

FORM 11

NOTICE OF PROPOSED RESTRICTED SHARE UNIT GRANT OR AMENDMENT

Name of Listed Issuer: Impact Analytics Inc. (the "Issuer").

Trading Symbol: PACT

Date: March 19, 2024

1. New Restricted Share Units Granted:

Date of Grant: March 19, 2024

Name of Optionee	Position (Director/ Officer/ Employee/ Consultant/ Management Company	Insider Yes or No?	No. of RSU's	Deemed Price	Expiry Date	No. of RSU's Granted in Past 12 Months
Eric Entz	Director, CEO	Yes	110,680	\$1.807	N/A	0
Sebastian Lowes	Director, General Counsel	Yes	110,680	\$1.807	N/A	0

Total Number of optioned shares proposed for acceptance: 221,360

2. Other Presently Outstanding Restricted Share Units and Options:

Name of Optionee	No. of Optioned Shares ⁽¹⁾⁽²⁾	Exercise Price ⁽³⁾	Original Date of Grant	Expiry Date
Eric Entz	600,000	\$0.0275	September 25, 2023	September 25, 2025
Laura Parken	100,000	\$0.0275	September 25, 2023	September 25, 2025
Simon Tso	100,000	\$0.0275	September 25, 2023	September 25, 2025
Robert Birmingham	100,000	\$0.0275	September 25, 2023	September 25, 2025
Joseph Traversa	100,000	\$0.0275	September 25, 2023	September 25, 2025
[redacted]	200,000	\$0.0275	September 25, 2023	September 25, 2025
[redacted]	400,000	\$0.0275	September 25, 2023	September 25, 2025
[redacted]	1,780,000	\$0.0275	September 25, 2023	September 25, 2025
[redacted]	890,000	\$0.0275	September 25, 2023	September 25, 2025
[redacted]	890,000	\$0.0275	September 25, 2023	September 25, 2025

(1) Set out number of optioned shares for each grant with different terms.

(2) Number of shares has been adjusted since original date of issue pursuant to the 4-1 forward share split completed on October 6, 2023.

(3) Exercise price has been adjusted since original date of issue pursuant to the 4-1 forward share split completed on October 6, 2023.

3. Additional Information

- (a) If shareholder approval was required for the grant of options (including prior approval of a stock option plan), state the date that the shareholder meeting approving the grant was or will be held.
- (b) State the date of the news release announcing the grant of options.
- (c) State the total issued and outstanding share capital at the date of grant or amendment.

- (d) State, as a percentage of the issued and outstanding shares of the Issuer indicated in (c) above, the aggregate number of shares that are subject to incentive stock options, including new options, amended options and other presently outstanding options.
- (e) If the new options are being granted pursuant to a stock option plan, state the number of remaining shares reserved for issuance under the plan.
- (f) If the Issuer has completed a public distribution of its securities within 90 days of the date of grant, state the per share price paid by the public investors.
- (g) Describe the particulars of any proposed material changes in the affairs of the Issuer.

4. Certificate of Compliance

The undersigned hereby certifies that:

- 1. The undersigned is a director and/or senior officer of the Issuer and has been duly authorized by a resolution of the board of directors of the Issuer to sign this Certificate of Compliance.
- 2. As of the date hereof there is no material information concerning the Issuer which has not been publicly disclosed.
- 3. The undersigned hereby certifies to the Exchange that the Issuer is in compliance with the requirements of applicable securities legislation (as such term is defined in National Instrument 14-101) and all Exchange Requirements (as defined in CNSX Policy 1).
- 4. All of the information in this Form 11 Notice of Proposed Stock Option Grant or Amendment is true.

Dated: March 19, 2024 .

Eric Entz
Name of Director or Senior
Officer

"Eric Entz"
Signature

Director & CEO
Official Capacity

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