



2025 ANNUAL REPORT

AROBS Transilvania Software S.A.

**Company listed on the Main Segment of the Bucharest Stock
Exchange, Premium Category**

Simbol: AROBS

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Disclaimer: The individual and consolidated interim financial statements presented on the following pages have been prepared in accordance with the International Financial Reporting Standards adopted by the European Union ("IFRS").

The interim individual and consolidated simplified financial statements as of December 31, 2025 are audited.

The financial figures presented in the descriptive part of the report, expressed in millions of lei, are rounded to the nearest whole number and may lead to small differences in regularization.

ISSUER INFORMATION

INFORMATION ABOUT THIS FINANCIAL REPORT

Type of report	2025 Annual Report
According to	Annex 15 of the FSA Regulation no. 5/2018
Date of publication of the report	26.03.2026
For the financial period	01.01.2025 – 31.12.2025

ISSUER INFORMATION

Name	AROBS Transilvania Software S.A.
Fiscal code	RO 11291045
Trade Register registration number	J12/1845/1998
Registered offices	11 Donath St., bl. M4, sc. 2, 3 rd Floor, ap. 28, Cluj-Napoca, Cluj, Romania

INFORMATION ABOUT FINANCIAL INSTRUMENTS

Subscribed and paid-up share capital	104,555,233,00 lei
The market on which securities are traded	Main Segment, Premium Category
Total number of shares	1,045,552,330
Symbol	AROBS

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CONSOLIDATED FINANCIAL RESULTS AS OF DECEMBER 31, 2025



RON 448 million

TURNOVER

+8% vs. 2024



RON 69 million

EBITDA

+16% vs. 2024



RON 35 million

OPERATING PROFIT

+21% vs. 2024



RON 31 million

NET PROFIT

NET PROFIT MARGIN 7%

+45% vs. 2024

MESSAGE FROM THE CEO

Dear Shareholders,

The AROBS Group's financial results for 2025 confirm the consolidation of our business model and our ability to generate profitable growth in an uncertain environment. In 2025, we recorded a consolidated Turnover of 448 million lei, with an 8% increase compared to 2024, while profitability indicators advanced at a significantly faster pace than revenue growth.

EBITDA reached 69 million lei, up 16%, with a 15% margin, while operating profit increased by 21% to 35 million lei. Net profit rose by 45%, reaching 31 million lei, with a 7% margin compared to 5% in 2024. This dynamic reflects both the increase in activity volumes and a clear improvement in operational efficiency, cost structure, and revenue mix.

Turnover structure and margin evolution

In 2025, we continued to recalibrate our turnover structure towards higher value-added segments with superior margins. The Software Products segment increased by 25%, reaching nearly 100 million lei, while the Integrated Systems segment recorded more than a fourfold increase, reaching 39 million lei. At the same time, the Software Services segment recorded a 6% adjustment, in a context where we prioritized projects with sustainable margins and maintained commercial discipline, avoiding low-yield contracts. Gross profit increased by 14%, reaching 128 million lei, while net profit grew at a significantly faster pace.

The consolidated gross margin improved to 29%, compared to 27% in 2024. The Software Products segment achieved a gross margin of 54% (51% in 2024), while within the Integrated Systems segment, gross margin increased to 18%, from 12% in the previous year, validating our strategy of diversification and software-hardware capability integration. Within the Software Services segment, the gross margin remained stable at 22%.

On a quarterly basis, the second half of the year confirmed the acceleration in profitability. Q4 2025 was the best quarter in the past two years in terms of turnovers (119 million lei), gross margin (32%), and EBITDA (19 million lei). These results reflect the effectiveness of the optimization measures implemented over the past two years and demonstrate that our operating model is generating stronger profitability.

In a context where pressure on salary costs remains a structural reality for the IT sector, our objective has been to achieve sustainable profit growth in absolute terms and to increase shareholder value. The 2025 performance shows that this approach is delivering visible and consistent results.

Organic vs. acquisitions increase

Out of the total Turnover of 448 million lei, approximately 236 million lei were generated organically, while 212 million lei were generated through M&A. This distribution demonstrates that our acquisition strategy delivers a consistent impact at Group level, contributing at a comparable scale to the organic business. At the same time, it confirms our ability to effectively integrate acquired companies and transform them into genuine growth and profitability drivers.

In 2025, we continued our consolidation strategy through acquisitions, expanding our capabilities in software products dedicated to transport and logistics through SVT Electronics, strengthening our presence in the United States through Codingscape, and reinforcing our automotive engineering capabilities through GESS Engineering.



In January this year, we have also signed a new strategic transaction through the full acquisition of Quest Global Romania. Through this acquisition, we are expanding our expertise in segments such as semiconductors, healthcare, and embedded systems. Regarding our M&A strategy, our philosophy remains consistent: acquiring a majority stake, retaining founders and key teams, and gradually integrating companies into the AROBS ecosystem, with a focus on real synergies, technological complementarity, and financial discipline.

At the end of 2025, we also initiated the merger by absorption process within AROBS Transilvania Software, involving AROBS Development & Engineering, Berg Computers, Nordlogic Software, Infobest România, and Centrul de Soft GPS. The project was approved at the Extraordinary General Meeting from March 3, 2026. This step reflects the Group's transition into a new consolidation phase focused on structural simplification, operational efficiency, and the capitalization of synergies created in recent years.

Positioning and priorities

AROBS remains an independent technology group with Romanian capital and a global footprint, with approximately 70% of revenues generated outside Romania. Our three-pillar model (Software Services, Software Products, and Integrated Systems) provides diversification, resilience, and access to segments with high scalability potential.

In 2026, we will continue integrating the acquired companies, consolidating our position in international markets, and investing in technologies with strategic impact: artificial intelligence, cybersecurity, and big data. Thus, we remain focused on profitable growth, financial discipline, and the development of a capabilities portfolio that will enable us to access increasingly complex projects with superior margins.

The 2025 results demonstrate that AROBS can accelerate profitability even in an uncertain market environment. The evolution of Turnover and net profit confirms the strategic direction we have assumed and the effectiveness of our operational model. I would like to thank all colleagues within the AROBS Group for their professionalism and commitment throughout the year, our partners for their trust, and our investors for their continued support.

2026 Revenue and Expense Budget

For 2026, we estimate consolidated revenues of RON 552 million (+23% compared to 2025) and an EBITDA of RON 82 million (+19% compared to 2025), corresponding to a margin of 15%, in line with the margin recorded in 2025. The revenue structure continues to reflect the orientation towards higher value-added segments, in particular software products and integrated system projects, in parallel with a controlled growth in software services. The budget reflects a prudent scenario, built on solid premises, in a volatile and difficult to predict global context. At the same time, we are confident that the diversification of activities and presence on three continents gives us the flexibility and capacity to respond firmly and effectively to market developments.

Our outlook for 2026 also envisages strengthening operational efficiency, integrating Group entities and capitalizing on the opportunities generated by digitalization, including in the area of the public sector and emerging technologies. Our goal remains profitable growth, supported by financial discipline and an efficient allocation of resources.

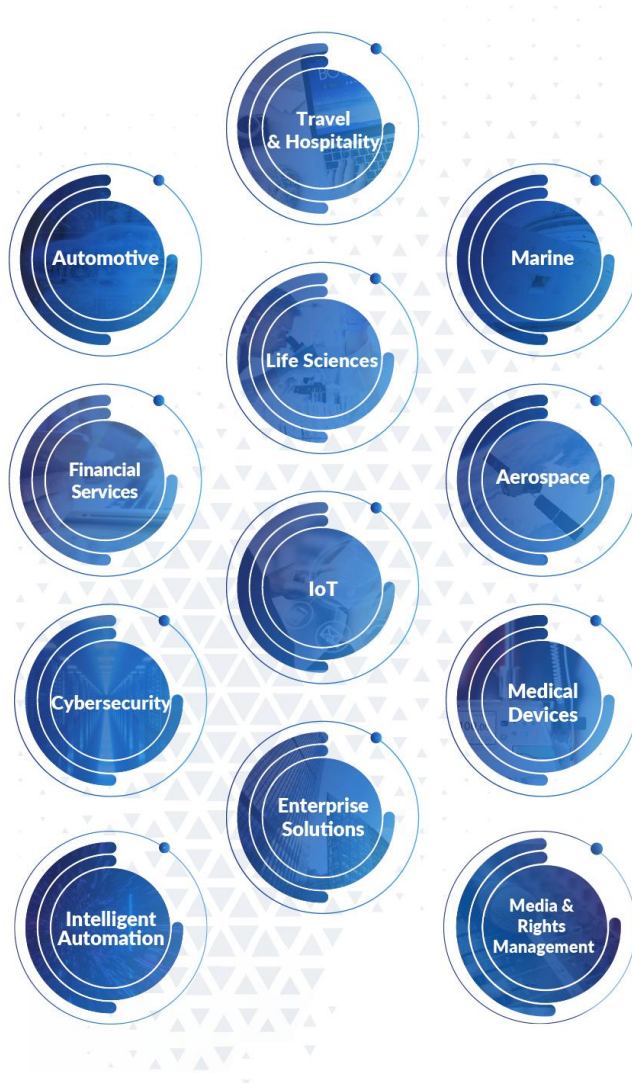
I invite you to review the 2025 Annual Report, which provides further details on the performance of the AROBS Group. For any inquiries regarding our business activities or the capital markets, please feel free to contact us at ir@arobsgroup.com.

Voicu Oprean, founder and CEO

DESCRIPTION OF THE ISSUER'S ACTIVITY

SOFTWARE SERVICES

Over its nearly 27 years of activity, AROBS has established itself as a relevant provider of software services, building on the technical expertise of its teams and on efficient processes tailored to the continuously evolving demands of the market. The Company delivers digital transformation solutions through custom software development, complemented by high-performance products and applications designed to generate value for clients. In 2025, the Software Services division continues to strengthen its strategic direction through the integration of emerging technologies, particularly artificial intelligence and low-code platforms, which contribute to increased operational efficiency, reduced delivery times, and the expansion of a high value-added service portfolio. The Software Services division, the largest within the Issuer, is structured around two main pillars: Automotive – including projects in areas such as Embedded, Marine, Aerospace, and Medical Devices – and High-Level Industries. The latter encompasses the Travel & Hospitality, IoT, Life Sciences, Enterprise Solutions, and Financial Services divisions, supporting portfolio diversification and strengthening the Company's presence in international markets.



- **Automotive–Embedded** - The Issuer's automotive and embedded software solutions represent a core component of its DNA and are built on extensive domain expertise, supported by long-term projects with leading global companies, including Continental, which awarded the Company the Best Engineering Services Supplier distinction in 2021. The acquisition of Gess Engineering in November 2025 strengthens AROBS' engineering services line by expanding its expertise in automotive system testing, validation, and integration, contributing to the development of capabilities in mobility, embedded systems, and autonomous technologies.
- **Aerospace** – Through its teams in Romania and Poland, the Issuer has experience in developing complex embedded systems for the aerospace industry, serving European institutions and companies such as the European Space Agency (ESA). The teams specialize in software development, validation, research, products, and technologies related to quantum and optical communications, data storage and processing, satellite mechanisms, and instrument control.
- **Marine** – The Issuer's teams have competencies in developing solutions for multifunctional navigation systems, including radars, sonars, audio devices, instrumentation, cameras, and autopilot systems, collaborating with renowned companies in the field.

- **Sisteme embedded pentru Medical Devices** - The Company develops embedded software platforms and solutions for high-tech, connected medical devices that enhance healthcare capabilities and medical treatments by leveraging cutting-edge technologies such as artificial intelligence (AI), augmented reality (AR), the Internet of Things (IoT), and wearables.
- **Travel Technology & Cybersecurity** - The combination of niche know-how and strong technical capabilities has enabled the Company to build long-term, robust partnerships with global clients. To date, it has delivered end-to-end solutions for companies in the United States, France, Spain, Germany, and the Netherlands.
- **Life Sciences** – In recent years, the Issuer has developed strong expertise through collaborations with major U.S. pharmaceutical companies. During this period, it has delivered medical software solutions that streamline clinical trial processes for new drugs, as well as AI-powered rapid prototyping initiatives.
- **IoT** - The IoT systems developed by the Issuer are primarily focused on home automation and forestry management. Its clients include leading corporations in Germany, France, and Italy.
- **Enterprise Solutions** - The Company has strong capabilities in developing cloud-based applications, real-time or reactive applications, and Big Data solutions. Its portfolio is built around projects for corporate clients in countries such as the United States, the United Kingdom, Germany, Finland, Norway, and the Netherlands.
- **Financial Services** – Built on accumulated knowledge and experience, in partnership with **leading banks and financial institutions in the fintech space**, this area of expertise was relaunched in 2025 with renewed capabilities and focus.
- **Intelligent Automation** - Within the software services segment, AROBS also benefits from the **Robotic Process Automation** specialization of its Benelux subsidiary and Future WorkForce Global (FWF). These acquisitions have strengthened the Group's position in the intelligent automation market, with Robotic Process Automation (RPA), Artificial Intelligence (AI), and Machine Learning (ML) at the core of its offering in Central and Western Europe.

The Software Services business line has been further strengthened through the integration of Berg Computers, Nordlogic Software, and Infobest, expanding expertise across multiple industries, adding over 170 specialists, and enhancing end-to-end software development capabilities.

In 2025, through the acquisition of a 70% stake in Codingscape, a U.S.-based technology company specializing in consulting and software development for enterprise clients, AROBS strengthened its presence in North America and expanded its expertise in advanced digital services, digital transformation, and cloud-native solutions. This transaction added a team of approximately 60 senior specialists and accelerated the Group's international growth strategy through M&A.

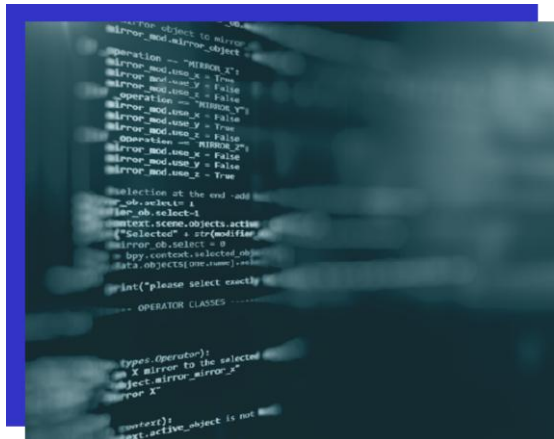
Main categories of solutions and/or services provided by the Software Services Division

The adoption of artificial intelligence-based solutions represents one of the most important strategic directions within the Software Services division in 2025, reflecting the transition towards higher value-added services and increased levels of automation. The integration of AI capabilities into the services portfolio enables the optimization of operational processes, the acceleration of development cycles, and the improvement of deliverable quality, generating direct benefits for clients. At the same time, this direction supports expansion into new verticals and strengthens the Company's position as a trusted partner in digital transformation.

The adoption of low-code platforms is also a key strategic direction in 2025, enabling rapid application development, reducing implementation costs, and increasing flexibility in delivering software solutions tailored to clients' dynamic requirements.

AUTOMOTIVE-EMBEDDED

Services: Body Control Modules (BCM), ECUs for vehicle access, Gateways, Transmissions, Infotainment, Automotive radar sensors, Car keys, Instrument clusters, Single Cockpit Domain Controller (CDC), R&D.

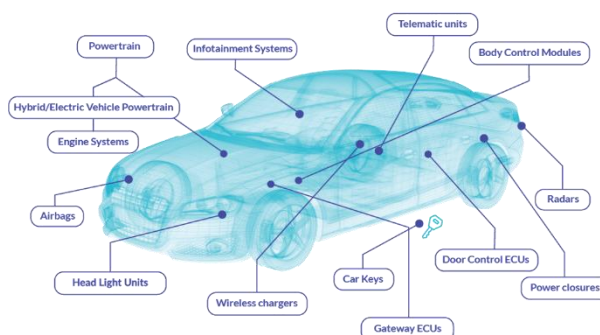


Automotive – Embedded represents a core area of specialization within the software services segment, both in terms of the number of experts and revenue contribution. AROBS' expertise in automotive embedded engineering covers both software and hardware capabilities. Moreover, the Issuer's projects benefit from over ten years of experience in delivering software services to leading companies in the industry across Germany, France, Japan, Romania, China, and the United States.

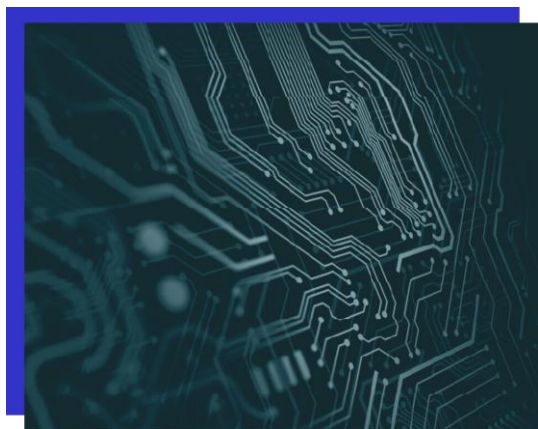
The Company's automotive expertise is built on delivering advanced software and hardware services for top automotive brands. Engineers with specialized automotive know-how

develop essential components and modules such as Single Cockpit Domain Controllers (CDC), Body Control Modules, Gateway ECUs, Door Control ECUs, Power closures, Powertrain systems, Radars, Car keys, Wireless chargers, Instrument clusters, Head-Up Displays, Secondary displays, Infotainment systems, and Telematics units.

This expertise covers both internal combustion engine vehicle architectures and modules for electric vehicles and plug-in hybrid electric vehicles (PHEVs). The Issuer follows AUTOSAR (Automotive Open System Architecture) standards and holds TISAX (Trusted Information Security Assessment Exchange) certification, one of the most recognized information security standards in the automotive industry. The certification is obtained through the international ENX Association platform, which facilitates secure online collaboration between companies, from product and service suppliers to international audit processes.



AEROSPACE



Services: development of complex embedded systems for the aerospace industry, including advanced software solutions for multiple spacecraft and high-profile ESA missions, as well as for various FAA Level A-certified commercial aviation equipment. The Issuer has experience in delivering complex aerospace engineering solutions for internationally recognized clients, including the European Space Agency and ClearSpace Switzerland.

MARINE

Services: development of integrated technologies for various types of marine electronics used in fishing, navigation, cruising, and commercial applications. The Issuer has contributed to the development of internationally recognized devices for leading companies in the maritime industry. Through its solutions, maritime companies can bring optimized products to market, operate more efficiently and profitably, and deliver a safer and more enhanced user experience to their customers. The Issuer's teams comply with the highest industry standards in terms of performance, quality, and safety.



MEDICAL DEVICES

Services: requirements and specifications analysis, design and development, validation, testing, and quality assurance. The Issuer has extensive experience in managing complex research and development projects with numerous technical and regulatory requirements. The Company's teams specialize in developing integrated software platforms and solutions for high-tech medical devices that enhance healthcare capabilities and medical treatments by leveraging cutting-edge technologies such as artificial intelligence (AI), augmented reality (AR), the Internet of Things (IoT), and wearable devices.

The Company has contributed to the development of various types of medical devices, including infusion pumps, robotic surgery systems, and cancer detection solutions.

TRAVEL TECHNOLOGY & SECURITY



Services: Property Management Software Systems (solutions for automating hotel operations, maintaining centralized information, and optimizing room occupancy), Online Travel Agencies (OTA software solutions for travel agencies), Corporate booking automation (software solutions for automating reservations), Cybersecurity (security components focused on implementing data security standards within the travel sector), Custom Hotel Channel Integration Software (integration services with applications such as GDS, CRS, OTA platforms, Property Management Systems, Hotel Channel Managers, as well as payment and billing systems).

In 2025, the Travel & Cybersecurity division continued to evolve within a dynamic market environment, managing adjustments in one of its travel-related projects while simultaneously accelerating investments in cybersecurity and the adoption of AI-based solutions. The period was characterized by budgetary pressures from certain existing clients, a situation mitigated through portfolio diversification, new collaborations, and innovative projects leveraging the division's accumulated vertical expertise.

Cybersecurity sector

In cybersecurity, 2025 marked a year of growth both in depth and in portfolio diversification. The Group expanded its service offering and strengthened its team through specialized training and certifications, enhancing delivery capabilities in areas such as Penetration Testing, Vulnerability Assessment, Risk Assessment, and Incident Response. The client portfolio diversified significantly, with active engagements across the financial, industrial, healthcare, and academic sectors, including collaborations with universities in Romania.

A clear trend observed in 2025 was the substantial increase in demand for regulatory compliance services. This includes NIS2, whose scope of applicability expanded significantly during the year, as well as DORA (the Digital Operational Resilience Act), which came into force in January 2025 and imposes stringent requirements on financial institutions regarding IT risk management, resilience testing, and incident reporting. AROBS, as a DNSC-certified auditor, is well positioned to address this growing demand.



AI Initiatives

A strategic priority in 2025 was the practical application of artificial intelligence, both for client-facing solutions and internal processes. In the travel sector, the Company initiated the development of an agentic AI solution - a presales application for travel agencies that combines current AI model capabilities with the Company's accumulated vertical expertise, with the aim of automating and personalizing interactions during the sales process. Internally, the Company has initiated the development of an AI-based contract management solution designed to optimize administrative processes and reduce the manual effort associated with contract management.

LIFE SCIENCES & IOT

Life Sciences services: medical software solutions that streamline clinical trials for newly launched niche-market drugs, software for medical equipment, fitness applications, and patient monitoring applications.

IoT Services: custom home automation and building monitoring applications, centralized environmental management systems for forestry planning, and smart thermostat applications. In recent years, the Issuer has developed strong expertise in Life Sciences through long-term collaborations with U.S.-based pharmaceutical companies. In the IoT segment, AROBS designs intuitive and scalable systems for home automation and building monitoring, while also delivering efficient solutions for various market segments.

In 2025, the Life Sciences & IoT Business Group ensured continuity in existing partnerships and initiated two new collaborations, resulting in approximately 10% team growth and strengthening the division's growth base.

During the year, the team invested in developing capabilities in artificial intelligence, both by enhancing internal expertise and by integrating AI functionalities into client projects, with the objective of improving productivity and increasing the added value of delivered solutions.

In addition, several initiatives were carried out within a Vision Mapping – Proof of Concept – AI-powered MVP framework, some of which have the potential to evolve into future commercial engagements.



ENTERPRISE SOLUTIONS



Services: The division provides customized software solutions, including applications for copyright management, intellectual property, and cybersecurity on mobile devices. The team has solid expertise in advanced technologies such as cloud, Big Data, and NoSQL, developing scalable applications tailored to the specific needs of companies. The solutions are designed to address complex organizational challenges, with a focus on efficiency, security, and ease of use.

FINANCIAL SERVICES

Services: The Issuer has developed projects such as software audits, cloud solutions, SaaS solutions, and services related to integration, security, artificial intelligence, and machine learning. In addition, in the banking sector, the Issuer collaborates with one of the leading players in the banking and capital markets sector in Romania and Western Europe, including BCR. AROBS develops software solutions and IT services for institutions in banking, capital markets, and fintech, helping them modernize their systems, adopt cloud architectures, and integrate technologies such as artificial intelligence and microservices. The Company supports financial services clients in increasing operational efficiency and improving the digital experience through custom development, system integration, and digital transformation projects.



Scalable AI solutions for operational efficiency and real impact across diverse industries



AROBS develops artificial intelligence-based software solutions that optimize operations, accelerate decision-making, and generate real business value, supporting the transformation of ideas into concrete results and reducing time-to-market. The AI solutions are designed to adapt to the specific needs of each client and are already implemented in industries such as financial services and insurance, healthcare and life sciences, travel and hospitality, retail and e-commerce, as well as in workforce management.

By combining software engineering expertise with customized AI models, AROBS delivers scalable, secure, and compliant solutions that integrate into existing ecosystems and generate measurable performance improvements across various economic sectors.

Companies within the Software Services Division



Berg Software, part of the AROBS Group since December 2021, continues to contribute to strengthening the Software Services business line through its expertise in industries such as biomedical, manufacturing, retail, IT, and cloud, serving relevant clients in the DACH region.

In 2025, the company expanded its presence in the United States market and strengthened its position in Europe, particularly in the automation and SAP Cloud solutions segment. In the context of the maturation of AI technologies, including generative AI, Berg Software integrates advanced capabilities into its existing solutions.



AROBS Engineering represents the former Enea Software Services Romania, an entity acquired by AROBS in April 2022 from Enea AB Sweden. In 2025, within the automotive industry, AROBS Engineering continued the process of reorienting its research and development projects from the traditional development of customized solutions for various ECUs towards the implementation of software solutions for zonal and domain controllers. At the same time, it recorded an increase in projects dedicated to the development and upgrading of Software Defined Vehicle product lines,

in collaboration with major chip manufacturers.

The analysis of AI agents and their integration into software development processes and tools (for example, for Validation and Verification activities) is increasing, as are market requirements regarding compliance with Functional Safety and Cybersecurity standards for all types of developed solutions.

As an established European aerospace engineering company, AROBS Engineering expanded its involvement in software projects for the space sector, both within new ESA missions and in collaboration with key European players. This evolution is supported by the European trend of developing aerospace R&D products with dual-use applications. In this context, the company placed increased focus on secure satellite communication solutions, as well as on systems for autonomous tracking and proximity operations.

In the United States market, AROBS Engineering strengthened its position by expanding its involvement in the development and validation of safety-critical software solutions for medical devices, including diagnostic systems, hospital equipment, and patient-oriented wearable technologies.

The company continued the implementation of a strategic program supporting the launch of a next-generation platform consisting of an instrument-based isothermal system designed for the rapid and reliable detection of infectious diseases.

At the same time, AROBS Engineering remained involved in the development of a new generation of continuous glucose monitoring (CGM) systems, with a focus on increasing accuracy, improving usability, and providing real-time data to patients. Additionally, a new project was initiated for advanced digital health solutions dedicated to the management of insulin-dependent diabetes, particularly targeting patients undergoing multiple daily injection (MDI) therapies.

Long-term relationships with clients in the premium consumer electronics segment and with partners in the IoT sector recorded moderate but steady growth, including in 2025.

During 2025, AROBS Engineering launched its first proprietary IoT hardware and software product, consisting of a customizable multi-sensor monitoring platform, already implemented for monitoring environmental characteristics of historical monuments and heritage sites.

Additionally, the company was selected as the first entity in Romania to integrate the European emergency alert broadcasting system from the Galileo constellation into a new product.



The Nordlogic Group, specialized in the development of customized software products and platforms, joined AROBS' Software Services division in July 2022.

In 2025, Nordlogic Software continued its involvement in the digitalization project of the Cluj County Council, contributing to the development and expansion of digital platforms implemented in the "Cluj Smart Territory" initiative, such as the One-Stop-Shop (Ghişeu Unic), the Territorial Atlas, and digital archiving solutions. These systems enable the

online management of administrative requests and documents and facilitate citizens' access to digital public services, contributing to the efficiency of institutional processes and reducing the use of paper-based documentation.



AROBS Polska (formerly SYDERAL Polska), headquartered in Gdańsk, Poland, specializes in technologies for quantum and optical communications, data processing, and satellite systems, with a strong focus on developing FPGA-based solutions for industries such as aerospace & defense, telecommunications, and advanced research.

In 2025, the company expanded its activity into new technological segments and continued its involvement in projects funded by the European Space Agency.



The Future WorkForce Global (FWF) Group, specialized in delivering complex business process automation solutions, joined AROBS in April 2023. In 2025, the Digital Transformation division of the FWF Group recorded a mixed performance, but with a clear growth trajectory, supported by strong performance in the Romanian market (+25%) and the expansion of relationships with existing clients. In the United Kingdom, activity was slightly impacted by the regulatory environment in the banking sector, in line with broader market trends.

A key strategic milestone was the entry into the Middle East market, opening new growth opportunities. From a technological perspective, the year marked the delivery of the first Agentic Automation projects and the accumulation of practical experience in implementing AI solutions, in a context where large-scale adoption remains in a maturation phase.

In 2025, the client portfolio expanded into verticals such as paytech and utilities, contributing to strategic diversification and reducing dependence on the banking sector. Expansion into the utilities sector also marked the entry into the Middle East market. Demand was concentrated on Agentic Automation solutions, reflecting the industry's transition toward AI-driven intelligent automation. FWF's ability to deliver functional projects beyond the experimental phase represents a competitive advantage and a solid foundation for future growth.



In 2025, the **CoSo** teams, specialized in Robotic Process Automation and integrated both operationally and as a brand under Future WorkForce, continued their efforts to strengthen their presence in the Benelux market for intelligent automation expertise.



In 2025, Infobest by AROBS continued to strengthen its operational performance, recording moderate revenue growth and maintaining solid profitability levels, despite a challenging economic environment in Germany—the main market in which it operates. This performance was supported by the expansion of existing collaborations and the optimization of commercial terms.

During the year, Infobest intensified its business development activities by diversifying the industries addressed and expanding into new geographical areas, with the aim of reducing exposure to the structural challenges of the German market. These initiatives are ongoing, including through the reorganization of the sales team, aimed at increasing efficiency and commercial impact.



The integration of **Codingscape**, completed in mid-2025, strengthened the position of the AROBS Group in North America through the development of a unified sales and delivery platform dedicated to enterprise clients in sectors such as healthcare technology, media, big tech, and private equity. Beyond its direct contribution to revenues, Codingscape brought into the Group a structured vertical-based go-to-market approach and strong commercial process discipline, gradually extended across international operations. The commercial pipeline for

2026 is growing at an accelerated pace, supported both by the acquisition of new clients and by an improved deal-closing rate compared to the previous year.

From the perspective of the U.S. market, the software services industry is undergoing a phase of structural price recalibration, driven by the use of AI-assisted development tools that reduce the cost of code production. In this context, clients are shifting their budgets from capacity-based (staffing) models toward partners who assume responsibility for product outcomes, from technical strategy through to production delivery. Demand is more pronounced in regulated and complex industries, where architectural decisions have a significant impact on business risk. Codingscape's model, based on senior engineers acting as product experts accountable for delivery outcomes rather than utilization rates, positions the company favorably in this transition, particularly in sectors such as financial services, healthcare, media, and automotive.



Gess Engineering, a Romanian company specialized in automotive system testing and validation, founded in 2018, was acquired by the AROBS Group in November 2025 and has taken the first steps in its integration process as part of the Automotive & Embedded division, contributing end-to-end services for global automotive manufacturers and Tier 1 suppliers. The company's results are to be included in the consolidated financial statements starting with January 31, 2026.

AROBS SOLUTIONS FOR DIGITALIZATION AND EFFICIENCY

Starting in 2003, the Issuer developed its own solutions and products and acquired companies that develop proprietary products, among which the most important are:

- **TrackGPS** – fleet management and monitoring solution;
- **SasFleet** – GPS-based fleet monitoring solution;
- **TrueHR** și **dpPayroll** – human resources management and payroll solutions;
- **Optimall SFA** – sales force automation solution;
- **RateWizz** – channel manager for the hospitality industry;
- **Solution for the digitalization of school textbooks**;
- **SoftManager** – CRM+ solution;
- **E-toll Solutions** – a solution through which transport companies can pay road tolls across Europe.

Main categories of products sold and/or services provided by the Fleet Management Division

AROBS has been active in the telematics and fleet management solutions market since 2006. TrackGPS is the main Fleet Management brand developed and owned by AROBS. It is a comprehensive fleet management and monitoring solution that helps companies reduce maintenance and operating costs, improve the efficiency of resource allocation and utilization, enhance driving safety, and improve the quality of services provided.

At the beginning of 2023, AROBS acquired Centrul de Soft GPS, a Romanian company specialized in providing fleet management solutions. The newly acquired entity strengthens AROBS' position as market leader in Romania, adding over 1,000 clients to an existing portfolio of more than 10,000 clients. Through this acquisition, the Issuer confirms the strategic importance of the software products business line, particularly fleet management.

Arobs TrackGPS SRL from the Republic of Moldova joined the Group in February 2023; it is a company with experience in fleet management for companies across various industries, with an active client portfolio of approximately 450 companies and around 5,000 monitored vehicles. The integration of this company into the Group has strengthened AROBS' fleet management business line by consolidating its presence in the Central and Eastern European market.

In July 2023, the full acquisition of Arobs Pannonia Software Kft, headquartered in Budapest, Hungary, was completed. The company is specialized in fleet management and custom software development. The acquisition of AROBS Pannonia Software marks a new development perspective in Central Europe, building on a base of over 1,000 clients in Hungary.

In 2025, the AROBS Group acquired SVT Electronics, a Romanian company with 20 years of experience and a team of over 20 specialists. Through its TachoSafe brand, the company develops and manufactures solutions for tachograph data management, thereby strengthening the telematics division's offering and expanding the Group's capabilities in compliance and hardware solutions dedicated to the transport industry.



#WeWontStop



TRACKGPS – Fleet Management Solutions

TrackGPS, a flagship brand of AROBS Transilvania Software, represents one of the most well-known fleet monitoring and management solutions in Central and Eastern Europe. With two decades of experience, the platform has continuously evolved, adapting to technological changes and the increasingly complex requirements of the transport industry. Currently, TrackGPS offers an extensive suite of digital tools designed to improve operational efficiency, reduce costs, and ensure compliance with regulatory requirements.

During **2025**, interest in TrackGPS solutions continued to grow significantly. Approximately **1,700 new companies**, with over **18,000 vehicles**, chose to use the platform, contributing to the expansion of the client base and strengthening TrackGPS' position in the Southeast European market and in Asia.

From the perspective of TrackGPS solution deployment across the markets in which it operates, the freight transport segment recorded the strongest growth dynamics, outpacing other business verticals.

The EU Mobility Package 1 has transformed the tachograph into a key real-time compliance tool, with transport companies facing significant penalties in case of non-compliance. As a result, tachograph data analysis through the TrackGPS **Tacho Analytics** solution has become essential for avoiding sanctions and optimizing operations.

The use of TrackGPS **Tacho Analytics** transforms mandatory data downloaded from tachographs and driver cards into a source of operational intelligence for fleets subject to regulatory requirements.

As of April 1, 2025, penalties have come into force, with fines of up to RON 100,000 and the risk of goods confiscation for failure to comply with monitoring and reporting obligations within the RO e-Transport system for all transports declared under UIT codes. This has made automated reporting an operational necessity.

The **e-Transport reporting solution** developed by TrackGPS ensures the automatic retrieval of UIT codes, without manual intervention, and the automatic transmission of transport-related data to ANAF, reducing reporting time and eliminating the risk of human error.

Starting January 2025, all EU carriers performing road transport to and from Poland are required to register their transports in the SENT system. In this context, automatic integration with **SENT Geo** becomes an essential requirement for any operator transiting Poland. The TrackGPS platform provides native integration with **SENT Geo**, eliminating the risk of data flow interruptions throughout the transport process, automating reporting, and ensuring operational continuity without manual intervention from TrackGPS clients.

Also in 2025, **ECO Drive Score** was launched, a solution dedicated exclusively to truck fleets. The module analyzes drivers' driving behavior in detail, evaluating relevant indicators such as acceleration, braking, and efficient vehicle usage. Based on this data, the system generates performance scores and recommendations that contribute to **reducing fuel consumption, increasing road safety, and optimizing fleet management**.

In addition to these developments, TrackGPS continued to strengthen its ecosystem of fleet management solutions. Functionalities such as **CAN data monitoring** and **fuel consumption tracking**, **Safety Driving** tools, the **GDPR Private Mode** module, as well as **Video Telematics** solutions remained essential components for companies seeking efficient and transparent fleet management.

A competitive advantage of the TrackGPS platform is the provision of **services for the acquisition of road toll vignettes and RCA insurance policies**, which has contributed to simplifying administrative processes for fleet managers by allowing them to manage these services directly within the platform.

The **TrackGPS Customer Support** portal has been expanded and optimized to better meet user needs through more transparent and efficient communication: clients can monitor the status of support tickets at any time and have access to an integrated library of resources—user guides, technical documentation, and video content—enabling full utilization of the platform's capabilities.

The TrackGPS Fleet Management mobile application remains a central pillar of the TrackGPS service offering, strengthening its position as a benchmark in fleet management across the markets in Romania, the Republic of Moldova, and Hungary. The solution provides managers with real-time mobile access to comprehensive

operational information—vehicle location, route history, and driver activity monitoring - in a format optimized for rapid decision-making in the field.

Through continuous investments in technology and the development of solutions tailored to current transport industry requirements, **AROBS TrackGPS** strengthens its role as a **strategic partner in the digitalization of fleet management**. The platform continues to provide companies with modern tools for optimizing operations, increasing efficiency, and ensuring compliance with applicable regulations.



SAS Fleet Tracking – known on the market primarily as alarma.ro – is the second fleet management brand owned by AROBS.

The year 2025 proved to be significantly more challenging towards its end (H2) than initially anticipated at the beginning of the year. The fiscal measures packages, as well as the highly unstable political and economic environment, represented a real test of maturity for the SAS Fleet Tracking business. Nevertheless, the company strengthened its position in both the enterprise and SME segments. Remaining faithful to its customer-oriented

philosophy, a large proportion of clients continued their partnerships with SASFleet, while new partners were also added. The company recorded a +8% increase in sales compared to 2024, with new clients added to the portfolio, including a major service provider in the energy sector with a fleet of over 1,000 vehicles.

The process of replacing older-generation equipment with 4G devices continued, enabling clients to avoid the negative impact of the inevitable transition of data transmission from EDGE to LTE.

A growing trend in the market is the increasing interest of clients in fleet cost control tools, particularly regarding fuel consumption. In this context, the FleetCare solution was very well received by new partners, especially modules such as fuel consumption vs. budget, document expiry, driver behavior, as well as specialized products such as FMB 140 devices, through which clients gain access to highly valuable information, including engine idling, fuel refueling through native fuel level sensor readings, and engine RPM.

In 2025, an increased interest from corporate clients in cost efficiency was observed, and reporting as well as report customization were carried out almost directly with clients, supporting their decision-making processes. Feedback received highlighted that many ideas initially perceived as useful only for a specific client segment proved to be scalable across other client profiles, generating commercial benefits. One such example is fuel theft reporting, which has become more useful, faster, and, most importantly, more reliable, by eliminating calculation errors that could misinterpret fuel level anomalies as theft.

By introducing LTE (4G) devices such as FMC 130 into the sales portfolio, issues related to communication with servers in countries/regions where GPRS (2G) services have been discontinued—such as Switzerland, the Netherlands, and Belgium—have been resolved.

Fuel cost optimization remains a constant priority for clients, which has led to significant growth in the sales of hardware capable of directly interfacing with the engine control unit to provide accurate fuel consumption reports.



AROBS E-toll Solutions - The company, newly established in 2022, provides a solution complementary to fleet management systems, through which international transport companies—both freight (over 3.5 tons) and passenger transport (coaches)—can pay road tolls across Europe through an integrated system. The company also provides services for the payment of road tolls in Romania, mandatory motor insurance, roadside assistance, and claims assistance services.

In 2025, the Company continued its efforts to increase market share, recording growth in attracting new clients and integrating them with the Group's fleet management platforms.



Centrul de Soft GPS represented the fleet management division of Centrul de Soft Pro until June 2022, when a spin-off process took place, and AROBS fully acquired the newly created entity under this name in January 2023. The clients of Centrul de Soft GPS were migrated, in 2025, to the TrackGPS platform.



In 2025, following its integration into the AROBS Group, SVT – **TachoSafe** continued the process of consolidation and expansion in the European market for tachograph data download and analysis solutions. The company expanded into new markets such as Greece, Cyprus, Slovenia, and the United Kingdom, while strengthening its position in mature markets such as France and Spain. The partner network recorded significant growth, with the addition of 14 new partners, representing an expansion of approximately 30% of the TachoSafe distribution and integration ecosystem.

From a product portfolio perspective, 2025 was marked by the launch and development of innovative solutions aligned with trends in the transport industry. **The RDU + GPS** functionality, which combines automatic tachograph data download with tracking services, has been increasingly requested by clients as a complementary fleet management service. At the same time, the company launched **TachoSafe Connect**, a manual tachograph download device considered one of the easiest to use in Europe, based on a unique technology that utilizes SIM card connectivity.

On the software services side, the **TachoSafe WEB** platform continued to evolve as an advanced analysis and compliance tool for transport operators. The service recorded approximately **324% revenue growth in 2025**, reflecting the increasing interest of transport companies in digital solutions that facilitate data analysis, regulatory compliance, and the optimization of fleet operations.

Main categories of products sold and/or services provided in the HR Solutions segment

TrueHR is a software solution developed by UCMS by AROBS, a company with 30 years of experience, for human resources management, which automates all processes specific to this field and facilitates employee recruitment, administration, and training. Carefully designed with multiple functionalities, its purpose is to support the management of HR department tasks, automating a significant part of them through its 15+ modules.

Dp-Payroll is a professional payroll management solution that automates processes specific to this field in order to eliminate human error. The Dp-Payroll solution simplifies financial processes through a payroll calculation program and supports obtaining a clear view of the business through accurate and fast reports generated by the system. It ensures the efficient and complete administration of employees' contractual data and collects and processes data related to timesheets, leave, business trips, deductions, etc., through more than 15 distinct modules. The wide range of functionalities makes dp-Payroll a holistic solution for the payroll department, reducing costs and optimizing financial and accounting processes within the company.



UCMS by AROBS continues to strengthen its position in the human resources management solutions segment, recording growth in its client portfolio and attracting new partnerships in target industries such as Banking, Retail, Manufacturing, Automotive, and IT.

In this context, during the current year, the workTeam platform was launched on the market and implemented for its first clients, validating the solution's functionalities and architecture within organizations with hundreds of employees. The expansion of implementations to companies with thousands of employees represents the next stage in the platform's scaling process.

At the same time, in line with the strategy of diversifying services and increasing the added value delivered to clients, at the end of 2025 a new business segment was launched – business consulting. This includes webinars on legislative topics, Expert Guidance 1:1 sessions, and the Intensive Care Legislativ package, designed to provide proactive and rapid support in managing legislative challenges.

The Company promotes and attracts new partners primarily through a series of functionalities that have generated strong client interest, including time tracking automation (True Electronic Timesheet), digitalization of internal report configurations (dp-Reports) and reports required by authorities (dp-INS Statistics), employee performance evaluation (True Employee Evaluation), business trips and expense management (True Business Trips and Expenses), and the digitalization of employee document signing (True Electronic Signature).

Main categories of products sold and/or services provided in the Business Optimization segment



AROBS Optimall SFA - a comprehensive suite for optimization through automation and management systems. From sales force automation, warehouse inventory management, and TMS systems to business intelligence software, Optimall SFA incorporates all the necessary optimization tools for a company.

In 2025, the company maintained its number of partnerships. Among the promoted solutions, Optimall SFA recorded the highest traction on the Romanian market. Market developments challenged the team to innovate and improve the quality of its services.

Optimall clients show increasing interest in the digitalization and improvement of internal company processes through various automation solutions. In the case of SFA, the most requested modules, in addition to customer and order management, were the additional modules Supervisor, Flexible Promotions, Merchandising, and Sell Sheet. The WMS (Warehouse Management System) solution has seen strong demand among clients interested in digitalizing warehouse operations, and in 2025 it benefited from investments aimed at developing new functionalities and redesigning processes.



SoftManager CRM+ is an integrated platform for customer relationship management and the optimization of operational processes (production, financial, marketing, project management, and analytics), expanded in 2025 with new modules (including warehouse management) and integrations with external systems.

SoftManager continued to develop the platform in 2025 by launching advanced modules for logistics and transport and attracting new clients from manufacturing (construction materials, wood carpentry) and e-commerce/teleshopping, while also implementing complex integrations (e.g., Magento, QeOPS) that contributed to operational optimization and increased solution reliability.

Innovative Projects

UBB Digitalization

During 2024, the Innovative Projects division participated in the open tender launched by Babeş-Bolyai University for the acquisition of a low-code IT system במסגרת the project “UBB Digitalization: Equipping with digital infrastructure for educational and research purposes (Digital HUBB)”, project code 1347494230, funded through the National Recovery and Resilience Plan (PNRR). In March 2025, AROBS was declared the winner, and the public procurement services contract no. 299/01.04.2025 was signed.

The contract is being executed together with the Group’s partner company, Future Workforce, has a value of RON 9,940,000, and consists of services for the development of a low-code IT system. This system will support the university’s efforts to reduce bureaucracy, increase operational efficiency, and simplify procedures by digitalizing over 200 internal administrative processes, benefiting students, as well as by creating an electronic registry and a digital archive. The services are scheduled to be completed in March 2026.

UBB students and employees will be able to initiate multiple documents and requests online, such as requests for certificates, requests for study interruption, course equivalency requests, tuition-to-budget transfer requests, fee

reimbursement requests, accommodation requests, and many others, without the need to physically visit UBB, queue to submit them, or use paper-based documents. At the same time, both the processing and resolution of these requests can be tracked online. Documents uploaded within these administrative workflows will be approved online and electronically signed.



Solution for the digitalization of school textbooks – AROBS brings the learning process into the Digital Era: Education continues to be shaped by accelerated digitalization and the adoption of hybrid learning, with a focus on interactive, accessible content tailored to individual needs. In this context, the Digital Textbooks project provides modern solutions that support a more efficient educational process.

During 2025, in partnership with Aramis, tenders were won for the following textbooks: Romanian Language and Literature – 8th grade, Biology – 8th grade, and Technological Education and Practical Applications – 8th grade. The print run for new textbooks was approximately 44,000 copies, while reprints amounted to approximately 47,000 copies.

For the upcoming period, participation in tenders is planned, together with the partner Aramis, with an extended portfolio of 13 textbooks, as follows: Civic Education (3rd and 4th grades), Personal Development (2nd grade), History (4th grade), Romanian Language and Literature (3rd and 4th grades), Natural Sciences (4th grade), Mathematics (3rd and 4th grades), Music and Movement (2nd, 3rd, and 4th grades), Visual Arts and Practical Skills (2nd grade). An estimated print run of approximately 195,000 copies for new textbooks and 40,000 copies for reprints is expected.

The integration of digital technologies and artificial intelligence continues to support the development of educational content, strengthening the role of e-learning as a strategic direction.



RateWizz Channel Manager is a white-label solution that can be integrated with any Property Management System (PMS), enabling hoteliers to centrally manage bookings while ensuring connectivity with major online booking platforms (OTA, GDS, and CRS), such as Booking, Expedia, Sabre, SynXis, and Travelport. During 2025, the product operated in a highly competitive environment, marked by market consolidation and pressure from international providers. In this context, the number of hotels in the portfolio was maintained, despite some operators shifting towards integrated or in-house developed solutions.

RateWizz remains a stable product, differentiated by the high level of customer support provided, with ongoing efforts focused on enhancing connectivity and rate management functionalities, strengthening partnerships, and improving operational efficiency, including cost optimization.

For 2026, the strategic directions include consolidating the current portfolio, increasing the efficiency of partnerships, and continuing product development, with a focus on stability and adaptation to market requirements.



AROBS Systems represents one of the new diversification directions within the Group, with AROBS Systems being responsible for the implementation of hardware and software solutions for contracting authorities in the public sector. The company has a team of professionals specialized in public sector digitalization, and its technical expertise covers the integration of complex systems and technologies from ORACLE, HP, DELL, and Microsoft.

In 2025, AROBS SYSTEMS recorded a year of accelerated growth, strengthening its position in the IT&C market dedicated to the public sector. The company focused its activity on delivering integrated solutions, software products, equipment, and services to central and local public administration institutions, a segment that generated the main revenue volumes.

Among the most important achievements of the year was the winning of significant contracts with public authorities, scheduled for execution in 2026. These commitments provide the company with a solid backlog of future orders and increased financial visibility over the medium term.

From a financial perspective, AROBS SYSTEMS SRL recorded revenue growth of over 90% compared to the previous year, a pace that reflects both the expansion of its client base in the public sector and the increasing value of the contracts awarded.

A key driver of this performance was the effective leveraging of strategic partnerships with leading vendors: Dell and HP for hardware infrastructure, Oracle for database and enterprise application solutions, and Fortinet for cybersecurity. These partnerships enabled the company to submit competitive and certified bids in public tenders, differentiating itself through access to state-of-the-art technologies and authorized technical support.

Therefore, 2025 was a year of both quantitative and qualitative advancement for AROBS SYSTEMS SRL, laying the foundation for sustainable growth in 2026 through already secured contracts and a strengthened ecosystem of technological partnerships.

CERTIFICATIONS

AROBS promotes strong governance and ethical principles in software development, considering that responsible technology is essential for trust, security, and long-term value creation. In an ever-evolving digital environment, the Company strengthens its responsible development practices by integrating standards related to security, transparency, and accountability across all stages of the software product lifecycle.

AROBS prioritizes security and data protection, applying advanced cybersecurity practices and internal controls designed to safeguard user data and ensure business continuity. The Company promotes transparency and accountability in development processes, encouraging feedback from both users and internal teams in order to continuously improve its products and services.

At the same time, AROBS complies with industry standards and software development best practices, ensuring clear documentation, quality control processes, and scalable and reliable solutions. The Company places particular emphasis on responsible technology design, including the prevention of algorithmic bias risks or improper use of data, as well as the ethical use of emerging technologies, including artificial intelligence.



Information Privacy and Security

AROBS has implemented an Integrated Management System (IMS), which incorporates international standards such as:

- ✓ ISO 9001 - Quality Management
- ✓ ISO 27001 - Information Security Management
- ✓ TISAX - Information security in the automotive sector
- ✓ ISO 42001 – AI Management (granted in February 2026)

Future-ready security: ISO 27001:2022 & TISAX

In 2025, AROBS completed the transition to the new ISO 27001:2022 standard, which addresses emerging cybersecurity threats and best practices. AROBS Transilvania Software and AROBS Software Moldova hold TISAX certification, the gold standard for cybersecurity in the automotive industry.

Acceptable use of AI and AI risk management

In 2025, the Company initiated preparations for adopting the ISO/IEC 42001 standard — the first international framework dedicated to the responsible management of AI systems. Certification was granted by Bureau Veritas in February 2026.

This standard guide the implementation of robust AI governance practices, ensuring transparency, fairness, and reliability in the AI-based solutions delivered to clients. By aligning with ISO/IEC 42001, AROBS reinforces its commitment to ethical and responsible innovation, providing partners with confidence that the AI systems developed by the Company meet the highest standards of quality and safety.

Regulatory compliance: DORA and NIS2 directives

AROBS proactively aligns its security and compliance framework with EU directives (NIS2 and DORA), ensuring compliance through:

- ✓ technical and organizational measures
- ✓ updates to legal documentation based on client requirements

AROBS has been accredited by the DNSC as a cybersecurity auditor starting in 2025.

Additional certifications

We maintain several industry-recognized certifications for the TrackGPS division, including:

- ✓ ISO 9001:2015 - Quality Management
- ✓ ISO 45001:2018 - Occupational Health and Safety
- ✓ ISO 14001:2015 - Environmental Management
- ✓ ORDA & HU-GO Certification – Software and telematics

Privacy, data responsibility, and security

Our approach to data protection includes:

- Privacy by Design & Default – integrated into all software development processes.
- Compliance with GDPR and international standards – under the supervision of our Chief Information Security Officer (CISO) and Data Protection Officer (DPO).
- Internal security policies – integrated into our Integrated Management System (IMS) to ensure regulatory compliance.
- Dedicated privacy and cybersecurity teams – experts in AI, compliance, cybersecurity, and risk management.
- Mandatory employee training – ensuring that all personnel comply with privacy, security, and ethical standards.

Software development and security

Security is embedded throughout our software development lifecycle:

- ✓ Risk assessments for all software projects
- ✓ GDPR-compliant checklists for implementing “Privacy by Design”
- ✓ Internal policies for security, compliance, and risk mitigation

EXPERIENCE

Considering the date of establishment of the Issuer, as well as its collaboration with numerous clients and suppliers across various fields corresponding to AROBS' business lines, the Issuer's experience is extensive, with the most relevant aspects being as follows:

- The Issuer has dedicated teams of IT professionals, with a strong market reputation, built over nearly 27 years;
- Expertise across multiple industries and exposure to various segments, including B2B, as well as B2G and B2E;
- Flexible delivery models;
- Security and governance posture aligned with the most stringent industry regulations;
- Corporate and SME clients in over 15 countries across 3 continents;
- Dedicated teams, oriented towards challenges and new technologies;
- Strong focus on clients, employees, and partners;
- Expertise in software solutions across fast-growing industries, including Automotive, IoT, Fintech, Aerospace, Medical, Maritime, Life Sciences, Travel Technology, Cybersecurity, AI-powered solutions, Enterprise Solutions, RPA, Transportation & Logistics, Retail, Manufacturing, Office automation, IT, Storage, and Cloud, among others;
- Software solutions delivered to companies and organizations well positioned in Romania, as well as in Central and Southeast Europe, North America, and Asia;
- One-stop-shop capabilities for research and development;
- Continuous launch of new software expertise and products, with validation on the Romanian market prior to expansion into Central and Southeast Europe;
- Growth achieved both organically and through strategic acquisitions, aimed at strengthening business lines and expanding the solutions portfolio.

COMPETITIVE DIFFERENTIATION

The Issuer differentiates itself from competitors through its business model and the integrated way in which the Group's companies operate, as well as the synergies created between them, resulting in a comprehensive suite of digitalization and business optimization solutions. In this context, the key differentiating elements compared to its competitors are as follows:

At the level of services delivered by the Issuer:

- Experience in developing proprietary software solutions since 2003;
- Research and development teams;
- Dedicated teams with extensive experience in product development: dozens of specialists in web and mobile application development, as well as end-to-end solutions for dynamic industries;
- Experienced management team;
- Long-term partnerships with thousands of companies across Central and Southeast Europe and Asia;
- Presence in European rankings as a representative company in fleet management at a European level;
- Continuous innovation of solutions, with agility and adaptability based on market needs analysis;
- Frequent launch of new software solutions, with validation on the Romanian market prior to expansion into Central and Southeast Europe;
- Growth achieved both organically and through strategic acquisitions, aimed at strengthening business lines and expanding the solutions portfolio.

GROUP STRUCTURE

As of 31 December 2025, the AROBS Group consisted of AROBS Transilvania Software S.A. ("the Company" or "AROBS" or the "Parent Company") and 34 subsidiaries:

1	AROBS DEVELOPMENT & ENGINEERING SRL	100%
2	AROBS ETOLL SOLUTIONS SRL	100%
3	AROBS North America	100%
4	AROBS PANNONIA SOFTWARE KFT	100%
5	AROBS POLSKA (SYDERAL POLSKA)	94%
6	AROBS SOFTWARE SOLUTIONS GMBH	60%
7	AROBS SOFTWARE SRL	100%
8	AROBS SYSTEMS SRL	100%
9	AROBS TRACKGPS SRL	100%
10	ATS ENGINEERING LLC	100%
11	BERG COMPUTERS S.R.L.	100%
12	CABRIO INVEST B.V.	90%
13	CENTRUL DE SOFT GPS SRL	100%
14	CODINGSCAPE BY AROBS	70%
15	CODINGSCAPE LLC	70%
16	COSO BY AROBS BV BE	90%
17	COSO BY AROBS BV NL	90%
18	FUTURE WORKFORCE GmbH	65%
19	FUTURE WORKFORCE Limited	80%
20	FUTURE WORKFORCE SA	100%
21	FUTURE WORKFORCE SRL	100%
22	INFOBEST ROMANIA SRL	100%
23	INFOBEST ROMANIA SUC. GERMANIA	100%
24	INFOBEST SYSTEMHAUS GMBH	100%
25	NORDLOGIC SOFTWARE S.R.L	100%
26	NORDLOGIC USA, Inc.	100%
27	PT AROBS SOLUTIONS INDONESIA	70%
28	SAS FLEET TRACKING SRL	100%
29	SILVER BULLET SRL	100%
30	SKYSHIELD MAGYARORSZAG KFT	100%
31	SOFTMANAGER S.R.L.	70%
32	SVT Electronics SRL	100%
33	TLG LLC	85%
34	UCMS GROUP ROMANIA S.R.L.	97.67%

EMPLOYEES

As of 31.12.2025, the average number of employees at Group level was 1,055, compared to 2024, when the average number at Group level was 1,187.

The organizational structure of AROBS Transilvania Software S.A is shown below:



DIRECTORS

The Company is managed by a Board of Directors composed of five members, appointed by the Ordinary General Meeting of Shareholders for a four-year mandate starting on 29 September 2023. During 2025, the composition of the Board changed following the replacement of one of its members, with the mandate of the newly appointed director set to expire on the same date as those of the other Board members. In 2025, the Issuer's Board of Directors was evaluated by its chairman, with the assessment concluding that the members fulfilled their duties in accordance with the provisions of the Articles of Association and the applicable legal framework. During 2025, 28 meetings of the Board of Directors took place (all with full attendance).

The Board of Directors of the Issuer consists of:



Voicu Oprean – Chairman of the Board of Directors and CEO

Founder of AROBS, Voicu Oprean is a graduate of the Technical University of Cluj-Napoca, holding a Bachelor's degree in Computer Automation and a Master's degree in Business Administration from Babeş Bolyai University. He has also completed an EMBA from Wu Wien in 2008, the London Executive Business School in 2018, and the President's Program in Leadership Y.P.O. at Harvard Business School in 2021.

Voicu Oprean mentors and coaches multiple startups and generations of entrepreneurs.

Additional information as per legal regulations:

- Voicu Oprean is currently an active partner in the following companies/associations: AROBS TRANSILVANIA SOFTWARE S.A., AROBS SOFTWARE DOO, AROBS TRADING&DISTRIBUTION GMBH, B.A.R. AROBS INTERNATIONAL SRL, CABRIO INVEST B.V., NEWCAR4FUTURE SRL., AROBS BUSINESS CENTER S.R.L., AXISPOINT SOLUTIONS S.R.L., AROBS BUSINESS CENTER PLUS S.R.L., AROBS BUSINESS SERVICES S.R.L., AROBS TRADING & DISTRIBUTION SRL, MED CONTROL SOLUTIONS S.R.L., TINN TECH AS, UCMS GROUP ROMANIA S.R.L., VISION PLUS MOBILE S.R.L., ONLINE DISTRIBUTION SERVICES S.R.L., OOMBLA TRAVEL MANAGEMENT S.R.L., CLEVERAGE VENTURE CAPITAL S.R.L., TRANSILVANIA SOFTWARE RECRUITMENT S.R.L., CABRIO INVESTMENT S.R.L.,ATD CORNER S.R.L., AROBS TURKEY YAZILIM LIMITED SIRKETI.
- In the last five years, Voicu Oprean has not been prohibited by a court from serving as a member of the board of directors or supervisor of a company.
- In the last five years, there have been no cases of insolvency, liquidation, bankruptcy, or special administration of companies of which Voicu Oprean was a member of the board of directors or the supervisory board.



Mihaela Cleja – Non-executive member

Mihaela Cleja joined AROBS Transilvania Software in 2008 as Chief Financial Officer (C.F.O.) until September 2021, coordinating capital budgeting, forecasting, reporting, and controlling operations. Before this position, he held the position of C.F.O. in several companies, with over 28 years of professional experience. He graduated in 1993 from the Faculty of Economic Sciences at Babeş Bolyai University, and in 2008, he obtained a Master's degree in Management in Administration of Credit Institutions and Commercial Companies.

Additional information according to legal regulations:

- Mihaela Cleja is an active associate in the company NEWCAR4FUTURE SRL.
- In the last five years, Mihaela Cleja has not been prohibited by a court of law from serving as a member of the board of directors or supervisor of a company.
- In the last five years, there have been no cases of insolvency, liquidation, bankruptcy, or special administration of companies of which Mihaela Cleja is a member of the board of directors or the supervisory board.



Aurelian Deaconu – Executive Member

Aurelian Deaconu has been Executive Director of the Software Services Division of AROBS Transilvania Software since 2011, having previously held C.F.O. positions at Endava Romania (2007-2011), A.G.S. Romania (1999-2004) and Alfasoftware SA (1993-1999). He has a degree in Electronics and Telecommunications from the Technical University, in Industrial and Financial Management from Babeş Bolyai University, and an M.B.A. from the Conservatoire des Arts et Métiers, Paris.

Additional information as required by legal regulations:

- Aurelian Deaconu is active partner in the next companys EVO QUEST S.R.L., and ALPHA ENERGY S.R.L..
- In the last five years, Aurelian Deaconu has not been prohibited by a court of law from serving as a member of the board of directors or supervisor of a company.
- In the last five years, there have been no cases of insolvency, liquidation, bankruptcy, or special administration of companies of which Aurelian Deaconu was a member of the board of directors or the supervisory board.



Ioan Nistor – Independent Member

Ioan Alin Nistor, Professor of Finance at Babeş-Bolyai University in Cluj-Napoca, is distinguished by a career of over 20 years in the academic world. After graduating with a PhD in finance, he broadened his global perspective through a post-doctoral internship at Kobe University in Japan and an Executive M.B.A. program at Hull University in the U.K. His commitment to values-based leadership has been reinforced by his graduation from the prestigious Aspen Institute - Public Service Leadership program.

Additional information as required by legal regulations:

- Ioan Alin Nistor is not an active partner in any company currently.
- In the last five years, Ioan Alin Nistor has not been prohibited by a court of law from serving as a member of the board of directors or supervisor of a company.

- In the last five years, there have been no cases of insolvency, liquidation, bankruptcy, or special administration of companies in which Ioan Alin Nistor was a board of directors or supervisory board member.



Răzvan-Florin Olosu-Ittu – Independent member

Răzvan-Florin Olosu-Ittu was co-opted as an independent member of the Board of Directors to support AROBS' commitment to international best practices in corporate governance. With over 30 years of experience in technology and business leadership, he has held top roles at Nokia, including Managing Director of Nokia Germany and Vice President of the Multimedia Group, and founded several successful companies in Europe and North America. He currently leads Blue Dot Holdings & Management BV and holds an MBA from INSEAD and an engineering degree from RWTH Aachen.

Additional information as per legal regulations:

- Răzvan-Florin Olosu-Ittu is currently an active partner in Blue Dot Holdings&Management B.V. (companies controlled by this holding: BeOne Invest BV Olanda, BeTwo Invest BV Olanda, b1Engineering Solutions GmbH&Co KG Germania, b1Engineering Solutions Verwaltungs GmbH Germania, B1 Embedded Solutions Inc Canada, B1 Engineering Solutions Romania SRL) and RIAMO Holdings GmbH.
- In the last five years, Răzvan-Florin Olosu-Ittu has not been prohibited by a court of law from serving as a member of the board of directors or supervisor of a company.
- In the last five years, there have been no cases of insolvency, liquidation, bankruptcy or special administration of companies in which Răzvan-Florin Olosu-Ittu was a member of the board of directors or the supervisory board.

All members of the Board of Directors are covered by professional liability insurance. Details of the remuneration of the members of the Board of Directors and Executive Directors are available in the Remuneration Report for 2025, available on the company's website under the Investors Section – Shareholders General Meetings – Ordinary General Shareholders Meeting – 27.04.2026.

AROBS SHARES ON THE BUCHAREST STOCK EXCHANGE

AROBS shares were admitted to trading on the SMT-AeRO segment of the Bucharest Stock Exchange on 06.12.2021.

Previously, the Issuer had conducted a private placement whereby it offered for sale a total of 54.7 million shares, and at the end of the first day of subscription, investors had placed subscription orders for 154.5 million shares, resulting in an oversubscription of 2.82 times. The offer price was 1.357 lei per share, meaning that total subscriptions amounted to 209.7 million lei.

As of 25 September 2023, AROBS shares were admitted to trading on the Main Market of the Bucharest Stock Exchange.

In July 2024, the Group also completed the largest share capital increase operation for a technology company listed on the Bucharest Stock Exchange. Through this operation, AROBS raised 143 million lei from local and international investors to support the continued development of the Group. In total, 96% of the shares offered were subscribed by institutional investors, making this the first capital increase of a technology company in which the significant majority of capital was subscribed by institutional investors.

Throughout 2025, the average daily volume of AROBS shares traded was approximately 431 thousand shares, with an average daily trading value of around 275 thousand lei. Moreover, in terms of liquidity, in 2025, AROBS ranked as the 23rd most traded company overall (excluding volumes on the DEALS and POF markets) and the 11th most traded entrepreneurial company on the Bucharest Stock Exchange (excluding volumes on the DEALS market).

As of 31.12.2025, the company's shareholder structure was as follows:

Shareholder	No. of shares	Percentage
Voicu Oprean	497,681,710	47,5998%
Legal entities	269,169,922	25,7444%
Individuals	174,143,940	16,6557%
Cabrio Investment SRL	104,556,758	10,0001%
TOTAL	1,045,552,330	100%

KEY EVENTS IN 2025

THE MAIN BUSINESS EVENTS

ACQUISITION OF SVT ELECTRONICS

On **March 11, 2025**, the Company informed the market about the full acquisition of SVT Electronics, a Romanian company specialized in the development of comprehensive solutions for tachograph data management and analysis.

More details are available [HERE](#).

AROBS POLSKA SELECTED BY ESA TO DEVELOP A SATELLITE COMMUNICATION SECURITY SYSTEM USING POST-QUANTUM ALGORITHMS

On **March 11, 2025**, AROBS Polska, part of the AROBS Group, has been selected by the European Space Agency (ESA) to develop and implement the *Post-Quantum Cryptography Algorithms for Satellite Telecommunication Applications* (PQC ASTrAL) project. This project, carried out under the ESA Advanced Research in Telecommunications Systems (ARTES) Space Systems for Safety and Security (4S) program within ESA's Connectivity and Secure Communications directorate, aims to develop a cryptographic system for satellites based on post-quantum algorithms, ensuring the protection of communications against emerging threats posed by quantum computers.

More details are available [HERE](#).

UPDATE OF NACE CODES

On **March 28, 2025**, the Company informed the market that, starting from 17.03.2025, the Company has updated its NACE codes, according to NACE Rev. 3 classification, in accordance with the obligations established through INS Order no. 377/2024. According to the new classification, the main activity of the Company is: 6210 - Custom software development activities (client-oriented software).

More details are available [HERE](#).

SIGNING A CONTRACT WITH BABEȘ-BOLYAI UNIVERSITY

On **April 7, 2025**, the Company informed investors that the Company is part of the largest digitalization project undertaken by a university in Romania, funded through the National Recovery and Resilience Plan (NRRP) – the DIGIHUBB project (UBB Digitalization: Equipping with digital infrastructure for teaching and research purposes), carried out by Babes-Bolyai University in Cluj-Napoca (UBB).

More details are available [HERE](#).

ACQUISITION OF CODINGSCAPE, A U.S.-BASED COMPANY

On **June 26, 2025**, the company informed investors about the acquisition of a 70% stake in Codingscape, a U.S. company based in Las Vegas, Nevada, specialized in technology consulting, design, and custom software development services for enterprise clients. The acquisition was approved by the Extraordinary General Meeting of Shareholders from 28.05.2025, under point 3 on the agenda. At the time of the GSM approval, due to ongoing negotiations, the name of the entity was not disclosed. The transaction is valued at USD 12 million, with an additional earn-out of up to USD 4 million conditional on performance targets being met over the coming years. Upon completion of the transaction, the Codingscape management team will retain a 30% ownership stake in the company.

More details are available [HERE](#).

FWF BY AROBS NAMED UIPATH FAST TRACK PARTNER TO DRIVE AGENTIC AUTOMATION ADOPTION

On **July 1, 2025**, FWF, part of the AROBS Group and specialized in intelligent process automation solutions, has been recognized by UiPath, (NYSE: PATH), a global leader in agentic automation, as an Agentic Automation Fast Track Partner, joining an elite group of UiPath partners implementing the most advanced agentic automation solutions. This distinction recognizes FWF by AROBS's commitment to being at the forefront of innovation in enterprise automation by delivering solutions that build on Robotic Process Automation by fully utilizing the capabilities of Agentic AI to automate complex processes. It also confirms the AROBS Group's strategic focus on investing in technologies that fundamentally transform how organizations operate.

