

To,
Bucharest Stock Exchange
Financial Supervisory Authority
Ref: EGMS Decision 30.03.2025

Report Nr. 4544

Date of report:	31.03.2025
Name of the issuing entity:	CONNECTIONS CONSULT S.A.
Registered office:	71 Buzesti Street, 7 th & 8 th floors, sector 1, Bucharest
Phone/fax number:	0372 368 332/ 0372 006 765
Unique registration code:	RO 17753763
Serial number in the Trade Register:	J2005011864405
Subscribed and paid-up share capital:	1.308.199,90 lei
The market on which the issued securities are traded:	SMT - AeRO category, CC market symbol

EVENTS TO REPORT:

Connections Consult (CC) informs the market that on 30.03.2025 the following decisions were adopted:

**RESOLUTION OF THE EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS
OF S.C. CONNECTIONS CONSULT S.A.**

No. 1 / 30.03.2025

The Extraordinary General Meeting of Shareholders, hereinafter, the EGMS 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 Depozitarul Central S.A. on 19.03.2025 (the reference date), representing, at the time of their presence, 67.4869% of the company's share capital, together referred to as the "Shareholders".

At 12:05 p.m., after the attendance, the opening of the meeting and the casting of votes for the first item on the agenda, 2 shareholders with a holding percentage of 67.4869% of the total shares were presented.

As such, 2 shareholders were present at the opening of the meeting, representing 67.4869% of the total share capital and 67.4869% of the total voting rights.

The EGMS meeting was opened by Mr. Florea Bogdan as President of the Board of Directors

Taking into account:

- The convening notice for the EGMS published in the Official Gazette of Romania, Part IV, number 1105 of 05.03.2025 in the BURSA newspaper number 39 of 05.03.2025 and on the Company's internet address;
- The provisions of the Articles of Association of the Company in force ("the Articles of Association");
- The applicable legal provisions;

The Chairman of the Board of Directors notes that at the opening of the works, the EGMS meeting is legal and statutory, 2 shareholders are present or represented, holding a number of 8,828,638 shares, representing 67.4869% of the subscribed and paid-up share capital and 67.4869% of the total voting rights.

The quorum requirement is fulfilled in accordance with the provisions of art.10.11. of the Articles of Association and of art. 115 para. 1 of the Companies Law no. 31/1990 ("Law no. 31/1990").

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

With a total number of 8,828,638 votes and in the presence of shareholders representing 67.4869% of the share capital and 67.4869% of the total voting rights, **the composition of the meeting secretariat is approved, as follows:**

Chairman of the meeting: Bogdan Liviu Florea

Meeting secretary: Cristescu Magda Cristina

1. With a total number of 8,828,638 votes and in the presence of shareholders representing 67.4869% of the share capital and 67.4869% of the total voting rights, the increase of the share capital of Outsourcing Support Services S.R.L. is approved 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 a business transfer contract with Outsourcing Support Services S.R.L., based on the evaluation of the economic activity carried out by an authorized appraiser, corporate member of ANEVAR. The share capital of Outsourcing Support Services S.R.L. will be increased by RON 26,765,000 by issuing 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 number of 8,828,638 votes and in the presence of shareholders representing 67.4869% of the share capital and 67.4869% of the total voting rights, *the amendment of the articles of incorporation of Outsourcing Support Services S.R.L. is approved and the mandate of 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 incorporation according to point no. 1 above.*
3. With a total number of 8,828,638 votes and in the presence of shareholders representing 67.4869% of the share capital and 67.4869% of the total voting rights, *the sale of the activity of the "Service Delivery" business unit is approved by the transfer 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. *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 number of 8,828,638 votes and in the presence of shareholders representing 67.4869% of the share capital and 67.4869% of the total voting rights, **the extension of the period of the respective motivation plan - Stock Option Plan is approved, for the period 2025-2027, under the conditions initially approved by The Hague no. 1/24.04.2023, in compliance with the following elements:**

- a. The implementation of the plan for the new extended period takes into account the number of shares remaining in the company's treasury, respectively a number of 274781 shares.
 - b. The Eligible Person is the natural person who is obliged to perform work, both at executive level (including, without limitation, the Company's directors) and at the non-executive level, in exchange for remuneration, for and/or under the authority of Connections Consult S.A. and/or affiliated legal entities, selected by the Board of Directors for the purpose of granting stock options. Not eligible, the Chairman of the Board of Directors.
 - c. the price at which each Share, which is the subject of an Option, can be acquired based on the exercise of that Option is equal to zero.
 - d. The option will be granted:
 - on 15.06.2025, the Eligible Persons who meet the performance criteria calculated in relation to the financial and operational results of 2024,
 - as of 15.06.2026, Eligible Persons who meet the performance criteria calculated in relation to the financial and operational results of 2025.
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 - e. The Plan enters into force on the date of its adoption by the extraordinary general meeting of shareholders, has a duration of two years and will remain in force until the last expiry date of the right to exercise the Option granted under the Plan.
 - f. The Board of Directors, when evaluating the Eligible Persons for granting the Option, will take into account the following performance criteria, without the list being mandatory or limiting: seniority in the company, position within the company, individual performance, salary level.
5. With a total number of 8,828,638 votes and in the presence of shareholders representing 67.4869% of the share capital and 67.4869% of the total voting rights , **it is approved to set April 16, 2025 as the registration date and April 15, 2025, as ex-date.**
6. With a total number of 8,828,638 votes and in the presence of shareholders representing 67.4869% of the share capital and 67.4869% of the total voting rights , *the power of attorney of Mr. BOGDAN LIVIU FLOREA, as General Manager, is approved, with the possibility of subdelegation in the name and on behalf of the Company, with full power and authority, to sign any documents, including the EGMS resolution, to submit, to request the publication in the Official Gazette of Romania part IV of the decision, to collect any documents, to fulfill any necessary formalities before the Trade Register Office, as well as before any other authority, public institution, legal or natural persons, as well as to execute any operations, in order to fulfill and ensure the enforceability of the decisions to be adopted by the EGMS.*

As there were no other debates on the agenda, the President declared the sitting closed.

Bogdan Liviu Florea

Chairman of the Board of Directors

