

SPECIAL POWER OF ATTORNEY

FOR THE EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS CONNECTIONS  
CONSULT S.A.

Dated 30.03.2025, 12:00

The \_\_\_\_\_ undersigned/name \_\_\_\_\_ of \_\_\_\_\_ the \_\_\_\_\_ company  
\_\_\_\_\_  
(Surname,  
first name / Name of shareholder)

domiciled/having its headquarter at \_\_\_\_\_, \_\_\_\_\_ street,  
no. \_\_\_\_\_, building. \_\_\_\_\_, floor. \_\_\_\_\_, district \_\_\_\_\_, country  
\_\_\_\_\_, identified with Identity card/Passport/ series/no. \_\_\_\_\_, Personal Number  
Code \_\_\_\_\_/registered in the Trade Register \_\_\_\_\_ under no.  
\_\_\_\_\_, Fiscal Identification Code \_\_\_\_\_, through the legal/conventional  
representative \_\_\_\_\_, (cross  
out what does not correspond)

holder(s) of a number of \_\_\_\_\_ ordinary, registered, dematerialized shares, with a  
nominal value of \_\_\_\_\_ RON, issued by CONNECTIONS CONSULT S.A. ("the Company"),  
entitling to a number of \_\_\_\_\_ votes out of the total number of \_\_\_\_\_ shares/voting  
rights in the Extraordinary General Meeting of Connections Consult Shareholders,

as the **PRINCIPAL**,

I hereby empower:

\_\_\_\_\_

(Name, surname / Name of company)

domiciled/established at \_\_\_\_\_, \_\_\_\_\_ street, no. \_\_\_\_\_, building  
\_\_\_\_\_, floor \_\_\_\_\_, apt. \_\_\_\_\_, district/county \_\_\_\_\_, identified with Identity Card /  
Passport series/no \_\_\_\_\_, issued by \_\_\_\_\_, on the date of \_\_\_\_\_, valid  
until \_\_\_\_\_, Personal Number Code \_\_\_\_\_// registered in the  
Trade Register \_\_\_\_\_ under no. \_\_\_\_\_, Fiscal Identification  
Code \_\_\_\_\_, through the legal/ conventional representative  
\_\_\_\_\_, domiciled/established at \_\_\_\_\_,

\_\_\_\_\_street, no. \_\_\_\_, building \_\_\_\_, floor \_\_\_\_, apt. \_\_\_\_, district/county \_\_\_\_\_, identified with Identity Card / Passport series/no \_\_\_\_\_, issued by \_\_\_\_\_, on the date of \_\_\_\_\_, valid until \_\_\_\_\_, Personal Number Code \_\_\_\_\_//

(please cross out what does not correspond),

in its capacity of **TRUSTEE**,

to represent the PRINCIPAL at the Extraordinary General Meeting of Shareholders of CONNECTIONS CONSULT S.A., to be held in Bucharest, district 1, Buzesti str., no. 71, 7<sup>th</sup> floor, on 30.03.2025, at 12.00, as well as on the date of the second meeting on 31.03.2025, at 12.00, at the same address, with the same agenda and Reference Date, in case the first one cannot be held, and to exercise the voting rights related to my shareholdings, registered in the Shareholders' Register of Connections Consult S. A. on the Reference Date 19.03.2025, as follows (tick the appropriate box and only those items on the agenda for which the representative is authorized to attend and vote, as well as the express voting instruction):

Election of the Chairman of the meeting in the person of Mr. Bogdan Liviu Florea, Chairman of the Board of Directors and of the Secretary of the meeting, Mrs. Cristescu Magda Cristina who is a shareholder in the company.

**For**  **Against**  **Abstention**

1. Approval of 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.

**For**  **Against**  **Abstention**

2. Amending the articles of incorporation of Outsourcing Support Services S.R.L. and mandating 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.

**For**  **Against**  **Abstention**

3. Approval of 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.

3.4. Drawing up and signing by the Board of Directors of pre-sale documents, provided without limitation as follows: confidentiality agreements, letters of intent, additional deeds, agreements, annexes to the commercial agreements in progress within Connections Consult S.A. and which are directly and exclusively related to the division that is the subject of the market valuation of the part of the business, internal information/notifications on the rights of employees in case of business transfer, drawing up and signing a Business Transfer Agreement (B.T.A.), handing over documents, documentation, information to supervisory and control bodies (Competition Council, CEISD, etc.)

**For**  **Against**  **Abstention**

4. 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.

**For**  **Against**  **Abstention**

5. Establish April 16, 2025 as the date of registration and April 15, 2025 as the ex-date.

**For**  **Against**  **Abstention**

6. Approval of 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.

**For**  **Against**  **Abstention**

I hereby empower the above-named TRUSTEE to vote in the manner in which he/she has been empowered and give him/her discretionary power to vote on matters not identified and included in the agenda by the date of this Special Power of Attorney. I also empower the above-named Trustee to sign the minutes of the Extraordinary General Meeting of Shareholders held on 30.03.2025, 12:00 p.m. or on 31.03.2025, 12:00 p.m., and, to sign, in general, any document or deed necessary for the registration of the resolutions of this meeting, if any.

**Yes**  **No**

Drawn up today, \_\_\_\_\_, in 3 original copies, having the same legal force, one for the principal, one for the Trustee and the third one to be registered at the Connections Consult registry until 28.03.2025 at 12.00 p.m. (Romanian time).