More details are available [HERE](#).

AROBS SYSTEMS CONTRIBUTES TO THE DIGITAL TRANSFORMATION OF THE ROMANIAN NATIONAL EMPLOYMENT AGENCY (ANOFM) THROUGH A STRATEGIC PROJECT FINANCED VIA THE PNRR

On **August 26, 2025**, AROBS Systems, part of the AROBS Group, together with Power Net Consulting, acting as leader of the consortium, will deliver and implement an integrated IT system for the Romanian National Employment Agency (ANOFM), within a strategic project financed through Romania's National Recovery and Resilience Plan (PNRR). The project's objective is to modernize and digitalize ANOFM's operations through a unified IT platform designed to ensure the efficient management of all institutional processes and improve the quality of public employment services. The platform will cover a wide range of functionalities, from data and workflow management to reporting and interoperability with other governmental platforms.

More details are available [HERE](#).

INCLUSION OF AROBS GROUP IN THE FINANCIAL TIMES – EUROPE'S LONG-TERM GROWTH CHAMPIONS RANKING

In October 2025, AROBS Group was included in the [Europe's Long-Term Growth Champions ranking](#), compiled by the Financial Times in partnership with Statista, which features 300 European companies with the highest compound annual growth rate (CAGR) over the period 2014–2024.

This recognition confirms the Group's consistent performance and its ability to generate sustainable long-term growth through a business model built on a balance between international expansion, investments in advanced technologies, and maintaining financial discipline.

AROBS's presence in this ranking is all the more significant as most of the selected companies originate from Western Europe, thereby highlighting Romania's contribution to the European technology ecosystem and the Group's strong position among the most dynamic companies in the region.

ACQUISITION OF GLOBAL ENGINEERING SERVICES & SOLUTIONS S.R.L.

On **November 3, 2025**, the Company informed the market about the acquisition of a 65% majority stake in Global Engineering Services & Solutions S.R.L. (hereinafter referred to as "Gess Engineering"), a Romanian engineering company based in Sibiu that develops and implements complex vehicle testing, validation, and integration solutions. The company provides end-to-end services, from engineering and design, prototype testing and performance analysis, for major global automotive manufacturers and their Tier 1 suppliers.

The transaction strengthens AROBS's engineering service line by expanding the Group's expertise in system validation, safety, and vehicle integration, following a competence-based approach with broad applicability across the mobility ecosystem, autonomous vehicles, and embedded systems. More details are available [HERE](#).

PUBLICATION OF MERGER PROJECT

On **December 18, 2025**, the Company informed the market about the publication of the Merger Project by absorption between AROBS TRANSILVANIA SOFTWARE S.A. (absorbing company) and AROBS DEVELOPMENT & ENGINEERING S.R.L., BERG COMPUTERS S.R.L., NORDLOGIC SOFTWARE S.R.L., INFOBEST ROMANIA S.R.L., and CENTRUL DE SOFT GPS S.R.L. (absorbed companies). The merger project was approved on **March 3, 2026**, during the Extraordinary General Meeting of Shareholders (EGMS).

More details are available [HERE](#), [HERE](#) and [HERE](#).

KEY EVENTS RELATED TO GOVERNANCE

COMPLETION OF THE SHARE BUYBACK PROGRAM

On **January 8, 2025**, the Company informed the market about the completion of its share buyback program, which was initiated on April 18, 2024, and subsequently supplemented on June 13, 2024, August 7, 2024, and October 9, 2024. The purchasing of up to 11,000,000 shares was carried out in accordance with EGMS Resolution No. 1 dated March 4, 2024, published in the Official Gazette, Part IV, No. 1877/April 16, 2024, at a minimum price of 0.1 lei per share and a maximum price of 1.4 lei per share. The buyback program was managed by BRD - GROUPE SOCIETE GENERALE S.A., acting as an investment services firm, making independent trading decisions regarding the timing of the Company's share acquisitions, without influence from the Company.

More details are available [HERE](#).

ORDINARY GENERAL MEETINGS OF SHAREHOLDERS FROM 06.03.2024

On **February 3, 2025**, the Company informed the market of the decision to convene the Ordinary General Meeting of Shareholders (OGMS) on March 6, 2025. The legal and statutory quorum was met at the first call.

The key item approved during the OGMS was:

- The appointment of the financial auditor BDO AUDITORS & ACCOUNTANTS SRL until September 30, 2025.

More information is available [HERE](#).

2025 REVENUE AND EXPENSE BUDGET

On **March 31, 2025**, the Company informed investors about the availability of the 2025 consolidated Revenue and Expense Budget. The Budget was approved during the Ordinary General Meeting of Shareholders held on April 28th, 2025.

More details are available [HERE](#).

RESIGNATION OF A MEMEBER OF THE BOARD OF DIRECTORS

On **April 9, 2025**, the Company informed the market that, on April 8, 2025, Mr. Răzvan-Dimitrie Gârbacea submitted his resignation from his position as a non-executive and independent member of the Company's Board of Directors.

More details are available [HERE](#).

THE ORDINARY GENERAL MEETING OF SHAREHOLDERS FROM 28.04.2025

On **March 27, 2025**, the Company informed the market regarding the decision to convene the Ordinary General Meeting of Shareholders (OGMS) on April 28th, 2025. The legal and statutory quorum was met during the first call. The key items approved during the OGMS were:

- Approval of the individual and consolidated financial statements prepared for the financial year ended December 31st, 2024, accompanied by the Annual Report of the Board of Directors and the Independent Auditor's Report
- Approval of the Budget of Revenues and Expenses for the 2025 financial year
- Approval of the allocation of the Company's net profit, at the individual level, registered for the financial year ended December 31st, 2024
- Approval of the Company's Remuneration Report for the financial year ended December 31st, 2024
- Appointment of a new non-executive and independent member of the Board of Directors, Mr. Răzvan Florin Olosu-Ittu.

More details are available [HERE](#).

RESIGNATION OF A MEMEBER OF THE BOARD OF DIRECTORS

On **April 9, 2025**, the Company informed the market that, on April 8, 2025, Mr. Răzvan-Dimitrie Gârbacea submitted his resignation from his position as a non-executive and independent member of the Company's Board of Directors.

More details are available [HERE](#).

THE ORDINARY GENERAL MEETING OF SHAREHOLDERS FROM 28.04.2025

On **March 27, 2025**, the Company informed the market regarding the decision to convene the Ordinary General Meeting of Shareholders (OGMS) on April 28th, 2025. The legal and statutory quorum was met during the first call. The key items approved during the OGMS were:

- Approval of the individual and consolidated financial statements prepared for the financial year ended December 31st, 2024, accompanied by the Annual Report of the Board of Directors and the Independent Auditor's Report
- Approval of the Budget of Revenues and Expenses for the 2025 financial year
- Approval of the allocation of the Company's net profit, at the individual level, registered for the financial year ended December 31st, 2024
- Approval of the Company's Remuneration Report for the financial year ended December 31st, 2024
- Appointment of a new non-executive and independent member of the Board of Directors, Mr. Răzvan Florin Olosu-Ittu.

More details are available [HERE](#).

FREE ASSIGNMENT OF SHARES

On **April 16, 2025**, the Company informed investors about the free assignment of 5,426,307 shares to employees and members of management bodies of the Company and affiliated companies.

More details are available [HERE](#).

FREE ASSIGNMENT OF SHARES

On **May 16, 2025**, the Company informed investors about the free assignment of 9,287,535 shares to employees and members of management bodies of the Company and affiliated companies.

More details are available [HERE](#).

THE EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS FROM 28.05.2025

On **April 24, 2025**, the Company informed the market regarding the decision to convene the Extraordinary General Meeting of Shareholders (EGMS) for May 28, 2025. The legal and statutory quorum was met at the first call. The key items approved during the EGMS were:

- Approval of the ratification of the sale and purchase agreement concluded by the Company, as buyer, for 100% of the share capital of INFOBEST ROMANIA S.R.L., a company that wholly owns Infobest Romania S.R.L. Zweigniederlassung Deutschland (German branch) and Infobest Systemhaus GmbH
- Approval of the ratification of the sale and purchase agreement concluded by the Company, as buyer, for 100% of the share capital of SVT Electronics S.R.L.
- Approval of the acquisition of 70% of the share capital of a company registered in Nevada, United States of America, active in the software development sector, for an initial purchase price of USD 12 million and an additional price of up to USD 4 million subject to the achievement of certain performance indicators. The signing of the acquisition was announced on June 26, 2025, when the name of the company – Codingscape – was also disclosed.

More details are available [HERE](#).

ORDINARY GENERAL MEETING OF SHAREHOLDERS FROM 03.11.2025

On **October 1, 2025**, the Company informed the market about the decision to convene the Ordinary General Meeting of Shareholders (OGMS) for November 3, 2025. The legal and statutory quorum was met at the first call. The key item approved during the OGMS was the appointment of the financial auditor BDO AUDITORS & ACCOUNTANTS SRL for the audit of the annual financial statements prepared in accordance with the International Financial Reporting Standards (IFRS) adopted by the European Union, for the 2025, 2026, and 2027 financial years, both for the parent company and the Group entities, for the period from November 3, 2025, to September 30, 2028.

More details are available [HERE](#).

KEY EVENTS RELATED TO THE CAPITAL MARKET

MARKET MAKER SERVICE AGREEMENTS WITH RAIFFEISEN BANK INTERNATIONAL AND INTERCAPITAL SECURITIES

On **January 3, 2025**, the Company informed the market about the signing of two Market Maker service agreements with Raiffeisen Bank International and InterCapital Securities.

More details are available [HERE](#).

KEY EVENTS AFTER THE CLOSING OF THE REPORTING PERIOD

THE MAIN BUSINESS EVENTS

AROBS SYSTEMS SIGNS TWO DIGITALISATION CONTRACTS IN THE PUBLIC SECTOR

On **January 12, 2026**, the Company informed the market about the signing of two digitalisation contracts in the public sector with the Ministry of Health and the National House of Public Pensions.

More details are available [HERE](#).

ACQUISITION OF GLOBAL QUEST ROMANIA

On **January 29, 2026**, the Company informed the about the signing of a new strategic acquisition, through the full takeover of Quest Global Romania, a unit of Quest Global Engineering Services, an end-to-end global product engineering services and solutions for global clients across seven industries. Through this acquisition, the Group continues to expand its software engineering capabilities and strengthen its presence in segments such as semiconductors, healthcare, and embedded systems.

More details are available [HERE](#).

ANALYSIS OF THE CONSOLIDATED FINANCIAL RESULTS

In May 2024, AROBS completed the acquisition of the Infobest Group (Infobest Romania SRL, Infobest Romania SRL Niederlassung, Infobest Systemhaus GmbH), whose financial performance (revenues and expenses) has been reflected in the Group's consolidated results as of June 2024.

In February 2025, the company TLG LLC was established, 85% owned by AROBS, and its financial performance (revenues and expenses) has been included in the Group's consolidated results as of March 2025.

In May 2025, AROBS completed the acquisition of SVT Electronics SRL, whose financial performance (revenues and expenses) has been consolidated as of May 2025.

In June 2025, the Company informed investors about the acquisition of a 70% stake in Codingscape LLC, whose financial performance (revenues and expenses) has been included in the Group's consolidated results as of July 2025.

In November 2025, the Company informed investors regarding the acquisition of a 65% interest in Company Global Engineering Services & Solutions S.R.L. The financial performance of this entity (revenues and expenses) will be included in the Group's consolidated financial statements only upon completion of the transaction.

CONSOLIDATED P&L ANALYSIS

Profit and Loss account indicators

INCOME STATEMENT (LEI)	2025 AROBS Group Audited	2024 AROBS Group Audited	Variation %
Turnover:	447,806,799	414,250,215	8%
Revenue from software services	308,631,894	327,156,730	-6%
Revenue from software products	99,937,561	79,823,305	25%
Revenue from integrated systems	39,237,344	7,270,180	440%
TOTAL – Cost of sales	319,860,815	301,894,814	6%
Cost of sales of software services	242,056,036	256,626,233	-6%
Cost of sales of software products	45,715,634	38,855,377	18%
Cost of sales of integrated systems	32,089,145	6,413,204	400%
Gross result	127,945,984	112,355,401	14%
<i>Software Services - Gross margin</i>	22%	22%	0%
<i>Software products - Gross margin</i>	54%	51%	3%
<i>Integrated Systems - Gross margin</i>	18%	12%	6%
Other operating revenues	4,140,261	2,162,928	91%
Other operating expenses	(285,480)	(97,639)	192%
Sales and marketing expenses	(27,376,164)	(21,098,009)	30%
General and administrative expenses	(69,771,040)	(64,579,345)	8%
Operating profit	34,653,561	28,743,336	21%
EBITDA	69,022,271	59,636,761	16%
EBITDA margin	15%	14%	1%
Financial revenue/ (financial expenses), net	3,789,079	(1,119,644)	-438%
Profit before tax	38,442,640	27,623,691	39%
Profit tax	(7,621,767)	(6,391,433)	12%
Net profit	30,820,873	21,232,258	45%
Net profit margin	7%	5%	2%

The AROBS Group's **Turnover** recorded growth in the period ended December 31, 2025, compared to the same period of 2024, marking an increase of 8%. A significant contribution to the increase in Turnover in 2025 came from the Integrated Systems segment, through deliveries related to the project signed at the end of 2024 with the National House of Public Pension, the organic growth of the Software Products segment, as well as the contribution of the newly acquired companies: SVT Electronics, whose results have been consolidated as of May 2025, and Codingscape, whose results have been consolidated as of July 2025.

During 2025, the Group maintained a strong focus on direct and indirect costs and on the efficient allocation of resources broadly aligned with revenue trends. As a result, costs related to Software Services sales decreased by 6% in the period ended December 31, 2025, compared to the same period of the previous year, in line with the sales' evolution. Costs related to Software Products sales increased by 18% in 2025 compared to the previous year, sustaining a 25% increase in Turnover reflecting the continued development of this segment.

EBITDA increased in 2025 by 9.4 million lei, representing a 16% rise compared to 2024, reaching 69 million lei (15% margin).

Net profit increased by 9.6 million lei (+45%) as of December 31, 2025, compared to the corresponding period.

In October 2025, AROBS continued its equity-settled remuneration programs by extending ESOP 4, in accordance with the Ordinary General Meeting of Shareholders resolution dated April 28, 2025, under which

5,587,598 shares were allocated. The unit value of the shares granted under the ESOP represents the market price of the shares at the date the employees joined the program. The expense related to the program is recognized systematically in the profit and loss account over the service period and until the vesting conditions are fulfilled.

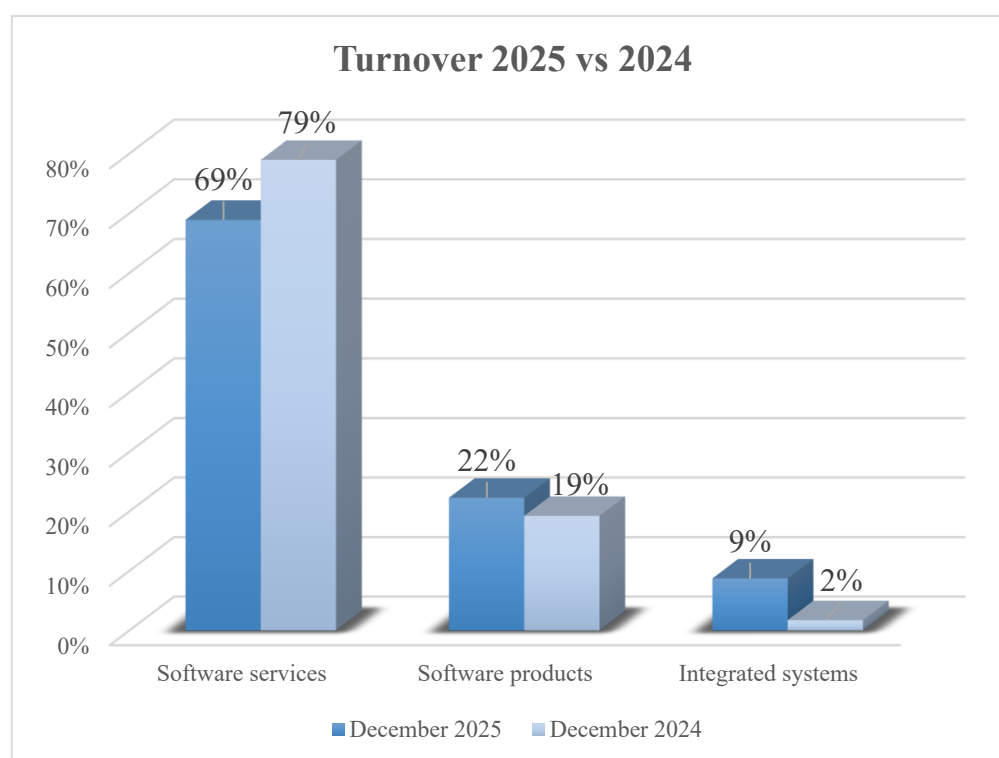
As of December 2025, to better reflect the investment efforts led by the Group, all gains and losses related to the investing activity will be reflected separately.

The position includes the positive effect of unpaid earnouts, interest income, goodwill depreciation and expenses related to M&A activity.

Turnover analysis

The contribution of the group's business segments to the total turnover is presented below:

Business lines (LEI)	2025 Turnover Audited	2024 Turnover Audited	Variation %
Software services	308,631,894	327,156,730	-6%
Software products	99,937,561	79,823,305	25%
Integrated systems	39,237,344	7,270,180	440%
Total	447,806,799	414,250,215	8%



The Group's strategy in 2025 continues to rely on multiple growth pillars, with ongoing development across the Software Services, Software Products, and Integrated Systems segments. The acquisitions completed in 2025 aim to enhance the performance of the Software Services segment and to expand the Group's presence in the US market through the contribution of Codingscape, while also strengthening the Software Products segment through the complementary contribution of SVT Electronics.

Turnover generated by the Software Services segment in 2025 amounted to 309 million lei, 6% lower than the value recorded in 2024, reflecting the slowdown in activity within the Automotive vertical that began last year

and whose impact was anticipated to continue into this year. The performance of the newly acquired company, Codingscape, whose results have been reflected in the Software Services segment starting with July 2025, partially offset the negative trend in Automotive.

The Software Products segment contributed 22% to the Group's Turnover and recorded Turnover of 100 million lei in 2025, representing a 25% increase compared to 2024. The performance of the newly acquired company, SVT Electronics, has been reflected in the Software Products segment as of May 2025.

Within the Integrated Systems segment, Turnover amounted to 39 million lei in the period ended December 31, 2025. A significant share of the Turnover generated by the Integrated Systems segment derives from the implementation of the project with the National House of Public Pensions, signed at the end of 2024.

Organic vs. M&A

	2025			2024		
	Organic	M&A*	Total Audited	Organic	M&A*	Total Audited
Turnover:	235,474,262	212,332,537	447,806,799	259,735,510	154,514,705	414,250,215
Software services	114,123,383	194,508,511	308,631,894	181,127,879	146,028,851	327,156,730
Software products	82,113,535	17,824,026	99,937,561	71,337,451	8,485,854	79,823,305
Integrated systems	39,237,344	-	39,237,344	7,270,180	-	7,270,180
Cost of sales:	171,758,949	148,101,866	319,860,815	189,299,318	112,595,496	301,894,814
Software services	101,366,070	140,689,966	242,056,036	147,991,847	108,634,386	256,626,233
Software products	38,303,734	7,411,900	45,715,634	34,894,267	3,961,110	38,855,377
Integrated systems	32,089,145	-	32,089,145	6,413,204	-	6,413,204
Gross margin	63,715,313	64,230,671	127,945,984	70,436,192	41,919,209	112,355,401
Gross margin %	27%	30%	29%	27%	27%	27%

* Companies acquired as of 2021

Subsidiaries included in the M&A category recorded an increase in Turnover in 2025 compared to the previous year of 57.8 million lei. This growth was driven by the full-year contribution of the Infobest Group in 2025 (compared to a contribution limited to the June–December period in the previous year), the performance of the newly acquired company SVT Electronics (acquired in May 2025), the performance of Codingscape, as well as the contribution of prior acquisitions.

The share of Turnover generated by acquired companies within the total Software Services segment amounted to 63%, confirming the Group's accelerated growth strategy through M&A.

The increase in Turnover recorded in 2025 compared to the previous year within the Software Products segment was driven both by organic business growth, which contributed an additional 10.8 million lei, and by the M&A component, with acquired companies exceeding their 2024 results by 9.3 million lei in 2025.

Quarterly evolution – Turnover and Expenses

	Q1 2025	Q2 2025	Q3 2025	Q4 2025	Q1 2024	Q2 2024	Q3 2024	Q4 2024
	Unaudited	Unaudited	Unaudited	Unaudited	Unaudited	Unaudited	Unaudited	Unaudited
Turnover:	119,617,569	95,734,184	113,126,420	119,328,626	105,045,331	101,221,104	99,892,577	108,508,600
Software services	71,536,539	69,777,119	82,483,661	84,834,575	86,434,636	79,952,460	79,185,447	82,001,584
Software products	21,865,179	24,468,945	25,880,087	27,723,350	18,195,750	19,564,287	19,763,828	22,299,440
Integrated systems	26,215,851	1,488,120	4,762,672	6,770,701	414,945	1,704,357	943,302	4,207,576
Cost of sales:	90,319,424	68,087,173	80,381,605	81,072,613	75,159,115	74,844,381	72,158,800	79,732,518
Software services	57,552,222	55,666,549	63,849,413	64,987,852	66,480,843	63,226,711	61,606,385	65,312,295
Software products	10,315,753	11,939,238	12,070,126	11,390,517	8,365,992	10,064,288	9,452,452	10,972,644
Integrated systems	22,451,449	481,386	4,462,066	4,694,244	312,280	1,553,382	1,099,963	3,447,579

Gross margin	29,298,145	27,647,011	32,744,815	38,256,013	29,886,216	26,376,723	27,733,777	28,776,082
Gross margin %	24%	29%	29%	32%	28%	26%	28%	27%
Software services	20%	20%	23%	23%	23%	21%	22%	20%
Software products	53%	51%	53%	59%	54%	49%	52%	51%
Integrated systems	14%	68%	6%	31%	25%	9%	-17%	18%
Sales and marketing expenses	5,992,633	6,054,631	6,988,116	8,340,784	4,719,989	5,288,752	4,968,220	6,121,048
General and administrative expenses	16,340,616	16,479,160	16,773,423	20,177,841	16,012,489	16,820,138	15,857,363	15,889,355
EBITDA	17,110,928	13,965,621	18,908,261	19,037,461	16,803,438	12,038,197	14,560,282	16,234,844
EBITDA %	14%	15%	17%	16%	16%	12%	15%	15%
Net profit	6,338,775	3,864,834	8,619,669	11,997,595	7,862,470	2,928,667	5,345,044	5,096,078

Quarterly turnover in Q4 was in line with Q1 2025 and higher than in any other quarter over the past two years. The Software Products segment recorded growth in each quarter of 2025 compared to 2024, marking an increase of over 24% in Q4 2025. Regarding the Software Services segment, although it recorded a decline in the first half of 2025 compared to the first half of 2024, due to the automotive industry slowdown, this was followed by a return to growth in Q3 and Q4 2025, both compared to the previous quarters and to the corresponding periods of 2024, driven by the new acquisitions completed during the year as well as by organic growth.

The gross margin of Software Services improved, reaching 23% in the second half of the year, up from 20% in the first half of 2025, driven by the acquisition of Codingscape, as well as by a positive profitability trend in the sector. The gross margin of the Software Products segment recorded a slight increase compared to the previous year, despite the upward trend in operating expenses and the continued investments in product development.

The cost of sales for software services in Q4 remained at a similar level as the previous quarter, ensuring proportional alignment with revenue dynamics. On an annual basis, the cost of sales for software services decreased by 14.6 million lei as of December 31, 2025, compared to the same period of the previous year. This variance was generated by a significant reduction in organic-related costs of 46.6 million lei compared to the same period of the previous year, partially offset by a 32 million lei increase in costs generated by companies included in the M&A category.

The cost of sales for software products recorded a more pronounced increase in the second half of the year, primarily driven by the inclusion of the newly acquired company, SVT Electronics, in the Group. On a yearly basis, the cost of sales for software products increased by 6.9 million lei compared to 2024, driven both by services performed by third parties, and by the growth in turnover of the software products segment. During this period, third-party contracted services mainly included device installation services for monitoring solutions and software development services. The evolution of these costs is consistent with the expansion of the segment's activity and the development of internal products.

Sales and marketing expenses increased by 6.3 million lei as of December 31, 2025, compared to the previous year with a large part of this increase recorded in the second half of the year mainly due to the investment in a Greenfield-type company aimed at strengthening the sales force in the US market, as well as the impact of companies acquired in 2024 and 2025 (of which 5.7 million lei were generated by companies that joined the Group during 2025).

General and administrative expenses remained relatively stable during the first three quarters of 2025 recording a net increase of 5.2 million lei for the full year 2025 compared to 2024, including 2.8 million lei related to general and administrative expenses of newly acquired companies. In 2025, compared to prior year there is an increase in the amortization expenses of customer relationships amounting to 0.9 million lei.

EBITDA recorded progressive growth in all four quarters of 2025 compared to the corresponding quarters of the previous year. In Q4 2025, EBITDA increased by 17% compared to Q4 2024, reaching the highest level in the past two years. As of December 31, 2025, EBITDA amounted to 69 million lei, compared to 59.6 million lei as of December 31, 2024. The increase in turnover generated by the Integrated Systems and Software Products segments, the contribution of digitalization projects implemented in 2025, together with the enhanced focus on cost discipline and expense reductions implemented, including at personnel cost level, led to an increase in EBITDA (15% margin) in 2025 compared to the previous year.

BUSINESS AND SALES STRATEGY

The business strategy of AROBS for the coming period is built on a sustainable growth model that combines expansion through strategic acquisitions, organic development in international markets, and the capitalization of opportunities generated by emerging technologies. Through this approach, the Group aims to strengthen its position as a trusted global technology partner by continuously adapting to market dynamics and evolving client requirements.

A key pillar of the strategy is the continuation of expansion through mergers and acquisitions (M&A), with a focus on companies operating in software services and products within verticals where the Group already has established expertise, including Embedded, Automotive, Medical, Travel & Hospitality, IoT, Life Sciences, Enterprise Solutions, and Fintech, as well as areas related to intelligent automation. The targeted companies are primarily located in Central and Eastern Europe and the United States, have solid client portfolios in relevant geographies, and demonstrate profitability levels aligned with those of the Group's software services division. In the software products segment, AROBS is particularly focused on expanding its fleet management solutions, both domestically and in neighboring markets, as well as on applications aimed at the digitalization and optimization of business processes.

Through these M&A initiatives, the Group seeks to enhance its technological capabilities, expand delivery capacity, and diversify its portfolio of products and services, in order to support balanced growth across complementary ecosystems.

In parallel, AROBS continues to strengthen its international presence through organic growth, with a focus on the United States and the European Union, where it already has established commercial relationships. The strategy is centered on increasing proximity to clients by expanding both its commercial and operational footprint, including the opening of new sales offices and delivery centers tailored to the specific characteristics of each market.

At the same time, the Group aims to leverage opportunities arising from technological developments by investing in the development of capabilities and solutions that integrate artificial intelligence, data engineering, and cybersecurity. In a context defined by accelerated digitalization and exponential growth in data volumes, AROBS seeks to play an active role in supporting clients' digital transformation through projects involving intelligent automation, advanced data analytics, and information security.

The integration of these technologies is pursued both within the services offered and in the development of proprietary products, with the objective of delivering scalable, modern solutions aligned with current performance and security requirements.

SIGNIFICANT CLIENTS

The following table presents the customer distribution by business line:

Business segment	Top clients 2025	% of revenue	Top clients 2024	% of revenue
Software Services	Client1	5.57%	Client1	17.56%
	Client2	5.05%	Client2	3.79%
	Client3	1.98%	Client3	2.44%
	Client4	1.96%	Client4	3.82%
	Client5	1.95%	Client5	3.48%
Software products	Client6	0.94%	Client6	0.81%
	Client7	0.56%	Client7	0.52%
	Client8	0.46%	Client8	0.00%
	Client9	0.39%	Client9	0.00%
	Client10	0.29%	Client10	0.00%
Integrated Systems	Client11	6.95%	Client11	0.91%
	Client12	0.88%	Client12	0.00%
	Client13	0.33%	Client13	0.00%

The Group's customer portfolio is well balanced, with no single customer accounting for more than 10% of total revenue, ensuring that revenues are diversified and not dependent on any particular customer.

Turnover by Geographic region

Regions	2025 Turnover Audited	2024 Turnover Audited
Romania	138,931,379	99,070,703
Europa (without Romania)	173,930,382	234,172,885
SUA	108,474,447	78,244,341
Other regions	26,470,591	2,762,286
Total	447,806,799	414,250,215

KEY FINANCIAL RATIOS

AROBS AT GROUP LEVEL

Current ratio as of 31.12.2025

$$\frac{\text{Current assets}}{\text{Current liabilities}} = \frac{354,626,569}{122,337,964} = 2.90$$

Quick ratio as of 31.12.2025

$$\frac{\text{Current assets} - \text{inventories}}{\text{Current liabilities}} = \frac{335,454,715}{122,337,964} = 2.74$$

Debt to equity ratio as of 31.12.2025

$$\frac{\text{Borrowed capital}}{\text{Equity}} \times 100 = \frac{45,124,895}{475,445,015} \times 100 = 9.49\%$$

$$\frac{\text{Borrowed capital}}{\text{Employed capital}} \times 100 = \frac{45,124,895}{520,569,910} \times 100 = 8.67\%$$

Borrowed capital = Loans over 1 year

Employed capital = Borrowed capital + Equity

Debt Revenue ratio - clients (days) as of 31.12.2025

$$\frac{\text{Average client balance}}{\text{Turnover}} \times 365 = \frac{84,117,405}{447,806,799} \times 365 = 68.56$$

Fixed assets Revenue as of 31.12.2025

$$\frac{\text{Turnover}}{\text{Fixed assets}} = \frac{447,806,799}{334,032,021} = 1.34$$

Bank financing debt ratio as of 31.12.2025

$$\frac{\text{Total bank liabilities}}{\text{EBITDA}} = \frac{32,757,686}{69,022,271} = 0.47$$

CONSOLIDATED BALANCE SHEET ANALYSIS

BALANCE SHEET INDICATORS

Balance sheet indicators (LEI)	31.12.2025 AROBS Group Audited	31.12.2024 AROBS Group Audited	Variation %
Total fixed assets, out of which:	334,032,021	285,457,927	17%
Tangible assets	7,704,293	13,679,736	-44%
Right-of-use assets	22,330,145	25,396,600	-12%
Investment properties	-	21,008,039	-100%
Goodwill	172,692,944	111,230,318	55%
Customer relationships	85,590,963	74,155,381	15%
Other intangible assets	37,323,537	27,031,719	38%
Loans granted to related parties	4,377,807	7,294,119	-40%
Other financial assets	2,207,992	3,687,246	-40%
Deferred tax asset	1,804,340	1,974,769	-9%
Total current assets, out of which:	354,626,569	358,099,154	-1%
Trade and other receivables	83,014,014	73,202,668	13%
Loans granted to related parties	6,376,888	5,847,550	9%
Cash and cash equivalents	235,244,217	259,604,189	-9%
Total assets	688,658,590	643,557,081	7%
Current liabilities, out of which	122,337,964	99,945,884	22%
Bank loans	20,053,923	24,677,989	-19%
Leasing liabilities	8,401,351	8,206,905	2%
Total non-current liabilities, out of which:	90,875,611	103,754,180	-12%
Bank loans	12,703,763	42,435,001	-70%
Leasing liabilities	14,665,606	17,267,490	-15%
Total liabilities	213,213,575	203,700,064	5%
Total Equity	475,445,015	439,857,017	8%
Total equity and liabilities	688,658,590	643,557,081	7%
Net assets	475,445,015	439,857,017	8%

Total fixed assets increased by 83.2 million lei as of December 31, 2025 compared to the beginning of the year, primarily as a result of the recognition of goodwill related to companies acquired during 2025, the increase in the value of customer relationships attributable to SVT Electronics, the continued development of the Group's internal products, as well as the fleet monitoring platform and the HR platform.

The amounts recorded as of December 31, 2025 for goodwill and customer relationships are calculated based on the carrying value of the net assets at the acquisition date of the respective companies. Upon completion of the purchase price allocation reports and the determination of the fair value of the assets and liabilities of the acquired companies by independent valuers, the estimated amounts may be subject to adjustment.

The disposal of investment properties in Q4 2025 enabled the partial repayment of long-term loans and the strengthening of the Group's financial position.

The AROBS Group continues to maintain a solid cash and cash equivalents position, amounting to a total of 235.2 million lei as of December 31, 2025. The net decrease in cash and cash equivalents of 24.4 million lei was mainly driven by payments related to the acquisitions of the new companies, SVT Electronics and Codingscape. In 2025, the AROBS Group generated net cash from operating activities of 93.8 million lei.

As of December 31, 2025, the bank debt ratio, calculated as total bank borrowings divided by EBITDA, remained at 0.47, indicating a solid financial position that allows the Group to access future financing to support the achievement of its strategic objectives.

DIVIDEND POLICY

The dividend policy and practice of AROBS Transilvania Software S.A. is available [HERE](#).

DISTRIBUTION OF PROFIT FOR THE YEAR 2025

The distribution of the profit for the financial year ended December 31, 2025, in the amount of 20,991,921.24 lei, determined in accordance with applicable laws, is as follows: the amount of 19,698,803.20 lei as retained earnings (carried forward result), the amount of 1,134,844.68 lei allocated to the legal reserve, and the amount of 158,273.36 lei allocated to other reserves.

OUTLOOK ON THE ISSUER'S ACTIVITY

2026 CONSOLIDATED REVENUE AND EXPENSE BUDGET

PROFIT AND LOSS ACCOUNT	2026
Turnover:	552,000,000
Revenue from software services	392,000,000
Revenue from software products	120,000,000
Revenue from integrated systems	40,000,000
Total cost of sale:	394,000,000
Cost of sales of software services	308,000,000
Cost of sales of software products	55,000,000
Cost of sales of integrated systems	31,000,000
Gross result	158,000,000
Other net operating revenues (expenses)	-
Sales and marketing expenses	37,000,000
General and administrative expenses	77,000,000
Operating profit	44,000,000
EBITDA	82,000,000
EBITDA margin	15%
Profit before tax	45,000,000
Profit tax	10,000,000
Net profit	35,000,000
Net profit margin	6%

OUTLOOK ON THE GROUP'S PERFORMANCE

In 2026 and in the years ahead, AROBS aims to consolidate a growth trajectory built on expansion, innovation, and operational efficiency, with the objective of strengthening its position in the software services and software products market, both locally and internationally. In this context, the Group's priorities for 2026 focus on scaling operations, improving profitability, and capitalizing on opportunities generated by technological advancements and the increasing demand for digital solutions.

Integration of Group entities

AROBS will continue the integration process of its Group entities, with the objective of generating operational and commercial synergies, optimizing resource allocation, and increasing efficiency at a consolidated level. The integration process targets the alignment of processes, team consolidation, and the standardization of delivery models, in order to ensure a consistent client experience and to better leverage the expertise available across the Group. At the same time, the Group aims to accelerate the integration of recently acquired companies, so that their contribution to revenues and profitability is maximized within the shortest possible timeframe.

Streamlining Group operations

Operational efficiency remains a core pillar of AROBS' strategy. Through the optimization of internal processes and the use of advanced technologies, the Group aims to increase productivity and improve operating margins. At the same time, AROBS continues to foster an organizational culture focused on performance, collaboration, and knowledge sharing across teams within the Group. Additional focus is placed on optimizing the cost structure and increasing resource utilization, in order to support an EBITDA margin aligned with the budgeted targets.

Leveraging technological opportunities – AI, data engineering, and cybersecurity

Amid the accelerated digitalization and the rapid growth in data volumes, AROBS will continue to invest in developing capabilities and solutions based on artificial intelligence, data engineering, and cybersecurity. These technologies are considered essential for enhancing efficiency and expanding the capabilities of the solutions delivered. The Group aims to integrate these technologies both into client projects and its own products, with the objective of delivering scalable solutions aligned with current performance and security requirements.

Organic expansion in the US and EU through client proximity

AROBS will continue its expansion strategy in the United States and the European Union, with a focus on strengthening relationships with existing clients and developing new commercial opportunities. This approach is based on a deep understanding of client needs and the continuous adaptation of the services and products portfolio. By increasing proximity to clients, including through the expansion of its commercial and operational presence, the Group aims to strengthen its position within clients' value chains and to engage in projects of higher complexity and value. International expansion will be supported both through organic growth and M&A opportunities, in line with the Group's overall strategy.

Public Sector Digitalization

Public sector digitalization represents a business line with significant growth potential for AROBS. Ongoing projects, including the one signed with the National House of Public Pensions, will continue to contribute to the Group's revenues, while the pipeline of projects at various tendering stages indicates additional development opportunities. The Group aims to strengthen its position in this segment by participating in large-scale projects and by developing solutions tailored to the specific requirements of public institutions.

In this context, AROBS intends to capitalize on opportunities generated by European funding programs and digitalization initiatives at both national and European levels. At the same time, expanding expertise in this area may contribute to diversifying revenue streams and reducing dependence on specific market segments.

RISKS

The occurrence of any of the following events could have a significant adverse effect on the Issuer's business, outlook, operating results, and financial position. The risk factors described below do not represent an exhaustive list or a comprehensive explanation of all risks that investors may be exposed to when investing in shares and should be used for guidance purposes only. Additional risks and uncertainties related to the Group that are not currently known to the Group, or that the Group currently considers to be immaterial, could also individually or cumulatively have a significant adverse effect on the Group's business, operating results, and financial condition. If any such risk materializes, the share price could decline and investors may lose their investment, in whole or in part. An investment in shares involves complex financial risks and is suitable only for investors who (either alone or together with a specialized financial or other advisor) are able to assess the risks of such an investment and who have sufficient financial resources to bear any losses that may result. Potential investors should carefully consider whether an investment in shares is appropriate for them, taking into account the information in this report and their personal circumstances.

RISKS RELATED TO THE GROUP'S BUSINESS AND INDUSTRY

The Issuer operates in a highly competitive environment, which may result in insufficient financial or other resources to maintain or improve its competitive position.

Many of the Issuer's existing competitors - and some of its potential competitors - may have substantial competitive advantages, such as:

- greater name recognition and a longer operating history;
- larger budgets and more resources for sales and marketing;
- broader distribution channels and established relationships with distribution partners and end customers;
- more extensive customer support resources;
- greater resources to pursue strategic acquisitions or form strategic partnerships;
- lower labor and product/service development costs;
- newer and/or disruptive services, products, and/or technologies;
- more extensive and mature intellectual property portfolios; and/or
- significantly greater financial, technical, and other resources.

Moreover, some of the Issuer's larger competitors offer significantly broader and more diverse service and product portfolios, making them less vulnerable to slowdowns in specific markets and allowing them to leverage existing relationships or bundle features into their offerings in a way that deters customers from purchasing the Issuer's services and/or products. This may include selling at zero or negative margins, offering concessions, or bundling services. Many smaller competitors, often focused on a specific product or service type, may also deliver these specialized offerings to the market faster than the Issuer.

Organizations currently using traditional services and products may consider those offerings sufficient for their needs or view the Issuer's offerings as relevant only to a limited segment of the industry. As a result, they may continue to allocate their IT budgets to traditional solutions and may choose not to adopt the Issuer's services and products. Additionally, many organizations have made significant financial and human resource investments in designing and operating their own systems and have built deep relationships with existing service and product providers. Consequently, they may prefer to continue working with current providers rather than adopt or transition to a new vendor such as the Issuer, regardless of superior performance or features offered. These organizations may also prefer to incrementally enhance their existing systems rather than fully replace them with the Issuer's solutions.

Market conditions in which the Issuer operates may shift rapidly and significantly due to technological advances, partnerships or acquisitions made by competitors, or ongoing market consolidation. New startups bringing innovation and large competitors making significant R&D investments may create services, products, and technologies that rival or surpass those of the Issuer. Some of the Issuer's competitors have made - or could make - acquisitions that enable them to offer more competitive and comprehensive solutions, allowing them to adapt

more quickly to new technologies and evolving customer needs. Current and potential competitors may also form partnerships among themselves or with third parties, further increasing their available resources.

These competitive pressures or a failure to compete effectively may lead to price reductions, fewer orders, decreased revenues and gross margins, and loss of market share. Any failure to manage or respond to these factors could severely impact the business and operating results.

The Issuer's competitiveness in the current market environment largely depends on its ability to rapidly adapt to new developments and trends. Should the Issuer fail to compete effectively with both local and international competitors, this could negatively affect its operations, financial condition, results, and outlook.

Risk Related to the Issuer's Business Scalability

In recent years, the Issuer has experienced growth and increased demand for its products and services. As a result, the number of employees has grown significantly. For example, from the end of fiscal year 2022 to the end of fiscal year 2023, the consolidated headcount increased from 796 to 1,254. In addition, as the Issuer expanded, the number of end clients also grew significantly, and the Issuer has been managing an increasing number of service projects and implementations of its products and services. This growth and expansion - across the business, services, products, and the level of customer support provided - places significant pressure on management, operational, and financial resources. To effectively manage any future growth, the Issuer must continue to improve and expand its financial and IT infrastructure, enhance and scale its operational systems and administrative controls, and strengthen its capacity to efficiently manage workforce, capital, and processes. These efforts may prove increasingly difficult, especially considering that part of the Issuer's workforce continues to operate remotely.

The Issuer may not be able to successfully implement or scale improvements to its systems and processes efficiently or in a timely manner. Furthermore, the existing systems and processes may not be capable of preventing or detecting all errors, omissions, or fraud. The Issuer may also face challenges in managing enhancements to its systems and processes, or with the third-party software licensed to support such improvements. Any future growth in the Issuer's product and service offerings would increase organizational complexity and require effective coordination across the entire company. Failure to effectively manage such growth could lead to increased costs, disruption of existing customer relationships, reduced demand, limited ability to deliver services or implement products at scale, or negatively impact business performance and operating results.

If the Issuer does not accurately anticipate, prepare for, and respond promptly to technological and market developments – and does not successfully manage the introduction and transition to new services and products to meet the changing needs of end clients – its competitive position and outlook may be adversely affected.

The software services and solutions delivery field, as well as software development, has grown rapidly and is expected to continue evolving at a fast pace. Moreover, many of the Issuer's clients operate in markets characterized by continuously evolving technologies and business models, which require them to add numerous network access points and adapt increasingly complex business networks incorporating a variety of hardware, software, operating systems, and network protocols. As such, the Issuer must continuously adapt its services and/or products.

In addition, the Issuer must commit significant resources to the development of new services and products, often before knowing whether these investments will result in offerings the market will accept. The success of new features depends on multiple factors, including the proper definition of new services and products, their differentiation from those of competitors, and their market acceptance.

There is a possibility that new services and software technologies will not be widely adopted by users or clients. This may occur for various reasons, such as a lack of awareness about the benefits of new services and technologies, resistance to change, or a preference for existing solutions and technologies. In such cases, the investments and efforts made in developing new services and technologies may not yield adequate returns, and market success may be limited.

Although the Issuer makes efforts to assess and mitigate this risk through appropriate market research, user testing and feedback during the development phases, and effective marketing and communication strategies to promote

the benefits and innovative features of new services and technologies, the failure to adapt its services and products to market developments could have significant negative consequences on the Group's business, outlook, operating results, and financial position.

Risk Related to the Issuer's Ability to Attract, Retain, and Motivate Qualified Personnel and Senior Management.

The Issuer's success depends heavily on its ability to continue attracting, integrating, and motivating qualified personnel - especially highly skilled programmers and IT engineers. The Issuer relies significantly on the ongoing contribution of its current employees, primarily due to the complexity of its service and product offerings. Although the Issuer makes efforts to motivate its workforce by offering competitive compensation packages (including through stock option plans) and career development opportunities, any failure to manage its existing workforce and/or to recruit sufficient personnel in a timely manner could have a material adverse effect on its business, outlook, performance, and/or financial condition.

Additionally, failure to adequately recruit, integrate, train, and incentivize sales personnel - or the inability of newly hired sales and operations staff to reach target productivity levels - could negatively impact the Issuer's growth and marginal operations. Competition for highly qualified talent, especially in engineering, is often intense, particularly in major business hubs where the Issuer has a substantial presence and personnel needs.

The industry in which the Issuer operates is also generally characterized by high employee turnover. If the Issuer fails to hire, integrate, train, or retain qualified and highly skilled personnel required to meet its current or future needs, its business, financial condition, and operational performance may suffer.

The Issuer's future performance also relies on the continued service and contributions of its leadership team to execute the business plan and identify and pursue new opportunities and product innovations. The loss, decreased effectiveness, or mismanagement of leadership transitions could significantly delay or impair the Issuer's ability to develop high-quality projects, meet business objectives and financial targets, or execute marketing strategies - negatively impacting the Issuer's operations, financial position, and results. In particular, the ongoing involvement of the current management team in pursuing the Issuer's strategic objectives is a key factor in the company's continued development and competitive positioning. The Issuer's future operational results depend largely on the uninterrupted contribution of its existing leadership. If any of the Issuer's executive directors or other key individuals terminate their employment or engagement, the Issuer's business, outlook, operational results, and financial condition could be significantly and adversely affected. Furthermore, the loss of key personnel could lead to their expertise being used by competitors in the market.

Acquisitions, Partnerships, and Strategic Alliances May Have a Negative Impact on the Issuer's Business.

The Issuer expects to continue pursuing acquisitions and entering into strategic partnerships and alliances as part of its long-term business strategy. These acquisitions and other announced or future transactions and arrangements involve significant challenges and risks. These include potential difficulties in implementing the Issuer's business strategy, the risk of achieving an unsatisfactory return on investment, the generation of new obligations and compliance challenges, difficulties in integrating and retaining new employees, business systems and technologies, the potential distraction of management from the Issuer's core operations, or the possibility that announced transactions may not be completed.

Moreover, the Issuer's ability to carry out such investments may be limited by various factors, including the availability of funding, applicable regulations, and competition from other potential acquirers in M&A transactions. For example, if an agreement fails to adequately anticipate changing circumstances and interests of one party, it may lead to early termination or renegotiation of the agreement. The success of these transactions and arrangements will partly depend on the Issuer's ability to leverage them to enhance existing services and products or develop new ones, as well as the ability of acquired companies to align with the Issuer's policies and processes in areas such as data governance, privacy, and cybersecurity. Although the Issuer conducts due diligence on acquisition targets, such assessments are based on assumptions regarding profitability, growth, and other factors. There is no guarantee that the Issuer's evaluations and assumptions about acquisition targets will

prove accurate, and actual developments may differ significantly from expectations - particularly in a macroeconomic context marked by uncertainty.

Factors such as project development costs may also impact the Issuer's plans to generate added value from targeted projects. Even if implemented, there is no assurance that these plans will be successful. Failure to successfully execute the intended strategies (or doing so over budget or beyond the anticipated timeline) and failure to achieve the expected benefits may negatively affect the Issuer's business, financial condition, operating results, or outlook.

Part of the Issuer's Business Operates in the Automotive Industry, Which Involves Dependency on Third-Party Partners and Suppliers, Strict Regulation, Rapid Technological Progress, and Cyclical Demand.

As a software company also active in the automotive industry, the Issuer is highly dependent on third-party suppliers and partners involved in the supply chain. This includes suppliers of hardware components, electronic systems, and other critical elements required for the operation of automotive software solutions. The risk lies in potential disruptions or issues arising from these dependencies, which could have significant implications for the Issuer's operations and reputation.

The supply chain itself can be complex and highly interconnected, involving numerous suppliers across various geographic locations. Any disruption - such as component shortages, production delays, quality issues, or logistical challenges - can directly impact the Issuer's ability to deliver its solutions on time and meet customer expectations.

The Issuer also relies on the quality and reliability of components provided by third parties. If these components are defective or of substandard quality, this may result in software malfunctions, system failures, or safety issues in automotive products that incorporate the Issuer's software. This, in turn, can lead to customer dissatisfaction, product recalls, liability claims, and reputational damage.

Moreover, working with third-party suppliers and partners involves sharing intellectual property, trade secrets, and sensitive information. There is a risk of unauthorized use, misappropriation, or disclosure of valuable intellectual property, which could result in disputes or the loss of competitive advantage. Strong contractual agreements and robust intellectual property protection measures are essential to mitigate this risk.

Regarding regulatory matters, the automotive industry is subject to strict regulations, standards, and safety requirements. The Issuer must ensure that its solutions comply with all applicable regulations, including functional safety standards and cybersecurity requirements. Non-compliance could result in fines, legal consequences, or restrictions on operating within the industry.

In terms of technological progress, the Issuer's solutions risk becoming obsolete. Emerging technologies such as autonomous driving, connected cars, and electric vehicles are disrupting traditional automotive software paradigms. The Issuer must continuously invest in research and development to keep pace with technological trends and evolving customer demands.

The occurrence of any of these risks may cause technical issues, damage the Issuer's reputation, lead to customer losses, and have a significant adverse effect on the Issuer's business, outlook, operating results, and financial position.

A Network or Data Security Incident Could Lead to Unauthorized Access, Harm the Issuer's Reputation, Create Additional Liability, and Negatively Impact Financial Performance.

Companies are increasingly subjected to a wide range of cyberattacks on their networks. In addition to traditional threats posed by hackers, malicious code (such as viruses and worms), phishing attempts, and employee misuse or negligence, sophisticated actors now engage in intrusions and attacks - including advanced persistent threats - that heighten the risks to the Issuer's internal networks, client-facing environments, and the information stored or processed within them.

The incidence of cybersecurity breaches has increased. Despite significant efforts to implement protective security measures, it is practically impossible for the Issuer to fully mitigate these risks. The Issuer and its third-party service providers may be exposed to security threats and attacks from various sources. Data, corporate

systems, third-party systems, and security measures may be compromised due to external attacks, employee errors, malicious acts, or a combination of these factors. As a result, unauthorized parties may gain access to the Issuer's data.

Furthermore, as a well-established provider and developer of software products, solutions, and services, the Issuer may be an attractive target for such attacks. A data breach or an attack on the availability of the Issuer's services and products - or those of its service providers - could compromise the Issuer's networks or product-related secure networks. This could result in system slowdowns or outages, exploitation of vulnerabilities in the Issuer's products, and unauthorized access to, public disclosure of, modification, loss, or theft of sensitive data, potentially causing financial harm.

Although the Issuer has not yet suffered significant damages due to unauthorized third-party access to its internal network, any actual or perceived breach of its systems or networks could damage its reputation, lead to negative publicity, loss of business partners and end clients, decreased sales, erosion of competitive advantage, higher remediation and incident response costs, regulatory investigations and enforcement actions, costly litigation, and other liabilities.

Additionally, the Issuer may incur substantial costs and operational consequences to investigate, remediate, remove, and deploy additional tools or infrastructure aimed at preventing actual or perceived security breaches and other security incidents. The Issuer may also face compliance costs associated with notification obligations triggered by any security incident.

Any of these risks could harm market perception of the Issuer's services and products, diminish customer and investor confidence, and severely impact its business or operational performance.

Operating Results May Vary Significantly from Period to Period and May Be Unpredictable.

The Issuer's operating results may vary significantly from one period to another and may be unpredictable, which could cause the market price of the New Shares to decline. Although the Issuer's operating results - particularly revenue, gross margins, operating margins, and operating expenses - have recorded growth in previous periods, these results may fluctuate due to a number of factors, many of which are beyond the Issuer's control and may be difficult to predict, including:

- the Issuer's ability to attract and retain new end clients or to sell additional services and/or products to existing clients;
- budget cycles, seasonal purchasing patterns, and procurement practices of end clients, including the potential slowdown in IT spending due to the global economic downturn;
- changes in the needs or requirements of end clients, distributors, or resellers, or in market demand;
- price competition;
- the timing and success of launching new services and products by the Issuer or its competitors, or any other changes in the competitive landscape of the industry in which the Issuer operates, including consolidation among its competitors or end clients, and strategic shifts or partnerships entered into by or among competitors;
- the Issuer's ability to successfully and continuously expand its business nationally and internationally, particularly in the context of the ongoing global economic slowdown;
- the Issuer's failure to complete or effectively integrate any acquisitions it may undertake;
- increased or unforeseen expenses or liabilities and any impact on the Issuer's operating results following such acquisitions;
- the Issuer's ability to grow the scale and productivity of its distribution channel;
- decisions by potential end clients to purchase services and products from larger and internationally recognized suppliers or from their main network equipment and/or service providers;
- insolvency risks or credit difficulties faced by end clients - potentially exacerbated by global economic conditions - that may negatively affect their ability to purchase or pay for the Issuer's products and services in full or on time, or issues faced by the Issuer's key suppliers (including sole-source suppliers), which could disrupt the Issuer's supply chain;

- failure of third parties to meet their obligations to the Issuer, including in relation to the implementation of investment projects pursued by the Issuer;
- any disruption in the distribution channel or termination of relationships with key distribution partners, including as a result of consolidation among distributors and resellers of products and services;
- the Issuer's inability to fulfill customer orders due to supply chain delays or events affecting the Issuer's suppliers, partners, or their suppliers, as well as the unavailability of internal resources or partners needed to deliver requested products or services, all of which may be negatively impacted by global economic conditions;
- the cost and outcome of potential litigation, which may have a significant adverse effect on the Issuer's business;
- seasonality or cyclical fluctuations in the market in which the Issuer operates, including in the IT labor and subcontractor market;
- political, economic, and social instability caused by the military conflict initiated by the Russian Federation in Ukraine, geopolitical developments in the Middle East, including tensions and conflicts involving Iran, terrorist activities, disruptions caused by any other pandemic or global health crisis, and the disruptions such events may cause to the global industrial economy;
- general macroeconomic conditions, both nationally and in the foreign markets where the Issuer operates, which could impact some or all of the regions in which the Issuer is active - including the anticipated global economic slowdown, heightened inflation risk, and the potential for a global recession.

Any of the above factors, or the cumulative effect of several of them, could lead to significant fluctuations in the Issuer's financial and operating results. Such unpredictability could result in the Issuer failing to meet expectations regarding revenue, margins, or other performance indicators.

Risk related to changes in international trade policies and the introduction of tariffs or trade restrictions

The Issuer's activity may be influenced by changes in international trade policies, including the introduction or increase of tariffs, trade restrictions, or other protectionist measures adopted by major economies such as the United States. Such measures could affect global supply chains, investment levels in certain industries, or the dynamics of technology projects, which may lead to delays or reductions in projects carried out by the Issuer's clients. The materialization of such risks could have a negative impact on the Issuer's activity, financial position, and operating results.

Reputational Risk Is an Inherent Part of the Issuer's Business Activity.

The Issuer's ability to maintain and attract clients is partly influenced by brand recognition and public perception. Negative opinions about the Issuer - whether based on actual or perceived practices - can harm its overall reputation, including the perceived quality of its products or services or the way it conducts business.

Even though the Issuer makes every effort to comply with applicable regulations and improve positive perception among current and potential clients, negative publicity or unfavorable public opinion could impair the Issuer's ability to retain and attract clients.

Recent Revenue Growth May Not Be Indicative of the Issuer's Future Performance

The Issuer's revenues for any prior quarterly or annual period should not be regarded as an indication of future revenue or future revenue growth - whether such growth is organic or driven by M&A activity. If the Issuer is unable to maintain consistent revenue levels or revenue growth, its shares may experience significant volatility, and it may find it difficult to achieve and sustain profitability or to consistently maintain and/or grow its cash flows.

The Issuer's Current Research and Development Efforts May Not Result in Successful Products or Services That Generate Significant Revenues, Cost Savings, or Other Benefits in the Near Future.

The development of services and products related to the Issuer's operations is a costly process. The Issuer's investments in research and development may not lead to significant improvements, commercially viable services or products, or may result in offerings that are more expensive than initially anticipated. Furthermore, the Issuer

may not achieve the expected cost savings or performance improvements, and it may take longer than expected for new offerings to generate revenue. The Issuer's future plans include significant investments in research and development. It believes that continuing to dedicate substantial resources to R&D is essential to maintaining its competitive position. However, the Issuer may not generate significant revenue from these investments in the near term, or these investments may not deliver the expected benefits - either of which could negatively impact its business and operating results.

Risks Related to Intellectual Property Rights

Given the nature of its business, the Issuer may face claims alleging that it infringes the intellectual property rights of others. The number of such claims may increase due to the rapid pace of technological change in the markets in which the Issuer competes, the broad patent coverage of existing technologies, the rapid issuance of new patents, and the scope of the Issuer's product and service offerings. To resolve such claims, the Issuer may be required to enter into royalty or licensing agreements on less favorable terms than those currently available, cease selling or redesign the affected services or products, or pay damages to fulfill indemnity obligations to its customers. These outcomes could reduce operating margins. In addition to monetary damages, in certain jurisdictions, plaintiffs may seek court orders that restrict or prevent the import, commercialization, or sale of the Issuer's services or products that are alleged to incorporate infringing technologies.

Although the Issuer takes measures to manage these risks, third-party claims of intellectual property infringement could have a significant adverse effect on its business or operating results.

Liquidity and Cash Flow Risk

Liquidity risk also includes the risk associated with the potential non-collection of receivables. Due to the nature of its operations, the Issuer maintains a level of receivables and payables that supports the optimal conduct of its business activities.

However, in the context of an IT company, there is an inherent risk associated with low liquidity, which may affect its ability to meet payment obligations and operate efficiently.

One contributing factor to this risk is the nature of IT services, which often involve long-term contracts with corporate or governmental clients. In such cases, there is a possibility that some clients may delay or fail to fully pay their invoices or may not comply with agreed payment terms. This can lead to an increase in outstanding receivables and put pressure on the Issuer's liquidity.

Additionally, the IT industry is highly competitive, and rapid technological change can cause sudden shifts in customer demand and preferences. If the Issuer fails to respond quickly to market changes or cannot retain existing clients, it may face challenges in generating revenue and, consequently, in maintaining adequate liquidity.

Moreover, the high costs associated with technology development and implementation can result in significant expenditures and place pressure on the Issuer's cash flow. These expenses may include the purchase of equipment, compensation for IT specialists, and investments in research and development. If the Issuer does not manage these costs effectively or fails to achieve a satisfactory return on its investments, its liquidity may be negatively impacted.

To minimize low liquidity risk, the Issuer applies rigorous financial management, carefully monitors cash flow, implements clear policies and procedures for receivables collection, and diversifies its client portfolio. The Issuer also maintains an adequate liquidity reserve and fosters strong relationships with suppliers and financial partners to be able to withstand unforeseen circumstances and ensure long-term financial stability.

Risk Associated with Interest Rates and Financing Sources

There is no guarantee that the Issuer will be able to generate or accumulate sufficient funds to cover its long-term capital expenditure plans or that it will be able to secure such funds at a reasonable cost. Should the economic environment in which the Issuer operates deteriorate, it may find itself unable to secure new loans under the same favorable terms as before, which could lead to increased financing costs and negatively affect the Issuer's financial position - or, in a more severe scenario, result in a lack of available financing altogether.

A directly related risk is the exposure to interest rate fluctuations. If market interest rates rise significantly, the Issuer may face higher financing costs when refinancing existing loans or securing new debt. An increase in interest rates could lead to higher interest payments on existing borrowings and adversely affect the Issuer's cash flow.

Furthermore, if the economic environment worsens and investor or creditor confidence declines, the Issuer may face difficulties in obtaining the necessary funding for ongoing operations or development projects. In such circumstances, financial institutions may impose stricter lending conditions and higher collateral requirements, limiting the Issuer's access to affordable and appropriate financing and hindering its ability to fund operations and grow effectively.

Another related risk is foreign exchange exposure. If the Issuer holds debt denominated in foreign currencies and the local currency depreciates, financing costs could rise significantly, potentially impacting profitability and liquidity.

Although the Issuer continuously monitors the economic environment, interest rate fluctuations, and develops risk management strategies - including diversifying funding sources, using financial instruments to hedge against interest rate fluctuations, maintaining adequate cash reserves, and sustaining strong relationships with financial institutions and creditors - there is still a possibility that the Issuer may be exposed to the risks outlined above. These risks could significantly impact its ability to finance new projects, cover capital needs, or engage in other activities aligned with its business interests.

RISKS RELATED TO LEGAL, REGULATORY, AND LITIGATION MATTERS

Changes in tax laws or interpretations, as well as unfavorable decisions by tax authorities, could have a significant negative impact on the Issuer's operating results and cash flows.

Tax laws and regulations in Romania are subject to change, and there may be modifications in the interpretation and enforcement of fiscal legislation. Such changes to tax laws and/or their interpretation and application may be adopted or implemented swiftly by the authorities, may be difficult to anticipate, and as a result, the Issuer may not be adequately prepared for these changes. Accordingly, the Issuer considers that there is a risk that certain collaboration arrangements with subcontractors could be reclassified by the tax authorities as dependent activities, potentially leading to a reassessment of the related taxes and contributions.

In recent years, the Romanian government has implemented several fiscal measures, including increases in real estate taxes, the expansion of the scope of social security contributions, and the introduction of certain levies, which have directly impacted the Group's operating results or have led to a reduction in consumers' disposable income. Such measures may continue to be adopted in the future, especially in the context of the current international political and economic environment, as well as political changes following the 2024 elections. Ongoing uncertainty regarding the government's implementation of fiscal measures and continued instability of the tax regime, along with potential special taxation, could ultimately have a direct and/or indirect negative impact on consumer spending and/or on the prices the Group is able to charge for its products and services, and consequently, on the Group's profitability.

Risks Related to the Application of Laws and Regulations

The activity of the Issuer and the Group is subject to oversight by various entities, government agencies, and local public authorities. Regulatory authorities may exercise subjectivity in the enforcement and interpretation of applicable laws, regulations, and standards, as well as in issuing and renewing licenses, permits, approvals, and authorizations, and in monitoring compliance with their terms by licensed entities.

There may be situations in the Group's activity where the manner in which legal provisions are interpreted or applied by regulatory authorities differs from the interpretation adopted by the Group's management. In such cases, the Group's management may choose to challenge the regulatory decisions issued by competent authorities, which could affect the Group's relationship with those authorities.

Competent authorities have the right to conduct periodic inspections of the Group's activities. These inspections may result in findings that the Group has violated laws, decrees, or regulations. The Group may not be able to successfully challenge such findings or remediate the identified violations.

Additionally, authorities may periodically change their interpretation of applicable legal provisions, policies, or positions in the Group's area of activity in ways that could significantly impact its operations.

Legislative Risk Related to the Fleet Management Industry

The fleet management industry is subject to strict regulations related to road safety, environmental protection, and compliance with laws and regulations regarding the operation of commercial vehicles and the protection of personal data.

As a provider of fleet management solutions, the Issuer is aware of these regulations and makes efforts to ensure that its services comply with all applicable legal and administrative requirements. However, should the Issuer's solutions fail to meet all applicable regulations - such as environmental standards or personal data protection requirements - non-compliance could lead to fines and other legal consequences, which could adversely affect the Issuer's business, outlook, operating results, and financial condition.

Litigation Risk

In the course of its business activities, the Issuer is exposed to litigation risk, including as a result of changes and developments in legislation. The Issuer may be affected by contractual claims, complaints, and legal disputes - potentially initiated by third parties with whom it has contractual relationships, employees, clients, competitors, or regulatory authorities - as well as by any negative publicity that such events may generate.

As of the date of this Annual Report, the Issuer was not involved in any material litigation, either as claimant or defendant.

RISKS RELATED TO INVESTMENTS IN ROMANIA

Political and Military Instability in the Region May Have Adverse Effects on the Issuer's Operations.

Regional political and military instability - triggered by the Russian Federation's invasion of Ukraine in February 2022, following the annexation of Crimea and the conflict in Eastern Ukraine with pro-Russian separatists in 2014, as well as the international sanctions imposed on Russia as a result - may lead to deeply unfavorable economic conditions, social unrest, or, in the worst-case scenario, widespread military conflict in the region.

The consequences are largely unpredictable and may include a decline in investment, significant currency fluctuations, increased interest rates, reduced access to credit, disruptions in trade and capital flows, rising energy prices, and more.

Sanctions imposed on Russia, as well as retaliatory threats and responses, may also affect global commodity markets, particularly oil and natural gas. These could lead to increased volatility, disruptions in the availability and pricing of raw materials, supply chain bottlenecks, and restricted freedom to provide services. The situation remains fluid and may evolve in ways that could negatively impact the Issuer. The scope of sanctions in place may be extended or amended in ways that adversely affect the Issuer. In turn, Russia may implement countermeasures or undertake additional actions in response.

Such unfavorable conditions could lead to reduced demand for the Issuer's services and products, longer sales cycles, shorter and lower-value client contracts, slower adoption of new technologies, and increased price-based competition. Consequently, continued or intensified macroeconomic and market uncertainty at the global level could prompt end clients to revise their spending priorities or delay decisions to outsource services or purchase products - resulting in prolonged sales cycles and potentially harming the Issuer's business and operating results.

In addition, political and military instability in the region, rising inflation, and interest rate hikes may - and are likely to continue to - contribute to a significant decline in demand within the custom software and IT services market.

These effects, along with other unforeseen negative outcomes stemming from regional crises, could have a material adverse impact on the Group's business, outlook, operating results, and financial position.

Unpredictable Inflation Trends Could Have a Significant Negative Impact on the Issuer's Financial Performance.

The evolution of inflation remains unpredictable and may negatively impact the Issuer's business by increasing the difficulty of accurately estimating total costs associated with its operations. This may lead to a potential mismatch between the prices charged to clients and the Issuer's actual cost base, resulting in significant adverse effects. A substantial discrepancy between forecasted inflation and the actual rate recorded during a given period can negatively influence how the Issuer allocates its resources, thereby affecting its operations, financial resources, outlook, and profitability.

Moreover, an unexpected increase in inflation could trigger broader macroeconomic imbalances, such as rising interest rates, a decline in living standards, and a general slowdown in Romania's economic growth. These imbalances may lead to reduced demand in the IT services and software market, which could have a material adverse effect on the Group's business, outlook, operating results, and financial position.

A Potential Deterioration in the General Economic, Political, and Social Conditions in Romania Could Negatively Impact the Issuer's Business.

The Issuer's success is closely tied to overall economic developments in Romania. Adverse trends or a general weakening of Romania's economy - such as a decline in living standards, limited liquidity resources among potential clients, or rising unemployment - could directly impact demand in the Issuer's local market.

In recent years, Romania has undergone significant political, economic, and social changes. As is typical for emerging markets, the country does not yet possess the full business infrastructure, legal, and regulatory framework generally found in more mature free-market economies. Additionally, Romanian tax legislation is often subject to varied interpretations and frequent changes, which are sometimes sudden or implemented too quickly. The future trajectory of Romania's economy will largely depend on the effectiveness of governmental economic, financial, and monetary policies, as well as developments in fiscal, legal, regulatory, and political areas.

Moreover, political changes or election-related uncertainties could result in market fluctuations, including increased currency volatility or decreased investor confidence, both of which may impact business revenues and profitability.

Unfavorable economic conditions in Romania, fiscal uncertainty, and higher taxation could ultimately have a direct and/or indirect negative effect on the prices the Issuer can charge for its products and services.

The Romanian Leu May Be Subject to High Volatility.

