandate the Board of Directors to sign the decision of the sole shareholder of Outsourcing Support Services S.R.L. to increase the share capital and the updated articles of association according to point no. 1 above.

3. With a total of _____ votes and in the presence of shareholders representing _____ % of the share capital and _____ % of the total voting rights, **the Extraordinary General Meeting approves** the sale of the activity of the "Service Delivery" business unit through the assignment of 100% of the shares of Outsourcing Support Services S.R.L., Connection Consult EOOD and Connections consult doo Beograd-Vračar (either directly or indirectly through the assignment of 100% of the shares of Connection Consult EOOD and Connections consult doo Beograd-Vračar to Outsourcing Support Services S.R.L., followed by the subsequent assignment of 100% of the shares of Outsourcing Support Services S.R.L.).

In order to carry out this decision, a special mandate is granted to the Board of Directors in order to:

3.1. Completion of the transaction for the sale of the activity of the "Service Delivery" business unit for the amount of at least EUR 4.5 million. Specifically, the Board of Directors will not accept a sale price lower than the value immediately indicated above;

3.2. The preparation and signing of all documents deemed necessary and/or useful for the sale by the Board of Directors in its reasonable determination;

3.3. Signing of the assignment contract(s) of 100% of the shares of Outsourcing Support Services S.R.L., Connection Consult EOOD and Connections consult doo Beograd-Vračar (either directly or indirectly through the assignment of 100% of the shares of Connection Consult EOOD and Connections

consult doo Beograd-Vračar to Outsourcing Support Services S.R.L., followed by the subsequent assignment of 100% of the shares of Outsourcing Support Services S.R.L.).

The transfer will be made in compliance with all the relevant legal provisions, in particular the provisions of the Emergency Ordinance no. 46/2022 on measures for the implementation of Regulation (EU) 2019/452 of the European Parliament and of the Council of 19 March 2019 establishing a framework for the screening of foreign direct investments in the Union, as well as amending and supplementing the Competition Law no. 21/1996, of Regulation no. 452/2019 establishing a framework for the examination of foreign direct investments in the Union, as well as those of Law no. 67/2006 on the protection of employees' rights in case of transfer of the company.

4. With a total of _____ votes and in the presence of shareholders representing _____ % of the share capital and _____ % of the total voting rights, **the Extraordinary General Meeting approves** the extension of the period of the Stock Option Plan for the period 2025-2027, under the conditions initially approved by HAGA no. 1/24.04.2023, in compliance with the following elements:

a. The implementation of the Plan for the new extended period shall take into account the number of shares remaining in the Company's treasury, i.e. a total of 274781 shares.

b. The eligible person is the individual who is obligated to perform work, both at the executive level (including, but not limited to, the Company's directors) and at the non-executive level, for remuneration, for and/or under the authority of Connections Consult S.A. and/or its affiliated legal entities, selected by the Board of Directors for the purpose of granting stock options. The Chairman of the Board of Directors is not eligible.

c. the price at which each Share, which is the subject of an Option, may be acquired upon the exercise of such Option shall be zero.

d. The Option shall vest:

- On 6/15/2025, to Eligible Persons who meet the performance criteria calculated by reference to 2024 financial and operating results,

- on 15.06.2026, to Eligible Persons who meet the performance criteria calculated in relation to the financial and operational results of 2025

e. The Plan shall come into effect on the date of its adoption by the extraordinary general meeting of shareholders, shall have a duration of two years and shall remain in force until the last date of expiration of the right to exercise the Option granted under the Plan.

f. The Board of Directors in evaluating Eligible Persons for the grant of the Option will consider the following performance criteria, without the enumeration being mandatory or limitative: length of service in the Company, position in the Company, individual performance, salary level.

5. With a total of _____ votes and in the presence of shareholders representing _____ % of the share capital and _____ % of the total voting rights, the Extraordinary General Meeting approves April 16, 2025 as the date of registration and April 15, 2025 as the ex-date.

6. With a total of _____ votes and in the presence of shareholders representing _____ % of the share capital and _____ % of the total voting rights, **the Extraordinary General Meeting approves** the empowerment of Mr. BOGDAN LIVIU FLOREA, as General Manager, with the possibility of sub-delegation, to sign, in the name and on behalf of the Company, with full power and authority, any documents, including the Extraordinary General Meeting resolution, to file, to request publication in the Official Gazette of Romania Part IV of the resolution, to collect any documents, to carry out any formalities required before the Trade Register Office, as well as before any other authority, public institutions, legal entities or individuals, and to carry out any operations, in order to carry out and ensure the enforceability of the resolutions to be adopted by the Extraordinary General Meeting.

There being no further business on the agenda, the President declared the meeting closed.

CHAIRMAN