The Romanian leu operates under a floating exchange rate regime, whereby its value against foreign currencies is determined on the interbank foreign exchange market. The monetary policy of the National Bank of Romania (NBR) targets inflation. The floating exchange rate regime is aligned with the use of inflation targets as the nominal anchor of monetary policy and allows for a flexible policy response to unforeseen shocks that may affect the economy. The NBR does not target a specific exchange rate level or range. Its ability to limit the volatility of the leu depends on a number of economic and political factors, including the availability of foreign currency reserves and the volume of new foreign direct investments.

In this context, any changes in global investors' perceptions of global or Romanian economic prospects may lead to a depreciation of the Romanian leu. A significant depreciation of the leu could negatively affect the country's economic and financial situation, which could in turn have a substantial adverse effect on the Issuer's operations, financial results, and overall financial position.

Moreover, considering AROBS's plans to expand its operations into the European Union and United States markets, the Group is increasingly exposed to exchange rate fluctuations between the leu and the euro, the leu and the US dollar, as well as between the euro and the US dollar. This expanded currency exposure may impact operational costs, reported revenues, and profit margins, especially in the event of significant and rapid currency movements. In a volatile economic environment, such risks may become more pronounced and may require operational adjustments, with potential implications for the Group's international development plans.

CONSOLIDATED PROFIT AND LOSS ACCOUNT

	2025 AROBS Group Audited	2024 AROBS Group Audited	Variation%
REVENUE:	447,806,799	414,250,215	8%
Revenue from software services	308,631,894	327,156,730	-6%
Revenue from software products	99,937,561	79,823,305	25%
Revenue from integrated systems	39,237,344	7,270,180	440%
TOTAL COST OF SALES:	319,860,815	301,894,814	6%
Cost of sales of software services	242,056,036	256,626,233	-6%
Cost of sales of software products	45,715,634	38,855,377	18%
Cost of sales of integrated systems	32,089,145	6,413,204	400%
GROSS MARGIN	127,945,984	112,355,401	14%
Other operating revenues	4,140,261	2,162,928	91%
Other operating expenses	(285,480)	(97,639)	192%
Sales and marketing expenses	(27,376,164)	(21,098,009)	30%
General and administrative expenses	(69,771,040)	(64,579,345)	8%
OPERATING PROFIT	34,653,561	28,743,336	21%
Financial revenue / (expenses), net	3,789,079	(1,119,644)	-438%
GROSS PROFIT – BEFORE TAX	38,442,640	27,623,692	39%
Profit Tax	(7,621,767)	(6,391,433)	19%
NET PROFIT	30,820,873	21,232,259	45%
Elements that will not be reclassified to profit or loss	(1,035,614)	(52,768)	1863%
Elements that will be reclassified to profit or loss	(492,706)	-	100%
OVERALL RESULT	29,292,553	21,179,490	38%
Attributable to the parent company	28,698,450	20,937,674	37%
Attributable to non-controlling interests	594,103	241,816	146%

CONSOLIDATED BALANCE SHEET

Balance sheet indicators (LEI)	31.12.2025 AROBS Group Audited	31.12.2024 AROBS Group Audited	Variation %
Tangible assets	7,704,293	13,679,736	-44%
Right-of-use assets	22,330,145	25,396,600	-12%
Investment properties	-	21,008,039	-100%
Goodwill	172,692,944	111,230,318	55%
Customer relationship	85,590,963	74,155,381	15%
Other intangible assets	37,323,537	27,031,719	38%
Loans granted to related parties	4,377,807	7,294,119	-40%
Other financial assets	2,207,992	3,687,246	-40%
Deferred tax assets	1,804,340	1,974,769	-9%
Total fixed assets	334,032,021	285,457,927	17%
Work in progress services and inventories	19,171,854	8,799,106	118%
Trade receivables	83,014,014	73,202,668	13%
Prepaid expenses	4,048,675	2,316,462	75%
Current tax receivables	172,815	1,470,248	-88%
Other receivables	6,598,106	6,858,931	-4%
Loans granted to related parties and other Loans	6,376,888	5,847,550	9%
Cash and cash equivalents	235,244,217	259,604,189	-9%
Total current assets	354,626,569	358,099,154	-1%
Total assets	688,658,590	643,557,081	7%
Share capital	104,555,233	104,555,233	0%
Adjustments of equity capital to hyperinflation	263,971	263,971	0%
Share premium	146,355,595	146,472,470	0%
Reserves	12,675,534	11,405,199	11%
Own shares	(9,519,125)	(12,885,372)	-26%
Other components of equity	(16,417,768)	12,693,649	-229%
Retained earnings	187,679,891	158,433,437	18%
Gains/Losses from own equity instruments	29,905,555	19,684,169	52%
Conversion differences from consolidation	(1,847,624)	(218,041)	747%
Total equity	453,651,262	440,404,715	3%
Non-controlling interest	21,793,753	(547,698)	-4079%
Total equity	475,445,015	439,857,017	8%
Non-current liabilities:			
Trade and other payables	2,037,199	-	100%
Advance income	5,252,033	3,232,865	62%
Governments grants	1,413,722	768,378	84%
Equity liabilities	25,835,677	14,686,659	76%
Bank loans	12,703,763	42,435,001	-70%
Leasing	14,665,606	17,267,490	-15%
Other liabilities	42,047	559,757	-92%
Provisions	14,513,915	13,102,084	11%
Deferred tax liabilities	14,411,649	11,701,946	23%
Total non-current liabilities	90,875,611	103,754,180	-12%
Current liabilities:			
Trade payables	38,629,902	22,327,278	73%
Advance income	14,753,123	13,346,834	11%
Government grants	130,358	143,121	-9%
Equity liabilities	13,924,073	3,977,961	250%
Bank loans	20,053,923	24,677,989	-19%
Leasing	8,401,351	8,206,905	2%
Employee-related liabilities	14,516,482	14,630,156	-1%
Current tax liabilities	1,125,516	813,583	38%
Other liabilities	10,803,236	11,822,057	-9%
Total current liabilities	122,337,964	99,945,884	22%
Total liabilities	213,213,575	203,700,064	5%
Total equity and liabilities	688,658,590	643,557,081	7%

CONSOLIDATED CASH-FLOW

	31.12.2025 AROBS Group Audited	31.12.2024 AROBS Group Audited	Variation %
Profit before tax	38,442,640	27,623,691	39%
Adjustments for:			
Depreciation expenses related to equity investments	11,002,000	4,424,306	149%
Depreciation expenses	24,560,787	21,859,061	12%
Expenses related to disposed tangible and intangible assets	26,412,270	791,367	3238%
(Income) from the sale of tangible and intangible assets	(26,561,303)	(1,042,437)	2448%
Expenses related to employee benefits – SOP	6,433,238	13,763,047	-53%
Adjustments for inventory depreciation	45,294	(168,847)	-127%
Adjustments for receivables depreciation	1,894,634	(391,252)	-584%
Expenses / (Income) related to provisions for risks and charges	2,152,697	(742,203)	-390%
Expenses with interest and other financial expenses	2,807,780	4,217,537	-33%
(Income) from interest and other financial income	(6,666,838)	(6,706,085)	-1%
Expenses / (Incomes) related to value adjustments for tangible and intangible assets	(1,097,237)	-	100%
Retained Earnings Adjustments	(1,421,414)	(54,378)	2514%
Operating profit before change in working capital	78,004,548	63,573,807	23%
Change in trade and other receivables balances	(471,998)	26,851,314	-102%
Change in inventory balances	(12,002,337)	(1,654,334)	626%
Change in trade and other payables balances	30,612,385	3,468,041	783%
Change in prepaid expenses balances	(1,732,213)	(300,636)	476%
Change in deferred income balances	3,425,457	4,259,726	-20%
Interest paid	(2,441,881)	(4,217,537)	-42%
Interest received	6,245,433	4,371,911	43%
Cash generated from operating activities	101,639,394	96,352,292	5%
Income tax paid	(7,807,222)	(6,058,038)	29%
Net cash from operating activities	93,832,172	90,294,254	4%
Cash flows from investing activities			
Loans (granted) to / repaid by affiliated entities and change in guarantees provided	2,184,342	3,745,065	-42%
(Payments) for acquisitions of subsidiaries	(84,623,860)	(20,492,835)	313%
(Payments) for acquisitions of tangible and intangible assets	(14,885,966)	(14,822,788)	0%
(Receipts) from disposals of tangible and intangible assets	26,072,830	-	100%
Own Share buybacks	(51,779)	(9,509,018)	-99%
Net cash from investing activities	(71,304,433)	(41,079,576)	74%
Cash flows from financing activities			
Proceeds from bank loans	-	2,624,127	-100%
(Withdrawal)/Repayment of bank loans	(36,136,301)	(22,137,929)	63%
Short term loan variation	433,540	(187,912)	-331%
Payment of debts related to financial leasing	(11,184,950)	(876,846)	1176%
Share capital increase	-	142,892,151	-100%
Net cash from financing activities	(46,887,711)	122,313,591	-138%
(Decrease) / Net increase in cash and cash equivalents	(24,359,972)	171,528,269	-114%
Cash and cash equivalents at the beginning of the financial period	259,604,189	88,075,920	195%
Cash and cash equivalents at the end of the financial period	235,244,217	259,604,189	-9%

INDIVIDUAL PROFIT AND LOSS ACCOUNT

	31.12.2025 AROBS Individual Audited	31.12.2024 AROBS Individual Audited	Variation %
REVENUE:	176,017,823	232,872,943	-24%
Revenue from software services	122,203,698	184,241,443	-34%
Revenue from software products	53,814,125	48,631,500	11%
TOTAL COST OF SALES:	143,529,755	178,749,973	-20%
Cost of sales of software services	116,478,442	153,644,326	-24%
Cost of sales of software products	27,051,313	25,105,647	8%
GROSS PROFIT	32,488,068	54,122,970	-40%
Other revenues	6,618,666	3,735,258	77%
Sales and marketing expenses	(8,589,564)	(9,106,735)	-6%
General and administrative expenses	(33,873,236)	(36,370,422)	-7%
OPERATING PROFIT	(3,356,066)	12,381,070	-127%
Net gains and losses from financial and investing activities	27,581,111	23,332,853	18%
Financial expenses	(2,116,362)	(3,419,265)	-38%
Revenue / (expenses) from exchange rate differences, net	326,735	1,006,849	-68%
GROSS PROFIT - BEFORE TAX	22,435,418	33,301,507	-33%
Profit tax	(1,443,497)	(2,784,627)	-48%
NET PROFIT	20,991,921	30,516,880	-31%

INDIVIDUAL BALANCE SHEET

Balance sheet indicators (LEI)	31.12.2025 AROBS Individual Audited	31.12.2024 AROBS Individual Audited	Variation %
Shares held in affiliated entities	270,980,805	234,583,941	16%
Intangible assets	4,922,156	5,029,988	-2%
Right-of-use assets related to leased assets	15,996,457	18,809,970	-15%
Other intangible assets	18,596,795	15,344,054	21%
Loans granted to affiliated parties	28,285,089	12,434,136	127%
Loans granted to related parties and other loans	4,377,807	7,294,119	-40%
Other financial fixed assets	1,078,620	2,968,304	-64%
Deferred tax	-	234,104	-100%
Total fixed assets	344,237,729	296,698,616	16%
Work in progress services and inventories	6,237,520	1,990,082	213%
Trade receivables	29,010,908	38,614,387	-25%
Prepaid expenses	1,912,245	1,595,274	20%
Current tax receivables	-	470,213	-100%
Other receivables	1,300,985	1,412,913	-8%
Loans granted to related parties and other loans	20,307,315	10,259,951	98%
Cash and cash equivalents	173,830,378	218,899,865	-21%
Total current assets	232,599,351	273,242,685	-15%
Total assets	576,837,080	569,941,301	1%
Share capital	104,555,233	104,555,233	0%
Share capital adjustments to hyperinflation	263,971	263,971	0%
Share premium	146,472,470	146,472,470	0%
Legal reserves	12,470,951	11,177,834	12%
Own shares	(9,519,125)	(12,885,372)	-26%
Other components of equity	5,520,415	12,782,685	-57%
Retained earnings	195,003,253	174,304,450	11%
Gains (losses) on equity instruments	29,905,555	19,684,169	52%
Total equity	483,672,723	456,355,440	6%
Total equity	483,672,723	456,355,440	6%
Non-current liabilities:			
Advance income	292,920	234,184	25%
Governments grants	151,699	216,510	-30%
Liabilities related to equity investments	3,621,798	14,686,659	-75%
Bank loans	12,703,763	29,716,103	-57%
Leasing	10,838,463	13,670,184	-21%
Provisions	5,319,209	4,050,449	31%
Deferred income tax liabilities	133,012	-	100%
Total non-current liabilities	33,060,864	62,574,089	-47%
Current liabilities:			
Trade liabilities	7,773,790	6,281,464	24%
Advance income	4,569,110	3,682,621	24%
Government grants	95,138	94,671	0%
Equity liabilities	13,922,646	3,976,479	250%
Bank loans	17,763,434	20,122,370	-12%
Leasing	5,699,713	4,950,253	15%
Employee-related liabilities	5,931,438	6,810,480	-13%
Current income tax liabilities	121,781	-	100%
Other current liabilities	4,226,443	5,093,434	-17%
Total current liabilities	60,103,493	51,011,772	18%
Total liabilities	93,164,357	113,585,861	-18%
Total equity and liabilities	576,837,080	569,941,301	1%

INDIVIDUAL CASH-FLOW

	31.12.2025	31.12.2024	Variation %
Profit before tax	22,435,418	33,301,507	-33%
Adjustments for:			
Depreciation expenses on shares held in affiliated entities	-	2,023,784	-100%
Depreciation expenses	6,910,629	7,537,750	-8%
Expenses related to disposed tangible and intangible assets	64,295	199,551	-68%
(Income) from the sale of tangible and intangible assets	(386,410)	(463,285)	-17%
Expenses related to employee benefits – SOP	4,690,178	10,517,286	-55%
Expenses / (Income) related to adjustments for inventory write-downs	45,294	(168,847)	-127%
Expenses / (Income) related to adjustments for receivables depreciation	6,515,738	254,457	2461%
Expenses / (Income) related to provisions for risks and charges	1,795,741	1,093,930	64%
(Income) from subsidies	(64,344)	(149,500)	-57%
Expenses with interest and other financial expenses	2,093,337	3,255,406	-36%
(Income) from interest and other financial income	(8,579,282)	(6,635,470)	29%
Expenses / (Incomes) related to value adjustments for tangible and intangible assets	173,040	-	100%
Operating profit before change in working capital	35,693,634	50,766,570	-30%
Change in trade and other receivables balances	17,310,716	27,093,639	-36%
Change in inventory balances	(4,292,732)	(327,600)	1210%
Change in trade and other payables balances	22,359,152	(1,042,797)	-2272%
Change in prepaid expenses balances	(316,971)	(271,773)	17%
Change in deferred income balances	945,225	381,097	148%
Interest paid	(2,093,337)	(3,255,406)	-36%
Interest received	5,599,360	3,816,309	47%
Cash generated from operating activities	75,205,047	77,160,039	-3%
Income tax paid	(2,035,491)	(3,895,490)	-48%
Net cash from operating activities	73,169,556	73,264,549	0%
Cash flows from investment activities			
Loans (granted) to / repaid by affiliated entities and change in guarantees provided	(29,840,598)	740,253	-4131%
(Payments) for acquisitions of subsidiaries	(51,639,191)	(20,492,835)	152%
(Payments) for acquisitions of tangible and intangible assets	(9,906,463)	(5,685,834)	74%
Own Share buybacks	(51,779)	(9,509,018)	-99%
(Payments) / Receipts from other investments in financial assets	-	302,033	-100%
Net cash from investing activities	(91,438,030)	(34,645,401)	164%
Cash flows from financing activities			
Collection from/ (Repayment of) bank loans	(20,408,543)	(20,125,495)	1%
Change in credit lines	5,772	2,136	100%
Payment of debts related to financial leasing	(6,398,243)	(751,366)	752%
Capital increase	-	142,892,151	-100%
Net cash from financing activities	(26,801,013)	122,017,426	-122%
(Decrease) / Net increase in cash and cash equivalents	(45,069,487)	160,636,573	-128%
Cash and cash equivalents at the beginning of the financial period	218,899,865	58,263,292	276%
Cash and cash equivalents at the end of the financial period	173,830,378	218,899,865	-21%

DECLARATION OF THE MANAGEMENT

Cluj-Napoca, March 26, 2026

The undersigned, Voicu Oprean, in his capacity as CEO of AROBS Transilvania Software S.A., hereby declares that, in accordance with the information available, the annual financial statements for the period from January 1, 2025 to December 31, 2025, prepared in accordance with the applicable accounting standards, provide a true and fair view of the assets, liabilities, financial position, as well as the profit and loss account of AROBS Transilvania Software S.A. and of its subsidiaries included in the consolidation of the financial statements.

The 2025 Annual Report includes a fair review of the development and performance of the issuer and of the companies included in the consolidation, as well as a description of the main risks and uncertainties specific to the business activity.

Furthermore, the reporting has been prepared in accordance with the sustainability reporting standards referred to in Article 29b of Directive 2013/34/EU and the specifications adopted pursuant to Article 8(4) of Regulation (EU) 2020/852.

Voicu Oprean

CEO

Comply-or-Explain Statement (CES)

Company Name: AROBS TRANSILVANIA SOFTWARE S.A. (01.01.2025 - 31.12.2025)

Section	Principle	Prov No.	Provision (detailed)	Yes	Partial	No	Explanation (text and url link if document is on website)
A: GOVERNING BODIES							
A: GOVERNING BODIES	A.1. The Board should ensure the Company's long-term success and sustainability for the best interest of the Company and its shareholders and taking into account the interests of other stakeholders. The Board should clearly define and disclose the full scope of its roles and responsibilities.	A.1., 1	The Board should have an internal regulation that formalises and clearly states its roles and responsibilities. The articles of association, Board's internal regulation and other internal regulations should clearly delineate the roles and competencies among the Board, general meeting of shareholders (GMS) and executive management.	x			The Company has adopted Rules of Procedure for the Board of Directors. In addition, the Company's Articles of Association, the Board's internal regulations, and other internal regulations clearly set out and delineate the roles and responsibilities of the Board of Directors, the General Meeting of Shareholders, and the executive management.
A: GOVERNING BODIES	A.1. The Board should ensure the Company's long-term success and sustainability for the best interest of the Company and its shareholders and taking into account the interests of other stakeholders. The Board should clearly define and disclose the full scope of its roles and responsibilities.	A.1., 2	Board's internal regulation should include, among others, the Board's responsibilities as well as fiduciary duties of directors to act on a fully informed basis, in good faith, with due diligence and care, and in the best interest of the Company, its shareholders and taking into account the interests of other stakeholders in line with legal requirements.	x			The Board's internal regulations contain provisions in this regard.
A: GOVERNING BODIES	A.1. The Board should ensure the Company's long-term success and sustainability for the best interest of the Company and its shareholders and taking into account the interests of other stakeholders. The Board should clearly define and disclose the full scope of its roles and responsibilities.	A.1., 3	To sustain the Company's long-term viability and success, the Board should: •Oversee the development and approve the Company's strategy and ensure that it also integrates sustainability aspects, including environmental and social (E&S) considerations and climate-related risks and opportunities; •Appoint and dismiss CEO and other executives to whom executive management responsibilities were delegated (called executive management) and ensure their succession planning; •Oversee the management performance, management role in addressing material sustainability risks and opportunities and align the remuneration of executive management with the long-term interests and sustainability of the Company, according to the provisions of the Company's remuneration policy; •Ensure there is a sound framework for internal controls and risk management; •Ensure that the Company has in place procedures to enable effective communication with shareholders and other stakeholders.	x			All such provisions are included in the Board of Directors' internal regulations and in the Company's Articles of Association.
A: GOVERNING BODIES	A.1. The Board should ensure the Company's long-term success and sustainability for the best interest of the Company and its shareholders and taking into account the interests of other stakeholders. The Board should clearly define and disclose the full scope of its roles and responsibilities.	A.1., 4	Duration of appointment of Board and executive management should be set clearly and should, to the extent possible, foster stability and predictability.	x			The Company's Articles of Association expressly provide for the mandate of the members of the Board of Directors. The current mandate of the members of the Board of Directors expires on 29 September 2027.
A: GOVERNING BODIES	A.2. The Board should have an appropriate balance of skills, experience, gender diversity, knowledge and independence to enable it to effectively perform its duties and responsibilities.	A.2., 1	The Board should have at least five members.	x			The Board consists of five (5) members elected by the Ordinary General Meeting of Shareholders, in accordance with the provisions of the Companies Law and the Company's Articles of Association.

A: GOVERNING BODIES	A.2. The Board should have an appropriate balance of skills, experience, gender diversity, knowledge and independence to enable it to effectively perform its duties and responsibilities.	A.2., 2	The Board should have in place a policy on Board and executive management diversity and should ensure that diversity requirements in terms of gender, age, experiences and skills are incorporated in the Nomination Policy.	x			The Board has adopted such a policy, which is available on the Company's website, in the Investors section, under Corporate Governance.
A: GOVERNING BODIES	A.2. The Board should have an appropriate balance of skills, experience, gender diversity, knowledge and independence to enable it to effectively perform its duties and responsibilities.	A.2., 3	The Board should develop a Board profile which specifies the desired characteristics and traits of its members including factors such as independence, diversity, integrity, specific skills and experience, industry knowledge, ability and willingness to devote adequate time and effort to Board responsibilities in the context of the needs of the Board and its committees and their exercise of the Board's strategic and oversight roles. The Board profile can be part of the Nomination Policy.	x			A number of specific duties of Board members and potential candidates are set out in the Board's internal regulations, as well as in the regulations of the Nomination and Remuneration Committee and the Risk and Audit Committee. Additional provisions regarding the Board profile are also included in the Nomination Policy adopted at the Company level, available on its website, in the Investors section, under Corporate Governance.
A: GOVERNING BODIES	A.2. The Board should have an appropriate balance of skills, experience, gender diversity, knowledge and independence to enable it to effectively perform its duties and responsibilities.	A.2., 4	The majority of the members of the Board should be non-executives. At least a third of the Board members should be independent. Each independent member of the Board should submit a declaration regarding his/her independence at the time of his/her nomination for election or re-election as well as when any change in his/her status arises, as per the criteria of independence defined in law and in Appendix A to the Code.	x			Three out of the five Board members are non-executive, and two of them are independent. Upon each appointment of a member of the Board of Directors, the Company performs an assessment of the independence of its members based on the independence criteria set out in the Corporate Governance Code (which are essentially similar to those provided in the Companies Law).
A: GOVERNING BODIES	A.2. The Board should have an appropriate balance of skills, experience, gender diversity, knowledge and independence to enable it to effectively perform its duties and responsibilities.	A.2., 5	The Nomination and Remuneration Committee (or the entire Board if there is no Nomination and Remuneration Committee) should assess whether the directors can be considered independent under the factors taken into account, by examining whether there are any business or other personal relationships that could materially affect the independence and objectivity of the director and his/her ability to act in the best interests of the Company, its shareholders and stakeholders.	x			The Nomination and Remuneration Committee carries out such an assessment, in accordance with the provisions of its internal regulations.
A: GOVERNING BODIES	A.2. The Board should have an appropriate balance of skills, experience, gender diversity, knowledge and independence to enable it to effectively perform its duties and responsibilities.	A.2., 6	The positions of Chairperson and Chief Executive Officer (CEO) are recommended to be held by different individuals.			x	At the date of this statement, the positions of Chairman of the Board of Directors and Chief Executive Officer are held by the same individual.
A: GOVERNING BODIES	A.2. The Board should have an appropriate balance of skills, experience, gender diversity, knowledge and independence to enable it to effectively perform its duties and responsibilities.	A.2., 7	If the Chairperson and CEO functions are performed by the same person, it is recommended that the Board appoints an independent Vice-Chairperson.			x	The Board of Directors has not appointed a Vice-Chairman.

A: GOVERNING BODIES	A.3. The Board should ensure that a formal, rigorous and transparent procedure is put into place regarding the nomination of new members to the Board.	A.3., 1	The Company should develop and disclose a board nomination policy (“Nomination Policy”) that should define the processes and procedures for the nomination, election or replacement of a director. The Nomination Policy, approved by the competent governance body, shall describe how the Company receives and evaluates nominations from shareholders (including minority shareholders) or from members of the Board, including in relation to the board profile, independence and diversity.	x			The Board has adopted such a policy, which is available on the Company’s website, in the Investors section, under Corporate Governance.
A: GOVERNING BODIES	A.3. The Board should ensure that a formal, rigorous and transparent procedure is put into place regarding the nomination of new members to the Board.	A.3., 2	The Board, through its Nomination and Remuneration Committee, if established, should monitor the nomination process of candidates for the position of Board member.	x			The Nomination and Remuneration Committee has specific responsibilities regarding the oversight of the nomination process for candidates for positions within the Board of Directors.
A: GOVERNING BODIES	A.3. The Board should ensure that a formal, rigorous and transparent procedure is put into place regarding the nomination of new members to the Board.	A.3., 3	The Company should disclose to shareholders information on the experiences and CV of the director candidates that they require to make an informed decision on the appointment or reappointment of the directors including the following: •Candidates’ professional commitments and engagements, including executive and non-executive positions in companies, public authorities, not-for-profit bodies or other organisations; •Any existing or potential conflicts of interest including whether they have business, family or other relationships that could affect their performance as directors on the Board; •Which shareholder or member of the Board proposed each candidate for the Board positions.	x			The Company makes all such information available to shareholders on its website, in the General Meetings section.
A: GOVERNING BODIES	A.4. The Board should establish committees which should assist the Board in the performance of its key responsibilities, dealing with strategic challenges and in managing sensitive issues with high potential for conflicts of interest.	A.4., 1	The Board shall establish an Audit Committee to enhance its oversight capability over the financial reporting, internal control framework, internal and external audit processes, and compliance with applicable laws and regulations. Where a separate risk management committee is not required by law or already established, the Audit Committee will also include oversight responsibilities for the efficiency of the risk management framework.	x			AROBS Transilvania Software S.A. has established an Audit Committee. The internal regulations of the Audit Committee include specific provisions regarding risk management.
A: GOVERNING BODIES	A.4. The Board should establish committees which should assist the Board in the performance of its key responsibilities, dealing with strategic challenges and in managing sensitive issues with high potential for conflicts of interest.	A.4., 2	The Audit Committee is recommended to be composed of non-executive directors. The majority of the Committee members is recommended to be independent, including the Committee chairperson. The Audit Committee, as a whole, should have competencies relevant to the Company’s area of operations. The Committee and its members should comply with the applicable national and European legislation.	x			The Committee consists of three members, all of whom are non-executive, and two of whom, including the Chairman of the Committee, are independent. The members of the Audit Committee have demonstrated appropriate qualifications, in accordance with the internal rules established by the Company.
A: GOVERNING BODIES	A.4. The Board should establish committees which should assist the Board in the performance of its key responsibilities, dealing with strategic challenges and in managing sensitive issues with high potential for conflicts of interest.	A.4., 3	The Boards of Premium Tier companies should set up a Nomination and Remuneration Committee formed of non-executive directors. The majority of the Committee members is recommended to be independent, including the Committee chairperson. The Board may also establish a separate Nomination Committee and a separate Remuneration Committee if the Board composition accommodates it and if this is justified given the Company’s size and complexity of its business and governance structures.	x			AROBS Transilvania Software S.A. has established a Nomination and Remuneration Committee. The Committee consists of four members, of whom three are non-executive, and two of them are independent.

A: GOVERNING BODIES	A.4. The Board should establish committees which should assist the Board in the performance of its key responsibilities, dealing with strategic challenges and in managing sensitive issues with high potential for conflicts of interest.	A.4., 4	In addition to its specific responsibilities as provided under this Code, the Nomination and Remuneration Committee should: i. Review and recommend to the Board the size and composition of the Board and lead the development and ongoing review of the Board profile; ii. Identify individuals qualified to become Board members and members of the executive management, if requested; evaluate the candidates for executive management roles; evaluate the candidates proposed by the shareholders or by Board members for a director role and inform the GMS accordingly; iii. Make recommendations to the Board concerning committee appointments (other than the Nomination and Remuneration Committee); iv. Coordinate an annual evaluation of the Board, directors and committees in line with provisions set out in Principle A.5.; v. Assist the Board in fulfilling its responsibilities related to the Company's remuneration policy; vi. Assist the Board in the development of the succession plans for executive management, as well as the emergency succession plans and CEO search process, as required; vii. Oversee the administration of the Company's compensation and benefits plans.	x			The internal regulations of the Nomination and Remuneration Committee contain provisions in this regard.
A: GOVERNING BODIES	A.4. The Board should establish committees which should assist the Board in the performance of its key responsibilities, dealing with strategic challenges and in managing sensitive issues with high potential for conflicts of interest.	A.4., 5	The role and responsibilities of Board committees should be defined in separate internal regulation (operating regulations) and disclosed on the Company's website. If the Company chooses not to establish any of the Board committees not required by law, the corresponding tasks and responsibilities shall be done by the Board and should be adequately stated in the Board's internal regulation.	x			The Board committees have been established in accordance with the applicable provisions, operate based on separate internal regulations, and these documents are available on the Company's website.
A: GOVERNING BODIES	A.4. The Board should establish committees which should assist the Board in the performance of its key responsibilities, dealing with strategic challenges and in managing sensitive issues with high potential for conflicts of interest.	A.4., 6	The evaluation of independence for the members of the committees, including when the members of the committees are appointed by the GMS, shall be carried out according to the same procedure applicable to the independent members of the Board.	x			The Committee's internal regulations contain provisions in this regard.
A: GOVERNING BODIES	A.4. The Board should establish committees which should assist the Board in the performance of its key responsibilities, dealing with strategic challenges and in managing sensitive issues with high potential for conflicts of interest.	A.4., 7	The chairpersons of the Audit Committee and Nomination and Remuneration Committee should not be the Chairperson of the Board or of any other committee, unless this is justified by the size of the Board.		x		The Chairman of the Audit Committee is not the Chairman of the Board of Directors. Given the role and importance of the Nomination and Remuneration Committee, the Chairman of this Committee is also the Chairman of the Board of Directors.
A: GOVERNING BODIES	A.5. The Board should set up robust Board operating procedures as well as Board evaluation and continuous development mechanisms to improve directors' skills and their ability to effectively deliver their responsibilities.	A.5., 1	The Board Chairperson is primarily responsible for ensuring that the Board functions properly. The Board's internal regulation should contain the role and responsibilities of the Board Chairperson and the Board Chairperson, at a minimum, should: • Determine the agenda of the Board meetings, chair such meetings and ensure that minutes are kept of such meetings; • Ensure the Board receives accurate, timely, useful, succinct information to enable the Board to make sound decisions; • Ensure the Board has sufficient time for consultation and decision-making; • Enable the Committees to function properly and that there is effective communication with Board committees, including actionable, insightful reports of committees back to the full Board; • Ensure the performance of the Board is evaluated and discussed at least once a year and disclosed as per provision D.1.3; • Ensure that the Board has proper working relationship with the executive management. The CEO and the Chairman of the Board (if positions are held by different individuals) shall meet regularly; • Address and manage internal disputes and conflicts of interest concerning Board members.	x			All these responsibilities of the Chairman of the Board of Directors are included in the Board's internal regulations.

A: GOVERNING BODIES	A.5. The Board should set up robust Board operating procedures as well as Board evaluation and continuous development mechanisms to improve directors' skills and their ability to effectively deliver their responsibilities.	A.5., 2	The Board should meet as often as necessary but not less than six (6) times a year.	x			The Board of Directors of AROBS Transilvania Software S.A. meets whenever necessary, but at least once every three months. During 2025, 28 meetings of the Board of Directors took place (all with full attendance). Of these, 4 meetings were held in connection with financial results, while the remainder addressed operational matters related to the Company's activity.
A: GOVERNING BODIES	A.5. The Board should set up robust Board operating procedures as well as Board evaluation and continuous development mechanisms to improve directors' skills and their ability to effectively deliver their responsibilities.	A.5., 3	The Board can request to designate the Corporate Secretary who should assist the Board in complying with its obligations under law, Board internal regulation and other policies. The Corporate Secretary should be a senior officer in the Company tasked with assisting the Board and its committees in organising their activities, in preparing for the meetings, annual Board and committee performance evaluation and director training programs, if the case.	x			The Company has a General Secretary who supports the activities of the Board.
A: GOVERNING BODIES	A.5. The Board should set up robust Board operating procedures as well as Board evaluation and continuous development mechanisms to improve directors' skills and their ability to effectively deliver their responsibilities.	A.5., 4	The Board should clearly define the rights and responsibilities, scope of authority and other issues related to the Corporate Secretary.	x			These provisions are included in the Board of Directors' internal regulations.
A: GOVERNING BODIES	A.5. The Board should set up robust Board operating procedures as well as Board evaluation and continuous development mechanisms to improve directors' skills and their ability to effectively deliver their responsibilities.	A.5., 5	The Board and its committees should develop and approve an annual internal work plan identifying topics to address during the year before the end of the previous year. The plan should take into account decisions that need to be proposed to the GMS, reporting by management and internal control functions, the required frequency of Board and Committee meetings, and should be reviewed by the Chairperson, assisted by the Corporate Secretary.			x	The Company intends to develop such plans in the future.
A: GOVERNING BODIES	A.5. The Board should set up robust Board operating procedures as well as Board evaluation and continuous development mechanisms to improve directors' skills and their ability to effectively deliver their responsibilities.	A.5., 6	The Board should conduct an annual evaluation of the composition, activity and dynamics of the Board and its committees, individually and as a whole, and which should be coordinated by the Nomination and the Remuneration Committee.	x			In accordance with the provisions of the internal regulations of the Nomination and Remuneration Committee, this committee coordinates the evaluation process.
A: GOVERNING BODIES	A.5. The Board should set up robust Board operating procedures as well as Board evaluation and continuous development mechanisms to improve directors' skills and their ability to effectively deliver their responsibilities.	A.5., 7	The Nomination and Remuneration Committee should share the results of the Board evaluation with the whole Board and should then set follow up actions, if any, including professional development and training plans for the Board to fill gaps.	x			The Committee shares the results of the evaluation with the entire Board of Directors and establishes subsequent actions.
A: GOVERNING BODIES	A.5. The Board should set up robust Board operating procedures as well as Board evaluation and continuous development mechanisms to improve directors' skills and their ability to effectively deliver their responsibilities.	A.5., 8	The Board's internal regulation should require Company orientation (induction) programmes for newly appointed directors, ensured by internal staff of the Company. The Board's internal regulation can also include references for ongoing director education program, if needed. The implementation of any orientation and ongoing trainings programmes for directors (as per the Board decision) is made under the oversight of the Nomination and Remuneration Committee, with the support of the Corporate Secretary. Based on the results of the annual board evaluation, the Nomination and Remuneration Committee jointly with the Board Chairperson shall develop professional development programmes focusing on the areas where capacity should be built among Board members.	x			These provisions are included in the Board of Directors' internal regulations.

[illegible]

B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK	B.1. The Company should have an adequate and effective internal control framework and an enterprise risk management framework, taking into account its strategy, size, complexity of operations and risk profile including potential environmental and social impact of its activities.	B.1., 1	The Board determines the nature and extent of the risks the Company is willing to take necessary for the achievement of Company's strategic objectives (i.e., the Company's risk appetite) and should ensure there are clear structures, policies and procedures in place that identify, evaluate, report, manage and monitor significant and emerging risks, including risks related to sustainability, cybersecurity and the use of digital technologies. The Board should explain in the annual report the mechanisms and processes in place to identify and manage risks.	x			Within the Company, the Board of Directors establishes the risk appetite in alignment with the Company's strategic objectives and ensures the existence of an adequate risk management framework. This framework is governed by the risk management policy, which defines the processes for identifying, assessing, reporting, managing, and monitoring significant and emerging risks, including those related to sustainability, cybersecurity, and the use of digital technologies.
B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK	B.1. The Company should have an adequate and effective internal control framework and an enterprise risk management framework, taking into account its strategy, size, complexity of operations and risk profile including potential environmental and social impact of its activities.	B.1., 2	The Board should adopt a formal risk management policy, to ensure accurate, complete and timely identification, measurement and reporting of risks, adequate and feasible risk control measures as well as integration of an E&S risks into the risk management framework in support of the Company's strategy implementation.	x			The Company has adopted a formal risk management policy, which is available on the Company's website, in the Investors section.
B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK	B.1. The Company should have an adequate and effective internal control framework and an enterprise risk management framework, taking into account its strategy, size, complexity of operations and risk profile including potential environmental and social impact of its activities.	B.1., 3	The Board and Audit Committee should understand emerging information technology and artificial intelligence-related changes so to mitigate cybersecurity risks. Time should be given to the AI risks and opportunities and cybersecurity on Board agenda to ensure understanding of cyber protection.	x			The Board of Directors and the Audit Committee of AROBS Transilvania Software S.A. continuously monitor emerging developments in the field of information technology, including artificial intelligence, and pay attention to the risks and opportunities associated with cybersecurity. These topics are included on meeting agendas to ensure an adequate understanding and the adoption of appropriate protection and risk management measures.
B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK	B.1. The Company should have an adequate and effective internal control framework and an enterprise risk management framework, taking into account its strategy, size, complexity of operations and risk profile including potential environmental and social impact of its activities.	B.1., 4	The Company is recommended to establish a risk management function responsible for ensuring accurate, complete and timely identification of the risks, ensuring that adequate and feasible risk control measures are in place and monitoring the risk management procedures. The risk management function, through the Chief Risk Officer (CRO), where present, should have a direct communication and functional reporting to the Board and Audit Committee (if there is no separate Risk Committee).		x		Within the Company, risk management is ensured through the risk management policy and the existing organizational structures, which enable the identification, assessment, and monitoring of risks. A formal Chief Risk Officer (CRO) function has not been established; however, responsibilities are distributed, and relevant information is periodically reported to the Board of Directors and the Audit Committee.

B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK	B.1. The Company should have an adequate and effective internal control framework and an enterprise risk management framework, taking into account its strategy, size, complexity of operations and risk profile including potential environmental and social impact of its activities.	B.1., 5	The Board with the assistance from the Audit Committee should at least annually assess the adequacy and effectiveness of Company's risk management and internal control framework (including operational and compliance controls) and make relevant recommendations. The assessment should consider the effectiveness and scope of the internal audit function, the adequacy of risk management and compliance, internal control reports, if they are required by applicable legislation, to the Audit Committee, management's responsiveness and effectiveness in dealing with identified internal control failings or weaknesses and submission of relevant reports to the Board.	x			Within the Company, the Board of Directors, assisted by the Audit Committee, continuously oversees the adequacy and effectiveness of the risk management framework and the internal control system, including operational and compliance controls. The process is based on the analysis of relevant reports, monitoring how risks are managed, and assessing management's ability to respond to and remedy any identified deficiencies, with recommendations being formulated, where necessary, for the continuous improvement of these mechanisms.
B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK	B.1. The Company should have an adequate and effective internal control framework and an enterprise risk management framework, taking into account its strategy, size, complexity of operations and risk profile including potential environmental and social impact of its activities.	B.1., 6	The Company should develop and make available on a free of charge basis on the Company's website a whistle-blowing mechanism which would enable employees and stakeholders to make reports about suspected breaches or wrongdoings as per the applicable legislation in place.	x			The Company has implemented a whistleblowing mechanism, available on its website, which allows employees and other stakeholders to report, confidentially, any potential violations or irregularities, in accordance with applicable legislation.
B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK	B.2. The Audit Committee should assist the Board with ensuring the integrity of financial and non-financial reporting, establishing an effective risk management and internal control framework and maintaining an appropriate relationship with the Company's external auditors.	B.2., 1	In addition to its responsibilities mentioned in legislation and elsewhere in the Code, the Audit Committee should: ·Review the Company's internal controls and risk management frameworks; ·Oversee the development and application of the Company's policies on conflicts of interests and related party transactions; ·Ensure independence and review the effectiveness of the Company's internal audit function and make a recommendation to the Board; ·Oversee the internal audit function; ·Oversee the preparation of sustainability-related reports and information included in them, unless this task is assigned to another committee; ·Oversee the framework for ensuring the Company's compliance with applicable legal and regulatory requirements and internal regulations of the Company (like the procedures for reporting breaches of the law or the Company's Code of Conduct), unless this task is assigned to another committee.	x			The internal regulations of the Audit Committee contain provisions in this regard.
B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK	B.2. The Audit Committee should assist the Board with ensuring the integrity of financial and non-financial reporting, establishing an effective risk management and internal control framework and maintaining an appropriate relationship with the Company's external auditors.	B.2., 2	Whenever the Code mentions reviews or analysis to be exercised by the Audit Committee, these should be followed by regular (at least annual) or ad-hoc reports to the Board.	x			The internal regulations of the Audit Committee contain provisions in this regard.
B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK	B.2. The Audit Committee should assist the Board with ensuring the integrity of financial and non-financial reporting, establishing an effective risk management and internal control framework and maintaining an appropriate relationship with the Company's external auditors.	B.2., 3	The Audit Committee should monitor the independence and objectivity of the external auditor. The Committee should approve a policy on the provision of permitted non-audit services by the external auditor in line with legal requirements and enforce implementation of that policy. Committee's findings regarding the independence of the external auditor should be disclosed in the annual report.	x			The Audit Committee assesses the independence and objectivity of the external auditor at the time of appointment. At the Company level, a formal policy regarding the provision of non-audit services by the external auditor has been adopted, which is available on the Company's website. The results of the Committee's assessment regarding the independence of the external auditor are included in the annual report for the financial year in which the external auditor was appointed.
B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK	B.2. The Audit Committee should assist the Board with ensuring the integrity of financial and non-financial reporting, establishing an effective risk management and internal control framework and maintaining an appropriate relationship with the Company's external auditors.	B.2., 4	The Audit Committee should discuss the annual audit work plan with the external auditor covering the scope and materiality of the activities to be audited. The audit committee should meet the external auditor as needed to discuss issues identified and to monitor the quality of the services provided.	x			The internal regulations of the Audit Committee contain provisions in this regard.
B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK	B.3. The Board should ensure the independence of the internal audit function. Company's internal audit function should provide independent and objective assurance on the effectiveness of risk management framework and internal control framework.	B.3., 1	The Board should ensure that the internal audit has the authority, resources and procedures adequate to assist the Board in ensuring effectiveness and efficiency of the Company's risk management and internal control framework.	x			The Board of Directors has ensured that the internal audit function has the authority, resources, and procedures necessary to support the monitoring of risks and internal controls.

B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK	B.3. The Board should ensure the independence of the internal audit function. Company's internal audit function should provide independent and objective assurance on the effectiveness of risk management framework and internal control framework.	B.3., 2	To ensure fulfillment of the core functions of the internal audit function, the head of the function should be appointed by and report functionally directly to the Board via the Audit Committee, who shall be tasked with approving his/her appointment and dismissal. This is without prejudice to administrative reporting to the CEO and sharing information with the Company's executive management, in line with legal requirements and professional standards.	x			The internal regulations of the Audit Committee contain provisions regarding the issuance of recommendations on the appointment and dismissal of the internal auditor.
B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK	B.3. The Board should ensure the independence of the internal audit function. Company's internal audit function should provide independent and objective assurance on the effectiveness of risk management framework and internal control framework.	B.3., 3	The internal audit function should be established in line with applicable legal requirements and industry standards (e.g., Institute of Internal Auditors). The internal audit authority, composition, remuneration, annual budget, working procedures and other relevant matters shall be regulated in separate internal audit's internal regulation approved by the Board, following the recommendation of the Audit Committee.	x			With regard to the internal audit function, the Company's Board of Directors has approved the general internal audit framework, as well as the internal audit charter, which includes these provisions.
B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK	B.3. The Board should ensure the independence of the internal audit function. Company's internal audit function should provide independent and objective assurance on the effectiveness of risk management framework and internal control framework.	B.3., 4	The Audit Committee should agree an annual internal audit work plan with the internal auditor, receive internal audit reports, updates on key audit issues, monitor implementation of recommendations of the internal audit and provide necessary guidance.	x			The Audit Committee fully complies with these requirements.
C: PERFORMANCE, MOTIVATION AND REWARD							
C: PERFORMANCE, MOTIVATION AND REWARD	C.1. Members of the Board shall receive remuneration corresponding to the volume and weight of powers and their responsibilities, rather than the performance of management or the Company. The structure and amount of director's remuneration should enable the Company to attract, retain and motivate the competent and qualified directors.	C.1., 1	Board members should receive remuneration, as per the Remuneration Policy of the Company. Members who also serve on Board committees should receive additional remuneration for this work. But in no circumstances should the remuneration be linked to the number of board or committee meetings.		x		The Company complies with the provisions of the Remuneration Policy, with members of the Board of Directors being remunerated in accordance with it, the remuneration not being linked to the number of meetings. Currently, no additional remuneration is granted for activities performed within committees; however, the Company will assess the opportunity of introducing such remuneration.
C: PERFORMANCE, MOTIVATION AND REWARD	C.2. The Board shall ensure there is a formal and transparent policy and procedure for determining the remuneration of executive management that aligns with the long-term interests of the Company and the Company's strategy. This policy shall be presented, subject for approval, to the GMS in line with legal requirements.	C.2., 1	The Board should determine the annual remuneration of the executive management, based on the recommendations of the Nomination and Remuneration Committee and in accordance with the Company's remuneration policy. The remuneration policy should be prepared in accordance with the relevant legal requirements.	x			The method for determining the remuneration of executive management is set out in the Remuneration Policy approved by the Company's Ordinary General Meeting of Shareholders.
C: PERFORMANCE, MOTIVATION AND REWARD	C.2. The Board shall ensure there is a formal and transparent policy and procedure for determining the remuneration of executive management that aligns with the long-term interests of the Company and the Company's strategy. This policy shall be presented, subject for approval, to the GMS in line with legal requirements.	C.2., 2	Levels of remuneration for executive management members and key performance indicators taken into account when determining variable (performance-based) part of the remuneration should be set in advance and be measurable and appropriate in relation to the agreed strategy and risk appetite, the economic environment within which the Company operates, and the pay and conditions of employees within the Company. In particular, they should include indicators related to non-financial performance and appropriate sustainability objectives.	x			The Company fully complies with this provision.

C: PERFORMANCE, MOTIVATION AND REWARD	C.2. The Board shall ensure there is a formal and transparent policy and procedure for determining the remuneration of executive management that aligns with the long-term interests of the Company and the Company's strategy. This policy shall be presented, subject for approval, to the GMS in line with legal requirements.	C.2., 3	Company's shares and/or share purchase options should represent a significant part (e.g., not less than 10%) of the executive management member's total variable remuneration.			x	The Remuneration Policy of AROBS Transilvania Software S.A. does not currently provide for a minimum proportion of variable remuneration to be granted in the form of shares or share-based instruments (such as stock options) to members of the executive management. The Company intends to assess the implementation of such mechanisms in the future.
D: DISCLOSURE AND INVESTOR RELATIONS							
D: DISCLOSURE AND INVESTOR RELATIONS	D.1. The Company should ensure adequate communications with shareholders, investors, regulators and other stakeholders and establish adequate systems for financial and sustainability reporting.	D.1., 1	The Company should make sure to provide accurate, complete and timely financial and operational information, including quarterly, half-yearly and annual reports, as well as current reports. Companies should ensure all relevant information is easily accessible to investors, including through the Company website and other public information sources, as the case may be.	x			The Company publishes accurate and timely financial and operational information, including periodic and current reports, which are available both on its own website and on the Company's profile on the Bucharest Stock Exchange website.
D: DISCLOSURE AND INVESTOR RELATIONS	D.1. The Company should ensure adequate communications with shareholders, investors, regulators and other stakeholders and establish adequate systems for financial and sustainability reporting.	D.1., 2	The Company is recommended to have an Investor Relations (IR) function and should appoint a dedicated person in charge of IR function. The contact details of the person or persons charged of the IR function shall be available on the Company's website. The IR function will report directly to the CEO/CFO, underscoring its significance within the Company's hierarchy and emphasizing its central role in managing and communicating the Company's capital market engagements and status. The Company should organise induction and regular training/courses, if needed, for the IR function, tailored to its specific needs and responsibilities.	x			The Company has established an investor relations function and has appointed a dedicated person responsible for this function.
D: DISCLOSURE AND INVESTOR RELATIONS	D.1. The Company should ensure adequate communications with shareholders, investors, regulators and other stakeholders and establish adequate systems for financial and sustainability reporting.	D.1., 3	The Company should include on its corporate website a dedicated Investor Relations section, with all relevant information of interest for investors, available both in Romanian and English.	x			All the specified information is provided on the Company's website.
D: DISCLOSURE AND INVESTOR RELATIONS	D.1. The Company should ensure adequate communications with shareholders, investors, regulators and other stakeholders and establish adequate systems for financial and sustainability reporting.	D.1., 3	The company should include on its Investor Relations section: •Main corporate regulations: updated articles of association, GMS procedures, board's internal regulation and board committees' internal regulations.	x			All the specified information is provided on the Company's website.
D: DISCLOSURE AND INVESTOR RELATIONS	D.1. The Company should ensure adequate communications with shareholders, investors, regulators and other stakeholders and establish adequate systems for financial and sustainability reporting.	D.1., 3	The company should include on its Investor Relations section: •List of current members of the Board, Board's Committees and executive management, providing an up-to-date information on independence status , professional CVs (containing at least: name, surname, gender, nationality, age; work experience by year, position and Company; studies, field of study and academic or professional institution granting the diploma), other professional commitments, including executive and non-executive Board positions in companies, not-for-profit institutions and state institutions; relationship with shareholders holding at least 5% of the voting rights/shares issued by the Company; the duration of the appointment of the members of the Board, the Committees and the executive management, specifying the date from which they were appointed.	x			All the specified information is provided on the Company's website.
D: DISCLOSURE AND INVESTOR RELATIONS	D.1. The Company should ensure adequate communications with shareholders, investors, regulators and other stakeholders and establish adequate systems for financial and sustainability reporting.	D.1., 3	The company should include on its Investor Relations section: •Current reports and periodic reports (quarterly, semi-annual and annual reports).	x			All the specified information is provided on the Company's website.
D: DISCLOSURE AND INVESTOR RELATIONS	D.1. The Company should ensure adequate communications with shareholders, investors, regulators and other stakeholders and establish adequate systems for financial and sustainability reporting.	D.1., 3	The company should include on its Investor Relations section: •Information related to GMS: the agenda, supporting materials and the decisions taken; procedure for running the GMS; the Nomination Policy; candidates' professional CVs (containing at least: name, surname, gender, nationality, age; work experience by year, position and Company; studies, field of study and academic or professional institution granting the diploma), as well as any other information presented at A.3.3; communication channel(s) for shareholders to address questions; answers to shareholders' questions related to the agenda; declarations of independence for board candidates and evaluations made by Nomination and Remuneration Committee/Board for candidates, including their compliance with independence criteria.	x			All the specified information is provided on the Company's website.

D: DISCLOSURE AND INVESTOR RELATIONS	D.1. The Company should ensure adequate communications with shareholders, investors, regulators and other stakeholders and establish adequate systems for financial and sustainability reporting.	D.1., 3	The company should include on its Investor Relations section: • Information on Board evaluation, made as per Provision A.5.7, including evaluation criteria and process, as well as a summary result of the evaluation and actions that have been or will be undertaken as a result of the evaluation.	x			Within the Company, the annual evaluation of the activity of the Board of Directors has been carried out in accordance with applicable legal provisions and internal regulations. Following this evaluation, it was concluded that the Board fulfilled its duties, including setting strategic directions, monitoring financial performance against the budget, approving significant transactions (including M&A), and overseeing executive management. The Board held 28 meetings during the year, exceeding the minimum requirement of 6 meetings provided by the Corporate Governance Code.
D: DISCLOSURE AND INVESTOR RELATIONS	D.1. The Company should ensure adequate communications with shareholders, investors, regulators and other stakeholders and establish adequate systems for financial and sustainability reporting.	D.1., 3	The company should include on its Investor Relations section: • Information on corporate events, such as payment of dividends and other distributions to shareholders, or other events leading to the acquisition or limitation of rights of a shareholder, including the deadlines and principles applied to such operations. Such information should be published within a timeframe that enables investors to make investment decisions.	x			All the specified information is provided on the Company's website.
D: DISCLOSURE AND INVESTOR RELATIONS	D.1. The Company should ensure adequate communications with shareholders, investors, regulators and other stakeholders and establish adequate systems for financial and sustainability reporting.	D.1., 3	The company should include on its Investor Relations section: • Corporate policies, among which code of conduct, dividend policy, remuneration policy, forecast policy, policy for communication with investors, the corporate social responsibility (CSR)/sponsorship policy, policy for related parties' transactions, policy for diversity, equity and inclusion, and whistleblowing policy (if not already part of the Code of Conduct).	x			All these policies are available on the Company's website, in the Investors section.
D: DISCLOSURE AND INVESTOR RELATIONS	D.1. The Company should ensure adequate communications with shareholders, investors, regulators and other stakeholders and establish adequate systems for financial and sustainability reporting.	D.1., 4	The Company should organise at least two meetings/conference calls with analysts and investors each year. The information presented on these occasions should be published in the IR section of the Company website at the time of the meetings/conference calls.	x			AROBS Transilvania Software S.A. holds four teleconferences in English, corresponding to each quarter. The recording of each teleconference is published on the Bucharest Stock Exchange website, as well as on the Company's website.
D: DISCLOSURE AND INVESTOR RELATIONS	D.1. The Company should ensure adequate communications with shareholders, investors, regulators and other stakeholders and establish adequate systems for financial and sustainability reporting.	D.1., 5	The Company should disclose the material and reportable non-financial and sustainability issues with emphasis on the disclosure of environmental, social and governance (ESG) issues of its business and operations in line with the recognized standard of sustainability reporting. The Company's sustainability statements shall be disclosed on its website.	x			The Company ensures transparency of non-financial and sustainability information through the preparation and publication of a Sustainability Report, which covers significant environmental, social, and governance (ESG) aspects, in accordance with applicable reporting standards. This report is publicly available and can be consulted on the Company's website.

D: DISCLOSURE AND INVESTOR RELATIONS	D.1. The Company should ensure adequate communications with shareholders, investors, regulators and other stakeholders and establish adequate systems for financial and sustainability reporting.	D.1., 6	The Company should have a CSR/sponsorship policy to guide the activity in the area of supporting CSR activities and sponsorship.	x			The Company's CSR and sponsorship policy is available on its website, in the Investors section.
D: DISCLOSURE AND INVESTOR RELATIONS	D.2. The Company should ensure fair and equitable treatment of all its shareholders, as well as availability of all needed tools and information to allow shareholders to exercise their rights in relation to the Company.	D.2., 1	The Company should have a dividend policy as a set of directions the Company intends to follow regarding the distribution of net profit.	x			The Company's dividend policy is available on its website, in the Investors section.
D: DISCLOSURE AND INVESTOR RELATIONS	D.2. The Company should ensure fair and equitable treatment of all its shareholders, as well as availability of all needed tools and information to allow shareholders to exercise their rights in relation to the Company.	D.2., 2	The procedure for running the GMS should not restrict the participation of shareholders in GMS and the exercise of their rights. Amendments of the procedure for running the GMS should take effect, at the earliest, as of the next GMS.	x			Information regarding the organization of the General Meetings of Shareholders is set out in the Company's Articles of Association. In addition, the procedure regarding general meetings of shareholders is included in each convening notice issued by the Board of Directors for such meetings.
D: DISCLOSURE AND INVESTOR RELATIONS	D.2. The Company should ensure fair and equitable treatment of all its shareholders, as well as availability of all needed tools and information to allow shareholders to exercise their rights in relation to the Company.	D.2., 3	The external auditors should attend the shareholders' meetings where their reports are presented, in order to respond to shareholders' questions.	x			Independent financial auditors participate in the Ordinary General Meetings of Shareholders where the annual individual and consolidated financial statements are subject to approval.
D: DISCLOSURE AND INVESTOR RELATIONS	D.2. The Company should ensure fair and equitable treatment of all its shareholders, as well as availability of all needed tools and information to allow shareholders to exercise their rights in relation to the Company.	D.2., 4	The Board should present to the annual GMS a summary of the assessment of the adequacy and effectiveness of the risk management and internal control framework, as per the related information included in the annual report.				Information regarding internal controls and the system for managing significant risks is provided in the annual report. If questions related to the internal control system and the management of significant risks are raised during the annual meeting, they will be addressed by the Board of Directors.

D: DISCLOSURE AND INVESTOR RELATIONS	D.2. The Company should ensure fair and equitable treatment of all its shareholders, as well as availability of all needed tools and information to allow shareholders to exercise their rights in relation to the Company.	D.2., 5	The Company should stimulate engagement with shareholders and investors by: •Encouraging active shareholder participation in GMS, like ensuring conditions for virtual participation. •Holding regular briefings and updates for investors, especially during significant corporate events. •Establishing channels for shareholders to provide feedback and ask questions, ensuring responses are timely and comprehensive.	x			The Company fully complies with these requirements, encouraging active shareholder participation in General Meetings, including through the possibility of virtual participation via the EVOTE platform. Relevant information regarding significant corporate events is communicated periodically through current reports, and investors may contact the Company and submit feedback at the dedicated address: ir@arobs.com.
D: DISCLOSURE AND INVESTOR RELATIONS	D.2. The Company should ensure fair and equitable treatment of all its shareholders, as well as availability of all needed tools and information to allow shareholders to exercise their rights in relation to the Company.	D.2., 6	Any professional, consultant, expert or financial analyst may participate in the shareholders' meeting upon prior invitation from the Chairperson of the Board. Accredited journalists may also participate in the GMS, unless the Chairperson decides otherwise.	x			Any specialist, consultant, expert, financial analyst, or accredited journalist may attend the General Meeting of Shareholders based on a prior invitation from the Chairman of the Board of Directors.
E: SUSTAINABILITY AND STAKEHOLDERS							
E: SUSTAINABILITY AND STAKEHOLDERS	E.1. The Company should integrate sustainability aspects in its strategy and mitigate any material negative environmental and social impacts of its operations, to the possible extent.	E.1., 1	The Board should ensure that sustainability, environmental and social considerations are integrated in the Company's strategy and operations, risk management and remuneration practices and shall oversee this integration. A specialised sustainability committee or one of the standing committees of the Board shall assist the Board with these tasks.	x			The internal regulations of the Board of Directors include these provisions. The Audit Committee assists the Board in fulfilling these responsibilities.
E: SUSTAINABILITY AND STAKEHOLDERS	E.1. The Company should integrate sustainability aspects in its strategy and mitigate any material negative environmental and social impacts of its operations, to the possible extent.	E.1., 2	The Board should ensure that Company's operations run according to the national and international E&S standards and Company's E&S policies are consistent with its long-term objectives. In particular, the Company shall have internal acts relating to its responsibilities for environmental and social issues and policies and procedures that enable it to identify material factors and assess the impact on the Company's activities.	x			The Company's Board of Directors ensures that its operations are conducted in compliance with applicable national and international environmental and social (E&S) standards, in line with its long-term objectives. These responsibilities are set out and governed by the internal regulations of the Board of Directors, as well as by the relevant policies and procedures.
E: SUSTAINABILITY AND STAKEHOLDERS	E.1. The Company should integrate sustainability aspects in its strategy and mitigate any material negative environmental and social impacts of its operations, to the possible extent.	E.1., 3	Whenever a decision to be approved by the Board has potential material and negative E&S impact, the Board should receive from the executive management (i) an analysis on how this decision is aligned with the Company's sustainability objectives and E&S policies or (ii) proposal of the measures to mitigate negative E&S impacts.	x			Within the Company, any decision of the Board of Directors with a potentially significant impact on environmental and social (E&S) aspects is subject to prior analysis by the executive management, in accordance with ESG policies and internal regulations. In such cases, the Board is provided either with an assessment of the alignment of the decision with the Company's sustainability objectives and E&S policies, or with proposals for measures to prevent or mitigate any negative impact, as appropriate.

E: SUSTAINABILITY AND STAKEHOLDERS	E.2. The Company should have in place a process for identifying the stakeholders affected by Company's operations. The Board should take into consideration stakeholders' interests and ensure there is active communication between the Company and its stakeholders.	E.2., 1	The Board should ensure that there is a formal stakeholder identification process for Company's stakeholders including investors, creditors, clients, employees and suppliers, as well as targeted approaches for engaging with its priority stakeholders.		x		The Company has in place a dedicated policy regarding the identification and engagement of stakeholders, including investors, creditors, clients, employees, and suppliers, which is available on the Company's website. This policy establishes the principles and approaches for engaging relevant stakeholders. Although these provisions are not explicitly included in the Board of Directors' regulations, they are implemented and applied at the operational level, in line with good governance practices and the Company's ESG policies.
E: SUSTAINABILITY AND STAKEHOLDERS	E.3. The Board should adopt a Code of Conduct with adequate scope including guiding principles which reflect the Company's commitment to ethics, integrity and quality of performance.	E.3., 1	The Board should develop a purpose statement and a vision statement as well as articulate Company's values, so the entire organisation understands the Company's strategic direction.	x			These elements are reflected in multiple documents prepared by the Company, including its promotional materials, the Code of Conduct approved at Company level, as well as the Organization and Functioning Regulation.
E: SUSTAINABILITY AND STAKEHOLDERS	E.3. The Board should adopt a Code of Conduct with adequate scope including guiding principles which reflect the Company's commitment to ethics, integrity and quality of performance.	E.3., 2	The Board should adopt a Code of Conduct for Board members, executive management and Company employees, with clear provisions aimed at preventing and sanctioning fraud and bribery. The Board should not permit any waiver of any ethics requirement by any director, executive manager or employee.	x			Within the Company, requirements regarding ethics, the prevention and sanctioning of fraud and bribery are governed by the Anti-Corruption Policy available on the Company's website. In addition, the Internal Organization and Functioning Regulation (ROI) includes the Code of Ethics and Conduct applicable to all members of the Board of Directors, executive management, and employees, establishing clear standards of integrity and not allowing any derogations from these principles.
E: SUSTAINABILITY AND STAKEHOLDERS	E.3. The Board should adopt a Code of Conduct with adequate scope including guiding principles which reflect the Company's commitment to ethics, integrity and quality of performance.	E.3., 3	The Board should ensure that the Code of Conduct policies are integrated into Company's practices and incorporated into the onboarding process for new hires. The Board should ensure the efficient implementation and monitoring of compliance with the Code of Conduct and periodically review it.	x			The Board has ensured that the policies set out in the Code of Conduct are integrated into the Company's practices and into the onboarding process of new employees. Compliance with the Code is also continuously monitored, and the document is periodically reviewed to reflect relevant developments.



2025

Sustainability Report



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CEO Message

MESSAGE FROM THE CEO

Dear partners,

At AROBS, sustainability is a continuous commitment to improvement, transparency and long-term value creation. This report covers our second year of reporting under the Corporate Sustainability Reporting Directive (CSRD) and marks an important step in strengthening the maturity of our sustainability governance and reporting.

Over the past year, we have focused on strengthening the fundamentals established in our first reporting cycle. Building on the findings of the first CSRD aligned report, we addressed the gaps identified in the 2024 analysis and improved internal processes, control mechanisms and data collection systems. At the same time, we have strengthened our governance framework by adopting sustainability policies aligned with the requirements of the Corporate Governance Code of the Bucharest Stock Exchange. These policies reinforce our commitment to transparency, accountability and responsible decision-making across the Group.

An important moment in this period was the publication of the AROBS Sustainability Strategy, which sets targets until 2030 in four main directions: environmental responsibility, social impact and workforce development, responsible relationships with users and communities, as well as strengthening corporate governance. The strategy provides a clear framework for integrating sustainability into the company's long-term development and meets the expectations of investors, customers, employees and regulators.

Innovation remains a central element of our approach. In 2025, we strengthened the governance framework for emerging technologies by preparing for the ISO standard on artificial intelligence management systems. We obtained the certification in the first weeks of 2026, an important moment in our commitment to develop advanced technologies in a responsible and safe way.

During this period, AROBS continued its international expansion while maintaining a strong focus on consolidation and operational resilience. Our strategy balances growth with disciplined governance and responsible management practices, ensuring stronger organizational structures, improved supervisory mechanisms and long-term sustainability.





I thank our employees, partners, investors and customers for their trust and support on our journey towards responsible and sustainable growth.

Sincerely,

Voicu Oprean

Founder, CEO and Chairman of the Board of Directors

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Introduction to Sustainability

Introduction to sustainability

At AROBS, sustainability is an important component of how we build and grow the business, supporting innovation, organizational resilience and long-term value creation. In a rapidly evolving technology sector, we believe that responsible technology development, along with solid governance practices and a constant focus on social and environmental impact, are key factors for the company's sustainable success.

The 2025 Sustainability Report is the second reporting exercise of the AROBS Group in accordance with the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). In this second reporting cycle, the company continued to strengthen its internal ESG data collection and management processes, improve control mechanisms and address the gaps identified following the first reporting for 2024.

During this period, AROBS has taken important steps in strengthening its sustainability framework. The company has adopted governance policies and procedures aligned with the requirements of the Corporate Governance Code of the Bucharest Stock Exchange and has published the AROBS Sustainability Strategy, which sets out the company's directions and objectives until 2030 in the areas of environment, social impact, relationship with users and communities, as well as corporate governance.

In parallel, AROBS continues to invest in the responsible development of emerging technologies. In 2025, the company prepared the implementation of the ISO standard for artificial intelligence management systems, the certification being obtained in the first weeks of 2026. This initiative reflects the company's commitment to embedding principles of responsibility, security, and ethics in the development and deployment of artificial intelligence-based solutions.

By strengthening ESG governance, improving transparency and integrating sustainability into the development strategy, AROBS aims to transform compliance requirements into a competitive advantage and actively contribute to the development of a sustainable digital economy.

Nearly 27 years of promoting good governance and ethics in software development

AROBS promotes solid governance and ethical principles in software development, believing that responsible technology is essential for trust, security, and long-term value creation. In continuously evolving digital context, the company is strengthening its responsible development practices, integrating security, transparency and accountability standards at all stages of the software product lifecycle.

AROBS prioritizes **security and data protection** by applying advanced cybersecurity practices and internal controls designed to protect user data and ensure continuity of operations. The company promotes **transparency and accountability** in development processes, encouraging feedback from users and internal teams for continuous improvement of products and services.

At the same time, AROBS complies with **industry standards and good software development practices**, ensuring clear documentation, quality control processes and scalable and reliable solutions. The company pays particular attention **to responsible technology design**, including preventing risks of algorithmic bias or data misuse, as well as **the ethical use of emerging technologies**, including artificial intelligence.

Through these principles, AROBS aims to develop safe, innovative and reliable software solutions, aligned with the company's values and the requirements of a constantly changing digital ecosystem.

Performance orientation

At AROBS, **efficiency, compliance, and performance excellence** guide our operations. We optimize resources to meet **stakeholder obligations** while achieving ambitious performance targets.

Privacy and information security

AROBS has implemented an **integrated management system (IMS)**, which incorporates international standards such as:

- **ISO 9001** - Quality Management
- **ISO 27001** - Information Security Management
- **TISAX** - Automotive Information Security
- **ISO 42001** – AI Management (awarded in February 2026)

The following companies within the group are certified:

1. AROBS Transilvania Software

- Arad (ISO 27001, TISAX)
- Mureş (ISO 27001, TISAX)



- CBC Cluj (ISO 27001, ISO 9001, ISO 42001, TISAX)
- Minerilor Cluj (ISO 27001, ISO 9001, ISO 14001, ISO 45001)
- 2. AROBS Software
 - Chisinau (ISO 27001, TISAX)
- 3. Berg Software
 - Timișoara (ISO 27001, ISO 9001)
- 4. AROBS Development and Engineering
 - Bucharest (ISO 27001, ISO 9001)
- 5. Future Work Force
 - Cluj (ISO 27001, ISO 9001)
- 6. UCMS
 - Cluj (ISO 27001, ISO 9001)

ISO 27001 Certification

AROBS Transilvania Software (ATS) is **ISO 27001 certified since 2017**, with periodic audits that ensure **compliance and continuous improvement**. Our security objectives include:

- ✓ Securing processes, data and intellectual property
- ✓ Identifying and mitigating risks
- ✓ Ensuring regulatory compliance
- ✓ Minimizing security incidents

We continuously improve security awareness through **training programs, internal audits and external assessments**.

Future-proof security: ISO 27001:2022 & TISAX

In 2025, AROBS made the transition to the new ISO 27001:2022 standard, which addresses new cybersecurity threats and best practices. AROBS Transilvania Software and AROBS Software Moldova hold the TISAX certification, the gold standard for cybersecurity in the automotive industry.

Acceptable use of AI and AI risk management

In 2025, the company began preparations for the adoption of the ISO/IEC 42001 standard — the first international framework dedicated to the responsible management of AI systems. Certification was awarded by Bureau Veritas in February 2026. This standard guides us in implementing robust AI governance practices, ensuring transparency, fairness, and reliability of the AI-powered solutions we deliver to our customers. By aligning with ISO/IEC 42001, we reinforce our commitment to ethical and responsible

innovation, offering our partners the confidence that the AI systems developed by the company meet the highest standards of quality and safety.

Regulatory compliance: DORA and NIS2 Directives

AROBS proactively aligns its security and compliance framework with **EU directives** (NIS2 and DORA), ensuring compliance by:

- ✓ **Technical and organizational measures**
- ✓ **Revisions of legal documents** based on client requirements

AROBS is accredited by DNSC as a cybersecurity auditor, starting with 2025.

Additional certifications

We maintain multiple **industry-recognized certifications for the TrackGPS division**, including:

- ✓ **ISO 9001:2015** - Quality Management
- ✓ **ISO 45001:2018** - Occupational Health and Safety
- ✓ **ISO 14001:2015** - Environmental Management
- ✓ **ORDA & HU-GO Certification** - Software and Telematics

Privacy, Data Accountability and Security

Our approach to data protection aims to:

- **Privacy by Design & Default** - Integrated into all software development processes.
- **Compliance with GDPR and international standards** – Under the guidance of our **Information Security Officer (CISO)** and **Data Protection Officer (DPO)**.
- **Internal Security Policies** – Integrated into our **Integrated Management System (IMS)** for regulatory compliance.
- **Dedicated privacy and cybersecurity teams** – experts in AI, compliance, cybersecurity, and risk management.
- **Mandatory employee training** – Ensuring that all staff adhere to **privacy, security, and ethical standards**.

Software development and security

Security is **integrated** into our software development cycle:

- ✓ **Risk assessments** for all software projects
- ✓ **GDPR-compliant checklists** for "Privacy by Design" implementation
- ✓ **Internal policies for security, compliance and risk mitigation**

Disclosure of aspects related to the impact of efforts undertaken to ensure cybersecurity:

In 2025, AROBS recorded zero security breaches caused by uncorrected known vulnerabilities and zero incidents impacting employees' or customers' personal data. The digital infrastructure is 100% covered with advanced security solutions (EDR, firewall, encryption), and all employees are included annually in cybersecurity and data protection awareness campaigns.

Through **rigorous compliance, responsible data governance practices and advanced cybersecurity measures**, we develop **trusted technologies designed to be secure for the future**.

AROBS Sustainability Report 2025

The AROBS Sustainability Report for 2025 is the Group's second reporting exercise in accordance with the European Sustainability Reporting Standards (ESRS), developed under the Corporate Sustainability Reporting Directive (CSRD). Compared to the first reporting cycle for 2024, the company continued to strengthen its ESG governance framework, data collection and validation processes and internal control mechanisms relevant to sustainability reporting.

Throughout 2025, AROBS addressed the gaps identified following the first reporting exercise and continued to develop its internal ESG reporting capabilities. These steps have contributed to improving the quality of reported data and increasing alignment with ESRS requirements.

The majority of the quantitative data presented comes from the Group's internal systems. In situations where the data is based on estimates or extrapolations, including within the value chain, these aspects are explicitly indicated in the relevant sections of the report.

In the preparation of the report, AROBS uses professional assumptions, estimates and judgments, particularly regarding greenhouse gas emissions in Scope 3 category. These estimates are based on historical data, recognized methodologies and other relevant factors and are reviewed periodically to improve the accuracy of future reporting.

The limited availability of primary data or emission drivers may generate an inherent degree of uncertainty in the quantification of greenhouse gas emissions. In this context, the company aims to continuously improve the quality of the data used, including by increasing the availability of primary data provided by partners.

The nature of sustainability issues and the evolution of reporting standards may lead to the use of different measurement methodologies, which may influence the comparability of information between organizations or between reporting periods.

Implementation strategy

In order to align with the requirements of CSRD and ESRS, AROBS carried out a gap analysis between existing practices and applicable reporting requirements. Following the first reporting exercise, the company continued to strengthen its internal ESG reporting processes, governance framework, and data collection and validation mechanisms.

These steps support the progressive development of sustainability reporting and the integration of ESG principles into the AROBS Group's strategy and business model.

Strategic objectives and integration of sustainable development

AROBS' sustainability strategy reflects the company's commitment to integrating ESG principles into its business model, governance processes and technological development. The publication of the AROBS Sustainability Strategy for the period 2025–2030 marks an important step in strengthening this approach, setting clear objectives and directions in the areas of environment, social impact, relationship with users and communities, as well as corporate governance.

AROBS' strategic vision on sustainability mainstreaming focuses on the following main directions:

• Responsible technological innovation

Developing software solutions and advanced technologies that contribute to operational efficiency and reducing environmental impact. The solutions developed by the company, including those in the field of fleet monitoring, can support the optimization of resource consumption and the reduction of emissions, contributing to the development of more sustainable industries.

• Positive impact in the ecosystems in which we operate

The Group's international expansion is accompanied by a constant commitment to operate responsibly, contributing to the development of local technology ecosystems and the creation of value for customers, partners and communities.

• Human capital development

AROBS aims to support the development of a diverse, inclusive and well-trained workforce, capable of responding to technological transformations and market demands. The company promotes continuous professional development, innovation and collaboration in a safe and fair working environment.

• Operational efficiency and responsible use of resources

By using technology and optimizing internal processes, the company aims to reduce resource consumption, improve energy efficiency and responsibly manage electronic equipment and waste.

- **Strengthening the governance and ESG framework**

AROBS continues to strengthen its governance structures and sustainability management processes, including through the adoption of policies and procedures aligned with the requirements of the Bucharest Stock Exchange's Corporate Governance Code, transparent reporting and the development of an integrated ESG data collection and management system.

- **Resilience and long-term development**

The integration of sustainability into the company's development strategy allows the identification of growth opportunities in emerging markets and in changing industries, while helping to manage the risks associated with technological, social and environmental changes.

Through these strategic directions, AROBS aims to make sustainability a factor of competitiveness and a central element of its long-term development, contributing to the consolidation of a responsible digital economy.



3

General Information

ESRS 2 – General disclosures

BP-1: General basis for preparation of sustainability statements

General disclosures

The AROBS Group's sustainability statement for the financial year ended 31 December 2025 is prepared on a consolidated basis. The scope of consolidation used for the sustainability statement is the same as the scope used for the Group's consolidated financial statements.

At the reporting date, the scope of consolidation includes the parent company and the subsidiaries included in the financial consolidation, as presented in the annual report and the consolidated financial statements.

The Structure of AROBS Group

As of December 31, 2025, the AROBS Group consisted of AROBS Transilvania Software S.A. ("the Company" or "AROBS" or the "Parent Company") and 34 subsidiaries:

1 AROBS DEVELOPMENT & ENGINEERING SRL 100%

2 AROBS ETOLL SOLUTIONS SRL 100%

3 AROBS North America 100%

4 AROBS PANNONIA SOFTWARE KFT 100%

5 AROBS POLSKA (SYDERAL POLSKA) 94%

6 AROBS SOFTWARE SOLUTIONS GMBH 60%

7 AROBS SOFTWARE SRL 100%

8 AROBS SYSTEMS SRL 100%

9 AROBS TRACKGPS SRL 100%

10 ATS ENGINEERING LLC 100%

11 BERG COMPUTERS S.R.L. 100%

12 CABRIO INVEST B.V. 90%

13 CENTRO DE SOFT GPS SRL 100%

14 CODINGSCAPE BY AROBS 70%

15 CODINGSCAPE LLC 70%

16 COSO BY AROBS BV BE 90%

17 COSO BY AROBS BV NL 90%



- 18 FUTURE WORKFORCE GmbH 65%
- 19 FUTURE WORKFORCE Limited 80%
- 20 FUTURE WORKFORCE SA 100%
- 21 FUTURE WORKFORCE SRL 100%
- 22 INFOBEST ROMANIA SRL 100%
- 23 INFOBEST ROMANIA GERMANY 100%
- 24 INFOBEST SYSTEMHAUS GMBH 100%
- 25 NORDLOGIC SOFTWARE S.R.L 100%
- 26 NORDLOGIC USA, Inc. 100%
- 27 PT AROBS SOLUTIONS INDONESIA 70%
- 28 SAS FLEET TRACKING SRL 100%
- 29 SILVER BULLET SRL 100%
- 30 SKYSHIELD MAGYARORSZAG KFT 100%
- 31 SOFTMANAGER S.R.L. 70%
- 32 SVT Electronics SRL 100%
- 33 TLG LLC 85%
- 34 UCMS GROUP ROMANIA S.R.L. 97.67%



No subsidiary included in the scope of consolidation is exempted from individual or consolidated sustainability reporting pursuant to Article 19a(9) or Article 29a(8) of Directive 2013/34/EU.

The sustainability indicators have undergone a limited assurance external verification process, and the independent assurance report is presented in a separate section of the report.

The sustainability report covers the AROBS Group's own operations and, to the extent that information has been available for the current reporting cycle, relevant elements of the upstream and downstream value chain.

Presentation of the AROBS value chain

Covering the value chain	Description
Materiality assessment	The double materiality assessment process included its own operations and, to the extent possible, business relationships, supplier categories, customer categories and other relevant segments of the value chain. Value chain information was used in particular for the assessment of certain impacts, risks and opportunities, as well as for the calculation of greenhouse gas emissions for the relevant categories.
Policies, actions and targets	In 2025, the policies, actions and targets mainly covered the Group's own operations, with punctual extensions to the value chain, including in the relationship with suppliers and business partners. The coverage of the value chain is partial in this reporting year and reflects the current level of data availability and maturity.
Indicators	Indicators that include value chain data are presented in the relevant thematic sections. During the reporting period, such data were used in particular for the determination of Scope 3 emissions. More details can be found in section E1-6. The value chain information described in this report is based on a combination of desk research, direct involvement of members of our value chain and expert statements.

The AROBS sustainability statement reflects the main elements of the company's value chain, upstream and downstream. Upstream, it includes vendors of hardware, software licenses, technology platforms, and outsourced engineering or testing services that support the development of software solutions. Downstream, AROBS provides software services and products to B2B customers in multiple industries and government organizations, with the solutions subsequently integrated into the operations and platforms used by end users.

As of 2025, the company has started to integrate the value chain perspective into ESG impact assessment, including the calculation of the carbon footprint according to the GHG Protocol methodology and initiatives to promote ESG principles in relations with suppliers and business partners.

The relationship model ranges from long-term development partnerships – in which AROBS provides dedicated engineering and IT solutions – to project-based engagements focused on the development of custom software or integrated systems for government organizations.

On the software products business line, the company delivers specialized telematics, human resources management and business optimization platforms. Distribution channels vary by product or service line, but they often include direct collaboration with customers' technical teams, licensing agreements, and software-as-a-service (SaaS) frameworks. These products and services ultimately reach end users through the customer's or beneficiary's own products, platforms or internal operations – public authority.

In 2025, AROBS started implementing a system that promotes the integration of ESG (Environmental, Social, Governance) principles in relations with suppliers, contractors and business partners, in order to reduce environmental impact, respect for human rights and maintain ethical and transparent governance. ESG requirements are not mandatory but are additional evaluation criteria with the aim of promoting a culture of responsibility and sustainability in the supply chain.

Other information

No information on intellectual property or know-how has been intentionally omitted. The AROBS Group did not use the exemption allowed by the national transposing legislation for non-submission of information on imminent developments or issues under negotiation.

We report in the short term, i.e. the reporting period in our financial statements - one calendar year.

For this reporting cycle, the company does not have quantitative parameters or monetary amounts subject to a high level of measurement uncertainty. The uncertainties and assumptions relevant to the calculation of the greenhouse gas emissions of AROBS are presented in the Climate Change section of this report.

BP-2: Disclosure in relation to specific circumstances

Time horizons

Unless otherwise specified, the time horizons used in the sustainability reporting process are defined as follows:

- **Short term:** up to 1 year
- **Medium term:** 1 – 5 years
- **Long term:** over 5 years

Value chain data estimation

For indicators that include value chain data estimated from indirect sources, the company shall identify those indicators, describe the basis for preparation and the estimated degree of accuracy, and explain the planned actions to improve the quality of the data. During the reporting period, this situation mainly concerned Scope 3 emissions.

The value chain estimates were based on sectoral average data, emission drivers, data collected from product data sheets and internal proxies, and the level of accuracy has been assessed and is presented in the relevant sections of this report. To improve accuracy, the company aims to continuously improve the data collection process, by implementing the specific procedures adopted during 2025.

Sources of uncertainty in estimates and results

Quantitative indicators and/or monetary values subject to a high level of measurement uncertainty are presented in Section E1-6 – Gross GHG emissions categories 1, 2, 3 and total GHG emissions. Where value chain emissions or other indicators are based on estimates, the Company shall describe the sources of uncertainty, assumptions, approximations and reasoning used.

During the reporting period, the main sources of uncertainty included the availability of primary data, the choice of emission drivers and the reliance on supplier estimates.

Changes in the preparation or presentation of sustainability information

Compared to the previous reporting period, the Group has changed the way the total annual remuneration ratio is calculated, as explained in section S1-16: Remuneration indicators (pay gap and total remuneration).

The company is engaged in an ongoing process of strengthening and improving its sustainability data collection and management system. As internal processes mature and the teams involved gain experience, the quantification and reporting methodologies undergo an iterative refinement process, with the aim of ensuring a higher degree of accuracy in the reported information.

In this context, the data presented for 2025 reflect methodological improvements compared to previous reporting periods, particularly regarding the calculation of greenhouse gas emissions. These improvements are the direct result of a more comprehensive data inventory and more rigorous calculation processes, developed based on accumulated experience.

The company acknowledges that this process of continuous improvement may lead, in subsequent reporting periods, to adjustments in the methodologies applied and, consequently, in the reported indicators. Any such changes will be communicated

transparently, with a presentation of the impact on data comparability, in accordance with applicable reporting principles.

Reporting errors from previous periods

During the current reporting period, due to a more structured data collection process, the company identified an error related to the year 2024 concerning the calculation of Scope 1 emissions generated by the use of refrigerants. The error resulted from two causes:

- (i) for certain sites, the calculation formula was applied to the entire quantity of refrigerant in the equipment, without applying the 5% annual leakage rate; the data initially collected was erroneously reported as refrigerant replacements, and
- (ii) for one facility, the quantities collected were not correlated with the proportion of space used, and the calculation considered the entire building, even though the space actually occupied represented approximately 4% of the total area.

As a result of identifying and correcting these issues, the previously reported value for 2024 was revised from 708 tCO₂e to 582 tCO₂e, representing a correction of -126 tCO₂e. The correction was possible based on available historical data regarding refrigerant quantities and the actual occupied area. Additional information regarding the recalculation is presented in section E1-6.

Information derived from other generally accepted legislation or frameworks

In addition to ESRS requirements, the company uses the GHG Protocol standard to quantify greenhouse gas emissions.

Inclusion of information by referrals

The company has included all indicators in this report, with no references to other public reports. Where possible, references have been made to sections of this report.

Use of transitional provisions

AROBS used the transitional provisions set out in Appendix C to ESRS 1. The relevant list is included in Annex BP-2 'Use of Transitional Provisions' to this Report.

GOV-1: The role of administrative, management and supervisory bodies

The corporate governance of AROBS is ensured by the Board of Directors, which has overall responsibility for overseeing the company's strategy, operational performance and the management of material impacts, risks and opportunities, including those related to sustainability.

In AROBS Transilvania Software S.A., the supervision of the integration of sustainability aspects into the company's strategy and business model is exercised by the Board of Directors (BoD). At 31 December 2025, the Board of Directors is composed of **five members**, of whom **two are executive members and three are non-executive members**. Two of the non-executive members are independent, which corresponds to a share of 40% of the total members of the Board.

The current structure of the Board was approved by the Ordinary General Meeting of Shareholders on **September 29, 2023**, for a term valid until **September 29, 2027**.

The composition of the Board of Directors is as follows:

Member	Function	Type	Independence
Voicu Oprean	Chairman of the Board of Directors and CEO	Executive	No
Aurelian-Călin Deaconu	Board Member	Executive	No
Mihaela-Stela Cleja	Board Member	Non-Executive	No
Ioan-Alin Nistor	Board Member	Non-Executive	Yes
Răzvan-Florin Olosu-Iltu	Board Member	Non-Executive	Yes

In terms of employee representation, AROBS actively promotes social dialogue and values employee feedback. The company maintains open communication channels and encourages employees to express their concerns and suggestions.

The gender diversity of the Council is:

- 20% women

- 80% men

Responsibility for the supervision of impacts, risks and opportunities is exercised collectively by the Board of Directors.

The responsibilities of the Board include:

- integrating ESG aspects into the company's strategy;
- overseeing the risk management framework, including sustainability risks;
- monitoring compliance with ESRS and CSRD requirements;
- assessing progress on ESG strategic objectives.

Operational responsibility for managing material impacts, risks and opportunities is distributed across executive management and relevant internal functions, including finance, human resources, operational, IT security, risk management and marketing/sustainability. Executive functions report regularly to the CEO, and the CEO reports to the Board of Directors on ESG performance, identified risks, and progress on strategic objectives.

Sustainability risk management is integrated into the company's overall risk management framework and includes annual risk assessments, internal financial and operational controls, ethics, data protection and information security policies, as well as the monitoring of relevant performance indicators.

The competences of the Board and executive management are relevant to the main material impacts, risks and opportunities identified through the double materiality analysis, including climate and regulatory risks, information security and data protection risks, social risks related to talent retention, as well as opportunities associated with the development of sustainable technological solutions.

To ensure proper oversight of ESG aspects, the company is progressively strengthening its internal competencies through dedicated training programs and access to external expertise specialized in sustainability reporting and ESRS/CSRD requirements. The Sustainability Coordinator benefits from relevant professional training and participates in programs dedicated to ESG skills development.

Through this governance structure, AROBS aims to integrate sustainability into the company's decision-making processes and business model, ensuring adequate oversight of material impacts, risks and opportunities.

GOV-2: Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

The Board of Directors of AROBS is regularly informed about the material impacts, risks and opportunities (IRO), as well as the implementation of due diligence processes and the effectiveness of ESG policies, actions and objectives. Information is provided through periodic reports submitted by the CEO and relevant executive functions (Finance, HR, IT Security, Risk Management), as well as through the annual risk assessment, the presentation of the double materiality analysis, and annual reporting on ESG performance and the implementation of ESRS requirements.

Formal sustainability reporting takes place at least annually as part of the ESG reporting process, and relevant issues may be further discussed when significant risks or relevant developments arise.

The Board of Directors considers material impacts, risks and opportunities when overseeing the company's strategy, analyzing major transactions, assessing the risk management framework and approving ESG strategic objectives. Sustainability risks and impacts are integrated into overall risk management and strategic planning processes, including climate and regulatory risks, cybersecurity and data protection risks, human capital risks and reputational risks.

In exercising its supervisory role, the Council may also analyze possible trade-offs between short-term financial objectives and medium- and long-term sustainability objectives, aiming to maintain a balance between economic performance, social responsibility and compliance with regulatory requirements.

In 2025, the sustainability issues addressed by the Board of Directors included at least the following material themes identified through the double materiality analysis: climate change and energy consumption; human capital and talent retention; cybersecurity and data protection; responsible use of artificial intelligence; business ethics and regulatory compliance; integrating ESG criteria into relations with suppliers and business partners.

GOV-3: Integration of sustainability-related performance in incentive schemes

To date, AROBS has not integrated sustainability-related indicators or targets into remuneration schemes or incentive mechanisms applicable to management, management or supervisory bodies.

Variable remuneration is set based on financial, operational and strategic criteria, without the explicit inclusion of ESG indicators or targets on identified material impacts, risks and opportunities.

As a result, the percentage of variable remuneration dependent on sustainability objectives or impacts is currently **0%**.

However, the company recognizes the importance of aligning executive performance with sustainability objectives and is looking at the possibility of gradually integrating relevant ESG indicators into future remuneration policies. This evolution will be correlated with the development of the ESG governance framework and the maturation of internal sustainability performance monitoring and reporting systems.

GOV-4: Due diligence statement

AROBS' due diligence process is based on the identification and assessment of impacts, risks and opportunities through the double materiality analysis, integrated into the company's overall risk management framework. This encompasses the identification of actual and potential impacts on the environment, society and governance, the assessment of related risks and opportunities, the definition of mitigation measures, and the regular monitoring of progress. The results are reported to executive management and the Board of Directors and underpin the information disclosed in the sustainability report. The process is currently being further developed and will be progressively expanded to provide broader coverage of the value chain in future reporting periods.

The table below presents the main elements of the sustainability due diligence process with the relevant sections of the sustainability report.

Main element of the due diligence process	Relevant chapters
(a) Inclusion of due diligence in governance, strategy and business model	GOV-1, GOV-2, SBM-1, SBM-3, IRO-1
(b) Engaging with affected stakeholders at all key stages of the due diligence process	SBM-2, IRO-1
(c) Identification and assessment of adverse impacts	IRO-1, SBM-3
(d) Measures taken to address negative impacts	S1-1, S1-3, S1-4, S4-1, S4-3, S4-4

Main element of the due diligence process	Relevant chapters
(e) Monitoring the effectiveness of these efforts and communicating them	GOV-2, GOV-5, IRO-2, S1-5 – S1-17, S4-5

GOV-5: Risk management and internal controls related to sustainability reporting

AROBS applies an integrated risk management and internal control framework that also includes the risks associated with sustainability reporting. This framework includes data collection, aggregation and consolidation of information, use of estimates, documentation of methodologies, approval of reports and archiving of reporting support.

Risk assessment is conducted through a structured process encompassing the annual company-wide risk analysis, the integration of ESG risks into the overall risk matrix, and the application of double materiality analysis to identify material impacts, risks and opportunities (IRO). Risks are evaluated based on likelihood, severity and impact, including with regard to data accuracy, compliance with ESRS/CSRD requirements, reputational considerations and value chain risks. The results are reported periodically to executive management and the Board of Directors, at least annually within the ESG reporting process, while significant risks may also be reported on an ad hoc basis.

The findings resulting from risk assessment and internal controls are integrated into internal processes by updating policies and procedures, improving ESG data collection and validation systems, and strengthening control and reporting mechanisms. Responsibilities are distributed among the relevant functions (Finance, HR, IT Security, Risk Management, Marketing and Sustainability), under the coordination of executive management. The 2025 analysis highlights impacts, risks and opportunities across all dimensions of the ESRS – environmental, social and governance – as well as risks specific to the IT sector, including those related to cybersecurity, the responsible use of artificial intelligence and financial transparency.

SBM-1: Strategy, Business Model and Value Chain

AROBS Group is a technology company specialized in the development of customized software solutions and digital products, with an international presence and activity in several industries. The Group's business model is structured around two main lines: software engineering services and the development of its own software products.

Software development services include activities such as application development, embedded systems, software testing, DevOps, cybersecurity and the integration of complex digital solutions. These services are provided through dedicated projects or through long-term collaboration models with international clients, contributing to the digital transformation and optimization of their operational processes.

In parallel, AROBS develops and operates its own software products, especially in the field of telematics and GPS monitoring for fleet management, as well as scalable software platforms designed to optimize customer operations. In certain cases, these solutions support the efficient use of resources and enhance the operational performance of beneficiary organisations.

The Group operates in national and international markets, serving customers in Europe, North America and other regions relevant to the IT industry. The client portfolio includes large and medium-sized companies, multinational organizations, technology startups and public institutions. The company's activity focuses on sectors such as automotive, life sciences, travel technology, fintech, telecommunications, enterprise software and the Internet of Things (IoT). The geographical and sectoral diversification of the customer base contributes to the resilience of the business model and the reduction of dependence on a single sector or market.

AROBS' value generation model is mainly based on the specialized human capital, technological infrastructure and know-how accumulated within the organization. Human capital is the main driver of value creation and includes software developers, engineers, testing specialists, DevOps, cybersecurity and project management. The continuity and development of these resources are supported through recruitment processes, training programs, upskilling and reskilling initiatives, and talent retention policies.

The Group's value chain includes, upstream, IT and cloud infrastructure providers, hardware providers, software licenses and support services, as well as partnerships with educational institutions and technology ecosystems that contribute to the formation of human capital. The company applies supplier selection and evaluation processes and includes contractual requirements regarding compliance, information security and compliance with ethical standards.

Downstream, the value chain includes corporate customers, SMEs and public institutions that use the services and products developed by AROBS to digitize and optimize their own operational processes. In certain situations, the solutions developed by the company

are integrated into more complex products or systems, delivered to end users in various industries.

The Group's strategy for the period 2025–2030 integrates the impacts, risks and opportunities identified through the double materiality analysis in the company's strategic directions. Relevant topics include climate change, human capital, cybersecurity, data protection, responsible use of artificial intelligence and regulatory compliance. These are reflected in strategic objectives, action plans and governance mechanisms.

On the environmental dimension, the strategy includes targets for reducing greenhouse gas emissions, improving energy efficiency and progressively integrating emissions from the value chain (Scope 3). On the social and governance dimension, the strategy addresses issues related to talent retention, working conditions, diversity and inclusion, data protection, ethics and anti-corruption, as well as risks associated with the value chain.

Through its business model, AROBS creates value for customers by providing reliable and scalable software solutions that help streamline operations, optimize costs and accelerate digital transformation. In certain segments, such as telematics and fleet management, the solutions developed can also help optimize the use of resources.

AROBS does not operate in controversial sectors or sectors with a major impact on the environment, such as fossil fuels, chemical production, controversial weapons or tobacco cultivation and production.

By integrating sustainability into its strategy and business model, the company aims to strengthen operational resilience and create long-term value for customers, investors, employees, and other stakeholders.

SBM-2: Interests and views of stakeholders

AROBS regularly identifies and updates the main categories of stakeholders, which include shareholders and investors, employees and governance bodies, corporate customers and end-users, suppliers and business partners, regulatory authorities and bodies, as well as local communities, NGOs and academic institutions. Stakeholder engagement takes place both internally – through interaction with employees, executive management and the Board of Directors – and externally, through constant dialogue with investors, customers, suppliers, partners, authorities and educational institutions. The process is regulated by the Stakeholder Engagement Policy, approved by the Board of Directors, and is integrated into the company's strategic, governance and ESG reporting processes.

The mechanisms used for stakeholder engagement include surveys and questionnaires (e.g. employee satisfaction surveys, NPS indicators for customers and ESG self-assessments for suppliers), regular meetings with investors and analysts, internal town hall sessions, consultations with authorities and participation in relevant working groups, as well as the use of digital platforms and channels dedicated to ESG communication. The results of these processes are analyzed at the level of executive management and, where strategically relevant, are reported to the Board of Directors. The feedback collected is integrated into the double materiality analysis, the updating of ESG objectives, the strategic and operational planning and the improvement of internal products and processes.

The stakeholder engagement process aims to identify reputational and regulatory risks early, integrate feedback into ESG strategy and objectives, improve operational performance, and strengthen trusting relationships with stakeholders. In general, investors prioritize financial performance and transparency, clients emphasize data security, quality of service and innovation, employees are concerned about job stability, professional development and equity, and authorities and civil society pursue regulatory compliance and corporate responsibility.

The results of the engagement process have contributed to strengthening the integration of sustainability into the AROBS strategy for the period 2025–2030, including by setting climate targets, integrating ESG criteria into investment and partnership processes, developing a digital ESG data collection system and strengthening ESG governance and supervisory mechanisms. In the period 2025–2030, the company intends to expand consultation in the value chain, including by introducing standardized ESG questionnaires for suppliers and partners, to develop digital mechanisms dedicated to collecting sustainability feedback and to integrate stakeholder views in a more structured way in updating the double materiality analysis.

The Board of Directors and executive management are regularly informed of the views and concerns of stakeholders through reports presented by the relevant functions (Investor Relations, HR, ESG and Finance), through the results of internal and external

surveys and through the conclusions of the double materiality analysis. This approach allows the company to systematically integrate the interests of stakeholders into decision-making processes and sustainability strategy development.

SBM-3: Material impacts, risks and opportunities and their interaction with strategy and business model

Following the update of the double materiality analysis, a set of significant impacts, risks and opportunities have been established that influence the strategy, business model and resource allocation.

The analysis covered own operations and the upstream and downstream value chain, but the tangible IROs identified for 2025 are mainly concentrated in own and downstream operations.

Current and anticipated effects on business model, value chain, strategy and decision-making

Material IROs influence AROBS' strategy and business model, as they affect the development of the product and service portfolio, project delivery capacity, staff retention, compliance management, data protection, cybersecurity and the relationship with customers, investors and other stakeholders.

The Group's sustainability strategy for 2025–2030 integrates impacts, risks and opportunities into objectives, action plans and governance mechanisms, with a focus on climate change, human capital, cybersecurity, data protection, responsible use of artificial intelligence and compliance. The results of the double materiality analysis complement the company's overall risk analysis and serve as a basis for prioritizing reporting and management topics.

In response to the effects on the business model, AROBS continued in 2025 to strengthen the ESG reporting framework, develop data collection and validation systems, gradually integrate the value chain perspective, include additional ESG criteria in its relations with suppliers and business partners, as well as develop governance for the responsible use of artificial intelligence, including preparation for ISO/IEC 42001 in 2025 and obtaining certification to early 2026.

Material impacts of the company

The significant environmental impacts identified for 2025 are focused downstream and concern the current positive effect of GPS/telematics solutions that allow customers to measure and optimize certain elements relevant to reducing emissions. Significant impacts on people are mainly concentrated in its own operations and include the effects of working conditions, workload, work flexibility, recognition programs and the protection of employees' personal data. Downstream, the material potential negative impact is related to the misuse of consumer data and the effects that AI design, use and governance can have on customers and end-users.

These impacts are directly related to AROBS' business model. The positive impact from E1 derives from the development and operation of its own telematics products. The impacts of H1 derive from the way work is organized, management practices and the dependence of the business model on specialized human capital. The impacts of S4 derive from the design, development, implementation and operation of the digital products and services provided by the Group and the way they are used by customers and end users.

Based on the double materiality analysis, the positive impact of GPS/telematics solutions is classified as long-term. The positive and negative impacts related to one's own workforce are mainly framed in the medium term, except for the potential impact on employees in the event of a data breach, framed in the short term. The impacts and opportunities associated with AI are mainly framed in the medium term, and the responsible use of AI through a governance framework is also addressed in the medium term.

AROBS is linked to these impacts both through its own activities and, in certain cases, through its business relationships. The impacts in S1 and G1 derive mainly from own operations. The impacts and risks of S4 and the specific topic of cybersecurity are related both to its own activities of developing and operating digital solutions, as well as to customer relations and the use of downstream solutions. The positive impact of E1 is related to the customers' use of GPS/telematics solutions developed by the Group.

Current financial effects of significant risks and opportunities

Based on the sources analyzed, material risks and opportunities may have effects on operational costs, compliance costs, personnel costs, costs associated with security or data protection incidents and, where applicable, on the development of new revenue streams. However, the documents analyzed do not yet present a consolidated quantification, at Group level, of the current financial effects on financial position, financial performance and cash flows, nor do they explicitly identify risks or opportunities for which there is a material risk of an adjustment to the carrying values of assets and liabilities in the next annual reporting period.

Anticipated short-, medium- and long-term financial effects

In accordance with the transitional provision applicable during the first three years of preparing the sustainability statement, AROBS omits to disclose in this year the anticipated financial effects of the significant risks and opportunities set out in ESRS 2 SBM-3(e) (48)(e). The 2025 Sustainability Report is the Group's second reporting exercise under the CSRD and ESRS.

Resilience of strategy and business model

The 2025 Double Materiality Analysis creates a basis for prioritizing management and reporting topics and for allocating resources to topics with real impact, risk or opportunity.

The double materiality process took into account the annual company-wide risk analysis, the integration of ESG risks into the overall risk matrix, periodic reporting to executive management and the Board of Directors, as well as the strategic objectives, action plans and governance mechanisms associated with material topics. The results are also used as a planning tool, enabling the prioritization of relevant topics and the allocation of resources to areas with material impacts, risks or opportunities.

The Group's business model is mainly based on specialized human capital, technological infrastructure and know-how, and the 2025–2030 strategy explicitly integrates material themes into the company's strategic directions. Consequently, the Group's ability to address material risks depends mainly on the retention and development of skills, the robustness of cybersecurity and data protection controls, compliance with regulatory requirements and the adaptation of the portfolio of products and services to the demand for efficient and responsible digital solutions.

In relation to social and governance risks, resilience is supported by recruitment, training, upskilling and retention processes, the internal risk management and control framework, and the distribution of responsibilities among relevant functions, including Finance, HR, IT Security, Risk Management, Marketing and Sustainability. In relation to material opportunities, the analysis indicates that AROBS' positioning in the development of software solutions, including in areas such as operational efficiency, green technologies, cybersecurity and the responsible use of artificial intelligence, can support the adaptation of the business model to market and regulatory changes.

At the same time, the analysis shows that the resilience of the business model also depends on further strengthening maturing ESG processes, including increasing data granularity, automating data collection and validation, integrating ESG criteria more extensively into supplier relationships, and annually reviewing materiality as the operational context and regulations change.

Changes compared to the previous reporting period

Compared to the 2024 exercise, the 2025 analysis reflects methodological recalibration and a reduction in redundancies. E2, E3 and E4 were excluded as non-material, as well as certain topics within S1–S4 and G1. Within G1, only elements related to organizational culture remained material. Within S4, certain IROs were eliminated or consolidated, including through the repositioning of some elements under the specific topic of cybersecurity. Furthermore, although stakeholder scores for climate change were lower than in 2024, the topic was retained in the analysis and remained material in the final outcome.

IROs covered by ESRS requirements versus entity-specific information

The material IROs covered by the ESRS standards are those related to E1, G1, S1 and S4. In addition to this, AROBS included two entity-specific themes, namely cybersecurity and transparency, as the analysis showed that they are relevant to the business model, to the relationship with customers and investors and to the Group's governance and control framework.

IRO-1: Description of processes for identifying and assessing material impacts, risks and opportunities

AROBS applies the principle of double materiality to identify and assess material impacts, risks and opportunities (IRO), taking into account both the materiality of the impact, i.e. how the Group's activities, products and services affect the environment and society, and financial materiality, i.e. how sustainability issues can influence financial position, financial performance, cash flows, access to finance or cost of capital.

The process used in the 2025 reporting exercise was designed in line with the requirements of CSRD and ESRS and with the guidance of EFRAG IG 1, being adapted to the context of the software sector and the specifics of AROBS' operations and value chain. The analysis was carried out at consolidated level and covered own operations, as well as upstream and downstream impacts, risks and opportunities.

Methodologies and hypotheses applied

The process of identifying and assessing material impacts, risks and opportunities for 2025 was carried out at the level of AROBS Group based on the principle of double materiality, by separately analyzing the materiality of the impact and the financial materiality.

The analysis was based on the process built in the first reporting cycle. This process was designed according to the guidance of EFRAG IG 1, adapted to the context of the software sector and the specifics of the Group's operations and value chain.

Scoring scales from 1 to 5 were used to assess the impacts, applied to criteria such as impact scale, magnitude, irreversibility and probability. For the assessment of risks and opportunities with financial effects, scales from 1 to 5 were also used, aligned with the internal risk management procedure, which includes operational, financial, legal, reputational and occupational health and safety dimensions.

In the case of the 2025 financial year, the results were aggregated differently according to the IRO typology, and the materiality thresholds were established separately, by median, for the two dimensions.

The time horizons used were: short term less than 1-year, medium term 1–5 years and long term over 5 years.

The process of identifying and assessing impacts on people and the environment started with the update of the list of relevant topics, based on the previous year's analysis and further research. At this stage, the structure of AR 16 was used as a guide at the level of themes and sub-themes, without the process being limited exclusively to it.

The process focused on the activities, business relationships, stakeholder categories and segments of the value chain for which AROBS has relevant exposure from the perspective of its sector of activity. In particular, the analysis considered its own operations and the impacts associated with the development and use of software products and services, as well as upstream and downstream impacts, including those related to suppliers, customers and end-users. In continuity with the 2024 reporting model, the process looked at business relationships and geographical areas as a whole, while maintaining the main focus on the Group's own operations.

Stakeholder consultation was a distinct step in the process. The identification of stakeholders involved in the double materiality analysis process was carried out in accordance with the requirements of ESRS 1 – Chapter 3.1 and ESRS SBM-2 – Interests and views of stakeholders. This identification targeted both stakeholders affected by AROBS's activities (e.g. employees, suppliers, customers, legal entities) and users of sustainability statements, with a legitimate interest in the reported information (e.g. authorities, strategic partners, investors, etc.).

AROBS stakeholders	
Internal	External
• Board members; • Employees; • Shareholders.	• Business partners (contractors, suppliers, collaborators); • Customers; • Corporate Clients • Universities; • Local/national authorities; • NGOs; • Strategic partners (BVB, EBRD, Institutional investors)

Stakeholder engagement was achieved through online questionnaires, focused on sustainability topics, with the aim of aligning the company's vision with stakeholders' perspectives.

Stakeholders were invited to assign a level of importance on a scale from 1 to 5. These scores do not represent technical assessments carried out by stakeholders but rather reflect their perception of the importance of the topics in relation to their relationship with the company.

These contributions were then used to calibrate the relevance of the themes. Due to low stakeholder interest and lack of sectoral relevance, ESRS E5 'Circular Economy' standard has been removed from the list of material standards.

IRO identification, assessment, prioritization and monitoring process

In the second stage of the process, the list of impacts, risks and opportunities related to the relevant topics were assessed internally. At this stage, risks and opportunities that may affect financial position, financial performance, cash flows, access to finance or cost of capital were also assessed.

The prioritization of negative impacts was carried out based on relative severity and probability, using the criteria of scale, magnitude, irreversibility and probability. In the case of positive impacts, equivalent criteria were used, adapted to the positive nature of the effect and the type of IRO assessed. In the external consultation phase, topics that exceeded the materiality threshold were considered relevant for stakeholders and were retained for the internal evaluation phase, and two topics with scores close to the threshold were kept in the analysis for monitoring. However, the final materiality was determined only after applying the full methodology and the median threshold.

The monitoring of the identified impacts is carried out through the annual review of the materiality analysis and by integrating the conclusions into internal risk management and ESG reporting processes. Non-material topics are documented and reviewed annually, and the rationale for inclusions and exclusions is updated as the company's activities, product portfolio, available data, and regulatory context change.



The financial materiality dimension was analyzed separately from the impact materiality process, in line with the requirements of the ESRS. As part of this assessment, AROBS analyzed how sustainability aspects can influence financial position, financial performance, cash flows, access to finance or cost of capital. The analysis took into account both the risks and opportunities arising from the identified impacts, as well as risks and opportunities arising from external dependencies, e.g. energy price volatility, legislative changes or changes in market and customer expectations.

The internal assessment of financially relevant risks and opportunities involved key functions within the company as well as specialized functions relevant to sustainability, cybersecurity and finance. Risks and opportunities were assessed on a scale of 1 to 5 and results were aggregated according to the methodology set out for risks and opportunities in the EFRAG IG1 guideline. The magnitude of the effects was assessed in relation to internal risk and opportunity grids, which include multiple evaluation criteria. The final prioritization was achieved by comparing the scores obtained with the materiality threshold established at the median for risks and opportunities.

In relation to other types of risks, sustainability risks are not treated separately, but are assessed in relation to the company's overall risk management framework. The results of the assessment complement the overall risk analysis of AROBS and are used to integrate ESG risks into the overall risk matrix and the annual risk analysis at company level.

Decision-making process and related internal control procedures

The decision-making process related to the double materiality analysis was structured in stages:

- updating the IRO list
- validation of the consolidated list
- consultation of stakeholders on sustainability topics
- internal assessment of impacts, risks and opportunities
- strengthening the final results

The final decisions regarding the classification of the topics as material or non-material were taken based on the applied methodology and the strategic context of the company.

From the perspective of internal controls, the process is supported by the internal risk management and sustainability reporting control framework. It includes:

- Data collection
- Aggregation and consolidation of information
- Documenting methodologies
- Use of estimates
- Internal approvals

Responsibilities are distributed among the relevant functions, including Finance, HR, IT Security, Risk Management, Marketing and Sustainability, under the coordination of executive management, and the results of the assessment are regularly reported to the executive management and the Board of Directors, at least annually, with the possibility of ad-hoc reporting for material risks.

Integrating the process of identifying, assessing and managing impacts and risks into the overall risk management process

The process of identifying and assessing sustainability impacts and risks is integrated into AROBS' overall risk management process, by including ESG risks in the overall risk matrix and in the annual company-wide risk analysis.

Integration of the process of identifying, evaluating and managing opportunities into the overall management processes

The results obtained from the double materiality analysis represent a starting point for establishing the future strategic and operational directions of AROBS and allow the allocation of resources on topics with real impact, risk or opportunity.

Input parameters used in the process

The process used a combination of internal and external sources. Among the input parameters were:

- AROBS internal documents
- Discussions with the work team
- information obtained through stakeholder consultation
- Other Sustainability Industry Reports
- Case Law Websites
- Legislation applicable to the company
- National context and studies on the software industry.

Changes in the process compared to the previous period

Compared to the previous exercise, the 2025 process has been updated by recalibrating the list of IROs, reducing redundancies, using a clearer methodological architecture, and better formalizing the validation and consultation stages.

Compared to 2024, IROs that did not describe real impacts attributable to the company or that were consolidated in more appropriate areas from a materiality perspective were eliminated, and exclusions were explicitly documented. In addition, the IRO assessment was carried out internally, due to the technical nature of the scale used, and stakeholders assessed the relevance at the level of sustainability themes/sub-themes.



The materiality process and justification for inclusions/exclusions will be reviewed annually in future reporting cycles as the company's activities, operational context, and regulatory requirements change.

Summary of results

Results of the Double Materiality analysis for 2025						
ESRS	Topic/ Subtopic	Classification	Time horizon	Location in the value chain	IRO Name	Brief IRO Description
E1	Climate change mitigation	Current positive impact	Long	Downstre am	The impact of AROBS GPS solutions in supporting the reduction of customers' CO ₂ footprint	GPS solutions can support customers in monitoring relevant indicators for consumption and emissions and in adopting operational optimization measures.
E1	Adaptation to climate change	Opportunity	Medium	Local	Scaling up green technologies	The development of software solutions for energy efficiency and other applications related to the green transition can expand the company's offer to relevant market segments.
G1	Corporate culture	Risk	Medium	Local	Risks posed by legislative changes that put pressure on internal procedures	Regulatory changes may require rapid updating of internal procedures, controls and responsibilities, impacting compliance and operational efficiency.
G1	Corporate culture	Risk	Medium	Local, Downstre am	Pressure on internal departments to integrate new companies	The integration of new companies can increase pressure on internal functions and generate temporary gaps in processes, systems and the application of group policies.
G1	Corporate culture	Opportunity	Medium	Local, Downstre am	Software Solutions	The development or use of software solutions for compliance can support the standardization of processes, the monitoring of requirements, and the efficiency of internal or commercial activities.
S1	Working conditions	Current positive impact	Medium	Local, Downstre am	Flexible employment contracts and working from home	Flexible working arrangements and remote work can support work-life balance and contribute to staff retention.
S1	Working conditions	Current positive impact	Medium	Local	Reward programs that facilitate employee recognition	Performance recognition programs can support employee engagement and continuity of project delivery.



Results of the Double Materiality analysis for 2025						
ESRS	Topic/ Subtopic	Classification	Time horizon	Location in the value chain	IRO Name	Brief IRO Description
S1	Working conditions	Current negative impact	Medium	Local, Downstream	Working conditions of the own workforce	Working conditions can affect the health, safety and ability to work of employees, including through overwork, work-life imbalance, or ergonomic aspects.
S1	Equal treatment and opportunities for all	Potential positive impact	Medium	Local, Downstream	Improving employee morale and engagement	Increasing employee morale and engagement can support team productivity, collaboration, and stability.
S1	Other work-related rights	Potential negative impact	Short	Local, Downstream	Impact on employees following a personal data breach	A personal data breach can affect employees by exposing personal information and diminishing trust in internal data protection measures.
S1	Working conditions	Risk	Medium	Local, Downstream	Financial risks associated with a high staff turnover rate	A high rate of staff turnover can lead to additional recruitment, onboarding and knowledge transfer costs and affect project continuity.
S1	Working conditions	Risk	Medium	Local	Workload calibration	A high workload can lead to stress, errors, delays, and increased staff turnover.
S1	Working conditions	Opportunity	Medium	Local, Downstream	Implementing fair pay systems	Implementing fair pay systems can support retention, compliance, and clarity of compensation processes.
S1	Working conditions	Opportunity	Medium	Local	Talent attraction and retention	The ability to attract and retain qualified personnel supports project delivery, operational continuity and internal skills development.
S4	Information impacts for consumers and/or end-users	Potential negative impact	Medium	Downstream	Misuse of consumer data	Technologies developed or used by AROBS or its customers may unintentionally expose consumer data to misuse, breaches, or unauthorized access, which can lead to privacy breaches and harm to consumers

Results of the Double Materiality analysis for 2025						
ESRS	Topic/ Subtopic	Classification	Time horizon	Location in the value chain	IRO Name	Brief IRO Description
S4	Consumers and end- users	Risk	Medium	Local, Downstre am	Use of artificial intelligence in products and services	The integration of artificial intelligence into products and services can generate risks related to the accuracy of results, data protection, security, and compliance.
S4	Consumers and end- users	Opportunity	Medium	Local, Downstre am	Use of artificial intelligence in products and services	Integrating artificial intelligence into products and services can support automation, data analysis, and the development of functionalities with value for customers.
Specific	Cybersecurity	Potential positive impact	Medium	Local	Responsible use of artificial intelligence	A governance framework for the responsible use of artificial intelligence can support risk control and the consistent application of internal and external requirements.
Specific	Cybersecurity	Risk	Long	Local, Downstre am	Cybersecurity	Cybersecurity incidents can affect business continuity, data protection, business relationships, and compliance.
Specific	Transparency	Opportunity	Long	Local, Downstre am	Financial transparency	Clear financial reporting and communication practices can support stakeholder trust, the efficiency of internal processes, and the quality of control.
Specific	Cybersecurity	Opportunity	Medium	Local, Downstre am	Cybersecurity solutions	The expansion of the portfolio of cybersecurity solutions can meet customers' requirements for system protection and compliance.

IRO-2: ESRS disclosure requirements covered by the enterprise's sustainability statement

The information is presented in the Annex to the sustainability report.

4

Taxonomy

EU TAXONOMY

On 4 July 2025, the European Commission adopted a new delegated act introducing simplification measures on the application of the EU Taxonomy, applicable from 1 January 2026 for the financial year 2025. AROBS has opted for the application of these provisions for the 2025 reporting year.

As part of the 2024 sustainability reporting process, AROBS determined the eligible activities, and in 2025 an assessment was carried out to identify if there were other activities that could be included. Following this assessment, the list of eligible activities remained unchanged compared to the previous year.

The assessment included:

- analysis of the Group's portfolio of activities and services;
- mapping them to the activities defined in the EU Taxonomy, including the NACE codes;
- assessment of eligibility criteria and technical screening criteria for substantial contribution to relevant environmental objectives;
- the analysis of the "do not cause significant harm" (DNSH) requirements and minimum safeguards.

As part of this process, AROBS identified the following eligible activity:

- CCM 8.2 – Data-driven solutions to reduce greenhouse gas emissions

This activity refers to the development and delivery of digital solutions that allow the monitoring and optimization of relevant operational parameters for the reduction of greenhouse gas emissions at the level of customers.

Alignment Assessment

Following the analysis carried out, AROBS concluded that the identified activity is eligible but not aligned with the EU Taxonomy for the financial year 2025. The lack of alignment results from the fact that, at the reporting date, the technical screening criteria for the substantial contribution and associated requirements are not fully met, in particular regarding:

- the existence of documented and systematic processes for assessing relevant climate risks;
- the availability of comprehensive methodologies for quantifying emissions over the entire lifecycle of solutions;
- the existence of mechanisms for independent verification of relevant information.

Next steps

In order to move towards alignment with the EU Taxonomy, AROBS is gradually considering:

- Strengthening climate risk assessment processes;
- Developing and improving mechanisms for collecting and reporting emissions data;
- Analysis of energy efficiency measures applicable to operations;
- Assessing options for the use of renewable energy.



The quantitative results of the eligibility and alignment assessment are presented in the tables below, in line with the requirements of the EU Taxonomy, simplified.

Calculation methodology CapEx

In accordance with the provisions of the Taxonomy Regulation (EU), the company determined the **CapEx** ratio on the basis of acquisitions of tangible and intangible fixed assets, measured in accordance with the applicable accounting framework. In the calculation process, investments related to eligible and potentially taxonomy-aligned assets were included, i.e. those capital expenditures that contribute to the achievement of environmental objectives or transition plans. At the same time, in line with the methodological requirements set out in Annex I of Delegated Regulation (EU) 2021/2178, the company excluded from the calculation base items that do not reflect investments in operational assets relevant to the Taxonomy, namely goodwill and customer relationships recognised as intangible assets following business combinations. These elements are considered irrelevant for the assessment of alignment with the technical screening criteria, as they are not directly associated with eligible activities or assets that contribute substantially to environmental objectives. Therefore, the **CapEx** indicator exclusively reflects investments in tangible and intangible assets relevant from the perspective of the EU Taxonomy. Thus, amounts recognized on the basis of the standards were included in the calculation

1. IAS 16 Property, Plant and Equipment, paragraph 73(e)(i) and (iii);
2. IAS 38 Intangible Assets, paragraph 118(e)(i);
3. IAS 40 Real Estate Investments, paragraph 79(d)(i) and (ii) (for cost model);
4. IFRS 16 Contracte de leasing, paragraful 53, litera (h).

Calculation methodology OpEx

As part of the process of assessing eligibility and alignment according to the applicable requirements (including the EU Taxonomy), the company analysed the structure of operational expenses (OpEx) related to IT service provision activities. The analysis highlighted the fact that the OpEx associated with the activities eligible from a sustainability perspective is insignificant, both in terms of absolute value and as a share in the total operating expenses (below 1%), being below the relevant materiality thresholds. Specifically, operational costs are predominantly represented by recurring expenses of an administrative nature, software maintenance and support services, which do not meet the criteria for capitalisation or substantial contribution according to the applicable delegated acts. Consequently, in accordance with the provisions on

reporting exceptions, the company does not present the OpEx indicator in detail, considering it irrelevant for the evaluation of its performance from the perspective of environmental objectives.

Share of turnover and CapEx of products or services associated with taxonomy-eligible or taxonomy-aligned economic activities

ICP	Total	Proportion of taxonomy-eligible activities	Taxonomy-aligned activities	Proportion of taxonomy-aligned activities	Breakdown of taxonomy-aligned activities by environmental objectives						Proportion of facilitation activities	Proportion of transition activities	Non-assessed activities considered insignificant	Taxonomy-aligned activities in the previous financial year	Proportion of Taxonomy-aligned activities in the previous financial year
					CCM	CCA	WTR	CE	PPC	BIO					
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
	RON	%	RON	%	%	%	%	%	%	%	%	%	%	RON	%
Financial year 2025															
Turnover	449,015,741	19	0	0	19	0	0	0	0	0	19	0	0	0	0
CapEx	39,335,196	14	0	0	14	0	0	0	0	0	14	0	0	0	0
Financial year 2024															
Turnover	415,401,030	19	0	0		0	0	0	0	0	19	0	0	0	0
CapEx	41,596,820	19	0	0		0	0	0	0	0	19	0	0	0	0

Share of turnover and CapEx from products or services associated with taxonomy-eligible or taxonomy-aligned economic activities – activity-disaggregated information

Turnover

Economic activities	Code	Proportion of eligible turnover	Taxonomy-aligned turnover	Proportion of aligned turnover	Environmental objective of Taxonomy-aligned activities						Facilitation activity (E)	Transition activity (T)	Ratio of Taxonomy-aligned part of the activity to eligible activity
					CCM	CCA	WTR	CE	PPC	BIO			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Text	Text	%	Currency	%	%	%	%	%	%	%	(E, as the case may be)	(T, as the case may be)	%
Financial year 2025													
Data-driven solutions to reduce greenhouse gas emissions	CCM 8.2	19	0	0	19	0	0	0	0	0	E	-	0
Sum of activity or aligned part per objective		19	0	0	19	0	0	0	0	0	E	-	0
Total KPI (turnover)		19	0	0	19	0	0	0	0	0	E	-	0
Financial year 2024													
Data-driven solutions to reduce greenhouse gas emissions	CCM 8.2	19	0	0	19	0	0	0	0	0	E	-	0

Economic activities	Code	Proportion of eligible turnover	Taxonomy-aligned turnover	Proportion of aligned turnover	Environmental objective of Taxonomy-aligned activities						Facilitation activity (E)	Transition activity (T)	Ratio of Taxonomy-aligned part of the activity to eligible activity
					CCM	CCA	WTR	CE	PPC	BIO			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Sum of activity or aligned part per objective		19	0	0	19	0	0	0	0	0	E	-	0
Total KPI (turnover)		19	0	0	19	0	0	0	0	0	E	-	0

CapEx

Economic activities	Code	Proportion of eligible CapEx	Taxonomy-aligned CapEx	Proportion of aligned CapEx	Environmental objective of Taxonomy-aligned activities						Facilitation activity (E)	Transition activity (T)	Ratio of Taxonomy-aligned part of the activity to eligible activity
					CCM	CCA	WTR	CE	PPC	BIO			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
<i>Text</i>	<i>Text</i>	%	<i>Moneda</i>	%	%	%	%	%	%	%	<i>(E, as the case may be)</i>	<i>(T, as the case may be)</i>	%
Financial year 2025													
Data-driven solutions to reduce greenhouse gas emissions	CCM 8.2	14	0	0	14	0	0	0	0	0	E	-	0

Economic activities	Code	Proportion of eligible CapEx	Taxonomy-aligned CapEx	Proportion of aligned CapEx	Environmental objective of Taxonomy-aligned activities						Facilitation activity (E)	Transition activity (T)	Ratio of Taxonomy-aligned part of the activity to eligible activity
					CCM	CCA	WTR	CE	PPC	BIO			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Sum of activity or aligned part per objective		14	0	0	14	0	0	0	0	0	E	-	0
Total KPI (CapEx)		14	0	0	14	0	0	0	0	0	E	-	0
Financial year 2024													
Data-driven solutions to reduce greenhouse gas emissions	CCM 8.2	19	0	0	19	0	0	0	0	0	E	-	0
Sum of activity or aligned part per objective		19	0	0	19	0	0	0	0	0	E	-	0
Total KPI (CapEx)		19	0	0	19	0	0	0	0	0	E	-	0



Acronyms:

- Climate Change Mitigation: CCM
- Climate Change Adaption: CCA
- Water and marine resources: WTR
- Circular economy: CE
- Pollution prevention and control: PPC
- Biodiversity and ecosystems: BIO
- Key Performance Indicator: KPI

5

E1 - Climate Change



E1 Climate change

ESRS 2 GOV-3: Integrating sustainability-related performance into incentive schemes

During the reporting period, AROBS did not include climate-related performance indicators in the remuneration mechanisms of the management, management, or supervisory bodies. At this stage, performance appraisal and incentive schemes are mainly geared towards financial, operational, and strategic objectives, without the explicit integration of climate criteria.

In the event that, in the future, the company introduces climate-related remuneration components, it will transparently communicate their share in total remuneration, the type of indicators used (such as emission reduction targets or energy efficiency) and the methodology for evaluating and verifying performance.

E1-1: Transition plan for climate change mitigation

At the time of reporting, AROBS does not yet have an approved climate transition plan as a stand-alone document. The company has included preliminary climate directions and benchmarks in the 2025–2030 Sustainability Strategy and aims to formalize the transition plan by 2028.

The climate directions are integrated into the 2025–2030 Sustainability Strategy and are pursued in correlation with operational and investment planning. The sustainability strategy is assumed by the executive management and the Board of Directors. The transition plan is integrated into the Sustainability Strategy and is not available as a separate document. The progress made up to the reporting date consists of establishing the basis for reporting emissions, defining preliminary climate benchmarks, and initiating data collection and supplier assessment processes.

The objectives of the Sustainability Strategy include reducing Scope 1 and 2 emissions by 30% by 2030 (compared to 2024, emissions by market), increasing the use of renewable energy to a minimum of 50% and gradually integrating Scope 3 emissions into the decarbonization strategy.

The transition is supported by measures such as annual emissions monitoring, increased energy efficiency, the use of green energy, the integration of ESG criteria into the supply chain, and the digitization of ESG data collection systems.

In addition, the company aims to strengthen its ESG performance and transparency by submitting documentation for the EcoVadis assessment in 2026, as part of efforts to align with international standards and partner expectations.

The plan is implemented in stages until 2030 and monitored by specific indicators (emissions, green energy, ESG-rated suppliers), to be strengthened by validating climate targets and developing a framework fully aligned with international standards.

Currently, AROBS does not report separately a budget dedicated to the climate transition plan, the costs being integrated into the existing operational and investment budgets. OpEx mainly includes costs for green energy, energy efficiency and ESG processes, and CapEx aims at investments in the digitization of ESG data and optimization of IT infrastructure. As the transition plan matures, the company is considering separate reporting of these expenses.

The company does not operate in coal, oil or gas and does not operate energy-intensive assets. Therefore, the level of exposure to 'locked-in' carbon emissions is considered low. However, given that IT infrastructure and data centers use electricity that may come partly from fossil sources, we recognize that future energy purchasing decisions may influence the reduction of these potential emissions.

In 2025, AROBS continued the inventory of greenhouse gas emissions, carried out the assessment from the perspective of the EU Taxonomy criteria for the eligible activity CCM 8.2 and initiated processes of digitization of ESG data collection and voluntary evaluation of suppliers from an ESG perspective.

For the eligible activity in the EU Taxonomy CCM 8.2 – data-driven solutions to reduce greenhouse gas emissions – the company did not report taxonomy-aligned activities for the 2025 financial year. The steps identified for the move towards alignment include formalizing climate risk assessment, developing life-cycle quantification methodologies, and strengthening verification mechanisms.

As of the reporting date, no formal assessment has been carried out regarding the exclusion criteria for EU Paris-aligned benchmark indices.

ESRS 2 SBM-3: Significant impacts, risks and opportunities and their interaction with strategy and business model

Based on the double materiality analysis for 2025, AROBS has identified as materials, within ESRS E1, the topics "Climate change mitigation" and "Adaptation to climate change". The topic "Energy" was not evaluated as material as a distinct theme; However, data on energy consumption and greenhouse gas emissions are presented in this

chapter, as they form the basis for understanding the climate impact of operations and transition risks.

Material impacts, risks and opportunities

Topic/subtopic	Classification	Time horizon	Location in the value chain	IRO Name
Climate change mitigation	Current positive impact	Long	Downstream	The impact of AROBS GPS solutions in supporting the reduction of customers' CO ₂ footprint
Adaptation to climate change	Opportunity	Medium	Local	Scaling up green technologies

At the level of the assessment carried out in 2025, the company did not identify significant physical risks that would directly affect its operations. However, the current assessment does not exclude the emergence of physical risks in the future, in particular through potential disruptions to infrastructure or critical suppliers.

Strategy and business model resilience in relation to climate change

In the Sustainability Strategy 2025–2030, AROBS has defined two main strategic directions on the Environment pillar.

The first direction aims to reduce climate impact and enhance resilience to climate change, through the reduction of greenhouse gas emissions, increased use of renewable energy, and the gradual integration of value chain emissions. The second direction seeks to promote the circular economy and resource efficiency by extending the lifespan of IT equipment, reducing electronic waste, and optimizing resource consumption within operations.

AROBS carried out in 2025 a qualitative analysis of the resilience of the strategy and business model in relation to climate change. The analysis covered its consolidated own operations, including office space, IT infrastructure, and relevant segments of the value chain where energy consumption, data availability, and compliance requirements can influence business. At the time of reporting, the company has not yet conducted a quantitative climate analysis or a separate, documented stress testing exercise based on standardized climate scenarios.

The analysis was conducted by aligning the results of the 2025 DMA with the overall risk management process, the greenhouse gas emissions inventory, and the strategic directions set out in the 2025–2030 Sustainability Strategy. At this stage, the analysis used qualitative assumptions on the evolution of regulatory requirements, energy costs, customer requirements and value chain maturity, without separate financial modelling and without quantifying effects in detailed climate scenarios.

Based on this analysis, AROBS considers that its business model has relatively low direct climate exposure, given the lack of energy-intensive assets and the absence of coal, oil

and gas activities. The main exposure arises indirectly from energy consumption, reporting and compliance requirements, the maturity of Scope 3 data, and evolving expectations of customers and suppliers.

In this context, the elements supporting the resilience of the business model include emissions monitoring, the strengthening of ESG data, the gradual integration of climate-related criteria into internal processes and supplier relationships, and the development of products and services capable of meeting requirements related to efficiency and monitoring.

Limitations

The resilience analysis is still evolving, particularly in relation to the full integration of Scope 3 emissions and the development of quantified climate scenarios.

Next steps

- Continue to monitor legislative, market and climate developments and integrate them into strategic planning processes;
- Strengthening scenario analysis and integrating it into decision-making;
- Expanding supplier assessment from an ESG perspective and integrating climate criteria into the value chain;
- Development of the climate transition plan and aligning with international standards (including EcoVadis-type initiatives);
- Pursuing business opportunities arising from the demand for sustainable technology solutions

ESRS 2 IRO-1: Description of processes for identifying and assessing material climate-related impacts, risks and opportunities

AROBS identifies and assesses climate-related impacts, risks and opportunities as part of the annual double materiality process and the overall risk management process. The process separates the materiality of the impact from the financial materiality and uses the methodology documented in the double materiality analysis for 2025.

Methodologies and applied hypotheses

The process is based on the separate analysis of impact materiality and financial materiality, using distinct scoring systems and materiality thresholds. For 2025, the threshold applied in the double materiality analysis was determined using the median, separately for impacts and separately for risks and opportunities. The time horizons used are: short term (less than 1 year), medium term (between 1 and 5 years), and long term (more than 5 years).

For the quantification of greenhouse gas emissions, the company applies the GHG Protocol, using primary data where available and estimates where direct data is not available. The calculation methodology for each emissions category is detailed in section E1-6.

Identification and assessment of climate impacts

The GHG emissions reporting area was decided after analysing several criteria indicating potential impact, including revenue, number of employees, vehicle fleet and operational spaces. Based on these criteria, certain small entities whose cumulative contribution was considered insignificant were excluded.

The emissions inventory used by the company includes categories 1, 2 and 3 (Scope 1, Scope 2 and Scope 3), based on data collected from operations, consumption records, purchase, travel and asset data, and documented assumptions where complete data is not available.

Assessment of climate-related physical risks

In terms of physical risks, AROBS, being an IT company, did not identify any significant physical risks. In this context, an initial high-level assessment was carried out to assess potential hazards such as extreme weather, rising temperatures and infrastructure disruptions.

- **Own operations:** Our facilities, including data centers, are located in areas with low exposure to acute climate hazards. Of these, most are in Romania, in an area with low or moderate water risk. We monitor risks related to energy availability and cooling system efficiency as part of our long-term strategy.
- **Value chain:** In future reporting exercises, they will be able to analyse supplier dependency and potential climate-related disruptions in upstream and downstream operations in more detail.

Transition risks and opportunities

We assess the risks and opportunities of the climate transition within our operations in Romania, Poland, Germany, the United Kingdom, Indonesia, the United States and Hungary. AROBS considers several potential regulatory, economic and technological changes associated with climate change. The company will refer to at least one climate scenario aligned with limiting global warming to 1.5°C, which involves significant policy action, carbon pricing and market expectations for low-emission products and services.

Key transition factors include:

- Short-term (0-3 years): Rising energy costs, regulatory obligations on carbon disclosure and increasing customer expectations regarding sustainability.
- Medium term (3-10 years): Expansion of renewable energy policies, stricter regulations on data center efficiency and decarbonization of the supply chain.
- Long-term (over 10 years): Move to net zero, low-carbon IT solutions and innovation in energy-efficient digital services.

Decision-making, internal control and integration in risk management

The results of the climate analysis are used in the ESG reporting process, in the annual risk assessment and in defining strategic and operational directions. The relevant functions involved include at least Finance, Sustainability, IT Security, HR, Procurement, and Executive Management.

The process of identifying and assessing climate impacts and risks is integrated into the overall risk management process. The process of identifying and assessing climate opportunities is integrated into the strategic planning and portfolio development processes.

We anticipate operational cost fluctuations, evolving regulatory requirements and market opportunities, especially in relation to green IT solutions and low-carbon cloud computing. Future climate risk analyses will include scenario modelling to quantify financial implications.

By continuously assessing climate-related risks and opportunities, we aim to increase the company's resilience, alignment with existing regulations, and long-term sustainability. Future reporting cycles will refine our climate strategy, integrating climate risk assessments into decision-making and investment planning.

E1-2: Policies related to climate change mitigation and adaptation

At the time of reporting, AROBS does not have a distinct, stand-alone policy dedicated exclusively to climate change. Climate-related issues are addressed through the Sustainability Strategy 2025–2030 and relevant operational processes and policies, including those on risk management, ESG data collection and consolidation, and supplier assessment from an ESG perspective.

In terms of **mitigation**, the company aims to reduce greenhouse gas emissions through energy efficiency measures, increase the use of renewable energy, annual emissions monitoring (Scope 1 and 2 and progressively Scope 3) and integrate ESG criteria into the supply chain.

Regarding **adaptation**, AROBS includes the analysis of climate risks and their impact on operations, taking into account regulatory and market developments in its risk management processes. The company monitors these risks and gradually adapts its operational and strategic processes to increase resilience in the medium and long term.

The ISO 14001 certification for the Telematics-TrackGPS division demonstrates our commitment to environmental management. In the medium term, AROBS aims to formalize the climate action framework and strengthen its integration into corporate governance, in line with ESRS requirements and international best practices.

Scope and future plans

As no stand-alone environmental policy has been established, there is currently no defined scope or exclusions.

Governance and accountability

Responsibility for the management of climate change-related matters is embedded within AROBS' ESG governance structure, which is currently being strengthened. Strategic level oversight is provided by the Board of Directors and executive management, which monitors sustainability objectives integration, including climate objectives, into the company's development directions.

Alignment with third-party standards and stakeholder interests

The ISO 14001 certification is the main benchmark for the company's environmental management system. In addition, climate risks are managed through the active involvement of stakeholders, ensuring alignment with the investors, regulators, customers and employee's expectations.

Also, starting with 2026, the company will initiate the EcoVadis assessment and certification process, in order to strengthen ESG performance and align with recognized international standards.

Future policy development and transparency

As we expand our environmental initiatives and develop a structured environmental policy, we will also ensure a high level of transparency by regularly reporting progress and aligning to relevant international standards.



E1-3: Actions and resources related to climate change policies

AROBS has not yet implemented a dedicated climate programme, with separately quantified mitigation or adaptation actions and distinctly tracked CapEx or OpEx budgets. During the reporting period, however, the company carried out preparatory measures relevant to climate management aspects, including the greenhouse gas emissions inventory continuation, the assessment of the eligible activity from the perspective of the EU Taxonomy, the gradual digitization of ESG data collection and the initiation of the voluntary evaluation of suppliers from an ESG perspective.

Areas such as energy efficiency, the procurement of electricity from renewable sources, and the development of low-carbon products continue to be considered for future integration into a structured climate plan, once clear GHG reduction targets and accountability frameworks are established.

In the future, the company intends to monitor and disclose the results of any climate-related actions undertaken, including achieved emissions reductions and alignment with relevant line items in the financial statements.

E1-4: Climate change mitigation and adaptation targets

Current status and future commitments

AROBS has established medium and long-term climate objectives, integrated into the sustainability strategy, with a focus on reducing environmental impact and increasing operational resilience.

In terms **of climate change mitigation**, the company aims to reduce Scope 1 and 2 emissions by 30% by 2030 (compared to the base year 2024, emissions depending on the market), increase the use of renewable energy to a minimum of 50% and progressively integrate Scope 3 emissions into the reduction targets.

Regarding **adaptation**, AROBS aims to strengthen the o climate risks response capacity by integrating them into risk management processes, developing scenario analyses and improving operational efficiency.

The GHG emission reduction targets are raw. The Company does not include GHG removals, carbon credits or avoided emissions as a means of achieving the targets presented.

Progress is monitored through specific indicators (emissions, energy consumption, share of green energy) and targets will be reviewed and detailed as the climate strategy and data collection systems mature.

In addition, our company does not engage in coal, oil, or gas-related activities, minimizing exposure to transition risks related to fossil fuels.

Planned timeline for climate goals and actions

AROBS has established a phased timeline for the climate goals implementation, aligned with the sustainability strategy and ESRS requirements.

In the short term (2025–2026), the company focuses on strengthening ESG data collection and reporting processes, improving emissions monitoring, and initiating supplier assessment from an ESG perspective.

In the medium term (until 2027–2028), the full of ESG systems, the development of the climate transition plan and the extension of energy efficiency measures and the use of renewable energy are targeted.

In the long term (by 2030), AROBS aims to achieve emission reduction targets, increase the share of green energy, and fully integrate climate criteria into operations and the value chain.

Challenges and justifications for achieving the objectives

AROBS faces a series of challenges in achieving climate goals, mainly determined by IT industry specificities and the current maturity of ESG systems. These include the limited data availability for Scope 3 emissions, the reliance on infrastructure and leased space (which limits direct control over energy consumption), and the variability of energy sources available in different locations.

Also, the integration of ESG criteria into the supply chain is a gradual process, given the suppliers' different levels of maturity.

In this context, the established objectives are calibrated to be ambitious, yet realistic, reflecting both the current operational capacity and the company's commitment to progressively improve climate performance.

Tracking and monitoring climate-related performance

AROBS monitors climate performance through a set of key indicators integrated into the ESG reporting system, including greenhouse gas emissions (Scope 1 and 2 and progressively Scope 3), energy consumption and the share of renewable energy.

Data collection and validation are carried out periodically, with the objective of implementing a system that ensures the traceability, accuracy, and group-level data comparability.

In 2025, AROBS started monitoring the reported emissions per employee indicator, and in 2026 will strengthen the methodology and data accuracy to support the 30% reduction target by 2030. Given that most of the operations are located in Romania, the company benefits from a relatively balanced energy mix, with a significant share of low-emission sources, which supports the transition to cleaner energy.

The suppliers' evaluation process from an ESG perspective was initiated voluntarily and is in an early stage, being initially conceived as an approach to value chain level alignment and awareness. In terms of investments, the allocation of a CapEx budget dedicated to climate action is envisaged for the coming years, as the climate transition plan becomes more structured and integrated into financial planning.

Future outlook

AROBS will continue to develop its climate transition plan and improve ESG data collection processes. It also aims to integrate climate criteria more deeply into business decisions and in the relationship with suppliers, capitalizing on sustainable technological solutions opportunities.

Also, in 2026, the EcoVadis evaluation process will be initiated, to align with international standards and increase ESG transparency.

E1-5: Energy consumption and energy mix

Energy consumption and mix		2024	2025
1	Fuel consumption from coal and coal products (MWh)	0	0
2	Fuel consumption from crude oil and petroleum products (MWh)	1,617.64	1,515.48
3	Natural gas fuel consumption (MWh)	980.35	1,041.58
4	Fuel consumption from other fossil sources (MWh)	0	0.00
5	Consumption of electricity, heat, steam and cooling from purchased or purchased fossil sources (MWh)	334.3	324.99
6	Total fossil energy consumption (MWh) (calculated as the sum of lines 1-5)	2,932.33	2,882.05
Share of fossil sources in total energy consumption (%)		88.6%	81.96%

Energy consumption and mix		2024	2025
7	Consumption from nuclear sources (MWh)	161.75	191.05
Share of consumption from nuclear sources in total energy consumption (%)		4.9%	5.43%
8	Consumption of fuel from renewable sources, including biomass (including bio-based industrial and municipal waste, biogas, renewable hydrogen, etc.) (MWh)	0	0
9	Consumption of electricity, heat, steam and cooling purchased or purchased from renewable sources (MWh)	378.72	443.26
10	Consumption of self-generated non-combustible renewable energy (MWh)	0	0.00
11	Total renewable energy consumption (MWh) (calculated as the sum of lines 8-10)	378.72	443.26
Share of renewables in total energy consumption (%)		11.4%	12.61%
Total energy consumption (MWh) (calculated as the sum of lines 6, 7 and 11)		3,472.80	3,516.36

AROBS does not operate in sectors with a high climate impact (e.g. extractive industries or heavy manufacturing). As a result, no energy intensity rate (consumption per net income in a high-impact sector) is presented.

E1-6: Gross GHG emissions categories 1, 2, 3 and total GHG emissions

Gross GHG emissions tCO ₂ e	Emissions history			Objectives 2030	
	2024	2025	2025 vs 2024	tCO ₂ e	%
SCOPE 1					
Gross GHG emissions	582.57*	666.9	14%	407.80	-30%
Percentage of Scope 1 GHG emissions from regulated emissions trading schemes (%)	n.a.	n.a.	n.a.	n.a.	n.a.
SCOPEL 2					
Gross GHG emissions (location-based)	166.7	203.55	22%	n.a.	n.a.
Gross GHG emissions (market-based)	206.32	188.68	-9%	144.42	-30%

Gross GHG emissions		Emissions history			Objectives 2030	
		2024	2025	2025 vs 2024	tCO ₂ e	%
SCOPEL 3						
Total Gross Indirect GHG Emissions		3,244.98	3,357.45	3%	n.a.	n.a.
1	Purchased goods and services	1,235.66	2,479.85	101%	n.a.	n.a.
2	Capital goods	716.02	64.4	-91%	n.a.	n.a.
3	Fuel and energy related activities	172.1	172.87	0%	n.a.	n.a.
4	Upstream transmission and distribution	55.54	56.20	1%	n.a.	n.a.
5	Waste generated during operations	11.77	23.16	97%	n.a.	n.a.
6	Business Travel	76.09	175.77	131%	n.a.	n.a.
7	Employee commute	117.22	329.66	181%	n.a.	n.a.
9	Downstream transport	509.69	4.96	-99%	n.a.	n.a.
11	Use of products sold	178.83	12.34	-93%	n.a.	n.a.
12	End-of-life treatment of products sold	0.010	0.020	100%	n.a.	n.a.
13	Downstream leased assets	172.05	38.22	-78%	n.a.	n.a.
TOTAL						
Total GHG emissions (location-based)		3,994.25	4,227.90	6%	n.a.	n.a.
Total GHG emissions (market-based)		4,033.87	4,213.03	4%	n.a.	n.a.

*In 2024, refrigerant emissions under Scope 1, category “Company Assets,” were overestimated due to an error in data collection and processing. For some companies, the formula was applied to the total quantity of refrigerant in the equipment without applying the 5% annual loss rate. Additionally, for one instance, the entire building was included in the calculation, even though the allocated space represented only 4% of the building’s total area. After correcting these two issues, the value for 2024 was recalculated from 708 tCO₂e to 582 tCO₂e. The difference does not reflect an actual reduction in emissions, but rather the correction of an initial overestimation.

AROBS calculates GHG emissions in accordance with the GHG Protocol, using primary data where available and documented estimates where direct data is not available.

For Scope 2, the company presents the location-based method and the market-based method separately. At the reporting date, the company did not use contractual instruments such as guarantees of origin or other similar instruments for the purchase of energy.

In 2025, the company has estimated an overall degree of uncertainty According to the GHG Protocol, the result falls into the "Reasonable" category, specifically the 15%–30% range, for the second inventory cycle, given the use of assumptions and consolidation of data from multiple locations.

Comparability with the previous year

To ensure the transparency of the reported information and to facilitate data comparability across reporting periods, we present the main changes recorded in the Scope 3 categories compared to the previous fiscal year, along with the factors driving them. These changes are driven by a number of operational and methodological factors, including the expansion of the reporting scope across Group entities, changes in operational activity, as well as improvements in the data collection process that have enabled the use of input parameters with a higher degree of granularity and accuracy compared to the prior period.

In 2024, the **Capital Goods** category included the acquisition of a building, which accounted for 99% of the total emissions generated within this category. In 2025, no similar acquisitions were made. As a result, the outcomes differ significantly between the two years.

The increase in emissions related to **Business Travel** is primarily driven by the expansion of the calculation scope in 2025, from 19 companies to over 30 companies, as well as by the increase in the number of trips at the Group level. Therefore, the observed variation reflects both a scope effect and a volume effect of the activity, and not a methodological change that would affect the comparability of emission factors. The result for 2025 more fully captures the actual level of emissions generated by business mobility at the Group level, while the 2024 figure has a more limited scope.

Emissions related to **Employee commuting** also increased, both due to the expansion of the calculation to all Group companies—which led to significantly broader coverage of the emission sources included in the inventory—and due to the increase in the number of days worked from the office, which resulted in a higher volume of home-to-work commutes. Consequently, the year-over-year increase reflects both the expanded scope and the actual change in the office attendance pattern.

The difference between 2024 and 2025 regarding the **Transport of downstream products** is primarily driven by changes in the quality and granularity of the input data used in the calculation. In 2024, the Group did not have information available regarding the weight of the transported products, which required the use of a generic emission factor that included a global average weight and thus introduced a high degree of estimation. In 2025, more granular data on the actual weight of transported products was collected, which allowed for the use of an emission factor appropriate to the actual mass transported and, consequently, a more precise determination of emissions. Therefore, the decrease in emissions does not reflect a structural improvement in transport efficiency, but rather the recalibration of the calculation based on a more robust data inventory that more accurately reflects operational reality.

With regard to the **Use of Products Sold** category, the difference between the two fiscal years is due to changes in the technical data used as input parameters in the calculation. For 2024, estimates of energy consumption and the average lifespan of products sold were made based on aggregated data, with a high degree of approximation, in the absence of specific technical information by product category. For the year 2025, these parameters were determined based on technical specifications collected directly from

product data sheets provided by manufacturers, ensuring a higher degree of granularity and precision in the input data used in the calculation. Similarly, a similar calculation approach was used for the category of **Downstream leased assets**.

The methodological changes described above were identified during the 2025 reporting cycle and represent improvements to the data collection and processing process, made possible by the accumulated experience of the teams involved and access to data sources with a higher degree of granularity. In accordance with the provisions of the applicable standard, recalculating the comparative data for 2024 based on the current methodology is not feasible, as the necessary input data — namely, the actual weight of the transported products, technical specifications extracted from manufacturers' product data sheets, and granular operational data at the level of all Group entities — were not available at the time of preparing the report for the 2024 fiscal year and could not reasonably have been obtained within the context of that reporting period.

GHG intensity based on net income	2024	2025
Net income used to calculate GHG intensity, RON (Annual Report, page 44)	415,401,030	449,015,741
Total GHG emissions (location-based) per net income, tCO ₂ e/RON	0.0000099	0.00009416
Total GHG emissions (market-based) per net income, tCO ₂ e/RON	0.0000100	0.00009383

Methodology for calculating Scope 3 emissions

The methodology used to calculate emissions is based on the GHG Protocol, incorporating primary data where available and estimates based on industry best practices where necessary.

Emissions group	Calculation methodology	Significant assumptions	Source of emission factors (FE)
Company facilities (offices, refrigerants)	Natural gas consumption and refrigerant leak estimates are included. Emissions = Data on the activity × FE	Missing data on natural gas used in December; the figures are estimated based on the consumption of previous months; types and leaks of refrigerants from HVAC equipment information.	DEFRA
Service vehicles (fleet)	Diesel and gasoline consumption according to internal situations. Emissions = litres of fuel × FE	EV is not included, unless electricity is billed separately.	DEFRA
Electricity	Scope 2, using both location-based and market-based methods in accordance with the GHG Protocol. Emissions = kWh × FE.	If there is no vendor-specific data, location-based average network factors are used. If the bills are missing, the consumption has been estimated, either based on previous consumption or on the surface areas of the space used.	European Residual Mixture (IBA), ANRE national data or supplier labels, if available.
Purchased goods and services	Non-capitalizable items, through item-based calculations and service expenses.	The goods were grouped into categories prior to the application of the FE. The services include the group's employees as well as the value of the related accounting accounts. Regarding collaborators, the calculation involved multiplying the emissions factor by the number of hours worked. Where the number of hours was not available, an average RON/hour was used, determined based on data from employees who report on their hours worked.	EIO-LCA; DEFRA; EXIOBASE.
Capital goods	It includes assets that have an extended lifespan, treated as fixed assets or fixed assets.	The goods were grouped into categories prior to the application of the FE.	EIO-LCA; DEFRA;
Fuel and energy related activities	Well-to-tank (WTT) for upstream fuel production plus T&D losses for electricity.	The data include Scope 1 and 2 consumptions, the assumptions being similar.	DEFRA
Upstream transmission and distribution	Freight transport from suppliers to AROBS. Emissions = weight × distance × FE.	Unknown addresses are replaced with city-to-city addresses. The unknown mode of transport is by default the most common (truck).	DEFRA
Waste generated during operations	Municipal waste, WEEE, wastewater from offices. Emissions = amount × FE.	Wastewater = the influx of water into a typical office. Municipal waste is mostly landfilled, unless the data indicates recycling.	DEFRA
Business Travel	Flight, rail transport, car rental, hotel stays, based on accounting records.	Distance source: Google Maps.	DEFRA flight factors/machine;

Emissions group	Calculation methodology	Significant assumptions	Source of emission factors (FE)
	Transport emissions = Distance × FE. Hotel emissions = no. nights × FE		
Employee commute	Information on the number of employees and the number of days worked from the office, extracted from internal statements. Emissions = employees × typical distance × working days) × EF by type of transport.	For travel distances and types of transport, local or national mobility surveys were consulted for modal allocation (car, bus, train).	DEFRA
Downstream transmission and distribution	Goods from AROBS to customers. Emissions = weight × distance × FE.	Missing exact addresses are replaced with city-to-city distances; The same city assumes the maximum interurban route.	DEFRA
Use of products sold	Annual use of kWh over the life of the product for electronics. Emissions = kWh × FE × the lifetime × # sold.	Battery-powered devices are powered by the mains or the vehicle's (fossil) battery. Lifespan according to product manual or typical use.	DEFRA
End-of-life treatment of products sold	All electronics sold. Emissions = weight × FE.	All electronics are recycled; average weights of the products used where exact data are not available.	DEFRA
Downstream leased assets	Power consumption of rented devices. Emissions = annual kWh × FE × duration of the lease.	Battery-powered devices are powered by the mains or the vehicle's (fossil) battery. Estimated usage from device specifications.	DEFRA

The sources of the selected emission factors are compatible with the GHG Protocol.



Exclusions from the Scope 3 GHG emissions inventory:

- Upstream leased assets
- Processing of products sold
- Franchises
- Investments

The above categories are not applicable to AROBS operations.

6

S1 – Own Workforce



S1 - Own workforce

S1. SBM-3: Significant impacts, risks and opportunities and their interaction with strategy and business model

The significant impacts, risks and opportunities associated with the own workforce were identified in the double materiality analysis process carried out by AROBS Group in 2025, in accordance with the ESRS requirements and the methodology described in ESRS 2 IRO-1. The process included the assessment of its operations as well as the impacts generated within the value chain.

The relationship between impacts and the business model

AROBS Group's business model is based on the development and delivery of software solutions and technological services for sectors such as automotive, embedded systems, Internet of Things (IoT) and enterprise solutions. The activity is carried out through specialized software development teams and digital infrastructure distributed in several jurisdictions.

In this context, human capital is an important resource for the company's ability to develop technological products, deliver complex projects, and sustain customer relationships. Therefore, the identified impacts on own workforce are closely related to the company's growth strategy and its business model.

The main impacts on the workforce result from:

- dependence on qualified personnel in the field of information technology;
- the high pace of technological projects and customer delivery requirements;
- the expansion and integration processes of the acquired companies;
- the need for continuous development of technical and digital skills.

The materiality analysis results are used to adapt the company's strategy, including in terms of human resources policies, training programs and talent retention strategies.

Scope of disclosure

The workforce impact analysis includes all individuals who may be significantly affected by the company's activities, including:

- employees with an individual employment contract;
- independent collaborators or contractors involved in technological projects;
- other persons involved in the company's activities through contractual relationships.



The identified impacts are mainly associated with the company's own operations but may also be relevant to the collaborators involved in software services development and delivery.

Significant impacts on the workforce

The negative impacts identified are mainly associated with:

- the workload and delivery times specific to technological projects;
- risks regarding the employees' health and wellbeing arising from sedentary activities or intense working periods;
- risks regarding the protection of employees' personal data.

These impacts are not considered systemic in the context of the company's operations but are mainly associated with operational situations specific to the projects or the organization.

Positive impacts include:

- flexible working hours and the possibility of remote work;
- performance recognition and reward programs;
- access to vocational training and skills development programmes.

These impacts mainly target employees in technical and administrative roles involved in the development and delivery of the company's projects.

Workforce risks and opportunities

Company material risks resulting from workforce impacts include:

- difficulties in attracting and retaining qualified personnel in a competitive sector such as the IT industry;
- staff turnover, which can affect project continuity and operational capacity;
- organizational pressures during the integration periods of new companies within the group;
- high volumes of work in certain projects or periods, which may affect the level of staff satisfaction or availability;
- the need to continuously update professional skills in the context of the rapid evolution of technologies.

The main identified opportunities include:

- developing the necessary professional skills for complex technological projects;
- increasing innovation capacity through technical skills development;
- maintaining the stability of the teams involved in the projects;

- developing an organizational culture oriented towards learning and professional development.

These risks and opportunities influence the company's human capital development strategy and are integrated into risk management processes and strategic planning.

The impact of the transition to a climate-neutral economy on workers

The company's activity has a relatively low direct impact on the environment, compared to resource-intensive industrial sectors. However, the transition to more energy-efficient operations and the integration of sustainability principles into product and service development may result in changes to the skill sets required within the organization. The AROBS Group's sustainability strategy includes targets for reducing greenhouse gas emissions and increasing energy efficiency in operations.

These changes may include:

- The need to retrain the workforce to integrate sustainability-focused digital solutions.
- Increasing demand for IT professionals with experience in developing energy-efficient software.
- Training employees in ESG and data protection.
- Adapting operational processes and IT infrastructure to integrate low-energy solutions.

Risk assessment regarding forced and child labor

Given the nature of the activities carried out and the location of AROBS operations, no significant risks of forced labor or child labor have been identified in our operations.

The Group's activity is mainly carried out in the IT services sector and in jurisdictions with legislative frameworks regulating labor relations. In this context, the risks associated with forced labor or child labor are considered low for own operations.

AROBS aims to comply with work ethic standards and applicable legislation in external partners and suppliers' relations.

Relevant risks for specific groups

Certain risks may affect certain categories of employees differently, for example:

- employees in technical or operational roles, who may be affected by high workloads or the need to continuously update skills;



- internal teams and departments involved in the integration of new companies within the Group, which may feel additional pressure during periods of organizational integration;
- employees at the beginning of their careers, who may require additional support for skills development and professional integration.

Opportunities for specific groups

Effective workforce relationship management can generate opportunities for certain groups, including:

- employees with leadership potential, through development programs and initiatives on diversity in management positions;
- employees in technical roles, through access to training and professional development programs;
- employees interested in professional development, through individual development plans and career advancement opportunities.

Identifying situations where certain categories of employees could be exposed to higher risks

We use several mechanisms to identify situations where certain categories of employees may be exposed to higher risks, including:

- occupational health and safety risk assessment;
- analysis of internal human resources indicators
- notifications received through internal reporting mechanisms;
- the results of internal employee satisfaction and experience surveys;
- direct dialogue between employees and management, including during regular meetings and performance review processes.

S1-1: Own workforce policies

AROBS has adopted a set of internal policies that establish the framework for managing material impacts, risks and opportunities related to own workforce, including employee rights, working conditions, equal opportunities and incident reporting and remediation mechanisms.

The main policies relevant to the own workforce include:

- Human rights policy



- Diversity, equity and inclusion policy
- Whistleblower Protection Policy
- Occupational health and safety policy
- Sustainability, ESG and CSR Policy
- Group Rules of Procedure
- Stakeholder engagement policy
- General Data Protection Policy

Policies are developed and updated by the executive management, in collaboration with relevant functions (HR, legal, ESG), and the final form is approved at management level. In this process, the risks and impacts on stakeholders are analyzed, as well as their expectations regarding working conditions, business ethics, diversity and respect for human rights.

The implementation of policies relevant to the own workforce is the AROBS Group executive management's responsibility, under the Board of Directors' supervision. The Board of Directors exercises a strategic oversight role in terms of implementation and compliance with relevant policies at Group level. In this regard, the Board approves the policies applicable to the organization, monitors their implementation based on the periodic reports submitted by management and aims to ensure that these policies are aligned with the requirements of the applicable legal framework and corporate governance standards.

These policies set out the framework for identifying, preventing and managing impacts on employees, including in areas such as working conditions, equal treatment, personal data protection and occupational health and safety.

For employees, the policies are available through: the internal communication and documentation platform, information sessions and internal communications; onboarding processes for new employees; internal documentation available within the organization.

For parties directly involved in the implementation of policies (e.g. HR, legal or management departments), documents are formally communicated and integrated into the company's internal procedures and governance processes.

Relevant policies, such as those on sustainability, human rights or corporate governance, are also published on the company's website, being accessible to investors, business partners, customers and other external stakeholders.



Respect for human rights and labor rights

Through its internal policies, AROBS is committed to respecting the fundamental rights of its employees, including:

- association freedom and the right to collective bargaining;
- prohibition of discrimination and harassment;
- equal opportunities in recruitment, evaluation and promotion processes;

prohibition of forced labor, compulsory labor and child labor. The company's policies incorporate mechanisms for monitoring and addressing potential breaches of these principles, including internal reporting channels and incident investigation procedures.

Occupational health and safety policies

AROBS has an occupational health and safety policy that establishes the principles and responsibilities for occupational accidents and diseases prevention.

The implementation of this policy includes:

- periodic occupational risk assessment;
- occupational health and safety training of employees;
- monitoring incidents and applying corrective measures;
- emergency response procedures.

For the TrackGPS division, health and safety management is also supported by ISO 45001 certification.

Policies regarding diversity, equal opportunities and non-discrimination

The company applies specific policies aimed to prevent discrimination and promote equal opportunities within the organization.

These policies prohibit discrimination based on criteria such as:

- race or ethnic origin;
- sex or gender identity;
- sexual orientation;
- age;
- disability;
- religion or beliefs;
- social origin or other characteristics protected by applicable law.



The policies are implemented through recruitment and promotion procedures based on professional criteria and through mechanisms for reporting discrimination or harassment situations.

Reporting and remediation mechanisms

AROBS has implemented a whistleblower protection mechanism that allows confidential or anonymous reporting of violations of internal policies.

Notifications can be submitted by:

- dedicated email address;
- specially assigned telephone number;
- reports in written format;
- Direct meetings, at the request of the reporting person.

Upon receipt of a report, the company acknowledges receipt within seven calendar days and may initiate an internal investigation. The reporting person is informed of the outcome of the investigation within a maximum of three months, which may be extended to up to six months in duly justified cases.

Depending on the investigation, corrective, disciplinary or organizational measures may be applied.

Policy implementation and governance

Policies relevant to the own workforce are developed by executive management in collaboration with the relevant functions (HR, Legal and ESG) and are approved at management level.

The Board of Directors has a strategic oversight role over the implementation of these policies and receives periodic aggregated reports on their application, including information on relevant reports and the measures adopted.

Risks and impacts related to the workforce are integrated into the internal risk management system and are periodically assessed as part of the double materiality assessment process.

Policies relevant to its workforce are developed by executive management in collaboration with relevant functions (HR, legal and ESG) and are approved at management level.

Alignment with international standards

The company's policies are developed with internationally recognized standards and tools in mind, including:

- UN Guiding Principles on Business and Human Rights;
- the Universal Declaration of Human Rights;
- The Fundamental Conventions of the International Labor Organization;
- OECD Guidelines for Multinational Enterprises.

The implementation of policies is carried out in accordance with the applicable labor legislation and the requirements of the European sustainability reporting framework.

S1-2: Processes for working with own workforce and workers' representatives on impacts

AROBS uses several formal and informal mechanisms to collect, analyze and integrate the perspectives of the own workforce into decision-making processes aimed at managing current and potential impacts.

Workforce collaboration tools

The main mechanisms include:

- Annual satisfaction and organizational climate surveys, which assess employees' perception of working conditions, work-life balance, organizational culture, inclusion and relationship with management;
- Thematic questionnaires (including ESG), used in the context of assessing double materiality and updating sustainability targets;
- Regular town-hall meetings and Q&A sessions with management, which allow for direct dialogue, addressing concerns and clarifying perceived impacts;
- Internal digital feedback channels (dedicated forms, internal communication, dedicated emails), which allow continuous transmission of opinions;
- Formal whistleblower protection mechanism, which provides confidential and protected channels for reporting actual or potential impacts on human rights, discrimination, harassment or health and safety risks;
- Employee participation in internal improvement and professional development processes.

The insights collected through these feedback tools are analyzed by relevant departments, such as HR, ESG and operational management, and are used to update internal procedures, implement corrective or preventive measures, update the ESG risk register and inform management structures when relevant.

When actual or potential impacts are identified, employee feedback can lead to adjustments to working conditions, revision of human resources policies, strengthening of anti-discrimination measures, updating of training programs or the introduction of additional protection and support measures.

AROBS engages with its workforce in a continuous and structured manner, throughout the life cycle of the employment relationship and in the relevant stages of strategic and operational decision-making processes, in accordance with the Stakeholder Engagement Policy and the Sustainability, ESG and CSR Policy.

Stages of the collaboration process

The dialogue with the workforce takes place at different stages of the company's decision-making processes:

- a) In the strategic planning and ESG assessment stage: in the process of assessing double materiality, defining ESG objectives and updating internal policies.
- b) In the current operational stage: in the management of working conditions, in the assessment of health and safety risks, in the processes of organizational improvement and in the management of the identified social impacts.
- c) In the remediation stage: in case of reporting incidents (e.g. discrimination, harassment, H risks), in the implementation of corrective and preventive measures.

AROBS uses several types of dialogue with its own employees:

- ✓ Consultative: internal satisfaction and organizational climate surveys; ESG thematic questionnaires.
- ✓ Participatory: town-halls and sessions with management; internal working groups.
- ✓ Formal and confidential: the whistleblower protection mechanism, which allows individual reporting of impacts or risks.

The frequency of the dialogue varies depending on the instrument:

- Satisfaction survey: annually;
- ESG/double materiality thematic questionnaires: annually, depending on the reporting cycle;
- Town halls and internal meetings: periodically, throughout the year.
- Whistleblower protection mechanism: permanently available.

Responsibilities

The operational responsibility for carrying out the engagement with its own workforce lies with the executive management, in particular the Human Resources Department and the ESG Committee Coordinator, who ensures the implementation of consultation mechanisms and the integration of results into operational processes and risk management ESG. At the highest level, the Board of Directors has the responsibility of overseeing and ensuring that the results of the engagement inform the company's strategy, policies and overall approach in managing current and potential impacts on the workforce.

Agreements with workers' representatives

At the time of reporting, AROBS does not have a Global Framework Agreement (GFA) with international trade union federations or other workers' representative organizations at international/national level. However, the company has made formal commitments to respect workers' human rights through internal policies approved at management level and aligned with relevant international standards.

Perspectives of vulnerable groups

To gain the perspective of potentially vulnerable or marginalized people, AROBS uses a combination of anonymous tools (surveys), confidential and protected channels (whistleblower protection), participatory mechanisms (town-halls) and specific diversity and inclusion policies.

Evaluation of the effectiveness of collaboration

Effectiveness of engagement with one's own workforce is assessed through a combined set of tools: annual satisfaction surveys, ESG questionnaires, whistleblower protection mechanism monitoring (including resolution time and case typology), ESG social indicators and oversight at management and Board level.

S1-3: Processes to address adverse impacts and channels through which their workforce can voice its concerns

Channels for expressing concerns

AROBS provides its workforce with several formal and informal channels through which employees can express their concerns, needs or complaints, with guarantees of confidentiality and protection against retaliation, in accordance with the Whistleblower Protection Policy, and the Stakeholder Engagement Policy:

- the formal whistleblower protection mechanism, which allows for confidential or anonymous reporting of irregularities;
- direct contact with the Human Resources Department or with the hierarchical superior;
- sending a complaint in written format or by e-mail;
- organizing face-to-face meetings at the request of the reporting person;
- a dedicated hotline
- organizational dialogue mechanisms, such as town-hall sessions or consultations on occupational health and safety.

Protection of users of reporting mechanisms: Explicit commitment to 'zero retaliation'

The whistleblower protection policy explicitly establishes the prohibition of any form of retaliation against individuals who report wrongdoing in good faith and ensures the protection of whistleblowers, regardless of whether the reporting is made by name or anonymously. The policy prohibits measures such as dismissal, demotion, intimidation, harassment or any other disadvantageous actions in response to a complaint and is aligned with the requirements of **Directive (EU) 2019/1937 on the protection of whistleblowers**.

The protection against retaliation set out in the Whistleblower Protection Policy applies to a wide range of individuals who may report wrongdoing in a professional context, including current or former employees, candidates, members of management bodies and collaborators. Protection is granted to all persons who report in good faith, even in situations where the complaint is not subsequently confirmed.

To support this protection, the company ensures procedural safeguards such as confidentiality of the identity of the reporting person, restricted access to information, impartial and independent investigation of cases, and compliance with clear deadlines for processing complaints. Any retaliatory attempt can be reported through the same mechanism and is subject to investigation.

This framework is complemented by the Human Rights Policy, which promotes protection against abusive or discriminatory treatment and encourages open dialogue. The implementation of the mechanism is monitored by the executive management, and the Board of Directors periodically receives aggregated and anonymized reports on the complaints, the relevant conclusions being integrated into the ESG risk management system.



Investigation and remediation process

Complaints received through the related channels are analyzed according to the internal procedures established in the Whistleblower Protection Policy and in the policies on human rights and occupational health and safety.

For the whistleblower protection mechanism, the procedure shall provide:

- confirmation of receipt of the notification within a maximum of 7 calendar days;
- impartial and documented investigation of the case;
- communication of the status and/or result of the investigation within a maximum of 3 months, with the possibility of extending up to 6 months in justified cases;
- taking corrective or disciplinary measures, without undue delay, where appropriate.

The notifications received through these channels are registered in a dedicated register, classified according to typology and followed throughout the entire investigation process until the formal closure of the case. For each case, the date of receipt, the duration of the investigation, compliance with the procedural deadlines and the implementation of the established measures are monitored.

Cases are then analyzed in aggregate and anonymized form to identify recurring patterns, high-risk organizational areas, additional training needs or possible procedural gaps. The findings are integrated into the update of internal policies and procedures, corrective and preventive action plans, the ESG risk register and, where relevant, internal audit activities.

Monitoring and evaluation of the effectiveness of mechanisms

AROBS evaluates the level of awareness and trust of its workforce in the existing structures and processes for expressing and addressing concerns through a combination of feedback tools, procedural monitoring and analysis of the use of channels, in line with the Whistleblower Protection Policy, the Stakeholder Engagement Policy, and the Sustainability, ESG and CSR Policy.

The level of information on the channels available for reporting concerns is supported by the internal communication of the Whistleblower Protection Policy and reporting modalities, through information and training sessions and by publishing policies in internal environments accessible to employees. Awareness is indirectly assessed by the participation rate in internal surveys and by questions on organizational culture and internal communication included in the annual satisfaction survey.

The level of trust in these mechanisms is monitored by analyzing the volume and typology of notifications received, the existence of anonymous reports, compliance with the procedural deadlines for confirmation and feedback and by the feedback collected in internal surveys on the perception of equity and organizational climate. The proper use

of channels is considered an indicator of the functionality and credibility of existing mechanisms.

The results of these evaluations are used to improve internal communication, adjust procedures, organize additional information sessions and optimize investigation and feedback processes. The relevant conclusions are integrated into the ESG risk management system and can be reported in aggregate to the Board of Directors. Trust in these mechanisms is underpinned by guaranteeing confidentiality, protection against retaliation, impartial investigation of reports and communication of results within defined deadlines.

S1-4: Adopting measures regarding significant impacts on own workforce and approaches for managing significant risks and pursuing significant opportunities related to own workforce and the effectiveness of these actions

AROBS implements initiatives aimed at preventing or mitigating negative impacts on its workforce, generating positive impacts and managing risks and opportunities associated with human capital.

Actions for positive impacts on the workforce

The company implements programs that support skills development, employee engagement, and well-being, including:

- training and professional development programs;
- annual performance reviews and coaching sessions;
- regular 1-on-1 meetings between employees and managers;
- annual employee satisfaction surveys, including eNPS indicators;
- initiatives to support work-life balance.

These initiatives aim to improve employee retention, develop skills and build organizational capacity.

Prevention and mitigation of negative impacts

AROBS identifies and manages current or potential negative impacts on its workforce by:

- internal reporting mechanisms, including the whistleblowing channel;
- direct communication with the Human Resources Department;

- internal surveys and other feedback mechanisms;
- monitoring of human resources indicators.

The situations identified are analyzed by the relevant functions (e.g. HR, legal or management), and the measures adopted may include the formal investigation of the case, the application of disciplinary measures or the review of internal procedures to prevent similar situations.

Actions to prevent discrimination and promote equal opportunities

The company promotes a fair and inclusive working environment by:

- implementing diversity and inclusion policies;
- applying recruitment and promotion processes based on objective criteria;
- monitoring gender distribution in management positions;
- promoting an organizational culture based on respect and non-discrimination.

Actions on health and safety at work

In order to prevent risks to the health and safety of employees, the company:

- applies internal occupational health and safety policies and procedures;
- identifies and assesses occupational risks;
- implements incident prevention measures;
- provides training for employees on health and safety at work.

Employee well-being and development actions

In order to prevent negative impacts related to working conditions or professional development, the company implements training and professional development programs; periodic performance reviews; regular meetings between employees and managers; initiatives to support work-life balance.

Human and organizational resources for managing material impacts on one's own workforce, mainly through the involvement of the Human Resources department and management, are used for the internal policies implementation, training and professional development programs, complaint reporting mechanisms and monitoring of human resources indicators and employee feedback.

Risk and opportunity management

Risks related to one's own workforce are managed by monitoring human resources indicators, analyzing employee feedback, and internal mechanisms for reporting concerns.

Opportunities related to human capital are pursued through initiatives supporting skills development, employee engagement and the promotion of diversity.

Evaluation of the actions' effectiveness

The effectiveness of the implemented actions is assessed by:

- HR indicators, such as retention, diversity and workforce structure;
- the results of the annual employee satisfaction surveys;
- feedback collected in annual performance reviews and 1-on-1 meetings;
- analysis of the notifications received through the internal reporting mechanisms.

The results of these evaluations are analyzed by management and the Human Resources Department and are used to adjust initiatives and continuously improve organizational practices.

Allocated resources

The management of impacts on its own workforce is mainly achieved through the involvement of the Human Resources Department and executive management, which ensures the implementation of internal policies, the development of training programs and the monitoring of human resources indicators.

S1-5: Targets related to managing significant adverse impacts, promoting positive impacts, and managing significant risks and opportunities

AROBS has set results-oriented targets to manage impacts on its workforce, promote positive impacts, and manage risks and opportunities associated with human capital.

The company's targets are set in accordance with the principles and commitments set out in the relevant internal policies, including: Human Rights Policy; Diversity and Inclusion Policy; Occupational Health and Safety Policy; ESG and Corporate Social Responsibility Policy; Stakeholder Engagement Policy.

Main targets

The targets set by the company reflect the commitments made by the aforementioned policies and aim to maintain a safe and healthy work environment, promote diversity and equal opportunities, respect for human rights and labor rights and strengthen mechanisms for dialogue and employee involvement.

The target setting process is carried out at management level, based on internal policies, the assessment of relevant risks and impacts, and feedback received from stakeholders.



Implementation and progress monitoring are integrated into the company's ESG management and reporting processes.

The objectives established by AROBS in the field of its own workforce are both quantitative and qualitative, being defined to monitor the progress of the organization in terms of employee well-being, diversity and inclusion, professional development and quality of the work environment. These objectives are integrated into the Group's sustainability strategy and are aligned with the social commitments assumed at the organizational level.

As part of its sustainability strategy, the company has set the following goals for its workforce:

- increasing the representation of women in leadership positions by 15% by 2030;
- organizational development goals, such as improving workforce retention, satisfaction, and diversity;
- compliance and social governance objectives, including the creation of a formal framework of human resources policies and procedures based on equity, inclusion and safety;
- skills development targets, such as training 100% of employees in ESG and data protection by 2026.

These objectives reflect the strategic directions set for the social dimension of sustainability and are designed to support the development of a responsible and inclusive organization.

Scope

The social targets are set at the level of the AROBS Group and apply:

- to all its employees (full-time and part-time);
- management and management staff;
- Organizational functions involved in the implementation and monitoring of objectives, including human resources departments and executive management.

Benchmarks

The reference year for the social objectives is 2024.

Benchmarks include:

- the current structure of gender diversity in leadership positions (around 35% women and 65% men);
- the level of indicators on employee retention and satisfaction;
- level of indicators on health and safety at work (zero accidents objective).



Progress monitoring

Progress in achieving the objectives is monitored annually by:

- human resources indicators, such as retention, structure and diversity of the workforce;
- indicators on health and safety at work;
- employee participation in training programs;
- The results of internal employee satisfaction surveys, including eNPS indicators.

Feedback collected through annual performance reviews, 1-on-1 meetings, and exit interview results are also analyzed.

Target setting and review process

The targets are set at the level of the executive management and the Board of Directors, based on:

- double materiality analysis;
- analysis of internal human resources data;
- the results of the organisational climate surveys;
- employee feedback collected through internal consultation mechanisms.

Employees indirectly contribute to setting and monitoring targets by participating in internal surveys, thematic questionnaires, and the double materiality analysis process.

To monitor employee satisfaction and experience, the company also uses specific tools for feedback and organizational development, such as:

- annual employee satisfaction surveys, which include Employee Net Promoter Score (eNPS) indicators to assess the level of engagement;
- exit interview analysis, used to identify causes of departure and opportunities to improve the work environment;
- periodic feedback collected through the internal project management and timekeeping platform, which allows monitoring the level of involvement in current activities;
- annual performance appraisal, which tracks professional progress and employees' contribution to organizational goals;
- regular 1-on-1 meetings between employees and managers, which facilitate direct dialogue and early identification of possible problems;



- coaching and professional development sessions, designed to support the development of skills and individual performance.

The data resulting from these tools is collected through internal HR systems and ESG monitoring mechanisms and is regularly analyzed by management to identify trends, assess progress in achieving objectives, and define measures for continuous improvement.

Progress towards these targets is assessed annually as part of the internal ESG data collection process and is presented in the company's sustainability reporting.

Although formal performance monitoring and target reporting is carried out at management and Board level, employee perspectives contribute to assessing progress and adjusting measures, reinforcing a participatory approach aligned with ESRS requirements.

Its own workforce is directly and participatively involved in identifying improvements through annual surveys, thematic consultations, open dialogue with management, and analysis of complaints through the whistleblower protection mechanism.

S1-6: Characteristics of the enterprise's employees

Total number of employees

At the end of the reporting period, the AROBS Group had 1102 employees. At the end of 2024, the Group had 1,211 employees (headcount).

The gender distribution is as follows:



Indicator	2025		2024	
	Average number of employees (number of people)	Number of employees (number of people), end of period	Average number of employees (number of people)	Number of employees (number of people), end of period
Male	608	593	728	665
Female	445	509	577	546
Other	0	0	0	0
Undeclared	0	0	0	0
Total	1053	1102	1305	1211

The average annual number of employees during the reporting period was 1,053 people, compared to 1,305 people in 2024.



Employee information by contract type and gender

Gender	Number of employees	Number of permanent employees	Number of temporary employees	Number of employees with non-guaranteed working hours	Number of full-time employees	Number of part-time employees
	Number of people					
2025						
Male	593	575	18	0	536	57
Female	509	495	14	0	453	56
Other	0	0	0	0	0	0
Undeclared	0	0	0	0	0	0
Total	1102	1070	32	0	989	113
2024						
Male	665	n.a.	n.a.	0	616	49
Female	546	n.a.	n.a.	0	483	63
Altul	0	0	0	0	0	0
Undeclared	0	0	0	0	0	0
Total	1211	n.a.	n.a.	0	1099	112



Number of employees in countries with 50 or more employees, accounting for at least 10% of the total number of employees

Year	Country	Number of employees in countries with 50 or more employees, accounting for at least 10% of the total number of employees	Average number of employees in countries with 50 or more employees, representing at least 10% of the total number of employees
2025	Romania	937	885
2024	Romania	1084	1155

Staff turnover rate

During the reporting period:

In 2025:

- 316 employees left the company
- The employee turnover rate was 29%

In 2024:

- 337 employees left the company
- The employee turnover rate was 25.8%

Calculation methodology

Data on own employees (ESRS S1) is collected and consolidated according to the internal procedure "Data Collection Procedure – CSRD Reporting", based on information extracted from HR systems and official personnel documents.

The data sources used are:

- Internal payroll and personnel administration systems (e.g. TRUE HR, DP Payroll, ASIS, Timesheet);
- Monthly and annual payrolls;
- Individual employment contracts and addenda;

- Records regarding contract terminations;
- Internal reports generated by the HR department.

The indicators are calculated as follows:

- Total number of employees (number of people): All employees active at the end of the reporting period are included, regardless of the norm (full-time or part-time). Outsourced personnel are excluded.
- Average number of employees: It is calculated as an arithmetic average of the number of existing employees at the end of each month (sum of monthly values / 12).
- Full-Time Equivalent (FTE): The number of part-time employees is converted proportionally to full-time (e.g. 0.5 FTE for 50% time).
- Employee turnover rate = $\text{Number of departures in the reporting year} / \text{Average number of employees} \times 100$
- Demographic distributions (gender, age, region, contract type): Based on officially declared data in the HR system;
- The data is aggregated and anonymized, in compliance with the requirements of the GDPR; Age groups used: 30 years, 30–50 years, >50 years.

Applied hypotheses

If it is not possible to determine the exact number of hours worked for certain calculations (e.g. accident rate), the estimate based on the standard working norm is used, adjusted with the days of paid leave and the absences recorded. The data is considered correlated with the annual financial statements (where applicable), by reconciliation with payrolls and accounting records.

For indicators where the collection of certain categories of data is legally limited (e.g. disabilities), reporting is made only to the extent permitted by legislation and based on voluntary declarations.

Applied methodological principles

- Traceability – each reported value has an identifiable supporting document;
- Accuracy – primary verification at HR level and centralized validation by the CSRD Coordinator;
- Consistency – using the same formulas and definitions from one year to the next;
- Auditability – keeping documentation for a minimum of 5 years.

Reporting scope

The data includes the employees of the consolidated entities within the AROBS Group, according to the sustainability reporting perimeter. Only employees with an individual employment contract active at the level of consolidated entities are included. External collaborators (Self-employed individuals, freelancers, mandates, internships) are excluded, and are reported separately.

Business model characteristics relevant to data interpretation

The group operates in the IT and software development field, mainly office activities and intellectual work. The structure of the workforce is predominantly technical (software engineers, developers, IT specialists), which influences: the distribution by age groups (high share 50 years), the low rate of work accidents, a high level of qualification and participation in training. A relevant proportion of the staff works in hybrid or remote mode, which influences the indicators regarding commuting and hours worked in the office.

Limitations and methodological assumptions

Demographic data (e.g. disabilities) is collected only to the extent permitted by applicable law and based on voluntary declarations, in accordance with the GDPR.

If it is not possible to accurately determine the total number of hours worked (for the calculation of OSH rates), the estimate based on the standard working norm, adjusted for paid absences, shall be used.

The salary indicators include the gross salary and, where applicable, variable components according to the internally defined methodology.

Factors that can influence comparability over time

Significant increases or decreases in the number of employees may be determined by acquisitions or the integration of new entities into the Group, the opening or closing of business lines, or fluctuations specific to the IT market.

Local legislative changes (e.g. minimum wage, regulations on remote work) may influence certain salary or structural indicators.

Data on the number of employees and staff costs are reconciled with payrolls and annual financial statements to ensure consistency and consistency of reporting.

Data on the number of employees and staff costs are reconciled with payrolls and annual financial statements to ensure consistency and consistency of reporting.

S1-7: Characteristics of non-employed persons in the company's own workforce

In addition to employees with individual employment contracts, the AROBS Group also uses external collaborators who contribute to the development of the company's activities.

Total number of non-employed persons

At the end of the reporting period, the company used 244 non-employed workers.

Their distribution is as follows:

Type of non-employed worker	2025	2024
	Number of persons	
non-employed persons (PFAs, freelancers, service contracts)	259	253
Persons provided by temporary work agencies (NACE N78)	0	0
Total	259	253

The category "persons who are not employed in their own workforce" includes external collaborators (PFA, freelancers, service contracts); persons with a mandate contract; persons in internship (where there is no individual employment contract).

Calculation methodology

The data is collected from active service contracts, mandate contracts, internship contracts and the internal register of contracts managed by the Legal department.

For the calculation of the indicator, the following rules are applied:

- this includes persons who had an active contract for a period of more than one month in the reporting year; only contracts active in the analyzed period (regardless of whether they started before the reporting year) are included. A contract is considered active if there is: signed contractual document and actual provision of services during the analyzed period.
- a person with several contracts in the same year is counted only once;
- persons who appear simultaneously as employee and collaborator are classified exclusively as employees; A person with multiple contracts in the same year is counted only once.

- Interrupted or suspended contracts are considered active only for the period in which there was actual provision of services.

For compliance, direct confirmations were requested from each entity in the group, and the data was entered by each local manager based on a table with access based on a password, on an internal reporting platform.

Context for data interpretation

The use of external collaborators reflects the IT industry-specific operating model, where projects may require specialized skills or additional temporary resources.

Therefore, contributors are mainly used for software development activities, technical consulting, or specific projects.

Methodological limitations

The data does not include detailed information on the actual time worked (hours/FTE), as employees are not integrated into the employee timekeeping system. No additional demographic data (e.g., gender, age) is collected, unless contractually required and legally permitted.

The data on non-employed workers must be interpreted in the context of the IT industry-specific operating model, the distinct contractual relationship with employees, and the methodology applied (number of people, without FTE). Providing these clarifications ensures transparency and a correct understanding of the structure of the extended workforce reported under ESRS S1-7.

The estimated number of persons not employed in their own workforce (ESRS S1-7) is determined based on the official contractual records available at the level of each entity in the group, according to the internal CSRD data collection procedure.

S1-8: Collective bargaining coverage and social dialogue

The company prioritizes direct contact with employees and their representatives to address workplace issues and ensure fair treatment. AROBS Transilvania Software S.A. meets the legal requirements for a collective bargaining agreement (CLA). We initiated collective bargaining procedures and invited employees to select employee representatives, and the procedure is still ongoing.

We shared several internal email campaigns with all employees, informing them about the employer's initiative for collective bargaining of the employment contract and inviting them to present their **representatives** so that the company has a dialogue partner. We also informed them about potential candidates who contacted us, encouraging employees to contact these candidates and hold elections. We will hold the first negotiation meeting after the employees' representatives are elected.

In this context, the percentage of AROBS's total workforce covered by collective bargaining agreements is 0%, the same as in 2024.

In Romania, the country within the European Economic Area where the company has a significant number of employees, the percentage of employees covered by collective bargaining agreements is 0%, the same as in 2024.

Outside the EEA, this disclosure requirement does not apply within the scope of the company's current reporting perimeter.

For employees not covered by collective bargaining agreements, working conditions and terms of employment are established through individual employment contracts, internal regulations, and applicable internal policies, and are not determined or influenced by collective bargaining agreements applicable to other employees of the company or other enterprises.

With regard to non-employee workers within the company's workforce, their contractual terms are not determined or influenced by collective bargaining agreements, and the estimated coverage rate is 0%, the same as in 2024.

Regarding social dialogue, AROBS promotes direct communication and encourages employees to express their opinions, concerns, and suggestions. However, as of the reporting date, the percentage of employees in Romania covered, at the unit level, by employee representatives is 0%, the same as in 2024, since the process of appointing and electing representatives had not been finalized as of the reporting date.

As of the reporting date, AROBS has no agreement in effect regarding employee representation through a European Works Council (EWC), a Works Council of a Societas Europaea (SE), or a Works Council of a Societas Cooperativa Europaea (SCE). Given the current structure of the company's operations, which are primarily concentrated in Romania, such mechanisms are not currently applicable.

AROBS monitors relevant developments in the field of labor relations and social policies at the national and European levels and is a member of employer and professional organizations, including ANIS and ARIES. The Group strictly adheres to their codes of good practice for IT professionals, ensuring excellence, ethical conduct, and quality in all our operations. As a representative employer in the software and services industry and a member of the Concordia Employers' Confederation, ANIS actively participates in the tripartite dialogue between the government, employers, and trade unions, advocating for a balanced and competitive labor market that attracts and retains top talent both regionally and internationally.

S1-9: Diversity indicators

The gender distribution at the level of senior management and the distribution by age groups among AROBS employees is as follows:

Top management:

Indicator	2025		2024	
	Men	Women	Men	Women
Gender distribution of the number of employees (number of people) at top management level	33	12	15	8
Gender distribution of the percentage of employees at top management level	73	27	65	35

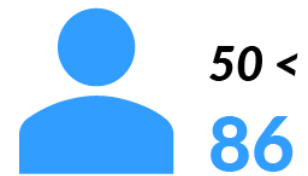
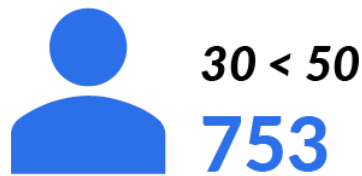
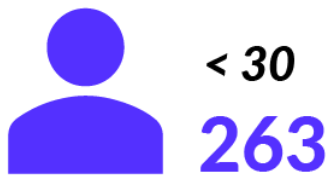
"Top management" means: the CEO (General Manager) of the Group and the Executive Directors who report directly to the CEO (e.g. CFO, COO, CMO, CTO, etc.); The next lower level of management – managers who report directly to the members of the executive team (direct report to level 1).

This definition is used consistently for the calculation:

- Gender Distribution in Management
- indicators on diversity in leadership positions
- Organizational structure analysis

Information on employee age ranges

Distribution of employees (number of people)	2025	2024
Under 30	263	391
Between 30 and 50 years old	753	783
Over 50 years old	86	37



S1-10: Adequate wages

All AROBS employees are remunerated at least at the level of the legal minimum wage applicable in each jurisdiction, and in practice the level of remuneration exceeds the legal minimum thresholds. During the reporting period, 100% of employees were remunerated at least at the level of the applicable legal minimum wage, and in practice the level of remuneration exceeds the minimum thresholds set by national legislation. This percentage remains unchanged compared to 2024.

Therefore, no cases of employees being paid below the appropriate salary level were identified during the reporting period.

Applied methodology

The verification of the adequate salary is carried out based on the following methodological principles:

- the salary used for verification is the gross monthly salary reported in the payrolls;
- the analysis is carried out separately for each entity in the scope of consolidation;
- for part-time employees, the salary is adjusted proportionally to the working time;
- The level of the minimum wage is verified in relation to the applicable normative acts or official statistical sources.

The data used for this analysis is extracted from the internal payroll and personnel administration systems and is reconciled with the company's payrolls and accounting records.

S1-11: Social protection

AROBS provides full coverage for its own employees in terms of social protection against loss of income due to illness, through legal compliance and by supplementing it with additional benefits, where appropriate.



Thus, during the reporting period, same as in 2024, 100% of employees were covered by social protection programs, and no countries or categories of employees were identified that did not benefit from these mechanisms.

Social protection includes coverage for the following major life events:

- sickness, through public health insurance systems and sick leave allowances;
- through mandatory contributions to public unemployment insurance funds;
- injury at work or acquired disability, through public social security systems and occupational safety and health legislation;
- parental leave, according to the applicable labor legislation;
- through mandatory contributions to public pension systems.

All employees with an individual employment contract are registered in the public social and health insurance systems, and the related contributions are withheld and transferred monthly according to the applicable legislation.

Social contributions are withheld and transferred according to the legal requirements of each country. In addition to mandatory public protection, in certain jurisdictions AROBS offers private health insurance and/or the possibility of remote work or flexible working in non-serious medical cases. The indicator includes all own employees (full-time and part-time).

S1-12: Persons with disabilities

During the reporting period, the percentage of persons with disabilities among the employees of the AROBS Group was 0.36%, subject to legal restrictions on data collection. This percentage has increased slightly compared to 2024, when the percentage of people with disabilities was 0.31%.

"Person with disabilities" means an employee who holds an official disability certificate issued by the competent authority or has voluntarily declared the existence of a disability under applicable law. The definition is applied in accordance with the national law of each jurisdiction in which the Group operates.

Calculation methodology

The indicator was calculated as follows:

- The total number of employees who officially declared or documented the existence of a disability was determined
- The formula was applied: $\text{Employees with disabilities} / \text{Total employees} \times 100$.

The data is collected based on:

- employee voluntary declarations
- supporting documents submitted for the purpose of obtaining legal facilities (where applicable)
- managed by the human resources department.

The information is aggregated and anonymized in accordance with data protection requirements. There is no active or forced collection of this information.

Methodological limitations

Reporting is based solely on voluntary declarations or documents submitted by employees. The actual number of people with disabilities may be higher than reported, as not all employees choose to report this information, and in some jurisdictions data collection is legally limited or restricted. The data are influenced by the country-specific legislative framework (e.g. the existence of mandatory quotas or tax incentives).

The indicator includes only own employees, and the gender breakdown is not presented because the collection of this information may be restricted by applicable law or data protection requirements.

S1-13: Training and skills development indicators

AROBS offers employees training and professional development programs designed to support the development of technical and professional skills, support career development and contribute to maintaining the employability.

Training activities include technical programs, professional development sessions, information security trainings, and programs dedicated to sustainability and data protection, in line with the objectives of the sustainability strategy.

Participation in performance reviews

During the reporting period, 78% of employees of the companies in the group participated in regular performance and career development evaluations.

These assessments are carried out annually and include:

- analysis of professional performance;
- setting individual goals;
- identifying professional development needs;
- defining individual development plans.

Training and evaluation activities

Indicator	2025	2024
Average number of training hours per person for employees	4.43	0.18
Percentage of employees who participated in regular performance and career development reviews	78%	100%
The number of employees who participated in regular performance and career development reviews, by employee category	863	651*

*** The figures presented for 2024 apply to the parent company, Arobs Transilvania Software SA**

The percentage of annual performance evaluations carried out in 2025 reflects the company's growth context, marked by the implementation of an accelerated procurement strategy starting especially with 2021. The integration of the acquired companies was carried out in stages and at different levels of organizational maturity, which led to the existence of uneven performance evaluation processes within the Group.

In this context, the partial coverage of evaluations is determined by the process of alignment and integration of human resources practices between newly integrated entities and existing structures. The company plans to absorb five more entities in 2026 and is currently carrying out a process of standardization and unification of the performance evaluation system at group level.

Gender training and skills development indicators in 2025

Indicator	Women	Men	Not specified	Total
Average number of training hours per gender	1950	2968	0	4918

This information was not reported in 2024, as these are indicators phased in. 2025 is the first year in which they are reported.

Calculation methodology

Training indicators are calculated based on data collected from internal human resources systems and training registers.

The average number of training hours is determined by relating the total number of training hours to the total number of employees during the reporting period.

Performance evaluations are carried out as part of the annual performance management process, and participation is monitored through internal HR systems.

The reported indicators include only the company's own employees, and self-employed workers are not included in their calculation.

S1-14: Health and Safety indicators

AROBS implements an occupational health and safety management system based on applicable legal requirements and internal procedures regarding the prevention of occupational risks and the protection of employees.

Health and safety system coverage

During the reporting period, 100% of the company's employees were covered by the occupational health and safety management system, in accordance with the applicable legal requirements.

Indicators on health and safety at work

During the reporting period, the following indicators were recorded:

Indicator	2025	2024
Percentage of people in their own workforce who are covered by a health and safety management system based on legal requirements and/or recognized standards or guidelines	100%	100%
Number of deaths in one's own workforce because of work-related injuries and poor work-related health	0	0
Number of accidents at work recorded for own workforce	0	0
Rate of accidents at work recorded for own workforce	0%	0%
Number of cases of registered occupational diseases	0	0

Indicator	2025	2024
Number of days lost due to work-related injuries and deaths due to work-related accidents, work-related poor health and employee-related deaths	0	0
Number of cases of registered work-related poor health of employees	0	0
Number of deaths because of work-related injuries and work-related poor health of other workers working on the company's sites	0	0
Number of deaths of other workers on company sites	0	0

Background

The activity of the AROBS Group is predominantly carried out in the IT and software development field, and most of the employees work in the office environment or remotely.

Therefore, occupational risks are mainly associated with office work and the use of computer equipment.

The company applies risk prevention procedures, periodic occupational risk assessments and occupational health and safety trainings to maintain a safe working environment for employees. The accident rate is calculated according to the national legislation applicable to each jurisdiction.

S1-15: Work-Life balance indicators

AROBS offers employees the right to leave for family reasons in accordance with the applicable national legislation and internal human resources policies.

During the reporting period:

- 100% of employees were entitled to family leave, in accordance with the law and their individual employment contracts, just as in 2024.
- 24% of eligible employees took family leave, compared to 26% in 2024.

Types of family leave include:

- maternity leave;
- paternity leave;

- parental leave;
- sick childcare leave;
- leave for caring for a family member;
- days off for special family events.

The gender distribution of employees who used family leave is:

Indicator	2025		2024	
	Men	Women	Men	Women
Percentage of employees with rights who took family-related leave by gender	15	35	11	15

Thus, the percentage of its employees who are entitled to family-related leave, according to social policies and the applicable legal framework, is 100% of eligible employees, in all jurisdictions in which the Group operates, same as in 2024

The rights are also reflected in the Internal Regulation (ROI), the HR policies applicable at the entity level, as well as in the individual employment contracts.

The indicator includes all own employees (full-time and part-time).

S1-16: Remuneration metrics (pay gap and total remuneration)

AROBS monitors employee compensation indicators to assess the level of pay equity and the distribution of remuneration within the organization.

During the reporting period, the remuneration indicators were as follows:

- Gender pay gap:
 - 2025: 31%
 - 2024: 24%
- Total annual pay ratio:
 - 2025: 7.30
 - 2024: 8.15

Calculation methodology

All its employees in Romania (Active Individual Employment Contract), full-time and part-time are included. The calculation base is represented by the entire workforce in Romania, as most employees are established in Romania. This approach will provide a rational and fair picture of remuneration parameters.

a) Gender pay gap

It is calculated using the average gross hourly wage for all employees. The basic salary and, where applicable, the variable components are included, according to the internal methodology.

The formula used is:

$$\frac{(\text{Average gross hourly wage level of male employees} - \text{Average gross hourly wage level of female employees})}{(\text{Average gross hourly wage level of male employees})}$$

It is calculated at the aggregate level of the group.

b) Remuneration ratio

Given the Group's structure, with companies with different activities and business models, the indicator was determined using a methodology based on medians calculated at the entity level and subsequently aggregated at Group level. This approach allows for a more balanced reflection of entity-specific salary distributions and limits the disproportionate influence of entities with a high number of employees on the consolidated result.

The use of a median calculated at the level of the Group's entire population could lead to distortions, in particular through the over-representation of large entities, with the potential to mask relevant differences between employees occupying comparable roles in different entities.

The applicable standard provides for the ratio of the remuneration of the highest paid individual to the median of the total annual remuneration of employees, without explicitly establishing a single aggregation methodology for multinational groups. In this context, the methodology used has been selected in such a way as to be consistent with the Group's operational reality and is presented in a transparent manner in this report.

We thus mention that the results for 2025 are not directly comparable with those reported for 2024, as a result of the change in the calculation methodology. The recalculation of the indicator for the previous period according to the current methodology would involve a significant operational effort, involving the collection and validation of data at the level of the entire Group in a limited period of time.

Each entity within the Group has autonomy in setting up remuneration policies, and the methodology applied adequately reflects this decentralized reality.

The Group aims to formalize and implement a unitary calculation methodology at Group level in the next reporting cycle, including by updating the internal data collection and consolidation processes, to increase the comparability and consistency of reporting.



S1-17: Incidents, Complaints, and Serious Human Rights Issues and Incidents

AROBS monitors work-related incidents and employee rights complaints through internal reporting and investigation mechanisms, including the whistleblower protection mechanism and internal reporting channels managed by HR, legal and Risk & Compliance departments.

Incidents of discrimination

- Number of serious human rights problems and incidents related to one's own workforce: 0
- Number of incidents of discrimination: 0
- Number of incidents of discrimination: 0

Indicators include incidents of discrimination or harassment based on criteria such as gender, race, ethnic origin, religion, age, disability, sexual orientation, or other relevant forms of discrimination. These results are identical to those from 2024.

Complaints filed through internal mechanisms

During the reporting period:

- Amount of fines, penalties and compensation for damages because of incidents of discrimination, including harassment and complaints filed: €0
- Number of complaints submitted through channels for people in their own workforce to voice their concerns: 1

The data includes formal complaints submitted through the whistleblower protection channel, HR or legal/compliance department, as well as complaints about discrimination, harassment or violation of employees' rights confirmed by internal investigations.

The number of complaints can reflect both the level of awareness and functioning of reporting mechanisms, as well as the organizational climate. Only formally registered cases are included, and any methodological changes are documented to ensure comparability over time. No complaints were reported for 2024.

The number of complaints may reflect both the level of awareness and the effectiveness of reporting mechanisms, as well as the organizational climate. Only formally recorded cases are included, and any methodological changes are documented to ensure comparability over time.

Serious human rights incidents

No cases of serious human rights violations were identified in its own workforce, including cases of forced labor, child labor or trafficking in human beings. This result remains unchanged compared to 2024.

Data collection methodology

The data are compiled based on:

- the internal register of complaints;
- reports generated by the whistleblower protection mechanism;
- documents resulting from internal investigations.

Cases are reviewed by HR, legal and Risk & Compliance, and the results are reported in an aggregated manner, in compliance with privacy and data protection requirements.

For each reporting period, cases are identified and classified; their status and any corrective or disciplinary measures adopted are monitored. The data complies with the principles of traceability, confidentiality, objectivity, and consistency

7

S4 – Consumers and End Users

S4 - Consumers and end-users

AROBS integrates the interests and rights of consumers and end-users into its strategy and business model through a set of feedback collection and analysis mechanisms.

At the operational level, the company uses formal channels of communication with organizational customers — including contract review meetings, technical support ticketing and deliverable acceptance processes — through which the requirements, dissatisfactions and expectations of the end users of the software solutions provided are identified and documented.

The information collected through these channels is analyzed at the level of the product and management teams, as appropriate, and is used to prioritize functionalities in the software development roadmap, update technical specifications and adjust testing and quality assurance protocols.

With regard to consumer rights, AROBS takes into account the right to privacy and the protection of personal data in the process of designing products, by applying the principles of privacy by design and complying with GDPR requirements. These considerations influence decisions regarding the architecture of solutions, the types of data collected, and the contractual terms with business partners.

Data security and service reliability issues, identified as priorities for customers and end users, are reflected in the company's decision to maintain ISO 27001 and TISAX certifications and invest in cybersecurity capabilities.

From a strategic perspective, consumer/end-user demands for data security and reliable solutions are generating growth opportunities in the field of cybersecurity, compliance consulting, and advanced analytics. By addressing the misuse of consumer data and the misuse of products or design defects, AROBS aims to maintain compliance with customer data security requirements as an element of its market positioning. In parallel, mitigating reputational and legal risks through confidentiality and quality standards reduces long-term financial and legal exposures, strengthening AROBS' business model based on recurring partnerships and continuous improvement.

S4. SBM-3: Significant impacts, risks and opportunities and their interaction with the strategy and business model

In AROBS, the scope of consumer and end-user disclosures includes all categories of users who may be materially affected by the company's products and services. The company mainly operates in a B2B and B2G model, and its products and services are mainly provided to private organizations or public institutions. In this context, end users are usually employees or operators of client organizations that use the solutions developed by AROBS.



The groups included in the reporting scope include:

- customers and end users of telematics and fleet management solutions;
- Applications users and platforms developed within the Software Services division for various industries (automotive, IoT, enterprise, etc.);
- customers and end-users of HR management applications;
- users of software solutions for distribution and production activities.
- Users of B2G solutions – intended for public institutions

In AROBS, consumers and end-users subject to potential material impacts are mainly organizational customers and end-users of the company's software solutions and digital services.

The main categories of potentially affected users include:

- fleet managers and operators and other people who use telematics and fleet management solutions;
- employees and HR specialists who use HR management applications;
- employees and operators in production or distribution companies who use software solutions dedicated to these processes;
- users of software applications developed for various industries (e.g. automotive, enterprise, IoT or life sciences);
- employees of public institutions using the applications developed by AROBS for public administration or other public sector organizations.

The potential impacts are mainly related to data security and privacy, the quality and reliability of digital services, and the accessibility of applications used by customers and end-users.

In AROBS, **positive impacts** for consumers and end-users result mainly from the development and delivery of software solutions and digital services that support digitalization, operational efficiency, and access to public or private services.

In the case of B2G projects, the positive impact can have a broad social dimension, as the solutions developed for public institutions contribute to the modernization of public services and the improvement of administrative processes. For example, digitization projects for the Ministry of Health or the National House of Public Pensions aim to simplify administrative processes, improve data analysis and support the decision-making process of institutions, generating indirect benefits for citizens (e.g. streamlining the time allocated, avoiding queues or travel, digitizing processes) and for the functioning of the public administration (e.g. reducing the processing time of administrative files).

Potential negative impacts can be associated in particular with issues such as data security and privacy, the operation or availability of applications, the quality of digital services and the accessibility of software solutions used by customers and end-users.

Risk of misuse of consumer data

In solutions such as fleet monitoring (e.g. SAS Fleet or TrackGPS) or human resource management applications (TrueHR), the company processes personal data, including behavioral data, driver location data, or information related to payroll and personnel administration. In this context, potential misuse, unauthorized access or improper handling of this information could have a negative impact on the privacy of end-users, in particular drivers monitored by telematics solutions or employees whose data is managed in HR applications. Recognizing data protection as a pillar of its activity, AROBS has integrated cybersecurity measures, privacy by design principles and relevant certifications, such as ISO 27001 and TISAX, into product lifecycles. This commitment to data security influences the company's decisions regarding product development, solution architecture, and selection of technology partners.

AROBS does not market products that are inherently harmful or increase the risk of chronic diseases.

Improper use of the product or design defects

Solutions provided in both B2B and B2C contexts (e.g., GPS tracking hardware/software) pose a potential risk of malfunction if not properly tested or maintained. Such defects could expose consumers or end users to unintended functionality, data inaccuracies, or safety issues.

The company maintains quality assurance (QA) procedures, invests in research and development, and adopts industry-specific standards (e.g., automotive standards or embedded software). These procedures result in continuous updates and close coordination with customers, ensuring that the well-being of consumers/end-users is reflected in design specifications and test protocols.

End users of AROBS solutions have access to up-to-date technical documentation — including user manuals, configuration guides and release notes — made available through dedicated support platforms and implementation teams, with the aim of preventing product misuse and reducing the risk of operational errors.

Reputational and legal risks arising from harm to consumers

If end-users are affected (financially or physically) by software malfunctions – such as inaccurate route guidance in telematics solutions – AROBS could face legal action and reputational damage.

AROBS' strategic approach focuses on engaging customers and end-users for feedback, product documentation, and transparent communication about system limitations. These measures are integrated into training programs for technical and sales teams, shaping how the company refines offerings and prevents harm to consumers.

Given the B2B and B2G model, end users are generally professional employees or operators. No categories of vulnerable users (e.g. children, financially vulnerable persons) were identified in the target group of AROBS products.

Reputational and legal risks generated by non-compliance with privacy laws

Failure to comply with the GDPR or other data protection regulations, which could lead to financial penalties and damage consumer trust, underlies this risk.

AROBS invests in internal compliance mechanisms (e.g. data protection officers, privacy committees), routine privacy audits, and training employees on data management. The lessons learned from these audits lead to adjustments to product characteristics and contractual conditions with business partners.

Overall, these effects on consumers/end-users directly influence how AROBS refines its software development methods, data governance, and customer support processes.

The identified material risks and opportunities apply to all categories of end-users mentioned, without being limited to specific demographic groups.

Risks of integrating artificial intelligence into product and service development

AROBS has identified as material risk the use of artificial intelligence in the company's products and services. As AI components are integrated into developed software solutions — including telematics, fleet management, and enterprise software applications — there is a potential risk that AI systems will generate erroneous outputs, perpetuate algorithmic biases, or make automated decisions with a direct impact on end users, without their ability to understand or challenge the results.

This risk is directly connected to AROBS' business model, which involves the development and delivery of software solutions for organizational and institutional clients that use these solutions in operational processes with an impact on employees and end users. The end users most at risk are fleet operators and managers who make decisions based on recommendations generated by AI systems, as well as employees of client organizations whose data is processed through analysis algorithms.

At the business level, the materialization of this risk could lead to reputational damage, loss of trust of organizational customers and legal exposure in the context of the evolving European regulatory framework on artificial intelligence — especially considering the AI Act (EU Regulation 2024/1689). AROBS manages this risk by integrating the testing and validation requirements of AI components into internal quality assurance protocols and by developing an AI governance framework that ensures transparency and accountability in the use of artificial intelligence towards customers and end users.

S4-1: Consumer and end-user policies

AROBS has implemented policies and procedures that establish the principles and mechanisms for the protection of consumers and end users, especially in the field of information security, data protection, and quality of digital services. The policies aim to ensure data privacy and security, prevent and manage negative impacts on users, and continuously improve customer experience. They apply to all group entities, employees, and partners who process data or participate in the development and provision of the company's services.

More specifically, it applies to all categories of consumers and end users identified as relevant in the materiality assessment: users of telematics and fleet management solutions, users of human resources management applications, users of software solutions for production and distribution, users of platforms developed for various industries, as well as employees of public institutions using the B2G solutions developed by AROBS. There are no exclusions based on segment, geography, or user type.

1. **Respect for privacy and data protection:**

- *The GDPR Data Protection Policy defines the requirements for the collection, processing, storage, and lawful retention of data. It focuses on consent management, security controls, and breach of notifications for consumer/end-user data.*
- There are contractual clauses (data processing agreements) to ensure that providers and partners comply with the same data protection standards.

2. **Information Security and Privacy:**

- *The management security policy sets out responsibilities for protecting information assets, including encryption, secure system configurations, and incident management, protecting end users from potential misuse of sensitive information.*

3. **Human rights, fair treatment and non-discrimination:**

- *The business ethics requirements of the Code of Conduct impose non-discriminatory practices in the design and marketing of products, prohibit misleading advertising, and require fair treatment.*
- *Sustainability requirements towards suppliers will be created to extend similar obligations towards third parties, ensuring that the rights of consumers/end-users are respected throughout the value chain.*

4. **Safety and quality of products and services:**

- Internal and security audits are carried out to verify the functionality and security of the products. No breaches of product functionality and security were reported.

If end users are affected by a security incident or data breach, AROBS applies a response procedure that includes: notifying affected users within the deadlines provided by the GDPR (Art. 34), describing the nature of the incident and the data involved, the immediate technical measures applied to limit the impact, as well as concrete guidance addressed to affected users on the recommended protection steps. End users can submit complaints related to impacts on their rights through the public Stakeholder Feedback and Grievance mechanism, available on arobs.com's website, and the complaints received are analyzed and resolved within an internally defined deadline. In 2024, there were no remedial complaints from consumers or end users.

These policies include commitments under the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles, and the OECD Guidelines for Multinational Enterprises. AROBS tracks any incidents of non-compliance reported in its downstream value chain (no such reports were recorded in 2024).

Implementation is supported by operational procedures on data protection, impact assessments (DPIAs), monitoring of user satisfaction through NPS, and feedback and grievance mechanisms. Responsibility for policy enforcement lies with executive management, operational functions, and security and data protection officers. Policies are regularly monitored and reviewed to ensure compliance with legal requirements and to integrate user feedback and the results of internal assessments.

The scope covers activities involving interaction with consumers and end-users, development and delivery of software solutions, provision of digital services, as well as personal data processing processes. Through contractual requirements and internal procedures, these policies are also extended to suppliers or subcontractors who may have access to systems or data managed by AROBS. No material exclusions are foreseen.

The **responsibility** for the implementation of the relevant policies for the protection of consumers and end users within AROBS lies with the executive management, which approves the governance framework, internal policies and allocates the necessary resources for their implementation. At the operational level, the implementation is ensured by the functions responsible for project management, customer relations, information security and data protection, including Project Managers, PMO, IT security function and the Data Protection Officer (DPO). The relevant consumer and end-user protection policies under AROBS are aligned with internationally and Europeanly recognised standards and frameworks.

Under AROBS, relevant policies for consumers and end-users have been developed taking into account the interests and expectations of key stakeholders, in particular customers, end-users of digital solutions, business partners, and regulators. The defining and updating process of the policies considers the applicable legal requirements (in particular those on data protection), industry best practices and the feedback collected from customers and users through mechanisms such as satisfaction surveys (NPS),

customer feedback processes and the public Stakeholder Feedback Grievance mechanism.

For **external stakeholders**, the relevant principles and commitments are published on the arobs.com website and in the sustainability reports, and feedback and grievance mechanisms are publicly available to allow for the submission of complaints or suggestions.

For the **stakeholders involved in the implementation of the policies** (employees and collaborators), the documents are communicated through the company's internal platforms, through operational procedures and contractual provisions. Employees have access to relevant policies through internal documentation and training platforms, and suppliers and partners are informed through contractual requirements and supplier management processes.

AROBS's general approach to respecting the human rights of consumers and end-users is:

- Systemic – integrated into governance and risk management
- Preventive – based on impact assessment (DPIA) and privacy by design
- Operationalized – through policies, DPAs, technical and organizational measures
- Extended in the value chain – through contractual requirements and supplier audits
- Remediation-oriented – through clear mechanisms for reporting and dealing with breaches

S4-2: Engagement processes with consumers and end-users regarding impacts

AROBS's engagement with consumers and end-users takes place:

- Directly, through NPS frameworks, Continuous NPS, feedback forms and public grievance mechanism;
- Through legitimate representatives, especially in B2B relationships, where the customer's stakeholders convey the perspective to the end users;
- Through approaches, such as satisfaction indicators, dedicated audits, and ESG assessments.

AROBS's commitment takes place:

- In the initiation stage – through workshops and clarification of requirements (punctually, at the beginning of each project);
- In the implementation stage – through operational meetings and monthly/quarterly monitoring;
- In the post-delivery stage – through NPS, Continuous NPS and standardized feedback processes;
- Permanent – through the public Stakeholder Feedback Grievance mechanism.

Consumer feedback is not only collected but integrated into decision-making and operational processes that manage current and potential impacts on end-users' rights and interests.

Operational responsibility for ensuring engagement with consumers and end-users lies with:

- PMO and Project Managers (Software Services),
- Management of Customer Success divisions and functions,
- ESG/Sustainability function for public feedback mechanisms.

Ultimate responsibility and strategic oversight belong to the Executive Management/Board, which ensures that engagement mechanisms are functional; results are analyzed, and conclusions inform the company's operational and strategic approach.

The evaluation of effectiveness is:

✓ Multi-dimensional

Includes quantitative indicators (NPS), qualitative evaluations (detailed feedback), and audits.

✓ Periodic & Ongoing

Monthly Monitoring, Quarterly Reporting, Continuous Ongoing NPS.



✓ Integrated into governance

Indicators are part of the formal project management system and ESG reporting.

✓ Action-oriented

Feedback generates documented and monitored corrective actions.

In the B2B context, feedback is collected through legitimate representatives of the customer, who can convey the perspectives of internal end users (e.g. customer employees, end users of the developed applications).

S4-3: Negative impact remediation processes and channels through which consumers and end-users can voice their concerns

In case of identifying a negative impact, the company carries out an assessment of its severity and its role in producing the impact (causation, contribution, or connection through business relationships). Depending on the result, corrective measures such as technical fixes, operational adjustments, notification of affected parties, or activation of contractual mechanisms with partners or suppliers involved are implemented.

Under AROBS, consumers and end-users can submit concerns, suggestions, or complaints through several dedicated communication and feedback channels. A main channel is the public Stakeholder Feedback Grievance mechanism, available on the corporate website, which allows the confidential transmission of complaints or suggestions related to the company's practices, including environmental, social or governance issues. In the relationship with customers and end users, the company also uses satisfaction surveys (NPS) and standardized customer feedback processes, through which users can evaluate services and report problems or opportunities for improvement. In projects with corporate clients, user concerns and needs are communicated and managed through dedicated operational channels, including project management teams, Customer Success, and periodic performance review processes.

Tracking, monitoring and ensuring effectiveness

The complaints received through the feedback mechanisms, including the Stakeholder Feedback Grievance form, satisfaction surveys (NPS) or customer feedback processes, are analyzed by the responsible teams (Project Management, Customer Success or technical support). They are recorded, evaluated, and managed within internal processes, and where necessary, they are escalated to the relevant management for the implementation of corrective measures. Monitoring includes regular analysis of the type and frequency of reported problems, as well as evaluation of response time and how to solve them. In the case of projects carried out with corporate clients, the feedback and problems identified are discussed and followed up during the regular project reviews. The

effectiveness of the channels is evaluated by monitoring the level of their use, analyzing the feedback received, and identifying recurring trends that may indicate the need to improve the processes or services offered.

Internal ethics and compliance policies, as well as irregularity reporting mechanisms, provide that any form of retaliation against individuals who report concerns or possible irregularities in good faith is prohibited.

S4-4: Adopting measures regarding significant impacts on consumers and end-users and approaches to manage significant risks and pursue significant opportunities related to consumers and end-users, and the effectiveness of these measures

AROBS applies a process that includes:

- Identification through feedback mechanisms, monitoring and management of incidents;
- Formal risk assessment and determination of the company's role; Implementation of technical, operational and contractual corrective measures;
- Notification and transparency, where necessary;
- Preventive measures to avoid recurrence.

AROBS has implemented initiatives and mechanisms dedicated to generating positive impacts for consumers and end users. They aim to increase the quality of services, strengthen digital trust, improve user experience, and create sustainable value. In AROBS, the processes of managing and solving the problems reported by consumers and end users are an essential component, the company having a strong customer-focused business model.

The availability and effectiveness of these processes are supported by customer service and continuous feedback in the telematics division, as well as by the project governance model in Software Services, where customer satisfaction is constantly monitored. In addition, complaints can be submitted through the public Stakeholder Feedback Grievance mechanism available on arobs.com.

Effectiveness is assessed by analyzing customer feedback and satisfaction indicators, such as NPS and Continuous NPS, but also indirectly by the evolution of business relationships, including customer retention, contract expansion, and market share growth.

Avoiding material negative effects through one's own practices

- **Marketing and sales:** Marketing materials and campaigns adhere to internal ethical guidelines. If tension arises (e.g., encouraging user data collection vs. privacy concerns), the data protection officer and senior management weigh the risks and proceed with a minimal data philosophy.
- **Use of data:** Anonymization or commercialization of aggregated usage information, where possible. If a conflict arises between data-driven business objectives and user privacy, management is consulted before decisions are finalized.

Serious human rights problems or incidents

To date, no serious incidents related to human rights, consumers/end-users, have been reported. Any future issues will be referred through the Complaints Committee process, and immediate action will be taken.

Resource allocation

AROBS allocates budget for specialized personnel (QA engineers, data privacy teams), invests in compliance tools (ticketing systems, monitoring) and provides continuous training to maintain the basic level at 0 incidents. These resources are part of the integrated approach to managing and preventing the negative impact on end-users.

S4-5: Targets related to managing significant adverse impacts, promoting positive impacts, and managing significant risks and opportunities

The relevant targets for consumers and end-users within AROBS are aligned with the objectives set out in the internal policies on data protection, information security, customer ethics and responsible development of software products, as well as with the directions defined in the Sustainability Strategy 2025–2030.

In AROBS, actions to mitigate material risks related to consumers and end-users are defined based on the double materiality analysis, the risk register, and the targets set out in the Sustainability Strategy 2025–2030.

The strategic objectives set are:

- strengthening personal data protection and digital security for users of the company's products and services;
- integrating consumer feedback into the process of developing and improving software products;

- increasing transparency and ethical accountability in the interaction with customers and end users;
- developing accessible and inclusive software products and services for different categories of users

Measures:

- Implementation of robust data protection mechanisms and periodic cybersecurity assessments – this is done with a high frequency, from CISO and DPO functions
- Product testing for compliance with digital accessibility standards (e.g. WCAG (Web Content Accessibility Guidelines 2.1) – all software service projects are tested for WCAG compliance.
- Creating formal channels for consumer feedback and setting clear deadlines for response – implemented in 2025.
- Publication of AROBS commitments on digital ethics and transparency in relation to users – implemented from 2025.

Consumers and end-users are not directly involved in the formal setting of the company's strategic or ESG targets. During the reporting period, AROBS did not see any significant changes to the objectives or indicators used to monitor consumer and end-user issues.

The continuous improvement process is formally analyzed and implemented internally, but it derives directly from user perspectives and experiences, which thus contribute to the organizational learning process and the continuous improvement of the company's performance.

Although external stakeholders, including consumers and end-users, are not directly involved in the formal setting of targets, their perspectives are indirectly integrated through double materiality analysis, customer feedback and user satisfaction monitoring mechanisms. Also, in B2B relationships, legitimate customer representatives can indirectly contribute to defining operational priorities through feedback provided within project governance processes and periodic reviews.

Strategic elements

In order to achieve the targets, set for 2030, AROBS monitors progress through operational indicators tracked annually. The intermediate steps include conducting regular ethical and information security assessments for end-users, continuously improving the response time to consumer feedback, expanding product testing for accessibility, as well as maintaining a high level of data security.

The relevant objectives for consumers and end-users in AROBS apply at the level of the entire group and target the activities through which the company develops and provides software products and digital services for customers and end-users.

AROBS aims to maintain the number of security incidents affecting end users at 0 for the period 2025-2030, compared to the reference value of 0 recorded in 2024. The main areas of progress recorded during 2025 are the expansion and consolidation of feedback



processes at group level through participation in NPS and Continuous NPS surveys, as well as the strengthening of PMI governance in software development projects.

To increase the accessibility of digital services, the applications and websites developed by the company are designed cross-platform, facilitating their use on different devices and operating systems. At the same time, all the company's divisions responded quickly to consumer feedback, through customer service, project governance, and customer support processes.

8

***Social Events and
Engagement 2025***

Events & Social Engagement 2025

AROBS has a rich history of community contributions by supporting various projects in areas such as education, sports, culture, and social causes. In addition, in recent years it has expanded its social impact through digitization projects in the public sector. This engagement marks a commitment to long-term changes in the way citizens interact with public institutions, as well as building a solid foundation of partnerships with institutions that influence entire systems and everyone's daily lives.

The year 2025 was a successful year for B2G efforts, which is reflected in the following.

B2G Projects



- **AROBS Systems contributes to the digital transformation of the National Employment Agency (ANOFM)**

The project implemented by **AROBS Systems**, in partnership with Power Net Consulting and financed through the National Recovery and Resilience Plan (PNRR), plays an important role in the digital transformation of the National Employment Agency (ANOFM). The main objective is to modernize the institution's IT infrastructure by developing an integrated platform that streamlines processes, improves data management and increases the efficiency of employment services.

The new system will simplify the interaction between citizens, employers and public institutions, providing faster access to more transparent services and workflows. A modern online portal will support both jobseekers and employers by improving the

matching of labor market supply and demand, including through integration with European mobility networks such as EURES.

Beyond the technological dimension, the project has a strong impact on the community. By improving access to employment services for over **250,000 registered people**, it contributes to reintegration into the labor market and supports the development of a more inclusive, efficient and digitized labor market in Romania.

- **Integrated solution for digital urbanism – Smart Territory**

The **Cluj – Smart Territory (Single Desk) project** represents a major step in the digital transformation of the local public administration. Developed through the collaboration between the Cluj County Council and a local technology consortium that includes **Nordlogic by AROBS**, the platform digitizes administrative services and simplifies the way citizens interact with public institutions.

The solution centralizes multiple services in a single digital portal, allowing citizens and businesses to submit applications, track documents and access online services, reducing bureaucracy and administrative delays.

By optimizing internal processes and improving transparency, the project helps public institutions to provide faster and more efficient services, putting citizens at the center of administrative processes. Awarded at national level for supporting the digital transition, the project demonstrates how the collaboration between local authorities and the technological sector can generate concrete benefits for the community and modernize the interaction of citizens with state institutions.

Smart Territory is an integrated solution designed to digitally manage the activity of urban planning departments.

- **Nordlogic by AROBS has implemented a platform that automates the extraction of drug prices for the referencing process in the Republic of Moldova**

The platform developed by **Nordlogic by AROBS** for the Agency of Medicines and Medical Devices of the Republic of Moldova represents an important step in increasing the transparency and efficiency of the country's health system. The solution automates the extraction and processing of drug price data from official databases in several European countries, supporting the external referencing method used to set drug prices.

By digitizing this process, the platform significantly reduces the time needed to calculate and update drug prices and minimizes the risk of human error. This allows authorities to monitor pharmaceutical prices more accurately and ensure that decisions are based on up-to-date and reliable international data.

The project, supported by the World Health Organization and European Union funding initiatives, directly contributes to improving access to affordable medicines and aligning Moldova's pharmaceutical regulations with European standards.

Beyond the technological benefits, the initiative has an important impact on the community: by increasing transparency and efficiency in the pricing of medicines, it supports better public health policies and contributes to more equitable access for citizens to essential treatments.

- **DIGIHUBB Project (2022–2025)**

The **DIGIHUBB project**, implemented by the **Babeş-Bolyai University of Cluj-Napoca** and financed through the National Recovery and Resilience Plan (PNRR), represents the largest university digitalization initiative in Romania. The project aims to modernize education and research through the development of an advanced digital infrastructure, including **15 specialized laboratories and three transversal technology centers** dedicated to areas such as virtual reality, artificial intelligence, robotics and cybersecurity.

AROBS Transilvania Software plays a key role in this initiative by developing a **low-code IT system worth over 11.8 million lei**, which will digitize approximately **250 administrative processes** within the university. The platform will introduce an electronic register and digital archive, allowing students and university staff to submit and track applications online, significantly reducing bureaucracy and administrative delays.

Through these solutions, AROBS directly contributes to reducing bureaucracy, improving access to university services, and strengthening digital skills in the academic community. The project brings benefits to thousands of students, teachers and researchers and supports the digital transformation of the higher education ecosystem in Romania.



Community Investment and Social Impact

Through the **AROBS Foundation**, AROBS Transilvania Software actively contributes to the development of the communities in which it is present, supporting initiatives in the fields of **education, sports, culture, and social causes**. This demonstrates the company's commitment to creating long-term value beyond business performance, through investments in people, knowledge, and community well-being.

The Foundation focuses on projects that encourage **education and innovation, promote healthy lifestyles through sport, strengthen cultural life, and support social initiatives that improve the quality of life for vulnerable groups**. By collaborating with universities, NGOs, sports organizations, and cultural institutions, AROBS contributes to building a stronger and more resilient community ecosystem.

In addition, there is direct and constant support for social causes supported by **CERT Transilvania**, our long-term partners, through projects such as **the Humanitarian Campaign** – collecting food products for families in need, **Shoobox** – a Christmas campaign dedicated to children with difficult financial situations, and **Back to School** – supporting children with backpacks full of school supplies to have a good start to the school year.

- **Education & Innovation**

Education and technological innovation have always been a strategic priority for AROBS. Through the AROBS Foundation, the company supports initiatives that promote digital

skills, entrepreneurship, research, and collaboration between academia and the private sector. These projects contribute to the preparation of the new generation of professionals and to strengthening the regional technological ecosystem.

Supported projects:

- Babeş-Bolyai University – participating for the **10th consecutive year** in the **Collective** project, where AROBS mentors prepare students for a semester throughout a practical project; supporting student associations such as **Hermes Society Association**, which organizes meet & greet events for young people to interact with future employers.
- Technical University of Cluj-Napoca – participation in career fairs and events such as **hackathons** organized by the **OSUT Students' Association**.
- Unitech **Cluj Foundation**
- Creşti Foundation – *Hard & Soft International IT Competition*
- **Boards of Elite Association** – educational programs focused on leadership and entrepreneurship
- **Transilvania IT Association** – digital innovation initiatives
- **We Support Health and Education Association** – the Money in Motion **financial education program**, accessed by both our colleagues and members of the MiM community.

Sports

Promoting a healthy lifestyle and supporting performance sports are important elements of the Foundation's involvement in the community, given that many AROBS employees are active in the sport field. AROBS supports both high-performance athletes and sports initiatives that encourage participation, team spirit and perseverance among young people and local communities.

Supported projects:

- ACS Racoviţa
- AS FC Universitatea Cluj – the local football team with a rich history in the community
- Amariei Andrei – sports sponsorship
- Cocianga Claudiu – cycling (*L'Étape Romania by Tour de France*)
- Gorgan Claudiu Cristian Florin – athletics

- Dobra Vlăduț Alexandru – European swimming competitions
- Grunner Iosif Aladar – Drone World Championship
- Pop Dragoș – athletics
- Handball Club Association
- Xterra Sports Club Association – **X-Man Oradea competition**
- AVAL Sports Association

Culture

AROBS contributes to strengthening the cultural component of the community by supporting initiatives that promote creativity, cultural dialogue, and access to cultural experiences. These projects bring communities together and contribute to the vitality and attractiveness of the local cultural environment.

Supported projects:

- **The Fapte Bune Association** – *Jazz in the Park Festival*, declared sustainable and environmentally friendly, with pioneering initiatives such as the use of reusable cups at events and smoking restrictions; the festival also contributes to the popularization of the Ethnographic Park for all age categories by combining modern cultural experiences with a natural space full of community heritage.
- **ASTRA Câmpia Turzii Branch Association** – *Autumn Festival*
- **Cluj Cultural Center** – *Culture Does Well initiative*

Social Impact

Beyond education, sports and culture, the AROBS Foundation supports initiatives focused on **social inclusion, health prevention, digital security and civic engagement**. These projects aim to improve the quality of life, support vulnerable groups, and encourage responsible participation in society.

Supported projects:

- Căsuța Bucuriei **Association**
- Preventis **Association** – health prevention initiatives
- National Association **for Information Systems Security** – *Romania Cyber Security Challenge*

- Rethink Romania Association – initiatives to promote Romania at international level
- **Hungarian Economic Association of Romania** – Cluj branch
- **Humanitarian Association Facts of Love** – support for children with neurodivergent conditions

Conclusion

The AROBS Foundation is a natural extension of the company's values and has an active role in supporting initiatives that generate measurable social impact. By investing in education, sports, culture and community programs, AROBS contributes to building more united communities, stimulating innovation, supporting young talent, and creating equal opportunities for future generations.

9

G1 – Business Conduct

G1 - Business Conduct

ESRS 2 IRO-1: Description of processes for identifying and assessing significant impacts, risks and opportunities

The methodology for identifying and assessing impacts, risks, and opportunities is described in ESRS 2 IRO-1: Description of the processes for identifying and assessing significant impacts, risks and opportunities.

G1-1: Policies on professional conduct and corporate culture

In the process of developing and updating governance and business conduct policies, AROBS Group takes into account the interests of key categories of stakeholders, including employees, investors, customers, suppliers, and regulators. These interests are identified through stakeholder engagement mechanisms, internal risk management processes, and the requirements of the applicable corporate governance framework.

The governance and business conduct policies of the AROBS Group are developed and implemented in accordance with the Corporate Governance Code of the Bucharest Stock Exchange (BVB), capital market legislation and relevant European regulations, including Directive (EU) 2019/1937 on the protection of whistleblowers, transposed into national legislation by Law no. 361/2022.

They are communicated and made available to stakeholders through several channels. For employees, they are published on the company's internal platforms and are communicated through onboarding sessions, periodic training, and internal communications. For external stakeholders, including investors, customers, and business partners, the relevant policies are published on the company's website and in sustainability or corporate governance reports.

The main relevant policies include:

- Whistleblower Protection Policy,
- ESG, Sustainability and CSR Policy,
- Anticorruption Policy,
- Human Rights Policy,
- Sponsorships and Donations Policy,
- Stakeholder Engagement Policy,
- Payment policy,
- Policy on the approval of non-audit services provided by the external auditor,
- Forecasting Policy,

- Related Party Transactions Policy,
- Diversity Policy,
- Nomination policy,
- Investor Relations Policy.

These policies are complemented by governance documents, such as the Rules of Procedure of the Board of Directors, the Rules of the Audit Committee, and the Rules of the Nomination and Remuneration Committee.

The policies define the principles on the prevention of corruption and bribery, conflict of interest management, the protection of whistleblowers, respect for human rights, stakeholder relations, transparency towards investors and the integrity of financial and operational processes. They also establish responsibilities for management and governance parts, internal reporting and control mechanisms, as well as measures to prevent and investigate breaches of internal rules or applicable legislation.

This framework is complemented by the internal risk management and assessment procedure, through which the organization identifies, analyses, assesses and addresses risks relevant to its business, including ethics and compliance risks. The process includes regular risk assessments, continuous monitoring of internal controls, and reporting to management and the Board of Directors, ensuring the integration of governance and sustainability aspects into the Group's decision-making processes.

The governance and business conduct policies of the AROBS Group apply at the level of the entire Group, including the parent company and controlled subsidiaries. These policies are applicable to all employees, members of administrative and management bodies, as well as other persons acting on behalf of the company, including consultants, collaborators or business partners, where relevant.

Also, certain policies, such as the Whistleblower Protection Policy or the Human Rights Policy, extend to other relevant stakeholders, including suppliers, subcontractors, customers or candidates involved in recruitment processes, to the extent that they interact with the company's activities. There are no general exclusions from the application of these policies.

Corporate culture

The AROBS Group establishes its corporate culture through a formal governance framework, internal policies and strategic documents approved by the Board of Directors, in accordance with the Corporate Governance Code of the Bucharest Stock Exchange and the legislation applicable to the capital market.

The fundamental values promoted within the organization – integrity, transparency, accountability, respect for human rights, diversity and ethical conduct – are reflected in ESG policies, anti-corruption, Protection of whistleblowers, human rights and diversity, etc.

The development and promotion of the organizational culture is achieved by integrating these principles into operational processes, internal control mechanisms and the risk management system, as well as through employee training and formal irregularity reporting mechanisms. The Board of Directors oversees the governance framework, and executive management implements policies at the operational level.

The assessment of corporate culture is carried out by monitoring compliance with internal policies, periodic reporting to management bodies, internal and external audit and collecting feedback from stakeholders, to continuously improve and align with strategic objectives and governance standards.

Formal framework for prevention, identification and investigation

The AROBS Group has established a formal framework for the prevention, identification and investigation of illegal behaviors or contrary to the Code of Conduct and internal policies, based on the Policy on the Protection of Whistleblowers, the Anti-Corruption Policy, the Human Rights Policy and the internal control mechanisms supervised by the Audit Committee.

Employees and other interested parties can submit complaints through dedicated channels, including confidential ones, benefiting from protection against retaliation. According to the Audit Committee's attributions, the mechanisms that allow for reliable reporting of irregularities are analyzed, and balanced and independent investigations are ensured.

Investigations are documented, and the results may lead to corrective action, disciplinary action, or review of internal controls. The framework is regularly monitored at the level of the Management Board through its specialized committees.

Anti-corruption policies

The Anti-Corruption Policy is implemented, with immediate applicability at the level of the entire Group, in accordance with the principles of the United Nations Convention against Corruption and national legislation. The implementation is supported by reporting mechanisms (Whistleblowers) and by the supervision of the Audit Committee, the policy being subject to periodic review.

The policy sets out rules regarding:

- preventing corruption and bribery;
- managing conflicts of interest;
- internal controls and segregation of duties;
- business partner assessment and due diligence.

Whistleblower Protection Policy

AROBS applies the Whistleblower Protection Policy, applicable at group level, which provides dedicated channels, including confidential ones, for reporting irregularities.



Whistleblowers are protected against retaliation, and referrals are investigated impartially, within the framework of internal control mechanisms and under the supervision of the relevant governance structures.

Investigation of incidents of professional conduct

The company has procedures in place for the prompt, independent, and objective investigation of incidents related to professional conduct, including cases of corruption or unethical behavior.

Investigations are documented and may lead to disciplinary or corrective measures or improved internal controls. The supervision of the investigation mechanisms is carried out by the Audit Committee and the Management Board.

AROBS Group is committed to promptly, independently, and objectively investigating all incidents of business conduct reported through official channels, in accordance with the policies applied.

Business Conduct Training

AROBS Group provides **training to employees** on business conduct by integrating the principles of the Anti-Corruption Policy, the Whistleblower Protection Policy, the Code of Conduct and the Human Rights Policy into internal onboarding and continuous training processes through the e-learning platform created for employees.

Positions exposed to risk of corruption

The functions with high exposure to corruption and bribery risks are: Purchasing, Sales Business Development, Project Management, Relations with authorities, Human Resources, IT, and Top Management.

In accordance with the Anti-Corruption Policy and the Whistleblower Protection Policy, specific prevention measures are applied for these functions, namely:

- Rules regarding conflict of interest
- Internal controls and segregation of duties
- Partner Due Diligence
- mandatory annual training, and
- Access to protected reporting channels.

Oversight is carried out through internal control mechanisms and the Audit Committee.

The AROBS Group is subject to the legal requirements for the protection of whistleblowers, in accordance with Directive (EU) 2019/1937 and Law no. 361/2022 on the protection of whistleblowers in the public interest.

Governance framework and responsibilities

The final responsibility for approving and supervising the implementation of the business conduct and corporate governance policies lies with the Board of Directors of AROBS, which establishes the general framework of ethics, compliance and internal control, in accordance with the applicable legislation and the Corporate Governance Code of the Bucharest Stock Exchange.

The operational implementation of these policies is coordinated at the executive level by the company's management, through the relevant functions (legal, compliance, human resources, risk management), which ensure the application of procedures, employee training and monitoring of compliance with internal rules. The Audit Committee supports the Board of Directors by overseeing the internal control mechanisms and the processes for reporting and investigating possible breaches.



GOV-1: The Role of administrative, supervisory and management bodies

The Board of Directors of AROBS has the ultimate responsibility for establishing and supervising the Group's professional conduct framework. The Board approves the relevant policies on business ethics and integrity, including the Anti-Corruption Policy, the Whistleblower Protection Policy, the Human Rights Policy and the ESG Policy, and monitors their application in accordance with the Corporate Governance Code of the Bucharest Stock Exchange and the applicable legislation.

The Audit Committee oversees the effectiveness of internal control mechanisms, whistleblowing processes and related investigations, including fraud and corruption risks.

Executive management is responsible for the operational implementation of professional conduct policies, including training employees, applying internal procedures and adopting corrective or disciplinary measures in case of violation of internal rules or applicable legislation.

Through this governance structure, the company ensures the separation of responsibilities between the functions of strategic supervision, control, and operational implementation of professional conduct policies.

The Expertise of the administrative, management and supervisory bodies

The members of the Board of Directors of AROBS have relevant professional experience in areas such as corporate governance, financial management, risk management, compliance, and corporate transactions. This experience contributes to the Council's ability to supervise risks associated with professional conduct and to assess the effectiveness of internal control policies and mechanisms.

The Audit Committee includes members with financial and internal control expertise, which allows for the proper assessment of risks related to fraud, corruption and non-compliance, as well as the monitoring of irregularity reporting mechanisms and the internal control system.

At the executive level, the company's management has experience in implementing compliance policies, managing conflicts of interest, and enforcing capital market regulations. This experience contributes to the integration of ethical conduct principles into the Group's operational and decision-making processes.

10

Annexes

Annex BP-2 Use of transitional provisions

ESRS	Chapter	Chapter Name	Phased introduction or entry into force date (including the first year)
ESRS 2	SBM-1	Strategy, business model and value chain	The undertaking shall report the information required by ESRS 2 SBM-1 in point 40(b) (breakdown of total revenues by significant sectors of the ESRS) and point 40(c) (list of additional significant sectors of the ESRS) from the date of application specified in the Commission delegated act to be adopted pursuant to point (ii) of the third subparagraph of Article 29b(1) of Directive (2013/34/EU).
ESRS 2	SBM-3	Significant impacts, risks, opportunities and their interaction with the strategy and business model	Undertakings referred to in point (a) of the first subparagraph of Article 5(2) and point (a) of the third subparagraph of Directive (EU) 2022/2464 may omit the information required by ESRS 2 SBM-3(48)(e) (Anticipated financial effects) during the first three years of the preparation of the sustainability statement, as approved by Delegated Regulation (EU) 2025/1416.
ESRS E1	E1-9	Anticipated financial effects of significant physical and transition risks and potential climate-related opportunities	Undertakings referred to in point (a) of the first subparagraph of Article 5(2) and point (a) of the third subparagraph of Directive (EU) 2022/2464 may omit the information required by ESRS E1-9 during the first three years of the preparation of the sustainability statement, as amended by Delegated Regulation (EU) 2025/1416.

Annex IRO-2 ESRS disclosure requirements covered by the sustainability statement

Publication obligation and related data point	SFDR	Pillar 3	Benchmarks Regulation	EU climate legislation	Materiality	Page
ESRS 2 GOV-1, Gender Diversity of the Management Board, paragraph 21(d)	Indicator 13 in Table 1 of Annex 1	-	Commission Delegated Regulation (EU) 2020/1816 (27), Annex II	-	Material	103

Publication obligation and related data point	SFDR	Pillar 3	Benchmarks Regulation	EU climate legislation	Materiality	Page
ESRS 2 GOV-1, Percentage of board members who are independent paragraph 21(e)	-	-	Delegated Regulation (EU) 2020/1816, Annex II	-	Material	103
ESRS 2 GOV-4, Due Diligence Statement, paragraph 30	Indicator number 10 Table 3 of Annex 1	-	-	-	Material	106
ESRS 2 SBM-1, Involvement in fossil fuel-related activities paragraph 40(d)(i)	Indicators 4 Table 1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 (28) Table 1: Qualitative information on environmental risk and Table 2: Qualitative information on social risk	Delegated Regulation (EU) 2020/1816, Annex II	-	It is not material	108
ESRS 2 SBM-1, Involvement in activities related to the production of chemicals point 40(d)(ii)	Indicator number 9 Table 2 of Annex 1	-	Delegated Regulation (EU) 2020/1816, Annex II	-	Material	108

Publication obligation and related data point	SFDR	Pillar 3	Benchmarks Regulation	EU climate legislation	Materiality	Page
ESRS 2 SBM-1, Involvement in Controversial Weapons Activities point 40(d)(iii)	Indicator number 14 Table 1 of Annex 1	-	Delegated Regulation (EU) 2020/1818 (29), Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II	-	Material	108
ESRS 2 SBM-1, Involvement in activities related to tobacco cultivation and production, point 40(d)(iv)	-	-	Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II	-	Material	108
ESRS E1-1, Transition Plan to achieve climate neutrality by 2050 paragraph 14	-	-	-	Regulation (EU) 2021/1119, Article 2(1)	Material	133
ESRS E1-1, Enterprises excluded from Paris-aligned benchmarks paragraph 16(g)	-	Art. 449a, Regulation (EU) no. 575/2013; Implementing Regulation (EU) no. Commission Regulation (EC) No 2022/2453 Model 1: Banking portfolio - Climate change transition risk: Credit quality of exposures by sector,	Delegated Regulation (EU) 2020/1818, Articles 12(1)(d) to (g) and 12(2)	-	Material	134



Publication obligation and related data point	SFDR	Pillar 3	Benchmarks Regulation	EU climate legislation	Materiality	Page
		emissions and residual maturity				
ESRS E1-4, Greenhouse gas emission reduction targets paragraph 34	Indicator number 4 Table 2 of Annex 1	Article 449a, Regulation (EU) no. 575/2013; Commission Implementing Regulation (EU) 2022/2453 Model 3: Bank card - Climate change transition risk: alignment indicators	Delegated Regulation (EU) 2020/1818, Article 6	-	Material	141
ESRS E1-5, Fossil energy consumption disaggregated by sources (climate-high impact sectors only) paragraph 38	Indicator no. 5 table 1 and indicator no. 5 Table 2 of Annex 1				Material	143
ESRS E1-5 Energy consumption and mix paragraph 37	Indicator number 5 Table 1 of Annex 1	-	-	-	Material	143
ESRS E1-5, Energy intensity associated with activities in climate-high sectors, points 40-43	Indicator number 6 Table 1 of Annex 1	-	-	-	It is not material	-

Publication obligation and related data point	SFDR	Pillar 3	Benchmarks Regulation	EU climate legislation	Materiality	Page
ESRS E1-6: Gross GHG Emissions Scope 1, 2, 3 and total, paragraphs 53-56	Indicators no. 1 and 2 Table 1 of Annex 1	Article 449a; Regulation (EU) no. 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Bank card - Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Articles 5(1), 6 and 8(1)	-	Material	144
ESRS E1-6, Gross GHG Emissions Intensity points 53-55	Indicators 3 Table 1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Bank book - Climate change transition risk: alignment parameters	Delegated Regulation (EU) 2020/1818, Article 8(1)	-	Material	144
ESRS E1-7, GHG Elimination and Carbon Credits paragraph 56	-	-	-	Regulation (EU) 2021/1119, Article 2(1)	It is not material	-

Publication obligation and related data point	SFDR	Pillar 3	Benchmarks Regulation	EU climate legislation	Materiality	Page
ESRS E1-9, Exposure of the reference portfolio to climate-related physical risks paragraph 66	-	-	Delegated Regulation (EU) 2020/1818, Annex II Delegated Regulation (EU) 2020/1816, Annex II	-	Material	Gradual introduction
ESRS E1-9, Disaggregation of monetary amounts by acute and chronic physical risk, paragraph 66(a)	-	Article 449a Regulation (EU) No 575/2013; Implementing Regulation (EU) No. Commission Regulation (EC) No 2022/2453, paragraphs 46 and 47; Model 5: Bank card - Physical risk related to climate change: Exposures subject to physical risk.	-	-	Material	Gradual introduction
ESRS E1-9, The Location of significant assets with significant physical risk, paragraph 66(c).			-	-		Gradual introduction
ESRS E1-9 Breakdown of the carrying amount of its real estate assets by energy efficiency classes point 67(c).			-	-	Material	Gradual introduction



Publication obligation and related data point	SFDR	Pillar 3	Benchmarks Regulation	EU climate legislation	Materiality	Page
		change transition risk: Real estate loans - Energy efficiency of the guarantee				
ESRS E1-9, Portfolio exposure to climate-related opportunities paragraph 69	-	-	Delegated Regulation (EU) 2020/1818, Annex II	-	Material	Gradual introduction
ESRS E2-4, Amount of each pollutant listed in Annex II to Regulation E-PRTR (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	Indicator 8 Table 1 of Annex 1 Indicator 2 Table 2 of Annex 1 Indicator 1 Table 2 of Annex 1 Indicator 3 Table 2 of Annex 1	-	-	-	It is not material	-
ESRS E3-1, Aquatic and marine resources paragraph 9	Indicator number 7 Table 2 of Annex 1	-	-	-	It is not material	-
ESRS E3-1, paragraph 13 of the dedicated policy	Indicator number 8 Table 2 of Annex 1	-	-	-	It is not material	-
ESRS E3-1, Sustainable Oceans and Seas paragraph 14	Indicator number 12 Table 2 of Annex 1	-	-	-	It is not material	-

Publication obligation and related data point	SFDR	Pillar 3	Benchmarks Regulation	EU climate legislation	Materiality	Page
ESRS E3-4, Total water recycled and reused, paragraph 28(c)	Indicator number 6.2 Table 2 of Annex 1	-	-	-	It is not material	-
ESRS E3-4, Total water consumption in m3 per net income from own operations paragraph 29	Indicator number 6.1 Table 2 of Annex 1	-	-	-	It is not material	-
ESRS 2 – SBM 3 – E4(16)(a)(i)	Indicator number 7 Table 1 of Annex 1	-	-	-	It is not material	-
ESRS 2 – SBM 3 – E4(16)(b)	Indicator number 10 Table 2 of Annex 1	-	-	-	It is not material	-
ESRS 2 – SBM 3 – E4(16)(c)	Indicator number 14 Table 2 of Annex 1	-	-	-	It is not material	-
ESRS E4-2, Sustainable Land/Agriculture Practices or Policies paragraph 24(b)	Indicator number 11 Table 2 of Annex 1	-	-	-	It is not material	-
ESRS E4-2, Sustainable Oceans/Seas Practices or Policies paragraph 24(c)	Indicator number 12 Table 2 of Annex 1	-	-	-	It is not material	-
ESRS E4-2, Policies to combat deforestation paragraph 24(d)	Indicator number 15 Table 2 of Annex 1	-	-	-	It is not material	-
ESRS E5-5, Non-recycled waste point 37(d)	Indicator number 13 Table	-	-	-	It is not material	-

Publication obligation and related data point	SFDR	Pillar 3	Benchmarks Regulation	EU climate legislation	Materiality	Page
	2 of Annex 1					
ESRS E5-5, Hazardous waste and radioactive waste item 39	Indicator number 9 Table 1 of Annex 1	-	-	-	It is not material	-
ESRS 2 – SBM3 – S1, Risk of forced labour incidents paragraph 14(f)	Indicator number 13 Table 3 of Annex I	-	-	-	Material	152
ESRS 2 – SBM3 – S1, Risk of child labour incidents paragraph 14(g)	Indicator number 12 Table 3 of Annex I	-	-	-	Material	155
ESRS S1-1, Human Rights Policy Commitments, paragraph 20	Indicator 9, Table 3 and Indicator 11, Table 1 of Annex I	-	-	-	Material	155
ESRS S1-1 , Due Diligence Policies on Issues Addressed by the Fundamental Conventions of the International Labor Organization (Conventions 1 to 8) paragraph 21:	-	-	Delegated Regulation (EU) 2020/1816, Annex II	-	Material	155
ESRS S1-1, Processes and measures to prevent trafficking in human beings, paragraph 22	Indicator number 11 Table 3 of Annex I	-	-	-	Material	155
ESRS S1-1, Occupational Accident Prevention Policy or Management	Indicator number 1 Table 3 of Annex I	-	-	-	Material	155

Publication obligation and related data point	SFDR	Pillar 3	Benchmarks Regulation	EU climate legislation	Materiality	Page
System, paragraph 23						
ESRS S1-3, Complaint/Complaint Management Mechanisms, paragraph 32(c)	Indicator number 5 Table 3 of Annex I	-	-	-	Material	161
ESRS S1-14, Number of deaths and number and rate of accidents at work, paragraph 88(b) and (c)	Indicator number 2 Table 3 of Annex I	-	Delegated Regulation (EU) 2020/1816, Annex II	-	Material	161
ESRS S1-14, Number of days lost due to injury, accident, death or illness paragraph 88(e)	Indicator 3 Table 3 of Annex I	-	-	-	Material	183
ESRS S1-16, Unadjusted gender pay gap, paragraph 97(a)	Indicator number 12 Table 1 of Annex I	-	Delegated Regulation (EU) 2020/1816, Annex II	-	Material	183
ESRS S1-16, Executive Remuneration Rate, paragraph 97(b)	Indicator number 8 Table 3 of Annex I	-	-	-	Material	185
ESRS S1-17, Incidents of discrimination paragraph 103(a)	Indicator number 7 Table 3 of Annex I	-	-	-	Material	187
ESRS S1-17, Non-compliance with the UNGPs on business and human rights and the OECD Guidelines paragraph 104 (a)	Indicator no. 10 table 1 and indicator no. 14 Table 3 of Annex I	-	Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Article 12(1)	-	Material	187



Publication obligation and related data point	SFDR	Pillar 3	Benchmarks Regulation	EU climate legislation	Materiality	Page
ESRS 2 – SBM3 – S2, Significant risk of child labor or forced labor in the value chain, paragraph 11(b)	Indicators no. 12 and no. 13 Table 3 of Annex I	-	-	-	It is not material	-
ESRS S2-1, Human Rights Policy Commitments, paragraph 17	Indicator no. 9 table 3 and indicator no. 11 Table 1 of Annex 1	-	-	-	It is not material	-
ESRS S2-1 Policies related to workers in the value chain paragraph 18	Indicator no. 11 and no. 4 Table 3 of Annex 1	-	-	-	It is not material	-
ESRS S2-1 Non-compliance with the UNGPs principles on business and human rights and OECD guidelines, paragraph 19	Indicator number 10 Table 1 of Annex 1	-	Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Article 12(1)	-	It is not material	-
ESRS S2-1, Due diligence policies on topics addressed by the fundamental conventions of the International Labor	-	-	Delegated Regulation (EU) 2020/1816, Annex II	-	It is not material	-

Publication obligation and related data point	SFDR	Pillar 3	Benchmarks Regulation	EU climate legislation	Materiality	Page
Organization, 1 to 8, paragraph 19						
ESRS S2-4, Human rights issues and incidents related to its upstream and downstream value chain, paragraph 36	Indicator number 14 Table 3 of Annex 1	-	-	-	It is not material	-
ESRS S3-1, Human Rights Policy Commitments, paragraph 16	Indicator 9, Table 3 of Annex 1 and Indicator 11, Table 1 of Annex 1	-	-	-	It is not material	-
ESRS S3-1, non-compliance with the UNGPs on business and human rights, ILO principles or OECD guidelines, paragraph 17	Indicator number 10 Table 1 Annex 1	-	Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Article 12(1)	-	It is not material	-
ESRS S3-4, Human rights issues and incidents, paragraph 36	Indicator number 14 Table 3 of Annex 1	-	-	-	It is not material	-
ESRS S4-1 Consumer and end-user policies point 16	Indicator 9, Table 3 and Indicator	-	-	-	Material	193



Publication obligation and related data point	SFDR	Pillar 3	Benchmarks Regulation	EU climate legislation	Materiality	Page
	11, Table 1 of Annex 1					
ESRS S4-1, Non-compliance with the UNGPs on business and human rights and OECD guidelines, paragraph 17	Indicator number 10 Table 1 of Annex 1	-	Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Article 12(1)	-	Material	193
ESRS S4-4, Human rights issues and incidents, paragraph 35	Indicator number 14 Table 3 of Annex 1	-	-	-	Material	199
ESRS G1-1, United Nations Convention against Corruption paragraph 10(b)	Indicator number 15 Table 3 of Annex 1	-	-	-	Material	212
ESRS G1-1, Whistleblower Protection paragraph 10(d)	Indicator number 6 Table 3 of Annex 1	-	-	-	Material	212
ESRS G1-4, Fines for breaching anti-corruption and anti-bribery legislation, paragraph 24(a)	Indicator number 17 Table 3 of Annex 1	-	Delegated Regulation (EU) 2020/1816, Annex II)	-	It is not material	-

Publication obligation and related data point	SFDR	Pillar 3	Benchmarks Regulation	EU climate legislation	Materiality	Page
ESRS G1-4, Anti-Corruption and Anti-Bribery Standards, paragraph 24(b)	Indicator number 16 Table 3 of Annex 1	-	-	-	It is not material	-



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INDEPENDENT AUDITORS' REPORT

To the Shareholders of AROBS TRANSILVANIA SOFTWARE SA

Registered Office: DONATH STREET, no. 11, building M4, SC 2, 3rd floor, ap 28, CLUJ NAPOCA, ROMANIA
Unique Code of Registration: 11291045

Report on the consolidated financial statements

Audit Opinion

1. We have audited the consolidated financial statements of AROBS TRANSILVANIA SOFTWARE SA (the Company) and its subsidiaries (the Group), which comprise the consolidated statement of financial position as at December 31, 2025, and the consolidated statement of comprehensive income, consolidated statement of changes in equity and consolidated statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

The consolidated financial statements as at and for the year ended 31 December 2025 are identified as follows:

- Total equity: 445,445,015 Lei
- Net profit for the year: 30,820,873 Lei

2. In our opinion, the accompanying consolidated financial statements give a true and fair view of the consolidated financial position of the Group as at December 31, 2025, and of its consolidated financial performance and its cash flows for the year then ended in accordance with the Order of the Minister of Public Finance no. 2844/2016 for the approval of the accounting regulations compliant with International Financial Reporting Standards (MOFP no. 2844/2016).

Basis for opinion

3. We conducted our audit in accordance with International Standards on Auditing (ISAs), UE Regulation no. 537/2014 of the European Parliament and of the Council („The Regulation”) and Law no. 162/2017 („The Law”). Our responsibilities under those standards and regulations are further described in the *Auditor’s Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Group in accordance with International Ethics Standards Board of Accountants Code of Ethics for Professional Accountants (“IIESBA Code”) together with the ethical requirements that are relevant to our audit of the financial statements in Romania, including the Regulation and the Law, and we have fulfilled out other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key audit matters

4. Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

A. Revenue recognition	
Key audit matter	How our audit addressed the key audit matter
Information regarding revenue from contracts with customers are presented in Note 5 “Turnover” while the recognition policies are presented in Note 39.1 “Revenue from contracts with customers”	Our audit procedures included, among other: ▪ Evaluation of processes and controls on the existence and accuracy of the recorded revenues, also to identify fraud and errors in revenue recognition.

A. Revenue recognition (continued)	
Key audit matter	How our audit addressed the key audit matter
In accordance with International Standards on Auditing, there is an implicit risk on revenue recognition due to the pressure on management in obtaining the planned results. The main activities from which the Group generates revenues are custom software and software development, fleet tracking monitoring solutions, HR applications licensing and implementation of integrated hardware and software solutions. Revenues are recognized when control is transferred to the customer, which generally happens at the time of receipt by him of the products sold, respectively over time or when the service was provided.	▪ Testing a sample of agreements concluded with customers to understand terms and conditions for delivery. ▪ Verification of sale register to identify unusual transactions and to check the supporting documents to confirm that revenues are properly recorded. ▪ Audit procedures for testing that revenues were recorded in the appropriate period, for a sample of transactions recorded around the year-end. ▪ Testing a sample of sales and receivables balance by sending direct confirmation letters.

B. Goodwill depreciation testing	
Key audit matter	How our audit addressed the key audit matter
Intangible assets mainly include goodwill presented in Note 19, which according to IFRS should be tested annually for depreciation. Goodwill is presented in the balance sheet at the acquisition value less the accumulated value adjustments. Impairment adjustment testing is based on management estimate of future discounted cash flows, or other alternative valuation methods in the current economic context. Therefore, there is significant measurement uncertainty inherent in this assessment.	Our audit procedures included, exclusively for the purpose of testing for impairment of goodwill: ▪ testing the historical accuracy of management's estimates through retrospective review; ▪ testing the assumptions, methodologies and other data used in the computation model, for example by comparing them with external information; ▪ reviewing growth rates and cash flow forecasts by reference to historical performance and our expectations based on understanding the current environment.

Other matters

- This report of the Independent Auditor is addressed exclusively to the Group's shareholders, as a body. Our audit was undertaken in order to report to the Company's shareholders all those aspects that we are required to state to them in a financial audit report and for no other purposes whatsoever. To the extent permitted by law, we do not accept or take responsibility to anyone other than the Company and its shareholders, as a body, for our audit work, for the report on the financial statements, or for the opinion we have formed.

Other information - Consolidated Report of the Board of Directors

- Management is responsible for the preparation and presentation of Other information. The Other information comprises the Consolidated Report of the Board of Directors, Sustainability Report, Remuneration Report but does not include the financial statements and our auditor's report thereon. Our opinion on the consolidated financial statements does not cover this Other Information and we do not express any assurance conclusion thereon, as part of the audit engagement on the consolidated financial statements. Regarding the Sustainability Report, included in the Consolidated Report of the Board of Directors, we have performed a limited assurance engagement, the conclusions of which are presented in a separate assurance report.

7. In connection with our audit of the consolidated financial statements for the period ended at 31 December 2025, our responsibility is to read the Other information and, in doing so, consider whether the Other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.
8. In respect to the Consolidated Report of the Board of Directors, we read and report whether the Board of Directors report is prepared, in all material respects, in accordance with the Order of Minister of Public Finance no 2844/2016, articles 26-28 of the accounting regulations in accordance with International Financial Reporting Standards.
9. Based solely on the work required to be undertaken in the course of the audit of the financial statements, in our opinion:
 - a) The information given in the Consolidated Report of the Board of Directors report for the financial year for which the financial statements are prepared, is consistent, in all material respects, with the consolidated financial statements;
 - b) The Consolidated Report of the Board of Directors, including the non-financial representation has been prepared, in all material respects, in accordance with OMFP no. 2844/2016, points 26-28, of the accounting regulations compliant with the International of Financial Reporting Standards.
10. In addition, based on our knowledge and understanding of the entity and its environment obtained in the course of the audit of consolidated financial statements for the year ended as at 31 December 2025, we are required to report if we have identified material misstatements in the Consolidated Report of the Board of Directors. We have nothing to report in this regard.
11. Regarding the Remuneration Report, we have read this report to determine whether it presents, in all material respects, the information required by the provisions of Law 24/2017, paragraph no. 107. We have nothing to report on this matter.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

12. Management is responsible for the preparation of the consolidated financial statements that give a true and fair view in accordance with the Order of the Minister of Public Finance no. 2844/2016. and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.
13. In preparing the financial statements, management is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.
14. Those charged with governance are responsible for overseeing the Group's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

15. Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.
16. As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:
 - Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error,

as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtaining sufficient and appropriate audit evidence for the entities and activities from the Group, to issue an opinion over the consolidated financial statements. We are responsible for coordination, supervision and execution of the group audit. We are solely responsible for our audit opinion.

17. We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

18. We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

19. From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on other legal and regulatory requirements

20. We were appointed in our first mandate as auditor of AROBS TRANSILVANIA SOFTWARE SA by the General Shareholders' Meeting in March 2022, our mandate being prolonged in November 2025. Our total uninterrupted period of engagement is 5 years, respectively for the financials period between 2021-2025.

21. We confirm that:

- Our audit opinion is consistent with the additional report presented to the Audit Committee of the Company, which is issued with the same date as the current report. We also remain independent of the audited entity in conducting the audit.
- We have not provided to the Group the prohibited non-audit services referred to in article 5 (1) of EU Regulation no 537/2014.
- We analyzed whether for the financial year prior to the financial year for which the financial statements subject to the audit were prepared, the Company was required, pursuant to art. 602-606 of OMFP 2804/2016, to publish a report on information relating to profit tax and we report that, based on the information available, the Company was not required to publish a report on information relating to profit tax.

Report on compliance with Commission Delegated Regulation (EU) 2018/815 (European Single Electronic Format Regulatory Technical Standard or ESEF)

22. We have carried out a reasonable assurance mission on the compliance of consolidated financial statements prepared by **AROBS TRANSILVANIA SOFTWARE SA** (the Company) included in the annual financial report presented in the digital 315700L7KC3G71QD8133-2025-12-31-ro/en („digital files”) with the Commission Delegated Regulation (EU) 2018/815.

Responsibility of management for Digital Files prepared in accordance with ESEF.

23. Management is responsible for preparing the Digital Files in accordance with ESEF. This responsibility includes:
- the design, implementation, and maintenance of the internal control relevant to the application of ESEF.
 - ensuring consistency between the Digital Files and the financial statements that are published in accordance with Order no. 2844/2016 with subsequent amendments for the approval of the Accounting Regulations in accordance with the International Financial Reporting Standards, as amended (OMFP no. 2844/2016).
 - selection and implementation of appropriate iXBRL mapping.

24. Those in charge of governance are responsible for overseeing the preparation of Digital Files in accordance with ESEF.

Auditor's Responsibilities for Audit the Digital Files

25. Our responsibility is to express a conclusion on whether the consolidated financial statements included in the annual financial report complies in all material respects with the requirements of the ESEF, based on the evidence we have obtained. We conducted our reasonable assurance assignment in accordance with International Standard on Assurance Assignments 3000 (revised), Assurance Assignments other than audits or reviews of historical financial information (ISAE 3000) issued by the International Auditing and Assurance Standards Board.

Procedures Performed

26. A reasonable assurance engagement in accordance with ISAE 3000 involves performing procedures to obtain evidence about compliance with ESEF. The nature, timing, and extent of the procedures selected depend on the auditor's judgement, including the assessment of the risk of material departures from the requirements set out in ESEF, whether due to fraud or error. A reasonable assurance engagement includes:
- obtaining an understanding of the Company's process for preparation of the Digital Files in accordance with the ESEF, including the relevant internal controls;
 - reconciling the Digital Files with the audited consolidated financial statements of the Company that will be published in accordance with Order no. 2844/2016 with subsequent amendments.
 - evaluating if all financial statements that are included in the annual financial report have been prepared in a valid XHTML format.
 - evaluating if the iXBRL mapping are in compliance with ESEF requirements.

Conclusion

27. We consider that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion. In our opinion, the consolidated financial statements for the financial year ended December 31, 2025 included in the annual financial report and presented in the Digital Files comply, in all material respects, with the requirements of ESEF.



Other matters

28. In this section we do not express an audit opinion, a review conclusion or any other assurance conclusion on consolidated financial statements. Our audit opinion on the consolidated financial statements for the financial year ended December 31, 2025 is included in *the Report on the consolidated financial statements* section.

For and behalf of

BDO AUDITORS & ACCOUNTANTS SRL

Registered in the Public Electronic Report of financial auditors and audit firms with no. FA1003

Partner's name: Cristian Iliescu

Registered in the Public Electronic Report of financial auditors and audit firms with no. AF1530

26 March 2026

Cluj-Napoca, Romania

Refer to original signed version in Romanian language

AROBS TRANSILVANIA SOFTWARE S.A.

CONSOLIDATED FINANCIAL STATEMENTS

Prepared in accordance with the Ministry of Finance Order no. 2844/2016 for the approval of accounting regulations compliant with the International Financial Reporting Standards

For the year ended 31 December 2025

AROBS TRANSILVANIA SOFTWARE S.A.
STATEMENT OF FINANCIAL POSITION
FOR THE YEAR ENDED DECEMBER 31 2025
(All amounts are in RON, unless otherwise mentioned)

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AROBS TRANSILVANIA SOFTWARE S.A.
STATEMENT OF FINANCIAL POSITION
FOR THE YEAR ENDED DECEMBER 31 2025
(All amounts are in RON, unless otherwise mentioned)

STATEMENT OF CONSOLIDATED INCOME	Note	FY 2025	FY 2024
Turnover:	5	447,806,799	414,250,215
Software services		308,631,894	327,156,730
Software products		99,937,561	79,823,305
Integrated systems		39,237,344	7,270,180
Total cost of sales:		319,860,815	301,894,814
Cost of sales of software services	6.1	242,056,036	256,626,233
Cost of sales of software products	6.2	45,715,634	38,855,377
Cost of sales of integrated systems	6.3	32,089,145	6,413,204
Gross profit		127,945,984	112,355,401
Other income	7	4,140,261	2,162,928
Other cost		(285,480)	(97,639)
Sales and marketing	8	(27,376,164)	(21,098,009)
General and administration	9	(69,771,040)	(64,579,345)
Profit before tax		34,653,561	28,743,336
Net gains and losses from financial and investment activities	12	8,233,690	1,882,578
Financial expenses	12	(3,197,069)	(4,382,218)
Net foreign exchange gains / (losses)	12	(1,247,542)	1,379,995
Profit before tax		38,442,640	27,623,691
Income tax	15	(7,621,767)	(6,391,433)
Net profit		30,820,873	21,232,258
Elements that will not be reclassified to profit or loss		(1,035,614)	(52,768)
Elements that will be reclassified to profit or loss		(492,706)	-
Overall result		29,292,553	21,179,490
related to parent company		28,698,450	20,937,674
related to NCI		594,103	241,816
Basic earnings per share		0.0297	0.0229
Diluted earnings per share		0.0293	0.0202

These financial statements were signed and approved on March 26, 2026, by:

Voicu Oprean
General Director

Bogdan Ciungradi
Chief Financial Officer

AROBS TRANSILVANIA SOFTWARE S.A.
STATEMENT OF FINANCIAL POSITION
FOR THE YEAR ENDED DECEMBER 31 2025
(All amounts are in RON, unless otherwise mentioned)

STATEMENT OF FINANCIAL POSITION	Note	FY 2025	FY 2024
Property, plant and equipment	0	7,704,293	13,679,736
Assets related to rights of use of leased assets	32	22,330,145	25,396,600
Investment Properties	18	-	21,008,039
Goodwill	19	172,692,944	111,230,318
Customer relationship	20	85,590,963	74,155,381
Other intangible assets	21	37,323,537	27,031,719
Loans granted to related parties and other loans	22,36	4,377,807	7,294,119
Other financial fixed assets	22	2,207,992	3,687,246
Deferred income tax assets	15	1,804,340	1,974,769
Total fixed assets		334,032,021	285,457,927
Work in progress services and inventories	23	19,171,854	8,799,106
Trade receivables	24	83,014,014	73,202,668
Prepaid expenses	25	4,048,675	2,316,462
Corporate income tax	15	172,815	1,470,248
Other trade receivables	26	6,598,106	6,858,931
Related parties loans	36	6,376,888	5,847,550
Cash and cash equivalents	27	235,244,217	259,604,189
Total current assets		354,626,569	358,099,154
Total assets		688,658,590	643,557,081
Share capital	28	104,555,233	104,555,233
Adjustments of equity capital to hyperinflation		263,971	263,971
Share premium		146,355,595	146,472,470
Reserves	28	12,675,534	11,405,199
Own shares		(9,519,125)	(12,885,372)
Other equity items		(16,417,768)	12,693,649
Retained earnings		187,679,891	158,433,437
Gains on equity instruments		29,905,555	19,684,169
Conversion differences from consolidation		(1,847,624)	(218,041)
Total capital		453,651,262	440,404,715
Non controlling interest		21,793,753	(547,698)
Total equity		475,445,015	439,857,017
Non-current liabilities			
Trade payables	29	2,037,199	-
Advance income	5	5,252,033	3,232,865
Grants	5	1,413,722	768,378
Equity liabilities	30	25,835,677	14,686,659
Bank loans	31	12,703,763	42,435,001
Leasing liabilities	32	14,665,606	17,267,490
Other payables	33	42,047	559,757
Provisions	34	14,513,915	13,102,084
Deferred income tax liabilities	15	14,411,649	11,701,946
Total non-current liabilities		90,875,611	103,754,180
Current liabilities			
Trade payables	29	38,629,902	22,327,278
Income in advance	5	14,753,123	13,346,834
Grants	5	130,358	143,121
Equity liabilities	30	13,924,073	3,977,961
Bank loans	31	20,053,923	24,677,989
Leasing liabilities	32	8,401,351	8,206,905
Personnel liabilities	35	14,516,482	14,630,156
Corporate income tax liabilities	15	1,125,516	813,583
Other payables	33	10,803,236	11,822,057
Total current liabilities		122,337,964	99,945,884
Total liabilities		213,213,575	203,700,064
Total equity and liabilities		688,658,590	643,557,081

These financial statements were signed and approved on March 26, 2026, by :

Voicu Oprean
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AROBS TRANSILVANIA SOFTWARE S.A.
STATEMENT OF FINANCIAL POSITION
FOR THE YEAR ENDED DECEMBER 31 2025
(All amounts are in RON, unless otherwise mentioned)

STATEMENT OF CHANGES IN EQUITY

	Equity	Equity adjustments for hyperinflation	Share premiums	Legal and other reserves	Own shares	Gains on own held equity instruments	Other equity elements	Retained earnings	Conversion reserves	Total equity	Non- controlling interests	Total equity
Closing balance 31.12.2023	87,129,361	263,971	23,185,001	9,680,545	(5,689,379)	8,352,878	12,574,918	139,037,200	(163,971)	274,370,524	(683,366)	273,687,158
Result of the exercise	-	-	-	-	-	-	-	20,992,052	-	20,992,052	240,206	21,232,258
Conversion differences	-	-	-	-	-	-	-	-	(54,378)	(54,378)	1,610	(52,768)
Overall result	-	-	-	-	-	-	-	20,992,052	(54,378)	20,937,674	241,816	21,179,490
Profit sharing	-	-	-	1,724,159	-	-	-	(1,768,931)	-	(44,772)	-	(44,772)
Retained earnings	-	-	-	-	-	-	-	44,373	-	44,373	-	44,373
Increase of share capital	17,425,872	-	123,287,469	-	-	-	-	-	-	140,713,341	-	140,713,341
Employee benefits in the form of equity instruments	-	-	-	-	-	-	13,763,047	-	-	13,763,047	-	13,763,047
Repurchase of own shares	-	-	-	-	(9,509,018)	-	-	-	-	(9,509,018)	-	(9,509,018)
Sale of own shares	-	-	-	-	2,313,025	-	(2,313,025)	-	-	-	-	-
Gains on equity instruments	-	-	-	-	-	11,331,291	(11,331,291)	-	-	-	-	-
Correction of minority interests	-	-	-	495	-	-	-	128,743	308	129,546	(106,148)	23,398
Closing balance 31.12.2024	104,555,233	263,971	146,472,470	11,405,199	(12,885,372)	19,684,169	12,693,649	158,433,437	(218,041)	440,404,715	(547,698)	439,857,017

AROBS TRANSILVANIA SOFTWARE S.A.
STATEMENT OF FINANCIAL POSITION
FOR THE YEAR ENDED DECEMBER 31 2025
(All amounts are in RON, unless otherwise mentioned)

	Equity	Equity adjustments for hyperinflation	Share premiums	Legal and other reserves	Own shares	Gains on own held equity instruments	Other equity elements	Retained earnings	Conversion reserves	Total equity	Non- controlling interests	Total equity
Closing balance 31.12.2024	104,555,233	263,971	146,472,470	11,405,199	(12,885,372)	19,684,169	12,693,649	158,433,437	(218,041)	440,404,715	(547,698)	439,857,017
Result of the exercise	-	-	-	-	-	-	-	30,328,033	-	30,328,033	492,840	30,820,873
Conversion differences	-	-	-	-	-	-	-	-	(1,136,877)	(1,136,877)	101,263	(1,035,614)
Conversion differences on Arobs North America loan	-	-	-	-	-	-	-	-	(492,706)	(492,706)	-	(492,706)
Overall result	-	-	-	-	-	-	-	30,328,033	(1,629,583)	28,698,450	594,103	29,292,553
Profit sharing	-	-	-	1,483,911	-	-	-	(1,483,911)	-	-	-	-
Retained earnings	-	-	-	(45,388)	-	-	-	51,454	-	6,066	-	6,066
Symmetrical put-call option impact	-	-	-	-	-	-	(21,891,053)	-	-	(21,891,053)	-	(21,891,053)
Increase of share capital	-	-	-	-	-	-	-	-	-	-	-	-
Employee benefits in the form of equity instruments	-	-	-	-	-	-	6,433,238	-	-	6,433,238	-	6,433,238
Repurchase of own shares	-	-	-	-	(51,779)	-	-	-	-	(51,779)	-	(51,779)
Sale of own shares	-	-	-	-	3,418,026	-	(3,418,026)	-	-	-	-	-
Gains on equity instruments	-	-	-	-	-	10,221,386	(10,221,386)	-	-	-	-	-
Minority interests	-	-	-	-	-	-	-	-	-	-	21,814,991	21,814,991
Correction of minority interest from prior years	-	-	(116,875)	-	-	-	(14,190)	182,690	-	51,625	-	51,625
Closing balance 31.12.2025	104,555,233	263,971	146,355,595	12,675,534	(9,519,125)	29,905,555	(16,417,768)	187,679,891	(1,847,624)	453,651,262	21,793,753	475,445,015

These financial statements were signed and approved on March 26, 2026, by :

Voicu Oprean
General Director

Bogdan Ciungradi
Chief Financial Officer

AROBS TRANSILVANIA SOFTWARE S.A.
STATEMENT OF FINANCIAL POSITION
FOR THE YEAR ENDED DECEMBER 31 2025
(All amounts are in RON, unless otherwise mentioned)

CASH FLOW STATEMENT	Note	FY 2025	FY 2024
Cash flows from operating activities:			
Gross profit		38,442,640	27,623,691
Adjustments for:			
Depreciation of Goodwill		11,002,000	4,424,306
Amortization expenses	6	24,560,787	21,859,061
Expenses related to disposed tangible and intangible assets		26,412,270	791,367
(Income) from the sale of tangible and intangible assets		(26,561,303)	(1,042,437)
Expenses related to employee benefits – SOP	10	6,433,238	13,763,047
Expenses/(Income) related to adjustments for inventory write-downs		45,294	(168,847)
Expenses/(Income) related to adjustments for receivables depreciation		1,894,634	(391,252)
Expenses/(Income) on provisions for risks and charges	34	2,152,697	(742,203)
Expenses with interest and other financial expenses	12	2,807,780	4,217,537
(Income) from interest and other financial income	12	(6,666,838)	(6,706,085)
Expenses/(Income) relating to value adjustments on tangible and intangible fixed assets		(1,097,237)	-
Adjustments for non-controlling interests		(1,421,414)	(54,378)
Operating profit before changes in working capital		78,004,548	63,573,807
Change in trade and other receivables balances	24,26	(471,998)	26,851,314
Change in inventories balances	23	(12,002,337)	(1,654,334)
Change in trade payable and other debt balances	29,33	30,612,385	3,468,041
Changes in prepaid expenses	25	(1,732,213)	(300,636)
Change in advance income balances	5	3,425,457	4,259,726
Interest paid		(2,441,881)	(4,217,537)
Interest earned		6,245,433	4,371,911
Cash generated from operating activities		101,639,394	96,352,292
Income tax paid	15	(7,807,222)	(6,058,038)
Net cash from operating activities		93,832,172	90,294,254
Cash flow from investing activities::			
Loans (granted) to/repayments from affiliated entities		2,184,342	3,745,065
(Payments) for acquisitions of subsidiaries		(84,623,860)	(20,492,835)
(Payments) for acquisitions of tangible and intangible assets	17,21	(14,885,966)	(14,822,788)
Cash in from disposals of tangible and intangible assets		26,072,830	-
Own Share buybacks		(51,779)	(9,509,018)
Net cash from investing activities		(71,304,433)	(41,079,576)
Cash flow from financing activities::			
Collection of bank loans	31	-	2,624,127
Repayments of bank loans	31	(36,136,301)	(22,137,929)
Credit lines variation		433,540	(187,912)
(Payments) of finance lease liabilities	32	(11,184,950)	(876,846)
Capital increase		-	142,892,151
Net cash from financing activities		(46,887,711)	122,313,591
Net increase in cash and cash equivalents		(24,359,972)	171,528,269
Cash and cash equivalents at the beginning of the financial year		259,604,189	88,075,920
Cash and cash equivalents at the end of the financial year		235,244,217	259,604,189

These financial statements were signed and approved on March 26, 2026, by :

Voicu Oprean
General Director

Bogdan Ciungradi
Chief Financial Officer

AROBS TRANSILVANIA SOFTWARE SA
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31 2025
(All amounts are in RON, unless otherwise mentioned)

1. FINANCIAL REPORTING PRESENTATION

AROBS Transilvania Software is listed on the main market of the Bucharest Stock Exchange starting September 25 2023, under the symbol AROBS.

These are the consolidated financial statements of AROBS Transilvania Software S.A („Company” sau „AROBS” sau „the Parent Company”) and its subsidiaries together AROBS Group (“Group”).

These consolidated financial statements of the AROBS Group are prepared in accordance with International Financial Reporting Standards (“IFRS”) as endorsed by the European Union. Accordance with the Ministry of Finance Order no. 2844/2016, the companies listed on the main market of the Bucharest Stock Exchange prepares financial statements in accordance with IFRS, as endorsed by European Union. These financial statements are the responsibility of the Parent Company Arobs Transilvania Software S.A.

INFORMATION ABOUT THE PARENT COMPANY

The parent company, AROBS TRANSILVANIA SOFTWARE S.A. was incorporated on 18.12.1998, under Law no. 31/1990, with tax code RO 11291045, registered at the Trade Register under no. J12/1845/1998. The company’s main field of activity is custom software with high expertise in software services: software engineering for automotive, aerospace, medical, maritime and more but also software development in IoT, hospitality and tourism, clinical trials, enterprise and FinTech solutions. Arobs added also expertise in Intelligent Automation for processes optimisation in banking, health and logistics.

AROBS creates software solutions and products – for which AROBS owns the intellectual property – such as fleet management and GPS tracking solution, business optimization solution (WMS, CRM and others), human resources management and payroll solution, channel management for the hotel industry and much more.

Since its establishment, AROBS Transilvania Software has relied on excellent specialists and well-adjusted yet flexible processes to consistently deliver high quality custom software, products and software applications, that the company has retained ownership of.

The excellence of the services and the commitment of the company’s specialists have helped to establish strong, long-term partnerships with over 10,000 companies in Romania and Central and Eastern Europe, and hundreds of international companies.

EXECUTIVE MANAGEMENT

The issuer’s management for the 2025 Financial Year has been carried out by the Board of Directors, which was comprised of 5 members: 2 executive members, 3 non executive members of which 2 independent..

In accordance with the law no. 31/1990, a part of the attributions of the Board of Directors have been delegated to the Chief Executive Officer and the 2 Executive Directors.

Mr. Voicu Oprean holds the following positions within the company: executive member and chairman of the Board of Directors, Chief Executive Officer and chairman of the Nominalization and Remuneration Committee;

Ms. Cleja Mihaela-Stela holds the following positions within the company: non executive member of the Board of Directors, member of the Audit Committee and member of the Nominalization and Remuneration Committee;

Mr. Gârbacea Răzvan-Dimitrie held the following positions within the company until April 2025: non executive and independent member of the Board of Directors, member of the Audit Committee and member of the Nominalization and Remuneration Committee;

AROBS TRANSILVANIA SOFTWARE SA
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
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(All amounts are in RON, unless otherwise mentioned)

Mr. Olosu-Ittu Răzvan Florin has held the following positions within the company starting with 28.04.2025: non-executive and independent member of the Board of Directors;

Mr. Nistor Alin holds the following positions within the company: non executive and independent member of the Board of Directors, member of the Audit Committee and member of the Nominalization and Remuneration Committee;

Mr. Aurelian Deaconu holds the following positions within the company: executive member of the Board of Directors and Executive Director of Software Services Divisions;

Mr. Bojan Ovidiu hold the position of Executive Director of the Track GPS Divisions.

The Company is headquartered in Cluj Napoca, Street Donath No.11, Apt. 28 and has the following regional operational offices:

In Cluj-Napoca:

Str. Minerilor, No. 63;

Str. Săpătorilor, No.5;

Str. Henri Barbusse, No. 44-46, in office building Cluj Business Center, 2nd and 3rd floor;

Str. Trifoilului; No. 22;

Str. Constantin Brâncuși no. 55-59, office building ABC Incubator, 6th floor;

Str. Constantin Brâncuși no. 78-78A, 2nd floor;

In Iași – Str. Palat, No. 3E, Building United Business Center 1, ground floor;

In Tg. Mureș – Str. Georghe Doja, No. 64-68, Building Multinvest Business Center 2 (MBC2);

In Suceava – Str. Universității, No. 15A, 1st floor;

In București – Sector 4, Calea Șerban Vodă, No. 133, Central Business Park, Building A, 1st floor;

In Baia Mare – B-dul. Unirii, No. 18, Building Centrul de Afaceri Baia Mare, 1st floor;

In Arad – B-dul. Revoluției, No. 52-54, Building Arad Plaza, Sc. C, 3rd floor, ap. 12;

In Oradea – Oradea City, 28E Nufarului Street, E5_08_01 building space, TRADE CENTER building, 1st floor, Bihor County

Shareholding structure as of 31.12.2025:

2025				2024		
Shareholder	Number of Shares	Value	Percent	Number of Shares	Value	Percent
Oprean Voicu	497,681,710	49,768,171	47.5998%	494,232,967	49,423,297	47.2700%
Persoane Juridice	269,169,922	26,916,992	25.7444%	275,441,628	27,544,163	26.3441%
Persoane Fizice	174,143,940	17,414,394	16.6557%	171,320,977	17,132,098	16.3857%
Cabrio Investment SRL	104,556,758	10,455,676	10.0001%	104,556,758	10,455,676	10.0001%
Total	1,045,552,330	104,555,233	100%	1,045,552,330	104,555,233	100%

AROBS Transilvania Software S.A. has 27 years of experience in developing custom software solutions for customers in 14 countries in Europe, Asia, and America.

AROBS Transilvania Software is a member of ARIES - Romanian Association for Electronics and Software Industry and ANIS - Employers' Association of Software and Services Industry and holds numerous certifications, among which we mention:

- **TISAX** – Trusted Information Security Assessment Exchange
- **ORDA Certificate** – Certificate issued by the Romanian Copyright Office– anual renewal
- **HU-GO Certificate** - National Toll Payment Services Plc. 2020 - Hungary, anual audit
- **ISO 9001:2015** Quality Management System

AROBS TRANSILVANIA SOFTWARE SA
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31 2025
(All amounts are in RON, unless otherwise mentioned)

- **ISO/IEC 27001:2013** (SR EN ISO/IEC 27001:2018) Information Security Management System
- **ISO 14001:2015** Environmental Management system
- **ISO 45001:2018** Occupational Health and Safety Management System
- **ISO/IEC 42001:2026** – AI Management System, the first international standard dedicated to artificial intelligence (AI) management systems.

The Company's activity is mainly structured on services and software products. Since its establishment, AROBS Transilvania Software has relied on excellent specialists and well-adjusted yet flexible processes to consistently deliver high quality custom software services, products and software applications.

Our passion for technology, combined with intense efforts to acquire new skills and aligning with market trends, has made AROBS one of the leading Romanian software development companies. The company's software services division is the largest within the Group and is structured around two pillars: Automotive and High-Level Industries. The High-Level Industries specialization consists of the Travel & Hospitality, IoT, Life Sciences, Enterprise Solutions and Fintech divisions.

- **Automotive** - the Issuer's Software and Engineering solutions are an integral part of its DNA and are based on extensive expertise in the field gained through long-term projects with leading global companies.
- **Travel Technology** - Combining niche know-how and technical skills has helped the company to build long-lasting and strong partnerships with customers. To date, end-to-end solutions have been created and delivered for companies in the US, France, Spain, Germany and the Netherlands.
- **Life Sciences** – The Issuer has built a solid expertise over the past years in working with large US companies in the pharmaceutical industry. During this time, medical software solutions have been developed that simplify the clinical trial process for new medicines launched in the niche market.
- **IoT** - The IoT systems that the Issuer develops define the 10+ years of expertise in finding the perfect solutions for its customers.
- **Enterprise Solutions** - High competence in developing cloud-based applications, real-time or reactive applications, Big Data, and more. The portfolio is built around projects for clients in countries such as US, UK, Germany, Finland, Norway and the Netherlands.
- **Fintech** - Built on knowledge and experience, in partnership with leading banks and financial institutions.

Since 2003, the Company has been developing its own solutions and products, the most important of which are:

- **TrackGPS** – Solution for managing and monitoring car fleets;
- **Optimall** – Sales force automation solution;
- **RateWizz** – Channel manager for the hotel industry;
- **School textbook digitization solution;**

Track GPS – Solution for managing and monitoring car fleets

AROBS Transilvania Software S.A. is the market leader in Romania in this sector. Track GPS is a complete car fleet monitoring and management solution, offering real-time GPS tracking, special devices and customized services.

With a high-performance GPS tracking system of special devices and a web and mobile application, Track GPS offers personalized services at the highest level, services such as driver behavior analysis, fuel consumption, driver communication, automatic toll payment in Hungary, controlled temperature and humidity, secure transport and much more.

The platform provided by TrackGPS can be accessed from anywhere, anytime with just an internet connection and is designed to easily manage fleet activity. It hosts the units' information in its own cloud and is available in 6 languages: Romanian, English, Russian, French, Hungarian and Indonesian.

AROBS TRANSILVANIA SOFTWARE SA
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31 2025
(All amounts are in RON, unless otherwise mentioned)

Track GPS has over 11 years of experience in the telematics solutions market. The solutions they offer are aimed at small, medium and large companies operating in areas such as Public Services, Banking & Insurance, Courier, Transport & Logistics, Healthcare, Distribution and other areas that want to reduce their costs and optimise their business.

Innovative Projects Division

This division was created in 2014 with dedicated resources to research and develop new ideas and technologies. The areas of product development include Real Estate & Construction, Education, Cluster Management Platforms, Learning Management Systems, Telematics & Fleet Management Platform Add-Ons, Map Management Portal. Among the products of this business line we mention:

- School textbook digitization solution;
- RateWizz Channel Management - an innovative property management product used by hoteliers in Finland;

The AROBS solution for textbook digitisation involves the continuous development of educational software products and contributes to the performance of the Romanian education system.

RateWizz is a stable product, connected with the main OTAs. Offering premium support, a differentiating factor in the market, RateWizz has stable partnerships. There is growing interest from the small hotel segment. RateWizz has also identified new partnerships in the Romanian market, where there is a real need for customised solutions. In addition to the stability of the product and the superior support services we offer, the existing connectivity with the major sales channels makes this product comparable to the major Channel Managers systems on the market.

Optimall – Solution for Business Optimization

In 2023, Optimall by AROBS celebrated its 20th anniversary, which it marked with the launch of the new Optimall SFA Android mobile app. By refactoring the app, innovative functionalities were proposed to customers to support the automation of sales processes in the distribution and production business.

AROBS Transilvania Software debuted in December 2021 on the AeRO market of the Bucharest Stock Exchange, the shares being traded under the stock symbol AROBS. The AROBS listing comes after the completion of a private placement of shares in the second half of October 2021 through which AROBS raised a record 74 million lei in a share capital increase. This placement attracted huge interest from both retail and professional investors, so that it was closed early from the first day of the placement, showing once again the high investor appetite for Romanian entrepreneurial companies. The funds attracted supported the company's expansion strategy through the acquisition of IT companies, both nationally and internationally, the opening of new subsidiaries in important markets in Europe and the United States, as well as the development of the company's expertise and specialisations. On 25 September 2023, AROBS made its debut on the main market of the Bucharest Stock Exchange.

2. GROUP STRUCTURE

The consolidation perimeter includes subsidiaries in which the parent company (AROBS Transilvania Software S.A.) holds at least 50% of the share capital. Also, the criteria for exclusion from the consolidation perimeter were analyzed, according to the accounting regulations in force. The holding percentages taken into account aggregate the participations held by the parent company, directly or indirectly, through other companies owned by it.

As of 31.12.2025, the AROBS Group is composed of the parent company and 30 subsidiary companies in 10 countries on 3 continents, with software development services and software products such as GPS fleet monitoring and HR solutions as its core business.

The objective at group level is the continuous development of technological solutions and products for the most

AROBS TRANSILVANIA SOFTWARE SA
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
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complex industries globally. Further, we develop new areas with great demand on the global software services market, through acquisitions, but also organically, while continuously diversifying knowledge internally within AROBS teams, to cover a wider range of projects. In terms of research and innovation, within AROBS we constantly aim to improve our exposure to various projects, in line with market demands, as well as to increase our existing product portfolio.

At the same time, AROBS aims to strengthen the group's business in the North American and European markets by increasing the number of customers and strengthening partnerships with existing customers. Globally, demand for software products and services continues to be on an upward trend, even though there is pressure on rates and a prospect of stagnating demand. Companies and organisations continue to need to digitise their processes and AROBS is very well positioned in the market.

In the area of software products specifically addressed to the Romanian market, such as fleet management, business optimization, HR solutions, or implementation of digitalization projects in the public sector, the market is also experiencing moderate growth due to the challenges and the economic and social context. In fleet management, AROBS is continuing its campaign to acquire companies in Romania and Eastern Europe with a view to consolidating in this market and expanding into other markets with the TrackGPS solution.

The companies included in the consolidation, as at 31.12.2025, are as follows:

- AROBS TRANSILVANIA SOFTWARE SA, Romania, Cluj-Napoca, Donath Str, no. 11/28, Cluj county
- AROBS DEVELOPMENT & ENGINEERING SRL (previous ENEA Services Romania), Romania, Bucuresti, sect. 6, Splaiul Independentei, no. 319
- AROBS ETOLL SOLUTIONS SRL, Romania, Cluj-Napoca, Minerilor Str., no 63C, Cluj county
- AROBS NORTH AMERICA Inc, 3500 South DuPont Highway street, Dover, Kent, Delaware 19901, SUA
- AROBS PANNONIA SOFTWARE Kft, Hungary, 1191 Budapest, Üllői str., no.206
- AROBS POLSKA (SYDERAL POLSKA), Poland, Gdansk, ul. Trzy Lipy 3B/ 3.11.5
- AROBS SOFTWARE SOLUTIONS GmbH, Germany, Leopold Strasse 23, 80801, Munchen
- AROBS SOFTWARE SRL, Moldova, Renașterii Naționale Str. no. 12, of. 401-405
- AROBS SYSTEMS SRL, Romania, Cluj-Napoca, Minerilor Str, no 63, Cluj county
- AROBS TRACKGPS SRL, Moldova, str. Puskin no. 26A, of. 301
- ATS ENGINEERING LLC, SUA, 1200 South Pine Island Road, Plantation, Florida, 33324
- BERG COMPUTERS SRL, Romania, Com.Ghiroda, Lugoj Str., no.4, Timis county
- CABRIO INVEST B.V., The Netherlands,Tolweg 7, 4851SJ, Ulvenhout
- CENTRUL DE SOFT GPS SRL, Romania, Bucuresti Sectorul 4, SERBAN VODA Str., No. 133, Building A, CENTRAL BUSINESS PARK , Et 1
- CODINGSCAPE BY AROBS LLC, 3500 South DuPont Highway street, Dover, Delaware 19901, SUA
- CODINGSCAPE LLC, Nevada, 2915 Lake East DR, Las Vegas, NV 89117-2204
- COSO BY AROBS BVBA, Belgium, De Vis 20, cod 2930, Brasschaat
- COSO BY AROBS B.V., The Netherlands, Tolweg 7, 4851SJ, Ulvenhout
- FUTURE WORKFORCE SA, Romania, Cluj-Napoca, Serpuitoare Str. No. 53A, Ap. 1, Cluj County
- FUTURE WORKFORCE SRL, Romania, Cluj-Napoca, Strada Serpuitoare, Nr. 53A, Ap. 1, Cluj County
- FUTURE WORKFORCE GmbH – Germany, Münchner Str. 191 85757 Karlsfeld
- FUTURE WORKFORCE Limited, United Kingdom, 45 Fitzroy St, London, W1T 6EB
- INFOBEST ROMÂNIA SRL - România, Str. Simion Barnutiu, nr. 13, etaj 1 si 2, Timișoara, Jud. Timiș
- INFOBEST ROMÂNIA SRL NL DEUTSCHLAND, Max-Delbrück-Straße 20, 51377 Leverkusen, Germany
- INFOBEST SYSTEMHAUS GmbH, Humboldtstraße 38, 51379 Leverkusen, Germany
- NORDLOGIC SOFTWARE, Romania, Cluj-Napoca, Descartes Rene Str. no 10-12 C, Cluj County
- NORDLOGIC USA, Inc., SUA, 137 NW 145th Street, Seattle, Washington 98177
- PT AROBS SOLUTIONS, Indonezia, Puri Indah Financial Tower, et. 8 809-810, Jalan Puri Lingkar Dalam Blok T8, Jakarta Barat
- SAS FLEET TRACKING SRL (SAS GRUP), Romania, Cluj-Napoca, Minerilor Str., no 63C, Cluj county
- SILVER BULLET SRL, Romania, Cluj-Napoca, Descartes Rene Str. 10-12, Cluj county
- SKYSHIELD Kft, Hungary, 1191 Budapest, Üllői Str. no.206
- SOFTMANAGER S.R.L, Romania, Ploiesti, Zmeului Str, no. 21, Prahova County
- SVT ELECTRONICS S.R.L, Jud. Mureș, Mun. Târgu Mureș, str. Remetea, nr. 110/BIS
- TLG LLC, 251 Little Falls Drive street, Wilmington 19808, SUA
- UCMS GROUP ROMANIA S.R.L., Romania, Cluj-Napoca, Constantin Brâncuși Str. No. 78-78A Cluj County

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Group's structure as of 31.12.2025 is presented in the following table:

No.	Company	Percent of control (AROBS)	Percent held by minority interests	Acquisition/establishment date
1	AROBS DEVELOPMENT & ENGINEERING SRL (ENEA)	100%	0%	30 iunie 2022
2	AROBS ETOLL SOLUTIONS SRL	100%	0%	3 martie 2022
3	AROBS NORTH AMERICA	100%	0%	24 Iunie 2025
4	AROBS PANNONIA SOFTWARE KFT	100%	0%	1 iulie 2023
5	AROBS POLSKA (SYDERAL POLSKA)	94%	6%	1 februarie 2023
6	AROBS SOFTWARE SOLUTIONS GMBH	60%	40%	6 august 2020
7	AROBS SOFTWARE SRL	100%	0%	1 februarie 2023
8	AROBS SYSTEMS SRL	100%	0%	2 mai 2022
9	AROBS TRACKGPS SRL	100%	0%	1 februarie 2023
10	ATS ENGINEERING LLC	100%	0%	30 iunie 2022
11	BERG COMPUTERS S.R.L.	100%	0%	31 decembrie 2021
12	CABRIO INVEST B.V.	90%	10%	28 februarie 2018
13	CENTRUL DE SOFT GPS SRL	100%	0%	31 decembrie 2022
14	CODINGSCAPE BY AROBS	70%	30%	26 iunie 2025
15	CODINGSCAPE LLC	70%	30%	26 iunie 2025
16	COSO BY AROBS B.V. NL	90%	10%	30 iunie 2018
17	COSO BY AROBS B.V. BE	90%	10%	28 februarie 2018
18	FUTURE WORKFORCE S.A.	100%	0%	1 mai 2023
19	FUTURE WORKFORCE SRL	100%	0%	1 mai 2023
20	FUTURE WORKFORCE GmbH	65%	35%	1 mai 2023
21	FUTURE WORKFORCE Limited	80%	20%	1 mai 2023
22	INFOBEST ROMANIA SRL	100%	0%	31 mai 2024
23	INFOBEST SYSTEMHAUS GmbH	100%	0%	31 mai 2024
24	INFOBEST ROMANIA SRL Branch	100%	0%	31 mai 2024
25	NORDLOGIC SOFTWARE S.R.L.	100%	0%	31 iulie 2022
26	NORDLOGIC USA, Inc.	100%	0%	31 iulie 2022
27	PT AROBS SOLUTIONS INDONESIA	70%	30%	13 martie 2017
28	SAS FLEET TRACKING SRL	100%	0%	11 noiembrie 2019
29	SILVER BULLET SRL	100%	0%	31 iulie 2022
30	SOFTMANAGER S.R.L.	70%	30%	01 iulie 2019
31	SKYSHIELD MAGYARORSZAG KFT	100%	0%	01 iulie 2023
32	SVT ELECTRONICS SRL	100%	0%	30 aprilie 2025
33	TLG LLC	85%	0%	1 februarie 2025
34	UCMS GROUP ROMANIA S.R.L.	97,67%	2,33%	31 mai 2019

Changes in the group structure in 2025

In May 2025, AROBS completed the acquisition of SVT Electronics S.R.L., a Romanian company specialized in the development of complete tachograph data management and analysis solutions. The company's financial performance (revenues and expenses) is reflected within the Group starting with May 2025.

In June 2025, AROBS Group acquired a 70% stake in the American company Codingscape, specialized in technology consulting, design and custom software development services for enterprise clients. Through this transaction, AROBS consolidates and expands its presence in North America, confirming the strategic direction of growth in the American market and active involvement in the most dynamic global technological ecosystem. At the same time, the acquisition opens up new development opportunities for Codingscape, a company within the Group established in 2025 in the United States of America, which will have access to European markets through AROBS Group's network, customer portfolio and operational infrastructure.

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3. BASIS OF PREPARATION

3.1. Statement of compliance

These consolidated financial statements of the Group are the responsibility of the management of the Parent Company and have been prepared in accordance with the applicable International Financial Reporting Standards as issued by the International Accounting Standards Board (IASB) and adopted by the European Union (EU) and in accordance with OMFP 2844/2016, which are applicable to companies whose shares are admitted to trading on a regulated market.

They do not include all the information required for a complete set of financial statements in accordance with International Financial Reporting Standards (“IFRS”) as adopted by the European Union. However, certain explanatory notes are included to explain events and transactions that are significant to an understanding of the changes in the financial position and performance of the Group since the last consolidated annual financial statements as of and for the financial year ended 31 December 2025.

3.2. Evaluation basis

The consolidated interim financial statements have been prepared on a historical cost basis, except for situations in which fair value replaces the historical cost for assets and liabilities acquired in business combinations or for short-term investments measured at fair value through profit or loss.

3.3. Functional and presentation currency

For the purpose of preparing these financial statements, in accordance with IFRS, the presentation currency of the Group is considered to be the Romanian Leu (RON), the amounts being presented at the leu level, by rounding to one leu for fractions over 50 bani and by neglecting fractions up to 49 bani inclusive.

Operations from abroad

The assets and liabilities of foreign operations, including goodwill and fair value adjustments resulting from the acquisition of subsidiaries, are converted into LEI at the exchange rate at the reporting date.

Revenues and expenses of foreign operations are converted into LEI at the exchange rate on the date of the transactions.

Foreign exchange differences are recognized as “Other comprehensive income” and accumulated in “Foreign exchange differences on translation”. If a foreign operation is disposed of in whole or in part, such that control, significant influence or joint control is lost, the accumulated amount of “Foreign exchange differences on translation” is reclassified to the statement of profit or loss as part of the gain or loss on disposal.

The exchange rates as of 31 December 2025 and 31 December 2024 were:

	31 December 2025	31 December 2024
RON – EUR	5.0985	4.9741
RON – USD	4.3417	4.7768
RON – GBP	5.8335	5.9951

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The average exchange rates for the periods ended December 31, 2024 and December 31, 2023 were:

	FY 2025	FY 2024
RON – EUR	5.0431	4.9746
RON – USD	4.4645	4.5975
RON – GBP	5.8846	5.8775

Significant accounting policies used by the Group in consolidated financial statements preparation are presented in Note 39.

3.4. The going concern principle

The consolidated financial statements have been prepared based on the going concern principle, which assumes that the Group will be able to continue its activity in the foreseeable future.

The budget prepared by the Group's management for the year 2026 and approved by the Board of Directors indicates positive cash flows from operating activities, an increase in sales and a net profitability of mil RON 35.

The management believes that the Group will be able to continue its activity in the foreseeable future, therefore, application of the going concern principle in preparation of the financial statements is justified.

3.5. Basis of consolidation

Control

The consolidated financial statements comprise the financial statements of the mother Company and its subsidiaries.

Control is achieved when the Group is exposed, or has rights, to variable returns from its involvement with the investee and has the ability to affect those returns through its power over the investee. Specifically, the Group controls an investee if, and only if, the Group has:

- Power over the investee (i.e., existing rights that give it the current ability to direct the relevant activities of the investee);
- Exposure, or rights, to variable returns from its involvement with the investee;
- The ability to use its power over the investee to affect its returns.

Generally, there is a presumption that most voting rights results in control. To support this presumption even when the Group has less than a majority of the voting or similar rights of an investee, the Group considers all relevant facts and circumstances in assessing whether it has power over an investee, including:

- The contractual arrangement(s) with the other vote holders of the investee.
- Rights arising from other contractual arrangements.
- The Group's voting rights and potential voting rights.

Non-controlling interests

The Group determines any non-controlling interests held in an entity at its proportionate share of the identifiable net assets of the acquired entity at the acquisition date. Changes in the Group's interests in a subsidiary that do not result in a loss of control are accounted for as transactions with shareholders. Adjustments to non-controlling interests are based on the subsidiary's share of net assets.

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3.6. Business combinations and goodwill

Acquisition method

Business combinations are accounted for using the acquisition method when control over the acquired business is transferred to the Group. Purchase consideration on acquisition is measured at fair value, same as net assets acquired. Any goodwill is tested for impairment. Any gain from a bargain purchase is recognized in the profit or loss.

Transaction value is measured as the sum of the consideration transferred at the fair and non-controlling interests value.

When the Group acquires a business, it evaluates the financial assets and liabilities assumed for appropriate classification and designation in accordance with the contractual terms, economic circumstances and conditions pertinent at the acquisition date.

Goodwill is initially measured at cost (being the excess of the total consideration transferred over the amount recognised for non-controlling interests and any previously held interest in the identifiable net assets acquired and liabilities assumed). If the fair value of the net assets acquired exceeds the aggregate consideration transferred, the Group reassesses whether it has correctly identified all the assets acquired and all the liabilities assumed and reviews the procedures used to measure the amounts to be recognised at the acquisition date. If the revaluation results in an excess of the fair value of the net assets acquired over the aggregate consideration transferred, then the gain is recognised in profit or loss.

After initial recognition, goodwill is tested for impairment in accordance with the requirements of IAS 36. For the purpose of impairment testing, goodwill acquired in a business combination is, from the acquisition date, allocated to each cash-generating unit of the Group that is expected to benefit from the combination, regardless of whether other assets or liabilities of the acquired entity are attributed to those units.

When the Group lost the control in a subsidiary, it derecognises subsidiary's assets and liabilities together with non-controlling interest. Any gain or loss as a result of lost control is recognised in profit and loss except for the elements previously recognised in other comprehensive income which are accounted as the Company had sold directly these assets and liabilities. Any interest kept is measured at fair value when control is lost.

3.7. Fair value measurement

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability takes place either:

- In the principal market for the asset or liability Or,
- In the absence of a principal market, in the most advantageous market for the asset or liability.

The principal or the most advantageous market must be accessible by the Group.

The fair value of an asset or a liability is measured using the assumptions that market participants would use when pricing the asset or liability, assuming that market participants act in their economic best interest. A fair value measurement of a non-financial asset takes into account a market participant's ability to generate economic benefits from the asset's highest and best use or by selling it to another market participant that would utilize the asset in its highest and best use.

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3.8. Operating segments (IFRS 8)

The Management Board monitors separately the operational results of the operating segments to be able to take decisions on the resource allocation and performance assessment. Segment performance is measured in terms of Gross Profit.

An operating segment is a component of an entity:

- that engages in business activities from which it may earn revenues and incur expenses (including revenues and expenses relating to transactions with other components of the same entity),
- whose operating results are regularly revised by the entity's chief operating decision maker to make decisions about resources to be allocated to the segment and assess its performance, and
- for which detailed financial information is available.

AROBS Group reports separately information about an operating segment that meets any of the following quantitative thresholds:

- Its reported revenue, including both sales to external customers and intersegment sales or transfers, is 10 per cent or more of the combined revenue, internal and external, of all operating segments.
- The absolute amount of its reported profit or loss is 10 per cent or more of the greater, in absolute amount, of (i) the combined reported profit of all operating segments that did not report a loss and (ii) the combined reported loss of all operating segments that reported a loss.
- Its assets are 10 per cent or more of the combined assets of all operating segments.

AROBS Group's operational segments are:

- Software Services
- Software Products
- Integrated Systems.

The amount of each segment item reported shall be the measure to the chief operating decision maker for the purposes of making decisions about allocating resources to the segment and assessing its performance. Adjustments and eliminations made in preparing an entity's financial statements and allocations of revenues, expenses, and gains or losses shall be included in determining reported segment profit or loss only if they are included in the measure of the segment's profit or loss that is used by the chief operating decision maker. Similarly, only those assets and liabilities that are included in the measures of the segment's assets and segment's liabilities that are used by the chief operating decision maker shall be reported for that segment. If an entity changes the structure of its internal organisation in a manner that causes the composition of its reportable segments to change, the corresponding information for earlier periods, including interim periods, shall be restated unless the information is not available and the cost to develop it would be excessive. Following a change in the composition of its reportable segments, the entity discloses whether it has restated the corresponding items of segment information for previous periods.

If the entity has changed the structure of its internal organisation in a manner that causes the composition of its reportable segments to change and if segment information for earlier periods, including interim periods, is not restated to reflect the change, the entity shall disclose in the year in which the change occurs segment information for the current period on both the old basis and the new basis of segmentation, unless the necessary information is not available and the cost to develop it would be excessive.

Segmentation was performed for the income statement down to the gross profit level by presenting revenue and cost of sales for the following relevant segments: software services, software products and intergrated systems. Expenses related to the sale of products and services as well as marketing expenses have been considered as overheads. The segmentation of assets and liabilities into the same segment categories was also carried out.

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3.9. New IFRS standards and amendments

(a) New standards, interpretations and amendments adopted, effective January 1, 2025

The following amendments to existing standards issued by International Accounting Standards Board (IASB) and adopted by EU are effective for reporting periods beginning on or after January 1, 2025:

1. Lack of exchangeability (Amendment to IAS 21 The Effects of Changes in Foreign Exchange Rates)

On 15 August 2023, the IASB issued Lack of Exchangeability which amended IAS 21 The Effects of Changes in Foreign Exchange Rates (the Amendments). The Amendments introduce requirements to assess when a currency is exchangeable into another currency and when it is not. The Amendments require an entity to estimate the spot exchange rate when it concludes that a currency is not exchangeable into another currency.

These amendments had no effect on the consolidated financial statements of the Group.

2. Illustrative examples on reporting uncertainties in financial statements

On 28 November 2025, the IASB issued Disclosures about Uncertainties in the Financial Statements – Illustrative examples, which amended multiple IFRS Accounting Standards to include illustrative examples demonstrating how companies can apply IFRS Accounting Standards when reporting the effects of uncertainties in their financial statements. The illustrative examples are accompanying materials to IFRS Accounting Standards and do not have an effective date. The IASB had issued a near-final staff draft of the illustrative examples in July 2025. The Group has considered these illustrative examples in its preparation of the consolidated financial statements and no additional disclosures or changes in presentation were considered necessary.

The illustrative examples have been issued during 2025 with no effective date.

(b) Standards and amendments to existing standards issued by IASB and adopted by the EU, but which are not yet effective

There are a number of standards, amendments to standards, and interpretations which have been issued by the IASB that are effective in future accounting periods that the Group has decided not to adopt early.

The following amendments are effective for the annual reporting period beginning 1 January 2026:

1. Amendments to the Classification and Measurement of Financial Instruments (Amendments to IFRS9 Financial Instruments and IFRS 7 Financial Instruments: Disclosures)

These amendments clarify and improve the rules for classifying and measuring financial instruments, ensuring more consistent application of IFRS 9 and IFRS 7 principles. The key changes include:

- Clarification of the criteria for classifying financial assets based on the business model and cash flow characteristics.
- Enhancements to the recognition and measurement of financial liabilities, including aspects related to contractual term modifications.
- New disclosure requirements for entities using complex financial instruments, aiming to increase transparency and comparability in financial reporting.

2. Contracts Referencing Nature-dependent Electricity (Amendments to IFRS 9 and IFRS 7)

These amendments clarify the accounting treatment for electricity purchase agreements where supply is dependent on natural factors such as wind, solar, or hydroelectric power.

- Clarification of IFRS 9 applicability in determining whether electricity purchase agreements should be accounted for as financial instruments or executory contracts.
- Modifications to IFRS 7 disclosure requirements to improve transparency regarding risks associated with such contracts and their impact on financial statements.
- Impact on revenue recognition and financial risk assessment, particularly for entities entering long-term renewable energy contracts.

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The following standards and amendments are effective for the annual reporting period beginning 1 January 2027:

1. IFRS 18 Presentation and Disclosure in Financial Statements

The standard was issued by the IASB in April 2024, supersedes IAS 1 and will result in major consequential amendments to IFRS Accounting Standards including IAS 8 Basis of Preparation of Financial Statements (renamed from Accounting Policies, Changes in Accounting Estimates and Errors). Even though IFRS 18 will not have any effect on the recognition and measurement of items in the consolidated financial statements, it is expected to have a significant effect on the presentation and disclosure of certain items. These changes include categorisation and sub-totals in the statement of profit or loss, aggregation/disaggregation and labelling of information, and disclosure of management-defined performance measures.

2. IFRS 19 Subsidiaries without Public Accountability: Disclosures

Published by the IASB in May 2024, IFRS 19 introduces a simplified reporting framework for subsidiaries that do not have a public accountability obligation but apply IFRS in their financial reporting. This standard reduces disclosure requirements for such entities while maintaining transparency and comparability of financial information. The main benefit of IFRS 19 is the reduction of administrative and reporting costs without compromising the usefulness of financial statements for users. Effective for the annual reporting period beginning 1 January 2027.

The Group is currently assessing the effect of these new accounting standards and amendments.

The Group anticipates that the adoption of these new standards and amendments to existing standards will not have a significant impact on the Company's individual financial statements in the period of initial application.

4. APPLYING PROFESSIONAL JUDGEMENT, ESTIMATES AND ASSUMPTIONS

In preparing the Group's consolidated financial statements, management made professional judgements, estimates and assumptions that affect the application of the accounting policies and the reported value of revenues, expenses, assets, and liabilities. The actual results may differ from these estimates. Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognized prospectively.

The Group based its assumptions and estimates on information available when the financial statements were prepared. Existing circumstances and assumptions about future developments, however, may change due to market changes or circumstances arising beyond the control of the Group. Such changes are reflected in the assumptions when they occur.

Main judgements on financial statements preparation are:

- **Revenue recognition from selling Track GPS monitoring solution** – presented in Note 39 and Note 5
- **Revenue recognition from HR application license selling** - presented in Note 39
- **Revenue recognition on a gross/net basis, based on the Group method of selling as Principal or Agent** – presented in Note 39
- **Exchange differences related to monetary items that are part of a net investment in a subsidiary** – presented in Note 39
- **The accounting treatment of symmetrical put call options in the purchase agreements** presented in Note 39

Significant estimates on financial statements preparation are:

- **Fair value measurement on business combinations** – presented in Note 20 „Mergers & Acquisitions”;
- **Fair value measurement on goodwill** - presented in Note 19 „Goodwill”
- **Leasing contract duration and discount rate** – presented in Note 32 „Leasing”;
- **Loss on financial assets measurements** – presented in Note 38
- **Recognition and measurement on share options programs** – presented in Note 10

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5. TURNOVER

	FY 2025	FY 2024
Turnover		
Revenues from software services	308,631,894	327,156,730
Revenues from software products	99,937,561	79,823,305
Revenues from integrated systems	39,237,344	7,270,180
Total turnover	447,806,799	414,250,215

Turnover – geographic regions	FY 2025	FY 2024
Romania*	138,931,379	99,070,703
Europe (excluding Romania)	173,930,382	234,172,885
USA	108,474,447	78,244,341
Asia & The Middle East	26,470,591	2,762,286
Total cifră de afaceri	447,806,799	414,250,215

The Group's strategy is, also in 2025, to have several growth pillars, continuing to develop the Software Services, Software Products, and Integrated Systems segments. Also, the acquisitions in 2025 aim to improve the performance of the Software Services segment and expand into the US market, through the results of company Codingscape and the complementary development of the Software Products segment through the contribution of company SVT Electronics. In December 2025, the largest contract for the provision of integrated systems services since the establishment of the subsidiary was signed with Health Minister.

In the area of software products, such as fleet management, business optimization, HR solutions, the market is growing according to the trend of recent years. Revenues in 2025 also include the revenues of company SVT Electronics starting with May 2025.

The "Integrated Systems" segment is developed by one of the Group's subsidiaries, AROBS Systems, which is responsible for implementing hardware and software solutions, as well as software products for public sector contracting authorities. This company has a team of professionals specialized in the public sector and possesses technical expertise in integrating complex systems and technologies such as ORACLE, HP, DELL, and Microsoft. Revenues and expenses recorded in this segment were restated following the application of accounting policies in accordance with IFRS, specifically adjusting revenues and expenses related to partners within joint contracts, as well as those where AROBS Systems acted as an agent. As of December 31, 2025, the impact of this adjustment on both revenues and related expenses amounted to 37.3 million lei, compared to 31.4 million lei as of December 31, 2024, with zero effect on both EBITDA and net profit.

The following table shows the structure of significant customers by business segment:

Business segments	Top clients 2025	% of turnover	Top clients 2024	% of turnover
Software Services	Client 1	5.57%	Client 1	17.56%
	Client 2	5.05%	Client 2	3.79%
	Client 3	1.98%	Client 3	2.44%
	Client 4	1.96%	Client 4	3.82%
	Client 5	1.95%	Client 5	3.48%
Software products	Client 6	0.94%	Client 6	0.81%
	Client 7	0.56%	Client 7	0.52%
	Client 8	0.46%	Client 8	0.00%
	Client 9	0.39%	Client 9	0.00%
	Client 10	0.29%	Client 10	0.00%
Integrated Systems	Client 11	6.95%	Client 11	0.91%
	Client 12	0.88%	Client 12	0.00%
	Client 13	0.33%	Client 13	0.00%

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Cost of carrying out contracts with customers

	HR Licences	GPS Tracking services
Balance as of 31.12.2024	753,015	1,663,236
Capitalisation	750,870	1,545,189
Depreciation	531,394	2,080,993
Balance as of 31.12.2025	972,491	1,127,432

Deferred revenue – contract performance obligations

	FY 2024	Entries	Disposals (Returns on income)	FY 2025
Deferred revenue	16,579,699	34,463,951	31,038,495	20,005,155
		Balance at 31 Decembrie 2025	Balance at 31 Decembrie 2024	
Deferred revenue, out of which:		20,005,154	16,579,699	
Long term		7,153,024	3,232,865	
Short term		12,852,130	13,346,834	

Deferred revenue was recorded on the basis of medium and long term customer contract agreements and mainly relates to fleet monitoring services and HR licensing.

The revenue from subsidies is presented in the table below. In 2025, the majority of these revenues were recorded by the parent company – in the amount of 0.25 million lei for the SMIS Project and by Arobs Development & Engineering company in the amount of 0.5 million lei for the AROBS AlertBox solution that addresses a critical need of society: ensuring communication in emergency situations, when GSM networks are unavailable, regardless of whether catastrophic events occur in isolated, rural areas or urban agglomerations. The product is an independent unit connected via satellite to a centralized and secure server, which further communicates with local and national authorities providing 112 and E-alert services.

	Balance at 31.12.2025	Balance at 31.12.2024
Subsidies, out of which:	1,544,080	911,499
Long term	1,413,722	768,378
Short term	130,358	143,121

6. COST OF SALES

6.1 Cost of sales of software services

	FY 2025	FY 2024
Salary Expenses	150,440,205	163,173,065
Employee stock ownership plan costs	2,393,158	6,628,064
Third party expenses	78,143,443	73,293,596
Property plant and equipment depreciation expenses	7,655,703	8,646,327
Rental expenses	493,006	1,169,130
Travel and fuel expenses	1,876,880	2,345,867
Other operating expenses	1,053,641	1,370,184
Cost of sales of software services	242,056,036	256,626,233

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The cost of sales of software services consists of salaries and benefits (including remuneration in equity instruments) of directly productive staff involved in the delivery of these services, the cost of services performed by third parties related to software services projects, depreciation of equipment used and other operating expenses necessary for the delivery of software services: rent and energy and water costs, travel expenses, insurance and commissions and fees.

Third party expenses increased by 5 million lei in 2025 compared to the previous year. Services contracted from third parties represented, during 2025, mainly expenses on software services and IT consultancy, recruitment services, participation in fairs and conferences.

6.2 Cost of sales of software products

	FY 2025	FY 2024
Salary Expenses	17,229,700	15,681,277
Employee stock ownership plan costs	128,534	351,152
Third party expenses	8,324,122	7,486,367
Expenses related to equipment sold	2,747,863	2,201,124
Property plant and equipment depreciation expenses	10,007,797	7,420,424
Telecommunications expenses	3,849,091	3,527,430
Raw materials expenses	1,538,436	52,703
Travel and fuel expenses	1,289,158	1,324,459
Other operating expenses	600,933	810,441
Cost of sales of software products	45,715,634	38,855,377

The cost of sales of software products consists of salaries and benefits (including remuneration in equity instruments) of directly productive personnel involved in the delivery of these products and the provision of related services, the cost of equipment sold, depreciation of equipment used and other operating expenses necessary for the delivery of software products and the provision of related services: telecommunication services, rent and energy and water costs, travel expenses, fuel, maintenance and repairs. Services contracted from third parties during 2025 mainly represented services with installations of monitoring devices and software services.

Raw material expenses in 2025 are mainly related to the internal production of tachographs carried out by company X, whose results are included in the Group's consolidated statements starting with May 2025.

6.3 Cost of sales of integrated systems

	FY 2025	FY 2024
Salary Expenses	2,014,517	1,722,101
Employee stock ownership plan costs	43,672	-
Third party expenses	2,351,866	972,496
Expenses related to equipment sold	27,536,512	1,800,558
Property plant and equipment depreciation expenses	83,367	57,074
Raw materials expenses	-	1,858,126
Other operating expenses	59,211	2,849
Cost of sales of integrated systems	32,089,145	6,413,204

7. OTHER INCOME

	FY 2025	FY 2024
Other operating revenue	2,116,498	663,404
Rental income	1,208,942	733,418
Income from administration activities	380,308	417,397
Net revenue from the sale of Fixed Assets	434,513	348,709
Total	4,140,961	2,162,928

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8. SALES AND MARKETING EXPENSES

	FY 2025	FY 2024
Salary Expenses	18,711,009	15,227,489
Employee stock ownership plan costs	481,439	671,528
Third party expenses	4,075,885	1,453,208
Property plant and equipment depreciation expenses	468,909	664,157
Entertaining, promotion and advertising	2,977,966	2,626,001
Travel and fuel expenses	464,730	230,377
Other operating expenses	196,226	225,249
Sales and marketing expenses	27,376,164	21,098,009

Sales and marketing expenses consist of salaries and benefits (including remuneration in equity instruments) of sales and marketing staff, protocol, advertising and publicity expenses and services performed by third parties generated by the Group's promotional activities. The main cause of the increase was the impact of newly acquired companies and the sales efforts undertaken to identify new commercial opportunities.

9. GENERAL & ADMINISTRATION EXPENSES

	FY 2025	FY 2024
Salary Expenses	30,369,753	28,069,635
Employee stock ownership plan costs	3,385,635	6,109,098
Third party expenses	9,818,845	7,817,335
Property plant and equipment depreciation expenses	15,857,162	13,869,248
Other taxes, duties and similar expenses	2,126,845	1,809,574
Impairment losses/revenue on non current assets	(329,511)	(391,252)
Rental expenses	1,020,571	207,943
Travel and fuel expenses	1,079,517	1,133,658
Other operating expenses	6,442,222	5,954,106
General & Administration expenses	69,771,040	64,579,345

General and administrative expenses comprise salaries and benefits (including remuneration in equity instruments) of staff in the management, administrative, procurement, finance, legal, management, labour protection, human resources and IT support departments and of expenses for services performed by third parties, consultancy expenses, rental expenses and other expenses incurred in the administration of the Group.

Customer relationship amortization increased as a result of the acquisition, in 2025, due to the contribution of companies SVT Electronics and Codingscape.

Customer relationships were recognized as intangible assets with a useful life of 10 years, for which period the amortization expense is calculated on a straight-line basis.

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10. EMPLOYEE BENEFITS EXPENSES

	FY 2025	FY 2024
Salary Expenseses	215,990,121	216,657,537
Social security contributions	8,932,710	7,638,267
Meal ticket expenses	4,768,336	5,039,794
Untaken holidays provision	2,152,696	(742,202)
Subtotal personnel expenses	231,843,863	228,593,396
Employee stock ownership plan costs	6,432,438	13,759,842
Total personnel expenses	238,276,301	242,353,238

The average number of employees, salary expenses and employee stock ownership plan costs during the financial year ended 31 December 2025 and 31 December 2024 was as follows:

	FY 2025			FY 2024		
	Average number of employees	Salary Expenses	Employee stock ownership plan costs	Average number of employees	Salary Expenses	Employee stock ownership plan costs
Management personnel	27	9,860,898	3,222,988	27	9,357,347	5,805,809
Administrative personnel	36	3,896,209	23,681	35	3,218,838	31,780
Acquisition personnel	3	474,323	3,375	3	467,099	10,532
Financial personnel	42	5,783,308	52,465	42	5,702,329	103,804
Legal personnel	5	859,881	25,365	4	767,701	51,920
Warehouse administration personnel	2	149,792	-	2	149,707	202
Marketing personnel	22	2,998,079	4,583	22	2,421,088	34,506
Research & Development personnel	731	162,553,183	2,507,182	886	169,902,057	6,931,365
Occupational safety and health personnel	4	155,350	-	3	145,287	-
Human Resources personnel	20	2,703,681	10,769	26	2,992,327	13,524
Installation - Services personnel	55	6,549,094	24,215	44	4,630,569	47,852
Production personnel	2	170,805	-	-	-	-
IT Support personnel	29	4,718,104	46,992	26	4,027,787	91,526
Sales personnel	77	15,117,413	510,823	67	12,875,400	637,023
Total personnel	1.055	215,990,120	6,432,438	1.187	216,657,536	13,759,843

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The salary expense item is reduced on the face of the financial statements by the amounts representing the capitalizations made related to ongoing projects. The value of these capitalizations is (13.078.679) in 2025, respectively (4.719.829) in 2024.

Salary expenses increased with the aim of maintaining competitiveness in the market and ensuring the necessary resources for ongoing projects, through salary increases and the addition of resources from newly acquired companies. Personnel rights are recorded in the accounting with the retention of related contributions and taxes established according to the legislation in force. Settlements with personnel include salary rights, bonuses, supplements, allowances for vacation leaves, as well as those for temporary incapacity for work, paid from the payroll fund, and other rights in money and/or in kind owed by the company to the personnel for the work performed.

ESOP-related costs as of December 31, 2025, were 7.3 million lei (-53%) lower than in the same period of the previous year, following the completion of ESOP 1, ESOP 2, and the first stage of ESOP 3, as well as reduced expenses related to ESOP 4.

The management of AROBS is ensured by the Board of Directors, the General Manager and 2 Executive Directors. The Board of Directors is composed of 5 members, of which 2 are executives and 3 are non-executive. The gross annual remuneration includes fixed remuneration, share-based remuneration and other benefits. The total gross annual remuneration for the Management of AROBS is 7,106,108 lei.

ESOP – Employee Stock Option Plan

ESOP value is established on the date the stock option is granted. The expense recorded is based on the market price from the date of granting the stock option and is recognized systematically as the services are rendered and until the vesting criteria are met. The vesting criteria for ESOPs are seniority within the company and employee status.

Benefits in the form of the entity's own shares (or other equity instruments) granted to employees are recognized separately in the equity accounts at the fair value of those equity instruments at the date those benefits are granted. Recognition of expenses relating to employees' work occurs when the work is performed. The grant date is the date on which the entity and the employee beneficiaries of those instruments understand and accept the terms and conditions of the transaction, except that if the arrangement is subject to a subsequent approval process (for example, by shareholders), the grant date is the date on which that approval is obtained. For equity instruments granted that vest immediately on the grant date, employees are not required to complete a specified period of service before becoming unconditionally entitled to those equity instruments and, in the absence of evidence to the contrary, the entity shall treat the services rendered in exchange for the equity instruments as already having been received. In this case, the related expenses shall be recorded in full against the equity accounts at that time. For equity instruments granted that vest only after employees have completed a specified period of service, the related expenses are recognised as the services are rendered, over the vesting period, against the equity accounts. The amount recognised as an expense shall be based on an estimate of the number of equity instruments that will vest, and this estimate shall be revised if subsequent information indicates that the number of equity instruments expected to vest is different from previous estimates so that, at vesting date, that estimate equals the number of equity instruments that vest.

In the steps regarding the repurchase of own shares for the purpose of implementing the Stock Option Plan program, the provisions of Law 31/1990 were taken into account.

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11. CATEGORIES OF EXPENSES

	FY 2025	FY 2024
Salary Expenses	218,765,184	223,873,567
Employee stock ownership plan costs	6,432,438	13,759,842
Third party expenses	102,714,162	91,023,002
Property plant and equipment depreciation expenses	34,072,938	30,657,230
Expenses related to equipment sold	30,490,068	4,415,737
Travel and fuel expenses	4,710,285	5,034,361
Telecommunications expenses	4,403,469	4,106,034
Entertaining, promotion and advertising	3,698,835	3,635,114
Raw materials expenses	1,540,014	1,911,397
Other taxes, duties and similar expenses	2,126,845	1,809,574
Rental expenses	1,602,251	1,559,828
Impairment losses/revenue on non current assets	(329,511)	(391,252)
Other operating expenses	6,781,041	6,177,734
Total	417,008,019	387,572,168

12. FINANCIAL RESULT

Net gains and losses from financial and investing activities

	FY 2025	FY 2024
Revenue from shares held at controlled entities	(1,702)	5,617
Interest revenue	6,666,838	6,706,085
Financial income from impairment adjustments	292,385	249,041
Other financial revenue	16,846,868	(10,049)
Operating (expenses) related to adjustments for goodwill impairment	(11,081,724)	(4,502,946)
Costs associated with the acquisition of shareholdings	(2,264,830)	(551,327)
Financial (expenses) related to impairment adjustments	(2,224,145)	(13,843)
Net gains and losses from financial and investing activities	8,233,690	1,882,578

Financial expenses

	FY 2025	FY 2024
Interest (expenses)	(3,173,679)	(4,217,537)
Other financial (expenses)	(23,390)	(164,681)
Financial result	(3,197,069)	(4,382,218)

Other financial income includes the restatement to income of the contingent consideration conditioned by the fulfillment of certain financial indicators that were not achieved in the 2025 financial year. Thus, in accordance with the provisions of IFRS 3 regarding contingent remuneration, the outstanding debts related to the acquisition of FWF in the amount of 16,1 million RON, and related to Infobest in the amount of 0,75 million RON, were restated to income. The closing of the acquisition transaction of Infobest also involved an adjustment element of the goodwill component within the allowed adjustment period, related to working capital components worth 0,26 million RON.

The goodwill impairment adjustment of 11 million Ron relates to company FWF and resulted from impairment tests performed in accordance with IAS 36. Expenses regarding value adjustments result from the application of the impairment model according to IFRS 9 on loans granted by the Group.

Other financial expenses include expenses incurred by the Group in connection with investments in subsidiaries that have been made or are to be completed within the framework of M&A activity.

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13. SEGMENTS RECONCILIATION

REVENUE AND EXPENSES RECONCILIATION BY BUSINESS SEGMENTS	SOFTWARE SERVICES		SOFTWARE PRODUCTS		INTEGRATED SYSTEMS		TOTAL	
	2025	2024	2025	2024	2025	2024	2025	2024
Revenue from software services	308,631,894	327,156,730	-	-	-	-	308,631,894	327,156,730
Revenue from software products	-	-	99,937,561	79,823,304	-	-	99,937,561	79,823,304
Revenue from integrated systems	-	-	-	-	39,237,343	7,270,180	39,237,343	7,270,180
Total turnover	308,631,894	327,156,730	99,937,561	79,823,304	39,237,343	7,270,180	447,806,798	414,250,214
Salary Expenses	150,440,205	163,173,065	17,229,700	15,681,277	2,014,517	1,722,101	169,684,422	180,576,443
Employee stock ownership plan costs	2,393,158	6,628,064	128,534	351,152	43,672	-	2,565,364	6,979,216
Third party expenses	78,143,443	73,293,596	8,324,122	7,486,367	2,351,866	972,496	88,819,431	81,752,459
Expenses related to equipment sold	(21,795)	121,685	2,747,863	2,201,124	27,536,512	1,800,558	30,262,580	4,123,367
Property plant and equipment depreciation expenses	7,655,703	8,646,327	10,007,797	7,420,424	83,367	57,074	17,746,867	16,123,825
Rental expenses	493,006	1,169,130	28,023	115,898	-	1,746	521,029	1,286,774
Telecommunications expenses	148,566	30,903	3,849,091	3,527,430	-	-	3,997,657	3,558,333
Travel and fuel expenses	1,876,880	2,345,867	1,289,158	1,324,459	-	-	3,166,038	3,670,326
Raw materials expenses	-	-	1,538,436	52,703	-	1,858,126	1,538,436	1,910,829
Other operating expenses	926,869	1,217,595	572,910	694,543	59,211	1,103	1,558,990	1,913,241
Total cost of sales	242,056,035	256,626,232	45,715,634	38,855,377	32,089,145	6,413,204	319,860,814	301,894,813
Gross margin	66,575,859	70,530,498	54,221,927	40,967,927	7,148,198	856,976	127,945,984	112,355,401
Margin %	22%	22%	54%	51%	18%	12%	29%	27%
Interest Expenses	(2,437,017)	(3,642,475)	(716,100)	(502,028)	(20,563)	(73,034)	(3,173,679)	(4,217,537)

Sales and marketing and general administration expenses are unallocated costs.

FINANCIAL POSITION BY BUSINESS SEGMENTS	SOFTWARE SERVICES		SOFTWARE PRODUCTS		INTEGRATED SYSTEMS		UNALLOCATED		TOTAL	
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
Additions to non-current assets	54,844,118	17,869,263	49,241,580	7,856,334	-	-	1,223,905	14,536,012	105,309,603	40,261,608
Allocated assets	313,922,292	267,421,014	97,773,130	83,600,047	17,351,228	3,590,021	5,379,206	6,751,416	434,425,856	361,362,498
Unallocated assets	-	-	-	-	-	-	254,232,735	282,194,583	254,232,734	282,194,583
Total assets	313,922,292	267,421,014	97,773,130	83,600,047	17,351,228	3,590,021	259,611,941	288,945,999	688,658,590	643,557,081
Allocated liabilities	118,535,785	134,064,380	50,564,444	40,884,568	19,206,401	3,731,426	11,392,066	10,912,794	199,698,697	189,593,168
Unallocated liabilities	-	-	-	-	-	-	13,514,878	14,106,896	13,514,879	14,106,896
Total liabilities	118,535,785	134,064,380	50,564,444	40,884,568	19,206,401	3,731,426	24,906,944	25,019,690	213,213,575	203,700,064

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14. EBITDA

EBITDA (Earning Before Interest, Taxes, Depreciation and Amortization) is one of the most widely used indicators of corporate profitability. This indicator helps to show the cash profit generated by the company before depreciation, amortisation, taxes and debt related to the capital structure.

EBITDA is one of the main performance indicators monitored by the Group's management. Consolidated EBITDA is reconciled to the Group's consolidated income statement as follows:

	FY 2025	FY 2024
Operating revenues	451,938,362	416,319,926
Operating expenses	382,916,082	356,683,166
EBITDA	69,022,280	59,636,761
EBITDA Margin	15%	14%
ESOP 1-3	1,142,553	6,837,134
ESOP 4	4,410,808	6,922,709
Depreciation and amortization of assets	22,995,072	21,076,916
Customer relationship depreciation	11,373,646	9,816,509
Financial and investment result	3,789,079	(1,119,644)
Gross profit	38,442,641	27,623,691
Tax	7,621,767	6,391,433
Net profit	30,820,873	21,232,258
Net profit margin	7%	5%

15. INCOME TAX AND DEFERRED TAX

	FY 2025	FY 2024
Current profit tax expense	8,677,096	5,932,493
Micro enterprise profit tax expense - Current	1,044,486	1,690,943
Subtotal – current tax	9,721,582	7,623,436
Deferred profit tax	(2,099,815)	(1,232,003)
Total	7,621,767	6,391,433

The amounts presented relate to revenue and expenditure for each financial year.

	FY 2025	FY 2024
Gross profit	38,442,640	27,623,691
Current profit tax expense	(8,677,096)	(5,932,493)
Micro enterprise profit tax expense - Current	(1,044,486)	(1,690,943)
Current tax	(9,721,582)	(7,623,436)
Deferred profit tax	2,099,815	1,232,003
Recalculated net profit	30,820,873	21,232,258

	31 December 2025	31 December 2024
Income tax		
Income tax - receivable	172,815	1,470,248
Total	172,815	1,470,248

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Income tax	31 December 2025	31 December 2024
Income tax - payable	1,125,516	813,583
Total	1,125,516	813,583

Theoretical rate and effective rate reconciliation	FY 2025	FY 2024
Result before tax	57,934,371	42,371,267
Restated or adjusted income	(142,930,462)	(116,996,441)
Restated or adjusted expenses	135,310,640	94,187,616
Profit or loss before tax	65,554,193	65,180,092
Profit or loss microenterprise	4,182,623	3,183,010
Non taxable income	(47,042,198)	(44,417,857)
Non taxable expenses for tax calculation	33,572,688	35,869,772
Legal reserves	(1,134,845)	(1,640,224)
Fiscal (loss) / profit	46,767,215	51,808,773
Fiscal loss carried forward	839,121	-
Fiscal loss carried forward/Taxable income	45,928,094	51,808,773
Reinvested profit	(22,605)	-
Profit tax	9,590,678	10,177,435
Tax reductions according to the Fiscal Code	1,565,299	2,075,221
Income tax correction for previous year	-	(478,778)
Profit tax after deductions	8,025,378	7,623,436

* Tax rates applicable to profit generated in the USA are 21% and 25%, and in Germany is 15%.

Deferred income tax

	FY 2025	FY 2024
Deferred income tax assets	1,804,340	1,974,769
Total	1,804,340	1,974,769

Deferred income tax assets are generated by temporary tax differences related to trade and other receivables, inventories, lease liabilities recognized following restatements according to IFRS 16 and provisions for untaken holiday.

The deferred income tax receivable will be recovered based on future profits earned by the Group.

	Balance at 31 December 2025	Balance at 31 December 2024
Deferred income tax liabilities	14,411,649	11,701,946
Total	14,411,649	11,701,946

Deferred tax liabilities are mainly generated by the difference in fair value of assets recorded upon acquisition of subsidiaries and the recognition of assets related to rights of use of leased assets following restatements in accordance with IFRS16.

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Source of temporary differences	FY 2025	FY 2024
Goodwill	(378,231)	-
Customer relationship	(14,031,220)	(11,682,284)
Other intangible assets	(857,665)	(775,471)
Assets related to rights of use of leased assets	(1,078,947)	(1,133,021)
Work in progress services and inventories	147,471	140,328
Trade receivables	518,822	287,727
Trade receivables	51,361	-
Personnel liabilities	868,065	612,727
Advance income	724,734	708,203
Leasing liabilities	1,083,477	1,114,779
Provisions	-	681,270
Current result	(21,790)	(1,162)
ESOP	195,546	319,725
Deferred tax correction for previous year	171,067	-
Total	(12,607,309)	(9,727,178)

16. EARNINGS PER SHARE

The calculation of basic and diluted earnings per share is based on the following amounts of profit attributable to ordinary shareholders and the weighted average number of ordinary shares outstanding:

Basic	FY 2025	FY 2024
Profit	30,328,033	20,992,051
Regular shares in circulation	1,021,024,508	917,313,056
Basic earnings per share	0.0297	0.0229

Diluted	FY 2025	FY 2024
Profit	30,328,033	20,992,051
Diluted regular shares in circulation	1,035,416,683	1,040,116,936
Diluted earnings per share	0.0293	0.0202

The dilution effect is due to the treasury shares allocated in the ESOP programs that are to be distributed on the dates established in the ongoing programs.

Ordinary shares	FY 2025	FY 2024
Weighted average number of shares used in basic EPS	1,021,024,508	917,313,056
Capital increase	-	174,258,722
ESOP	11,008,930	21,472,265
Weighted average number of shares used in diluted EPS	1,035,416,683	1,040,116,936

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17. PROPERTY, PLANT AND EQUIPMENT

	Buildings	Plant, machinery and motor vehicles	Other instalations and fixtures and fittings	Advances and WIP Tangible assets	Total
31-Dec-24	10,840,943	25,881,329	10,404,451	282,933	47,409,655
Purchases	3,706	4,429,165	766,545	493,178	5,692,593
Purchases (BC*)	-	795,424	200,617	-	996,041
Transfers	-	-	49,584	(49,584)	0
Disposals	(5,496,360)	(2,747,344)	(1,166,733)	(365,815)	(9,776,252)
31-Dec-25	5,348,288	28,358,573	10,254,463	360,713	44,322,038
Depreciation/Adjustments					
31-Dec-24	5,453,156	19,417,974	8,858,790	-	33,729,919
Period cost	705,679	3,547,424	1,392,980	0	5,646,083
Period cost (BC*)	0	558,795	18,818	0	577,613
Disposals	(848,063)	(1,738,719)	(749,090)	-	(3,335,872)
31-Dec-25	5,310,771	21,785,474	9,521,498	0	36,617,744
Net value					
31-Dec-24	5,387,787	6,463,355	1,545,661	282,933	13,679,736
31-Dec-25	37,517	6,573,099	732,966	360,713	7,704,294

*Business combinations

The value of disposals from the construction category represents the part used by the group of the investment property that was sold during the year (see Note 18 below).

Purchases recorded during 2025 include the acquisition of laptops, switches and other workstations for the optimal performance of activities, but also following business combinations carried out during the year.

18. INVESTMENT PROPERTY

	Buildings
31-Dec-24	21,244,232
Purchases / Receptions	-
Disposals	(21,244,232)
31-Dec-25	-
Depreciation/Adjustments	
31-Dec-24	236,193
Period cost	-
Disposals	(236,193)
31-Dec-25	-
Net value	
31-Dec-24	21,008,039
31-Dec-25	-

During 2025, the real estate investment held by company UCMS was sold, the result of this transaction being included in the Other costs line.

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19. GOODWILL

	31.12.2025	31.12.2024
AROBS DEVELOPMENT & ENGINEERING SRL (ENEA)	29,526,716	29,526,716
BERG COMPUTERS S.R.L.	11,337,453	11,337,453
NORDLOGIC SOFTWARE	14,782,480	14,782,480
CENTRUL DE SOFT GPS	1,853,698	1,853,698
COSO BE & NL	198,518	272,307
AROBS TRACKGPS	23,505	23,505
AROBS SOFTWARE	9,191,483	9,191,483
AROBS POLSKA (SYDERAL POLSKA)	-	-
FUTURE WORKFORCE	21,335,663	32,337,663
AROBS PANNONIA SOFTWARE	1,013,582	1,013,582
INFOBEST ROMANIA	10,629,122	10,891,431
SVT ELECTRONICS SRL	19,631,140	-
CODINGSCAPE	53,169,584	-
Total	172,692,944	111,230,318

The net value of the goodwill recorded as of 31.12.2025 is 173 million lei. It increased in 2025 following the acquisition of the SVT Electronics and Codingscape. The Group tests goodwill for impairment in accordance with the requirements of IAS 36. For most companies, the method used for impairment testing is the discounted cash flow (DCF) method. The use of this method requires estimating discounted future cash flows and determining a discount rate to calculate the discounted cash flow. For companies whose activity is fleet monitoring, impairment testing is performed using a benchmark for the fleet management business.

At 31 December 2025, the impairment test of the goodwill related to the acquired companies was performed. Following the calculations regarding future cash flows, the test concluded with an impairment of 11 million lei for FWF entity.

The main assumptions are the following:

2025	%	%	%	%	%
Main assumptions	Codingscape	Berg Computers	Nordlogic Software	Future Workforce	Infobest
Revenue increase average rate	15.1	6.3	4.1	10.2	5.4
EBITDA average rate	14.2	26.7	17.8	13.7	14.7
WACC	11.8	16.4	15.8	16.4	13.4
Perpetuity rate	2	2	2	2	2

The revenue growth rate for each entity took into account the history of revenue development but also the dynamics of the markets where each company's customers are.

The average EBITDA growth rate for each entity was estimated based on the historical evolution but also taking into account the estimated evolution of the main categories of expenses, in particular salaries.

The WACC rate was calculated taking into account both the risk of the industry in which each company operates, the country risk taking into account the place of service provision as well as the country where the customer of the services is located and the specific risk of each entity.

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Sensitivity analysis

If any of the following changes were made to the key assumptions above, for cash-generating units holding a significant proportion of the total goodwill balance, the carrying amount and recoverable amount would be equal:

2025	p.%	p.%	p.%	p.%
Sensitivity analysis	Codingscape	Berg Computers	Nordlogic Software	Infobest
Revenue increase average rate	-34.9	-20.9	-13	-20.1
EBITDA average rate	-5.5	-13.9	-10.5	-8.5
WACC	6.2	15.3	5.4	13.3

20. MERGERS & ACQUISITIONS

In order to strengthen its position on the market, the company has been pursuing an acquisition policy in recent years. It has transformed itself into an international company, forming partnerships and collaborations with partners and customers in the United States, Canada, Germany, Finland, Switzerland, the Netherlands, Belgium and Italy.

2025 Acquisitions

Fair vlaue	SVT Electronics
Client relations	6,475,336
Net current Assets/(liabilities)	5,841,762
Deferred tax	(871,796)
Total net assets	11,445,303
Fixed contribution	23,644,913
Contingent obligation	7,431,530
Noncontrolling interests	-
Goodwill	19,631,140

Fair vlaue	Codingscape
Client relations	16,333,892
Net current Assets/(liabilities)	8,757,500
Deferred tax	(3,430,117)
Total net assets	21,661,275
Fixed contribution	52,638,598
Contingent obligation	314,406
Noncontrolling interests	(21,877,855)
Goodwill	53,169,584

In February 2025, company TLG LLC was established, 85% owned by AROBS and whose financial performance (revenues and expenses) is reflected within the group starting with March 2025.

In May 2025, AROBS completed the acquisition transaction of SVT Electronics, whose financial performance (income and expenses) is reflected within the group starting with May 2025.

In June 2025, the Company informed investors about the acquisition of a 70% stake in company Codingscape, whose financial performance (income and expenses) is reflected within the group, starting with July 2025.

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Fair value on business combinations – significant estimates

Goodwill is recognized upon consolidation and represents the difference between the acquisition cost and the fair value at the transaction date of the portion of the net assets acquired by an entity. In the separate annual financial statements, goodwill can only be recognized in the case of the transfer of all assets or a part of them and of liabilities and equity, regardless of whether it is realized because of the purchase or because of some merger operations. For goodwill to be accounted for separately, the transfer must be related to a business, represented by an integrated set of activities and assets organized and managed for the purpose of obtaining profits, recording lower costs or other benefits. For the accounting recognition of the assets and liabilities acquired in a business combination, AROBS proceeded to evaluate the fair value of the items acquired/transferred. This operation was carried out by authorized evaluators.

21. OTHER INTANGIBLE ASSETS

	Goodwill	Customer relationships	Research & development expenses	Other noncurrent assets	Total
Cost					
31-Dec-24	116,611,747	101,252,623	3,165,277	44,591,300	265,620,947
Purchases	72,558,771	22,809,230	10,476,489	9,151,994	114,996,483
Transfers	-	-	(4,802,607)	4,802,607	-
Purchases (BC*)	-	-	-	308,266	308,266
Disposals	-	-	-	(4,225,537)	(4,225,537)
31-Dec-25	189,170,518	124,061,852	8,839,159	54,628,630	376,700,159
Depreciation/Adjustments					
31-Dec-24	5,381,429	27,097,243	189,036	20,535,822	53,203,529
Period cost	11,096,145	11,373,646	173,040	9,174,611	31,817,443
Period cost (BC*)	-	-	-	196,866	196,866
Disposals	-	-	-	(4,125,124)	(4,125,124)
31-Dec-25	16,477,574	38,470,889	362,076	25,782,176	81,092,715
Net value					
31-Dec-24	111,230,318	74,155,380	2,976,241	24,055,478	212,417,418
31-Dec-25	172,692,944	85,590,963	8,477,083	28,846,454	295,607,444

*Business combinations

The goodwill, in a net amount of 157 million lei, resulted as a positive difference between the acquisition cost and the value, at the transaction date, of the part of the acquired net assets of the subsidiary. The increase in the value of intangible assets is mainly due to the recording of goodwill, following the acquisition of SVT Electronics and Codingscape, and the continued development of domestic products.

In order to determine goodwill, the Parent Company has valued, through independent licensed valuers, the identifiable assets acquired and liabilities assumed at their fair values as of the date of acquisition of the above mentioned companies as well as those acquired in prior years. Following calculations regarding future cash flows, the testing concluded with an impairment of 11 million lei for FWF subsidy.

For the acquired companies, customer relationships were identified in the process of allocating the purchase price by the appraisers, which were recognized at fair value as intangible assets in the financial statements at the date of each acquisition. The net book value of customer relationships as of 31.12.2025 is 85.6 million lei. Amortization of these assets is made on a straight-line basis over a period of 10 years.

Development expenses mainly relate to the development project of a new HR solution, and other internal products.

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22. FINANCIAL ASSETS

Cost	Balance at 31.12.2025	Balance at 31.12.2024
Affiliated company shares	10,181	10,181
Loans granted to affiliated entities and other loans	7,854,754	9,817,830
Bonds	-	2,110,053
Guarantees and other financial assets	2,197,812	1,567,012
Total	10,062,747	13,505,076

Value adjustments	Balance at 31.12.2024	Increase	Decrease	Balance at 31.12.2025
Loans granted to affiliated entities and other loans	2,523,711	4,347,111	(3,393,876)	3,476,946
Total	2,523,711	4,347,111	(3,393,876)	3,476,946

Net Value	Balance at 31.12.2025	Balance at 31.12.2024
Loans granted to affiliated entities and other loans	4,377,807	7,294,119
Other financial fixed assets	2,207,992	3,687,246
Total	6,585,799	10,981,365

From the amount of 10,181 lei related to the shares held in affiliated entities and jointly controlled entities, 9,000 lei represents the contribution to the assets held by Cluj IT Association.

Loans granted to related parties and other loans, amounting to 7,854,754 lei, represent long-term loans granted at group level whose value decreased at the end of 2025, following their partial reimbursement.

Part of these loans granted to related parties have been fully adjusted, the amount of the adjustments at 2025 being 3,476,946 lei compared to 2,523,711 lei in 2024.

Guarantees granted and guarantees received

The outstanding guarantees in balance at the end of 2025, amounting to 2,197,812 lei, are detailed in the statement presented below:

Guarantees	2025	2024
Building lease	1,117,437	1,297,427
Guarantees for adequate execution	132,668	5,586
Auctions	510,574	95,446
Other	437,133	189,104
Total	2,197,812	1,587,563

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23. WORK IN PROGRESS SERVICES AND INVENTORIES

	Balance at 31.12.2025	Balance at 31.12.2024
Raw materials	739,774	-
Materials	231,807	274,657
Work in progress	11,754,124	5,467,236
Products	424,735	-
Merchandise	5,783,353	2,945,707
Inventories Advances	238,061	111,506
Total	19,171,854	8,799,106

The value of services in progress and outstanding inventories, as of 31.12.2025, increased compared to 2024, due to the increase in goods, mainly used in fleet management activity, and work in progress.

Work in progress services refer to contracts with clients that run over longer periods of time. Direct costs involved in providing these services, mainly salaries, were recognized under this asset, taking into account the degree of completion of the projects by 31.12.2025.

Inventory adjustments are calculated according to age, namely: 30% of the entry value for stocks between 181 and 365 days old and 100% of the value of stocks older than one year and with slow movement. The value of adjusted stocks for 2025 is 921,695 lei, being at a similar level to the previous year (876,401 lei).

24. TRADE RECEIVABLES

	Balance at 31.12.2025	Balance at 31.12.2024
Accounts receivable	82,059,358	72,139,534
Accounts receivable - unissued invoices	6,590,281	5,220,971
Accounts payable adjustments	(7,323,066)	(6,876,594)
Accounts receivable - affiliate entities	2,527,612	2,627,697
Adjustments for accounts receivable - affiliate entities	(2,311,368)	(2,408,876)
Supplier advances	1,471,197	2,499,936
Total	83,014,014	73,202,668

At the end of 2025, impairment adjustments related to customer receivables amounted to 7,323,066 lei, the increase being due both to the newly acquired entities and to the application of the accounting policy established under IFRS 9, which involves recording impairment adjustments for receivables based on impairment rates, calculated by age intervals.

Receivables ageing	Balance at 31.12.2025	Balance at 31.12.2024
Not due	54,172,063	47,227,934
0-30	16,272,190	12,704,199
31-90	3,117,731	1,943,805
91-360	1,825,860	4,153,596
Over 360	6,671,514	6,110,000
Total gross value (unadjusted)	82,059,358	72,139,534

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Software services	Expected average loss rate 2025	Expected average loss rate 2024	2025	2024
Not due	0.13%	0.27%	48,008,416	43,140,518
1-30	0.19%	0.38%	14,506,532	11,125,522
31-60	2.67%	2.48%	1,493,789	1,028,967
61-90	5.51%	4.02%	1,318,482	569,929
91-180	9.03%	6.00%	1,291,046	1,950,518
181-270	19.43%	20.02%	271,918	1,248,064
271-360	33.08%	44.77%	42,524	710,291
Over 360	100.00%	100.00%	4,495,777	4,132,079
Total gross value (unadjusted)			71,428,485	63,905,887

Software products – GPS tracking	Expected average loss rate 2025	Expected average loss rate 2024	2025	2024
Not due	0.75%	0.39%	5,248,938	2,824,996
1-30	1.60%	0.84%	996,693	920,315
31-60	14.68%	3.80%	222,981	238,781
61-90	33.42%	9.58%	71,218	65,365
91-120	68.51%	21.34%	70,190	41,314
Over 120	100.00%	37.31%	1,226,419	1,076,502
Total gross value (unadjusted)			7,836,439	5,167,272

Software products – HR services	Expected average loss rate 2025	Expected average loss rate 2024	2025	2024
Not due	0.33%	0.24%	914,718	1,263,264
1-30	0.50%	0.39%	768,966	658,363
31-60	4.93%	1.44%	11,260	5,113
61-90	13.13%	3.20%	-	35,900
91-120	25.42%	7.17%	-	-
121-180	27.35%	11.48%	-	42,902
181-270	96.49%	26.97%	1,301	22,842
271-360	98.69%	56.08%	-	-
Over 360	100.00%	100.00%	102,080	52,651
Total gross value (unadjusted)			1,798,325	2,081,034

Impairment losses related to trade receivables and assets related to contracts with customers as well as related to loans granted.

To estimate the potential losses related to trade receivables and assets related to contracts with customers, the AROBS Group used a calculation model based on the analysis of revenue collection behavior by aging periods in the last three financial years. Trade receivables and assets related to contracts with customers were grouped by category according to the services provided, namely: software services and other services, software products – GPS monitoring, software products – HR solution licensing. Based on the analysis, a historical weighted average rate of impairment was determined for each aging period, which was applied to the outstanding balance of receivables at December 31, 2025 for each category of receivables mentioned above.

Contractual assets are initially recognised for revenue from services provided by the Group, since receipt of consideration is conditional on successful completion of services and delivery of goods. Upon completion of services, delivery of goods and acceptance by the customer, amounts recognised as contract assets are reclassified into trade receivables.

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25. PREPAYMENTS

	Balance at 31.12.2025	Balance at 31.12.2024
Prepayments, out of which:	4,048,675	2,316,462
Long term	-	-
Short term	4,048,675	2,316,462

Prepayments increased in 2025 by 75% compared to previous year. These include prepayments made for expenses with third party services, insurance, rent, employee travels and trainings.

26. OTHER RECEIVABLES

	Balance at 31.12.2025	Balance at 31.12.2024
Other personnel-related claims	1,944,843	2,126,327
VAT receivable	3,276,835	3,106,441
VAT under settlement	381,027	311,877
Input VAT	36,814	114,647
Other taxes, fees and similar contributions	38,604	-
Other claims receivable from the Treasury	211,736	844,559
Sundry debtors	505,801	257,185
Suspense account	197,446	90,052
Transactions with shareholders / associates related to capital	5,000	5,000
Other employee-related claims	-	2,843
Total	6,598,106	6,858,931

27. CASH AND CASH EQUIVALENTS

	Balance at 31.12.2025	Balance at 31.12.2024
Cash at bank and deposits in lei	39,276,726	80,425,779
Cash at bank and deposits in foreign currencies	193,108,759	178,825,630
Subtotal – Cash at bank and deposits	232,385,485	259,251,409
Petty cash	50,983	142,223
Other marketable securities	2,765,995	215,319
Amounts being settled	41,118	-
Other cash equivalents	636	(4,762)
Total	235,244,217	259,604,189

Balance of foreign and domestic currencies Current account	Balance at 31.12.2025	Balance at 31.12.2024
RON	39,276,726	80,425,779
EUR	146,071,199	162,556,418
USD	44,062,460	10,422,415
GBP	929,036	2,611,323
Other currencies	2,046,064	3,235,474
Total	232,385,485	259,251,409

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Cash in the bank bears interest at the daily interest rate when deposits are made. Short-term deposits are made for different periods of time between 1 day and 3 months, depending on the cash needs of the parent company and subsidiaries and accrue interest at the corresponding interest rates.

28. CAPITAL AND RESERVES

The share capital of the Group consists of the share capital held by the parent company. Shareholdings held by Group companies in other Group companies, obtained either through shareholdings at incorporation or through acquisitions from other Group companies, have been written off in consolidation, together with the value of the participating interests.

In the case of acquired companies, reserves existing at the date of formation of the Group, together with retained earnings and other equity items were taken into account in the calculation of goodwill and eliminated in consolidation together with the interests held in Group companies.

As of December 31, 2025, the paid-up share capital of the Parent Company is 104,555,233 lei, divided into 1,045,552,330 registered shares, with a nominal value of 0.1 lei per share. The share capital is fully subscribed and paid-up as of December 31, 2025. The Parent Company was transformed into a joint-stock company as of September 5, 2014.

Legal reserves are established in accordance with the regulations in place at Group company level. The legal reserve has been established in accordance with the terms of the Law on Commercial Companies. As at 31 December 2025, the value of the legal reserves amounts RON 10,719,149.

On December 31, 2025, differences resulting from the conversion of transactions of foreign entities under consolidation were recognized in capital.

	31.12.2025	31.12.2024
Number of shares	1,045,552,330	1,045,552,330
Subscribed and paid capital	104,555,233	104,555,233
TOTAL	104,555,233	104,555,233

29. TRADE PAYABLES

	Balance at 31.12.2025	Balance at 31.12.2024
Suppliers	30,429,923	12,880,506
Client advances	5,506,215	6,160,223
Suppliers - invoices not yet received	1,942,629	2,819,843
Supplier liabilities - affiliated entities	2,483,352	375,700
Other creditors	304,982	91,006
Total	40,667,101	22,327,278

30. EQUITY LIABILITIES

	Balance at 31.12.2025	Balance at 31.12.2024
Equity liabilities out of which	17,868,696	18,664,617
Liabilities arising from potential exercise of put and call options	21,891,053	-
Total out of which	39,759,749	18,664,617
Long term	25,835,677	14,686,659
Short term	13,924,073	3,977,961

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Equity liabilities are generated following the estimation of contingent payments according to the clauses in the acquisition contracts of subsidiaries, payments that are conditioned on the fulfillment of certain financial indicators.

Variations during the year are due to the following:

- Cancellation of the contingent liability related to FWF due to failure to meet the granting conditions (16.1 million RON)
- Cancellation of the debt related to the acquisition Infobest by resuming income due to failure to meet the conditions for granting (0.75 million RON) and the correction of the acquisition price during the adjustment period (0.25 million RON)
- New contingent liabilities related to acquisitions made during the year (SVT 17.5 million RON)

31. BANK LOANS

	Balance at 31.12.2025	Balance at 31.12.2024
Long terms bank loans	12,703,763	42,435,001
Short term bank loans	20,053,923	24,677,989
Total	32,757,686	67,112,990

Bank loans by due date:

	Balance at 31.12.2025	Balance at 31.12.2024
Bank loans due up to 1 year	20,053,923	24,677,989
Bank loans due between 1 and 5 years	12,703,763	42,435,001
Total	32,757,686	67,112,990

At the end of 2025, the value of bank loans decreased as a result of the repayments made during 2025, in particular by closing the loan contracted by UCMS as a result of the sale of the real estate investment, reaching a total value of 32 million lei.

Bank loans contingencies

Regarding the contingencies related to bank loans contracted by the Group, there are no changes as of December 31, 2025, compared to the contingencies at the end of 2024.

Obligations AROBS TRANSILVANIA SOFTWARE SA (to Citibank Europe PLC):

- The company undertakes to run through its bank accounts an amount of money that is equivalent to at least 80% of its business volume, i.e. the receipts from third parties on its bank accounts must represent the equivalent of at least 80% of its turnover;
- The Company undertakes not to distribute and/or pay dividends without the Bank's prior written consent for amounts exceeding EUR 1,000,000 cumulatively during a calendar year.
- The Company undertakes to maintain the "Debt Service" ratio greater than or equal to 1.5x for the duration of its obligations under the contract.
- The Company undertakes to maintain a "Financial Leverage Ratio" of less than 3.5x for the duration of its contractual obligations.
- The Borrower undertakes to notify the Bank if it takes out Bank Loans from other financial-banking institutions.
- The Company undertakes to notify the Bank in the event that it considers a transaction of acquisitions of shares in another company that exceeds 10% of the value of the assets of this Borrower on 31.12.2022 as soon as there is reasonable assurance regarding the materialization of the transaction. The information may

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be provided under a Confidentiality Agreement before the information becomes public and will contain as a minimum: company name, details regarding the scope of activity and number of employees, motivation behind the acquisition / strategy, shareholding.

- Specific obligations arising from the use of the type of credit provided for in the contract negotiated between the parties;
- The company undertakes to take all steps so that the joint and several DEBTORS fulfill the conditions assumed in the loan agreement.

The company Arobs Transilvania Software SA has an overdraft facility, granted by Raiffeisen Bank, on 31.12.2025, in the amount of 2,400,000 Eur. At the reporting date, this facility was not used.

The company **FUTURE WORK FORCE S.R.L.**, part of the group, has an overdraft facility in amount of 700,000 EUR granted by Citi Bank, with a balance of EUR 447,416 (RON 2,281,149), as of 31.12.2025.

Contingent liabilities

The group has the following contingent liabilities – bank guarantee letters:

Amount	Currency	Date of document that certifies the start of the obligation	Payment/due date
994,000	RON	02 April 2025	31 January 2026
275,000	EUR	10 May 2022	15 April 2026
16,220.18	EUR	26 May 2025	20 May 2026

32. LEASING

The Group has lease agreements for various elements of buildings and vehicles used in its operations. The Group's obligations under its leases are secured by the lessor's title to the leased assets. Generally, the Group is restricted from divesting and subletting leased assets, and some contracts require the Group to maintain certain financial indicators.

There are several leases that include extension and termination options and variable lease payments, which are further disclosed below.

The carrying amounts of recognised right-of-use assets and movements during the period are shown below:

	Land and buildings	Transport vehicles
Balance at 31.12.2024	39,590,559	9,840,211
Additions	8,065,990	4,643,822
Disposals	(7,731,485)	(3,233,470)
Accumulated depreciation	(22,823,519)	(6,021,965)
Balance at 31.12.2025	17,101,546	5,228,599

The right-of-use liabilities recognised and movements during the period are listed below:

Balance at 31.12.2024	Leasing payments	Additions	Disposals	Interest	Net exchange difference	Balance at 31.12.2025
25,474,396	(11,184,950)	10,385,063	(3,413,803)	1,250,101	556,150	23,066,957

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Commitments and contingencies - Leasing

Future lease obligations for the right to use assets (including interest) under IFRS 16 that fall due after the reporting date are presented as follows:

	31.12.2025	31.12.2024
T0 (Under 1 year)	9,376,038	9,394,560
TL 1 (1-5 years)	15,872,826	18,053,736
TL 2 (Over 5 years)	-	956,050
Total	25,248,864	28,404,347

Lease contracts term and discount rate – significant estimates:

AROBS Group applied the following provisions in accordance with IFRS 16 and IFRS 1:

- applying a single discount rate to a leasing portfolio with reasonably similar characteristics
- the application of the requirements regarding leasing contracts for which the leasing term ends within 12 months from the date of transition to IFRSs, namely their non-classification as leasing contracts.
- the application of the requirements regarding leasing contracts for which the underlying asset is of low value, i.e. not classifying them as leasing contracts.
- exclusion of initial direct costs from the measurement of the right to use asset at the date of transition to IFRS.
- Recognition of a right to use asset at the same value as the leasing liability from the date of transition to IFRS.

AROBS Group leases office space and cars for a period of 1 to 8 years. Lease contracts are concluded in LEI, EUR, GBP, HUF, IDR and PLN.

The Group determined the discount rate used to apply the provisions of IFRS 16 based on the interest rate applied by financial institutions in credit agreements with Group Companies for loans with the same characteristics as leasing agreements, in terms of the asset used, currency and maturity.

33. OTHER PAYABLES

Other payables	Balance at 31.12.2025	Balance at 31.12.2024
Liabilities related to employee social security expenses	5,832,159	6,155,475
Other liabilities to the state budget	3,437,191	4,676,218
Dividend payment	666,714	666,714
Shareholder loans	138,908	201,437
Guarantees	244,293	510,016
Other taxes	526,018	171,954
Total	10,845,283	12,381,814

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34. PROVISIONS

The Group recognized provisions for uncertainties in respect of tax treatments.

	Balance at 31.12.2024	Transfers in the account	Transfers from the account	Balance 31.12.2025
Provisions	13,102,084	1,915,312	503,481	14,513,915
Total	13,102,084	1,915,312	503,481	14,513,915

	Balance at 31.12.2025	Balance 31.12.2024
Provisions – short term	-	-
Provisions – long term	14,513,915	13,102,084
Total	14,513,915	13,102,084

35. PERSONNEL LIABILITIES

Personnel liabilities	Balance at 31.12.2025	Balance 31.12.2024
Owed amounts to personnel	9,130,063	10,191,387
Untatekn holiday provision	5,386,419	4,438,769
Total	14,516,482	14,630,156

36. RELATED AND AFFILIATED PARTIES

The transactions carried out by the Group with related parties are the following:

Related parties – Receivables	Balance at 31.12.2025	Balance 31.12.2024
AROBS BUSINESS CENTER SRL	1,368	39,833
AROBS BUSINESS CENTER PLUS SRL	46,476	-
AROBS BUSINESS SERVICES SRL	125,424	101,892
AROBS TRADING & DISTRIBUTION GMBH	484,042	471,008
AROBS TRADING & DISTRIBUTION SRL	1,395,178	1,500,130
CABRIO INVESTMENT SRL	-	568
MED CONTROL SOLUTION SRL	102,531	102,531
NEWCAR4FUTURE SRL	220,825	220,825
OOMBLA TRAVEL MANAGEMENT SRL	553	476
SMAIL COFFEE SRL	101,599	140,817
VISION PLUS MOBILE SRL	49,616	49,616
Total	2,527,612	2,627,697

	Balance at 31.12.2025	Balance 31.12.2024
Related parties – Payables		
AROBS BUSINESS CENTER SRL	154,018	25,846
AROBS BUSINESS CENTER PLUS SRL	233,740	2,452
AROBS BUSINESS SERVICES SRL	1,934,722	222,130
AROBS TRADING & DISTRIBUTION GMBH	-	5,726
IKON SOFT	55,196	-
OOMBLA TRAVEL MANAGEMENT SRL	60,437	67,297
SMAIL COFFEE SRL	45,239	52,249
TRANSILVANIA SOFTWARE RECRUITMENT SRL	-	-
Total	2,483,352	375,700

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Related parties - Sales	FY 2025	FY 2024
AROBS BUSINESS CENTER SRL	17,819	33,473
AROBS BUSINESS CENTER PLUS SRL	27,068,818	1,254,257
AROBS BUSINESS SERVICES SRL	813,063	590,463
AROBS TRADING & DISTRIBUTION GMBH	1,241	1,174
AROBS TRADING & DISTRIBUTION SRL	41	17,397
AROBS TURKEY YAZILIM LIMITED	2,193	2,504
CABRIO INVEST SRL	-	44,365
CABRIO INVESTMENT	-	477
OOMBLA TRAVEL MANAGEMENT SRL	4,943	4,829
SMAIL COFFEE SRL	34,030	50,379
Total	27,942,148	1,999,318

Sales to related parties include the provision of software services, sales of GPS equipment, tablets, car sales and subletting of premises.

Related parties - Purchases	FY 2025	FY 2024
AROBS BUSINESS CENTER SRL	1,513,475	1,430,698
AROBS BUSINESS CENTER PLUS SRL	399,657	178,637
AROBS BUSINESS SERVICES SRL	4,687,572	2,670,594
AROBS TRADING & DISTRIBUTION SRL	13,257	-
AROBS TURKEY YAZILIM LIMITED	1,327,935	1,280,794
CABRIO INVEST SRL	-	122,536
IKON SOFT SRL	818,160	648,712
OOMBLA TRAVEL MANAGEMENT SRL	1,014,143	1,209,456
SMAIL COFFEE SRL SRL	559,031	613,541
Total	10,333,230	8,154,969

The purchases from the affiliated entities mainly represent software services and miscellaneous services with the exception of Cabrio Invest which offers hotel services.

Loan granted by AROBS to AROBS Trading & Distribution GmbH

	31.12.2025	31.12.2024
Loan value	2,688,974	3,583,367
Interest value	1,032,143	1,057,226
Adjustment	(64,760)	(64,760)
Total	3,656,357	4,575,833

AROBS Trading & Distribution GmbH is a trading and distribution company for premium electronics and household appliances with an international guarantee. Products are purchased with full payment in advance from distributors and manufacturers all over Europe and sold in Turkey, Dubai, France, Germany, Denmark.

Loan granted by AROBS to CABRIO INVESTMENT SRL

	31.12.2025	31.12.2024
Loan value	-	-
Interest value	-	609,092
Total	-	609,092

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Loan granted by AROBS to AROBS BUSINESS CENTER

	31.12.2025	31.12.2024
Loan value	6,668,327	6,605,106
Interest value	1,709,417	1,414,281
Adjustment	(1,279,406)	(62,640)
Total	7,098,338	7,956,747

The loan granted to AROBS BUSINESS CENTER was used for the development of the "Business Incubator" project carried out through the absorption of European funds and for working capital. AROBS Transilvania Software S.A. is the administrator of this company.

	31 Decembrie 2025	31 Decembrie 2024
Loans granted to related parties and other loans	10,754,695	13,141,669
Short term	6,376,888	5,847,550
Long term	4,377,807	7,294,119

37. RISK MANAGEMENT FOR FINANCIAL INSTRUMENTS

The Group's financial liabilities comprise loans and borrowings, including finance leases, trade and other payables and contract liabilities. The main purpose of these financial liabilities is to finance the Group's operations.

The Group's financial assets are represented by trade and other receivables and contract assets, cash and short-term deposits, restricted cash.

The Group is exposed to interest rate risk, foreign exchange rate risk, credit risk and liquidity risk. The Group's senior management oversees the management of these risks. The Group's senior management ensures the Group's financial risk activities are performed under appropriate procedures and that financial risks are identified, measured and managed in accordance with Group risk appetite.

37.1. Interest rate fluctuation risk rate

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates.

Trade and other receivables and payables are non-interest bearing financial assets and liabilities. The borrowings are exposed to cash flow interest rate risk through market value fluctuations of interest-bearing long-term and short-term credit facilities, as the interest rates on the Group's loans and borrowings are variable. Management's policy is to resort mainly to fixed rate financing in order to reduce the risk. In addition, at the time of rising new loans or borrowings management uses its judgment to decide whether it believes that fixed or variable rate would be more favorable to the Group over the expected period until maturity.

37.2. Interest rate sensitivity

The following table demonstrates the sensitivity to a reasonably possible change in interest rates on loans and borrowings. With all other variables held constant, the Group's profit before tax and equity are affected through the impact on floating rate borrowings without considering the CAPs effect, as follows:

	31.12.2025	31.12.2024
<i>Fixed rate financial instruments</i>		
Financial liabilities (loans and leasing)	53,526,246	90,722,528
<i>Variable rate financial instruments</i>		
Financial liabilities (loans and leasing)	2,298,397	1,864,857

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	Base point increase	Impact on profit before tax
2025	1%	20,816
2024	1%	19,588

The fixed interest rate at which the Company borrows varies between 1.5% p.a. and 4.55% p.a. The variable interest rate at which the Company borrows is ROBOR 1M + 1.1% or EURIBOR 1M + 1.1%.

The assumed movement in basis points for interest rate sensitivity analysis is based on the currently observable market environment. An equal decrease of the interest rate would have the same effect but of opposite impact.

37.3. Foreign currency risk

Foreign currency risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. The Group's exposure to the risk of changes in foreign exchange rates relates primarily to the Group's financing activities, as part of the financing contracted by the Group is Euro based and to cash balances denominated in foreign currencies.

For the Group, the majority of revenues and expenses, trade and other receivables and payables is in RON, and the rest in EUR or linked to EUR. For the Group, the majority of revenues and trade receivables are linked to EUR or USD, being settled in RON equivalent.

The Group monitors the currency risk by following changes in exchange rates in currencies in which its external debts are denominated.

37.4. Foreign currency sensitivity

The following table demonstrates the sensitivity to a reasonably possible change in the EUR or USD exchange rate. The Group's exposure to foreign currency changes for all other currencies is not material. With all other variables held constant the Group's profit before tax and equity are affected as follows:

	Exchange rate increase	Effect on profit before tax
2025 – EUR	1%	1,261,006
2024 – EUR	1%	1,019,947
2025 – USD	1%	673,085
2024 – USD	1%	222,663

An equal decrease of the EUR rate would have the same effect but of opposite impact.

31.12.2025	EUR	RON	USD	GBP	Other currencies	Total
Cash and cash equivalents	148,644,782	39,527,411	44,085,625	935,358	2,051,041	235,244,217
Trade receivables	23,566,831	41,174,739	24,169,456	1,208,760	2,528,662	92,648,448
Loans granted to related parties and other loans	13,495,085	736,557	-	-	-	14,231,642
Long term bank loans	(12,703,763)	-	-	-	-	(12,703,763)
Short term bank loans	(17,772,774)	(2,281,149)	-	-	-	(20,053,923)
Leasing liabilities	(22,925,400)	(64,113)	-	-	(77,444)	(23,066,957)
Trade payables	(6,204,118)	(28,778,336)	(946,626)	(114,111)	(4,623,910)	(40,667,101)
Net result of financial exposure	126,100,643	50,315,109	67,308,455	2,030,007	(121,651)	245,632,563

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31.12.2024	EUR	RON	USD	GBP	Other currencies	Total
Cash and cash equivalents	162,566,163	80,658,408	10,431,362	2,617,820	3,330,436	259,604,189
Trade receivables	17,313,713	42,185,518	12,841,515	6,345,315	3,802,077	82,488,138
Loans granted to related parties and other loans	14,370,516	1,294,864	-	-	-	15,665,380
Long term bank loans	(42,435,001)	-	-	-	-	(42,435,001)
Short term bank loans	(22,818,767)	(1,859,222)	-	-	-	(24,677,989)
Leasing liabilities	(25,220,947)	(83,734)	-	(23,649)	(146,066)	(25,474,396)
Trade payables	(1,780,935)	(11,293,047)	(1,006,599)	(2,260,582)	(5,986,115)	(22,327,278)
Net result of financial exposure	101,994,742	110,902,787	22,266,278	6,678,904	1,000,332	242,843,043

37.5. Credit risk

The Group's credit risk is primarily attributed to trade and other receivables, contract assets and balances with banks. The carrying amount of trade and other receivables and contract assets, net of allowances for expected credit losses plus balances with banks, represent the maximum amount exposed to credit risk. Management believes that there is no significant risk of loss to the Group beyond the allowances already recorded. For those credit exposures for which there has been a significant increase in credit risk since initial recognition, a loss allowance is required for credit losses expected over the remaining life of the exposure, irrespective of the timing of the default (a lifetime ECL). The Group does not track changes in credit risk for trade receivables and contract assets, but instead recognises a loss allowance based on lifetime ECLs at each reporting date. In this respect, the Group has established a provision policy to measure expected credit losses that is based on historical credit loss experience, that demonstrates that the credit risk has not increased significantly since initial recognition even though the contractual payments are more than 30 days past due but no more than 90 days past due.

a. Categorized financial assets – exposure to credit risk

31.12.2025	Note	Gross accounting value	Depreciation	Net accounting value
Loans granted to related parties and other loans	36	14,231,642	(3,476,947)	10,754,695
Trade receivables	24	92,648,448	(9,634,434)	83,014,014
Total		106,880,090	(13,111,381)	93,768,709
31.12.2024	Note	Gross accounting value	Depreciation	Net accounting value
Loans granted to related parties and other loans	36	15,665,380	(2,523,711)	13,141,669
Trade receivables	24	82,488,138	(9,285,470)	73,202,668
Total		98,153,518	(11,809,181)	86,344,337

b. Categorized financial liabilities - exposure to credit risk

31.12.2025	Note	Net accounting value	Total	Less than 1 year	1 - 5 years	Over 5 years
Bank loans	31	32,757,686	32,757,686	20,053,923	12,703,763	-
Leasing liabilities	32	23,066,957	23,066,957	8,401,351	14,665,606	-
Trade payables	29	40,667,101	40,667,101	40,667,101	-	-
Total		96,491,744	96,491,744	69,122,375	27,369,369	-
31.12.2024	Note	Net accounting value	Total	Less than 1 year	1 - 5 years	Over 5 years
Bank loans	31	67,112,990	67,112,990	24,677,989	42,435,001	-
Leasing liabilities	32	25,474,396	25,474,396	8,206,906	16,341,473	926,017
Trade payables	29	22,327,278	22,327,278	22,327,278	-	-
Total		114,914,664	114,914,664	55,212,173	58,776,474	926,017

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37.6. Liquidity risk

The Group has adopted a prudent financial liquidity management approach, assuming that sufficient cash and cash equivalents are maintained and that further financing is available from guaranteed funds from credit lines. The tables below summarize the maturity profile of the Group's financial liabilities, including principal amounts and interests according to contractual terms, at 31 December 2025 and 31 December 2024 based on contractual undiscounted payments.

	31.12.2025	31.12.2024
Current assets	354,626,569	358,099,154
Short term liabilities	122,337,963	99,945,884
Current liquidity ratio	2.90	3.58

	31.12.2025	31.12.2024
Current assets	354,626,569	358,099,154
Inventories	19,171,854	8,799,106
Short term liabilities	122,337,963	99,945,884
Liquidity ratio	2.74	3.49

37.7. Capital management

Capital includes the equity attributable to the equity holders of the parent.

The primary objective of the Group's capital management is to ensure that it maintains a strong credit rating and healthy capital ratios in order to support its business and maximize shareholder value.

The Group manages its capital structure and makes adjustments to it in light of changes in economic conditions and the requirements of the financial covenants. To maintain or adjust the capital structure, the Group may adjust the dividend payment to shareholders, return capital to shareholders or issue new shares.

The Group monitors capital, among other things, by using a gearing ratio, which is net debt divided by total capital plus net debt. The Group does not have a target gearing ratio. The Group includes within net debt, interest bearing loans and borrowings, trade and other payables and contract liabilities, less cash and cash equivalents.

	31.12.2025	31.12.2024
Long term liabilities	90,875,612	103,754,180
Equity	475,445,015	439,857,017
Gearing ratio	16%	19%

The Group's capital management, amongst other things, aims to ensure that it meets financial covenants attached to the interest-bearing loans and borrowings that define capital structure requirements. No changes were made in the objectives, policies or processes for managing capital during the year ended at 31 december 2025.

38. FAIR VALUE

The financial instruments that are not recorded at fair value in the financial statements also include trade receivable and other receivables, contractual assets, cash and cash equivalents, restricted cash, trade payables, and other contractually derived payables. The value of these financial instruments is considered to approximate their fair value due to their short term nature (for the majority of them) and due to the low cost of transaction pertaining to these instruments (Level 1).

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38.1. Financial assets

	Amortized cost	Amortized cost
	31.12.2025	31.12.2024
Loans granted to related parties and other loans	10,754,695	13,141,669
Trade receivables	83,014,014	73,202,668
Cash and cash equivalents	235,244,217	259,604,189
Total	329,012,926	345,948,526

Short term investments – fair value	Category	Value at 31.12.2025	Fair value assesment at 31.12.2025
Short term investments – fair value	Shares	2,765,995	Level 1
Total		2,765,995	

Short term investments – fair value	Category	Value at 31.12.2024	Fair value assesment at 31.12.2024
Short term investments – fair value	Shares	215,319	Level 1
Total		215,319	

38.2. Financial liabilities

	Amortized cost	Amortized cost
	31.12.2025	31.12.2024
Bank loans	32,757,686	67,112,990
Trade payables	40,667,101	22,327,278
Total	73,424,787	89,440,268

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39. ACCOUNTING PRINCIPLES, POLICIES AND METHODS

The following paragraphs describe the significant accounting policies applied by the Group in preparing its Consolidated Financial Statements:

39.1. IFRS 15 Revenue from contracts with customers

In accordance with IFRS 15, revenue is recognized when or as the customer acquires control of the goods or services provided, at an amount that reflects the price the Group expects to be entitled to receive in exchange for those goods or services.

Revenues from contracts with customers are recognised when the control over the goods or services delivered is transferred for an amount equal to consideration expected by the Group for the good and services delivered to the customers.

When (or as) a performance obligation is satisfied, the Group will recognize as revenue the amount of the transaction price that is allocated to that performance obligation. The Group takes into consideration the terms of the contract and its customary business practices to determine the transaction price. The transaction price is the amount of consideration to which an entity expects to be entitled in exchange for transferring promised goods or services to a customer, excluding amounts collected on behalf of third parties (for example, some sales taxes). The consideration promised in a contract with a customer may include fixed amounts, variable amounts, or both. For the purpose of determining the transaction price, an entity shall assume that the goods or services will be transferred to the customer as promised in accordance with the existing contract and that the contract will not be cancelled, renewed or modified.

In determining the transaction price, the entity will adjust the promised amount of consideration for the effects of the time value of money if the timing of payments agreed to by the parties to the contract (either explicitly or implicitly) provides the customer or the entity with a significant benefit of financing the transfer of goods or services to the customer. In those circumstances, the contract contains a significant financing component. A significant financing component may exist regardless of whether the promise of financing is explicitly stated in the contract or implied by the payment terms agreed to by the parties to the contract.

The objective when allocating the transaction price is for an entity to allocate the transaction price to each performance obligation (or distinct good or service) in an amount that depicts the amount of consideration to which the entity expects to be entitled in exchange for transferring the promised goods or services to the customer.

To allocate the transaction price to each performance obligation on a relative stand-alone selling price basis, the entity will determine the stand-alone selling price at contract inception of the distinct good or service underlying each performance obligation in the contract and allocate the transaction price in proportion to those stand-alone selling prices.

A customer receives a discount for purchasing a bundle of goods or services if the sum of the stand-alone selling prices of those promised goods or services in the contract exceeds the promised consideration in a contract. Except when an entity has observable evidence that the entire discount relates to only one or more, but not all, performance obligations in a contract, the entity shall allocate a discount proportionately to all performance obligations in the contract. The proportionate allocation of the discount in those circumstances is a consequence of the entity allocating the transaction price to each performance obligation on the basis of the relative stand-alone selling prices of the underlying distinct goods or services.

The Group will recognise as an asset the incremental costs of obtaining a contract with a customer if the entity expects to recover those costs. When either party to a contract has performed, the Group will present the contract in the statement of financial position as a contract asset or a contract liability, depending on the relationship between the entity's performance and the customer's payment. The Group must present any unconditional rights to consideration separately as a receivable.

The recognition and measurement requirements of IFRS 15 are also applicable to the recognition and measurement of any gains or losses arising from the disposal of non-financial assets (such as property, plant and equipment and

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intangible assets) when such disposal is not in the ordinary course of business. However, upon transition, the effect of these changes is not significant for the Group.

A. Revenue from software services

The Group's services are generally performed under time-and-material based contracts (where materials consist of travel and out-of-pocket expenses) and fixed-price contracts. The vast majority of our contracts are relatively short term in nature and have a single performance obligation.

Under time-and-materials based contracts, the Group charges for services based on daily or hourly rates and bills and collects monthly in arrears. The Company applies the practical expedient and revenue from time-and-materials contracts is recognised based on the right to invoice for services performed, with the corresponding cost of providing those services reflected as expenses when incurred.

Under fixed-price contracts, the Group bills and collects periodically throughout the period of performance. Revenue is recognised in the accounting periods in which the associated services are rendered. In limited instances where final acceptance of a milestone deliverable is specified by the client and there is risk or uncertainty of acceptance, revenue is deferred until all acceptance criteria have been met. For multi-year contracts, any deferral of revenue recognition does not generally span more than one accounting period.

The Group accounts for a contract when it has approval and commitment from both parties, the rights of the parties are identified, payment terms are identified, the contract has commercial substance and collectability of consideration is probable. The Group identifies its distinct performance obligations under each contract. A performance obligation is a promise in a contract to transfer a distinct product or service to the customer. The transaction price is the amount of consideration to which the Group expects to be entitled in exchange for transferring products or services to a customer. With respect to all types of contracts, revenue is only recognised when the performance obligations are satisfied and the control of the services is transferred to the customer, either over time or at a point in time, at an amount that reflects the consideration to which the Group expects to be entitled in exchange for those services. The Group considers the majority of its contracts to have a single performance obligation. In cases in which there are other promises in the contract, a separate price allocation is done based on relative stand alone selling prices.

Receivables are considered fully impaired when they exceed 365 days. The analysis regarding the impairment of receivables is carried out in Note 24 TRADE RECEIVABLES.

B. Revenue from sale of the Track GPS monitoring solution and other monitoring and fleet management

The Group's secondary source of revenue is the provision of its proprietary fleet tracking solution based on GPS technology, a special device and accesible from web and mobile interfaces, Track GPS. The Group offers a complex solution for the management and monitoring of car fleets that helps companies reduce their maintenance and operation costs, improve their efficiency in the allocation and use of resources, increase the professionalism of drivers, safety behind the wheel, as well as improve the services provided. Considering that the provision of the monitoring service is made by making available to the customer of an equipment that ensures the transimtion of data, AROBS Group concluded that the equipment and the monitoring service cannot be regarded separately due to the contract and represents a single provision of obligations to the client. This assesment was based on articles 27a and 29c from IFRS 15:

- 27a: the customer can benefit from the good or service either on its own or together with other resources that are readily available to the customer
- 29c: the goods or services are highly interdependent or highly interrelated. In other words, each of the goods or services is significantly affected by one or more of the other goods or services in the contract. For example, in some cases, two or more goods or services are significantly affected by each other because the entity would not be able to fulfil its promise by transferring each of the goods or services independently.

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As for the equipment, it is essential to the provision of the monitoring service, so that if the customer opts out of these services, then the benefits obtained through the use of the equipment are significantly diminished. In view of this assessment, the provisions of article 27 of IFRS 15 were taken into account: *A good or service that is promised to a customer is distinct if both of the following criteria are met: (a) the customer can benefit from the good or service either on its own or together with other resources that are readily available to the customer (ie the good or service is capable of being distinct); and (b) the entity's promise to transfer the good or service to the customer is separately identifiable from other promises in the contract (ie the promise to transfer the good or service is distinct within the context of the contract).* Revenue is recognized according to provisions of IFRS 15, paragraph 35 a: *the customer simultaneously receives and consumes the benefits provided by the entity's performance as the entity performs.* The customer consumes the benefits as the services are delivered, so that the performance obligation is fulfilled over time. The cost of the equipment has been capitalized and is expensed as income is realized.

C. Revenue from sale of the HR application license

Licensing of the HR solution involves the provision of the following services: license sale/rental, implementation and provision of technical support and platform maintenance services. Given that the implementation of the HR solution is done only by the company providing this service and that without this implementation adapted to the specific needs and requirements of the client, the HR solution is not functional. AROBS Group concluded that the HR software and the implementation service cannot be seen as distinct due to the contract and represent a single performance of obligation to the client. This assessment was made based on articles 27a and 29c of IFRS 15:

- 27 (a): the customer can benefit from the good or service either on its own or together with other resources that are readily available to the customer
- 29 (c): the goods or services are highly interdependent or highly interrelated. In other words, each of the goods or services is significantly affected by one or more of the other goods or services in the contract. For example, in some cases, two or more goods or services are significantly affected by each other because the entity would not be able to fulfil its promise by transferring each of the goods or services independently.

As for the maintenance services and updates of the HR solution, they are essential for the operation of the platform, so if the customer opts out of these services, then the benefits obtained from the use of the HR solution are significantly diminished. Taking into account the provisions of Article 27 of IFRS 15, *A good or service that is promised to a customer is distinct if both of the following criteria are met: (a) the customer can benefit from the good or service either on its own or together with other resources that are readily available to the customer (ie the good or service is capable of being distinct); and (b) the entity's promise to transfer the good or service to the customer is separately identifiable from other promises in the contract (ie the promise to transfer the good or service is distinct within the context of the contract)* and that the company that provides the HR solution does not offer access to the platform without ensuring maintenance services, then AROBS Group concluded that the maintenance services are part of the same contractual promise together with the HR license and implementation services.). Revenue is recognized according to provisions of IFRS 15, paragraph 35 a: *the customer simultaneously receives and consumes the benefits provided by the entity's performance as the entity performs.* The customer consumes the benefits as the services are delivered, so that the performance obligation is fulfilled over time. The salary expense related to the implementation service has been capitalized in an asset account and is expensed as the revenue is realized.

D. Revenue from sales of goods

The Group also operates the sale of own brand goods / finished products and also other third party goods through its dedicated e-commerce sites: softcare.ro, soundon.ro and gps-auto.ro. The Group also sells its goods on third-party websites, online and offline: Altex, Emag, Flanco, Carrefour, Auchan, Cel.ro, Evomag.ro being its main distribution partners.

Revenue from the sale of goods is recognized when the performance obligation established through a contract with a customer is fulfilled, being the actual delivery and transfer of control over that good sold to the customer. The payment terms are between 30 and 90 days from the fulfillment of the performance obligation.

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E. Principal versus agent framework

The Group performs the services or supply the goods derived from its obligations by its own means or can employ the services of a third party (agent) to partially or completely execute these obligations on behalf of the Group.

To assess whether it is acting on its own behalf, the Group considers the following indicators, without these being limiting:

- a) the entity is primarily responsible for the performance of the contract, which includes responsibility for the acceptability of the specified good or service (for example, primary responsibility for the good or service meeting the customer's specifications);
- b) the entity has inventory risk before or after the specified goods have been transferred to a customer (for example, if the customer has a right of return). Thus, if the entity obtains or is committed to obtaining the contractually specified good or service, this may indicate that the entity has the ability to direct the use of the good or service and obtain substantially all of the remaining benefits from it before the good or service is transferred to the customer;
- c) the entity has the freedom to set the price for the specified good or service. Setting the price that the customer pays for the specified good or service may indicate that the entity has the ability to direct the use of that good or service and to obtain substantially all of the remaining benefits from it. However, in some cases, an intermediary may have some flexibility in setting prices in order to generate additional revenue from its service of arranging for goods or services to be provided to customers by other parties.

39.2. Foreign currency transactions

Foreign exchange transactions

Foreign currency transactions are translated into the functional currency at the exchange rate at the date of each transaction.

Monetary assets and liabilities denominated in foreign currency are translated into the functional currency at the exchange rate at the reporting date, as reported by the National Bank of Romania.

Non-monetary assets and liabilities measured at fair value in a foreign currency are translated into the functional currency at the exchange rate at the date that the fair value was determined. Exchange differences are recognized in profit or loss. Non-monetary items denominated in a foreign currency and measured at historical cost are not translated.

Foreign currency transactions and balances

Foreign currency transactions are initially recorded by Group entities in their functional currency on the date the transaction qualifies for recognition.

Monetary assets and liabilities denominated in foreign currencies are translated into the parent company's functional currency at the exchange rate ruling at the reporting date. Differences arising on the settlement or translation of monetary items are recognised in profit or loss.

Non-monetary items that are measured in terms of historical cost in a foreign currency are translated using the exchange rates at the dates of the initial transactions. Non-monetary items measured at fair value in a foreign currency are translated using the exchange rates at the dates that the fair value is determined.

On consolidation, the assets and liabilities of foreign operations are translated into lei at the exchange rate at the reporting date. For practical reasons, the Group considers the average rate of the period in translating the income and expense items of its foreign operations, as the exchange rates used have not fluctuated significantly during a reporting period. Exchange differences arising on translation for consolidation are recognized in the income statement.

Any goodwill arising from the acquisition of a foreign operation and any adjustments to the fair value of the assets and liabilities arising from the acquisition are treated as assets and liabilities and translated at the exchange rate at the reporting date.

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Exchange differences related to net investments in foreign operations

In the consolidated financial statements of the group, exchange differences related to a monetary asset that is part of a net investment in a foreign operation will be initially recognized in other comprehensive income and reclassified from equity to profit or loss upon disposal of the net investment, in accordance with the applicable standard. During 2025, the Group recognized in other comprehensive income exchange differences related to the loan used for the acquisition of the company Codingscape in amount of 262.862 RON.

39.3. Property, Plant and Equipment

Initial recognition

Property, plant and equipment are initially measured at historical cost, net of accumulated depreciation and/or accumulated impairment losses, if any.

This cost includes the replacement cost of the tangible asset in question at the time of replacement and the borrowing cost for long-term construction projects if the recognition criteria are met.

All other repair and maintenance costs are recognised in the income statement when incurred. The present value of the expected costs of casing the asset after use is included in the cost of that asset if the criteria for recognition of a provision are met.

Useful life

Average useful life for each fixed assets category are as follows:

Buildings	40 - 50 years
Investments in leased buildings	1 - 15 years
Monitoring equipment	3 years
Installations and equipment	3 - 8 years
Vehicles	3 - 6 years
Office equipment	1 - 13 years
Stationary	4 - 9 years
Protection systems	8 - 16 years

The carrying amount of an item of property, plant and equipment shall be derecognized on disposal; or when no future economic benefits are expected from its use or disposal. The gain or loss arising from the derecognition of an item of property, plant and equipment (calculated as the difference between the net proceeds on disposal and the carrying amount of the item) shall be included in profit or loss when the item is derecognized.

As at 31 December 2025, management has completed its assessment of the estimated useful lives and has decided that no revision is required as the consumption pattern of its assets is consistent with the current best estimate of the period over which these assets will generate future economic benefits.

39.4. Intangible assets

Intangible assets acquired separately are measured on initial recognition at cost. The cost of intangible assets recognized following a business combination is their fair value at acquisition date, as determined through the purchase price allocation exercise. Following initial recognition, intangible assets are carried at cost less accumulated amortization and accumulated impairment losses, if any.

Internally generated intangible assets, excluding capitalised development costs, are not capitalised and the expense is reflected in the income statement when the expense is incurred.

The useful lives of intangible assets are assessed as finite.

Gains or losses resulting from the derecognition of an intangible asset are calculated as the difference between the net disposal proceeds and the carrying amount of the item and are recognized in the profit and loss account when the asset is derecognized.

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Research and development expenditure

An intangible asset arising from development (or from the development phase of an internal project) is recognised if, and only if, the entity can demonstrate all of the following:

- The technical feasibility of completing the intangible asset so that it will be available for use or sale;
- Its intention to complete the intangible asset and use or sell it and its ability to use or sell the intangible asset;
- How the intangible asset will generate probable future economic benefits;
- The availability of adequate technical, financial and other resources to complete the development;
- Its ability to measure reliably the expenditure attributable to the intangible asset during its development.

Following initial recognition of the development expenditure as an asset, the asset is carried at cost less any accumulated amortization and accumulated impairment losses. Amortization of the asset begins when development is complete and the asset is available for use. It is amortized over the period of expected future benefit. During the period of development, the asset is tested for impairment annually.

The Group's intangible assets are mainly represented by: internally generated applications (Track GPS, Optimall) and software licences.

Average useful life for each fixed assets category are as follows:

Computer programs, software, licenses, other intangible assets	3 years or contractual duration
Customer relationships	10 years

39.5. Assets related to rights to use leased assets

The Group assesses whether a contract is or includes a lease at contract inception, i.e. whether that contract grants the right to control the use of an identified asset for a period of time, in exchange for consideration.

Assets related to the right of use of leased assets

At inception of a contract, an entity shall assess whether the contract is, or contains, a lease. A contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

At the inception of a contract, the company assesses whether the contract is, or includes, a lease, based on the following factors:

- The lessee has the right to obtain substantially all of the economic benefits from the use of the identified asset
- The lessee has the right to control the use of an identified asset for a specified period of time in exchange for consideration.

According to IFRS 16 Leases, at the commencement date, the company, as a lessee, recognizes a right-of-use asset. The cost of the right-of-use asset includes the initial measurement of the liability arising from the lease, any lease payments made on or before the commencement date, less any lease incentives received and any initial direct costs incurred by the company as a lessee.

The Company reassesses whether a contract is, or includes, a lease only if the terms and conditions of the contract change. The Company determines the lease term as the irrevocable period of a lease, together with:

- periods covered by an option to extend the lease if the lessee is reasonably certain to exercise that option; and
- periods covered by an option to terminate the lease if the lessee is reasonably certain not to exercise that option.

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Lease liabilities related to rights of use of assets

Under IFRS 16, a contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration. For such leases, at inception, a lessee must recognise a right-of-use asset and an interest-bearing liability under the lease.

At the commencement date, the lessee measures the lease liability at the present value of the lease payments that has to be paid during the contract period. The lease payments include fixed payments (including in-substance fixed payments) less any lease incentives receivable, variable lease payments that depend on an index or a rate and amounts expected to be payable by the lessee under residual value guarantees. The lease payments include the payments of penalties for terminating the lease, if the lease term reflects the entity exercising an option to terminate the lease. Variable lease payments that are not dependent on an index or rate are recognised as an expense in the period in which the triggering event or event occurs.

In calculating the present value of lease payments, the Group uses the marginal borrowing rate at the lease inception date if the interest rate cannot be determined immediately from the lease contract. After the commencement date, the amount of lease liabilities is increased to reflect interest and reduced by the amount of lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in lease payments (for example, changes in future lease payments resulting from a change in an index or the rate used to determine those payments) or a change in the valuation of a call option on the underlying asset.

39.6. Investment property

Investment property is a property (land or a building—or part of a building—or both) held (by the owner or by the lessee as a right-of-use asset) to earn rentals or for capital appreciation or both, rather than for:

- a) use in the production or supply of goods or services or for administrative purposes; or
- b) sale in the ordinary course of business.

Investment property is held to earn rentals or for capital appreciation or both. Therefore, an investment property generates cash flows largely independently of the other assets held by an entity. This distinguishes investment property from owner-occupied property. The production or supply of goods or services (or the use of property for administrative purposes) generates cash flows that are attributable not only to property, but also to other assets used in the production or supply process. IAS 16 applies to owned owner-occupied property and IFRS 16 Leases applies to owner-occupied property held by a lessee as a right-of-use asset.

An owned investment property shall be recognised as an asset when, and only when:

- a) it is probable that the future economic benefits that are associated with the investment property will flow to the entity; and
- b) the cost of the investment property can be measured reliably.

An entity evaluates under this recognition principle all its investment property costs at the time they are incurred. These costs include costs incurred initially to acquire an investment property and costs incurred subsequently to add to, replace part of, or service a property.

The entity does not recognise in the carrying amount of an investment property the costs of the day-to-day servicing of such a property. Rather, these costs are recognised in profit or loss as incurred. Costs of day-to-day servicing are primarily the cost of labour and consumables, and may include the cost of minor parts. The purpose of these expenditures is often described as for the ‘repairs and maintenance’ of the property.

An owned investment property shall be measured initially at its cost. Transaction costs shall be included in the initial measurement.

The cost of a purchased investment property comprises its purchase price and any directly attributable expenditure. Directly attributable expenditure includes, for example, professional fees for legal services, property transfer taxes and other transaction costs.

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39.7. Impairment of non-financial assets

Further disclosures relating to impairment of non-financial assets are also provided in the following notes:

- Property, plant and equipment Note 0
- Intangible assets Note 21

The Group assesses at each reporting date whether there is any indication that an asset is impaired. If there is any indication or if an annual impairment test is required, the Group estimates the recoverable amount of the asset. The recoverable amount of an asset is the higher of the fair value of an asset (or a cash-generating unit) less costs to sell and its value in use. It is determined for an individual asset unless the asset does not generate cash inflows that are largely independent of those of other assets or groups of assets. When the carrying amount of an asset or a cash-generating unit is greater than its recoverable amount, the asset is considered impaired and its carrying amount is written down to its recoverable amount.

In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset. In determining fair value less costs of disposal, recent market transactions are taken into account. If no such transactions can be identified, an appropriate valuation model is used. These calculations are corroborated by valuation multiples, quoted share prices for publicly traded companies or other available fair value indicators.

The Group bases its impairment calculation on most recent budgets and forecast calculations, which are prepared separately for each of the Group's CGUs to which the individual assets are allocated. These budgets and forecast calculations generally cover a period of five years. A long-term growth rate is calculated and applied to project future cash flows after the fifth year.

Impairment losses of continuing operations are recognised in the statement of profit or loss in expense categories consistent with the function of the impaired asset.

For assets excluding goodwill, an assessment is made at each reporting date to determine whether there is an indication that previously recognised impairment losses no longer exist or have decreased. If such indication exists, the Group estimates the asset's or CGU's recoverable amount. A previously recognised impairment loss is reversed only if there has been a change in the assumptions used to determine the asset's recoverable amount since the last impairment loss was recognised. The reversal is limited so that the carrying amount of the asset does not exceed its recoverable amount, nor exceed the carrying amount that would have been determined, net of depreciation, had no impairment loss been recognised for the asset in prior years. Such reversal is recognised in the statement of profit or loss unless the asset is carried at a revalued amount, in which case, the reversal is treated as a revaluation increase.

Goodwill is tested for impairment annually as at 31 December and when circumstances indicate that the carrying value may be impaired. Impairment is determined for goodwill by assessing the recoverable amount of each CGU (or group of CGUs) to which the goodwill relates. When the recoverable amount of the CGU is less than its carrying amount, an impairment loss is recognised. Impairment losses relating to goodwill cannot be reversed in future periods.

39.8. IFRS 9 Financial Instruments

Financial assets

Initial recognition and measurement

Group financial assets consist of loans granted and receivables (trade receivables, contractual assets, other receivables), cash and cash equivalents.

Financial assets are classified, at initial recognition, as subsequently measured at amortized cost, fair value through other comprehensive income (OCI), and fair value through profit or loss. The classification of financial assets at initial recognition depends on the financial asset's contractual cash flow characteristics and the Group's business model for

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managing them. With the exception of trade receivables that do not contain a significant financing component or for which the Group has applied the practical expedient, the Group initially measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs. Trade receivables that do not contain a significant financing component or for which the Group has applied the practical expedient are measured at the transaction price determined under IFRS 15.

Subsequent measurement

The Company measures financial assets at amortized cost using the effective interest method (EIR) and is subject to impairment. Gains and losses are recognized in profit or loss when the asset is derecognized, modified or impaired.

Impairment of financial assets

The Group recognizes an allowance for expected credit losses (ECLs) for debt instruments not held at fair value through profit or loss. For trade receivables and contract assets, the Group applies a simplified approach in calculating ECLs. Therefore, the Group does not track changes in credit risk, but instead recognizes a loss allowance based on lifetime ECLs at each reporting date. The Group analyses claims individually and takes into account the effect of financial guarantees received from insurers in the calculation of expected credit losses. For more information, see Note 24 - Trade receivables.

Financial liabilities

Initial recognition

Financial liabilities are classified, at initial recognition, as financial liabilities subsequently measured at amortized cost, except for financial liabilities at fair value through profit or loss, financial liabilities that arise when a transfer of a financial asset does not qualify for derecognition or when the continuing involvement approach applies, financial guarantee contracts or contingent consideration recognised by the Group as acquirer in a business combination to which IFRS 3 applies.

All financial liabilities are recognised initially at fair value and, in the case of financial liabilities not recorded at fair value through profit or loss, net of directly attributable transaction costs, on the trade date at which the Group becomes a party to the contractual provisions of the instrument.

Subsequent measurement

Loans and borrowings: interest-bearing loans are subsequently measured at amortised cost using the effective interest method. Gains and losses are recognised in the income statement when the liabilities are derecognised and over the period of the amortisation process using the effective interest method. Amortised cost is calculated taking into account any discount or premium on acquisition and any fees and costs that are an integral part of the effective interest rate. Amortisation using the effective interest method is included in the income statement under finance costs.

De-recognition

A financial liability is derecognized when the obligation under the liability is discharged or cancelled or expires. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as a de-recognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised in profit or loss.

Offsetting of financial instruments

Financial assets and financial liabilities are offset with the net amount reported in the statement of financial position only if there is a current enforceable legal right to offset the recognised amounts and an intent to settle on a net basis, or to realize the assets and settle the liabilities simultaneously.

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The Group's financial statements are presented in Romanian New Lei (''RON''), which is also the parent company's functional currency. For each entity, the Group determines the functional currency and items included in the financial statements of each entity are measured using that functional currency. The Group uses the direct method of consolidation and on disposal of a foreign operation, the gain or loss that is reclassified to profit or loss reflects the amount that arises from using this method.

39.9. Government grants

Government grants are recognized where there is reasonable assurance that the grant will be received and all attached conditions will be complied with. When the grant relates to an expense item, it is recognized as income on a systematic basis over the periods that the costs, which it is intended to compensate, are expensed. When the Group receives grants of non-monetary assets, the asset and the grant are recorded at nominal amounts and released to profit or loss over the expected useful life of the asset, based on the pattern of consumption of the benefits of the underlying asset by equal annual instalments.

When loans or similar assistance are provided by governments or related institutions, with an interest rate below the current applicable market rate, the effect of this favorable interest is regarded as a government grant.

39.10. IAS 19 Employee Benefits

Short term employee benefits

Short-term employee benefits are measured on an undiscounted basis and are recognized as an expense as the related services are rendered. A liability is recognized at the amount expected to be paid if the Group has a present legal or constructive obligation to pay this amount for services previously provided by the employee and the obligation can be reliably estimated.

Defined benefit plans

In the normal course of business, the Group makes payments on behalf of its employees to public pension schemes and public health insurance, which are calculated according to the rates in force during the year. Meal allowances, travel expenses, bonuses and holiday allowances are also calculated in accordance with the legislation applicable to each Group company.

The cost of these payments is recognized in profit or loss in the same period as the related salary cost. Provision is made for unused leave if there are any unused days, in accordance with local legislation.

All Group employees are members of state-administered pension schemes.

The Group does not operate any other pension scheme or post-retirement benefit plan and therefore has no pension liabilities.

In order to retain employees, the Company has implemented a Stock Option Plan, which offers employees stock options based on seniority and performance criteria in the Group's business.

39.11. Income tax

Income tax expense includes current tax and deferred tax. Income tax expense is recognized in the statement of profit or loss unless it relates to business combinations or items recognized directly in equity or other comprehensive income.

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Current income tax

Current tax includes tax expected to be paid or received on taxable profit or tax loss realized in the current year and any adjustment for tax payable or recoverable in respect of previous years.

Current income tax relating to items recognized directly in equity is recognized in equity and not in profit or loss.

Deferred tax

Deferred tax is provided using the liability method on temporary differences between the tax bases of assets and liabilities and their carrying amounts for financial reporting purposes at the reporting date.

Deferred tax liabilities are recognized for all taxable temporary differences, except:

- When the deferred tax liability results from the initial recognition of goodwill or an asset or liability in a transaction that is not a business combination and, at the time of the transaction, affects neither accounting profit nor taxable profit or loss;
- Regarding taxable temporary differences associated with investments in subsidiaries, associates and interests in joint arrangements, when the timing of the reversal of the temporary differences can be controlled and it is probable that the temporary differences will not reverse in the foreseeable future. Deferred tax assets are recognized for: all deductible temporary differences and the carry forward of unused tax credits and unused tax losses, to the extent that it is probable that taxable profit will be available against which the deductible temporary differences, the carry forward of unused tax credits and unused tax losses can be utilized, except:

Deferred tax assets are recognized for unused tax losses, unused tax credits and deductible temporary differences to the extent that it is probable that future taxable profits will be available against which the assets can be utilized. Deferred tax assets are reviewed at each reporting date and are reduced to the extent that it is no longer probable that the related tax benefit will be realized.

Deferred tax is calculated based on the tax rates that are expected to be applied to temporary differences when they reverse, using tax rates that have been enacted or substantially enacted by the reporting date.

The measurement of deferred tax reflects the tax consequences that would result from the manner in which the Group expects, at the reporting date, to recover or settle the carrying amount of its assets and liabilities.

Deferred tax assets and liabilities are offset only if certain criteria are met. Unrecognized deferred tax assets are reassessed at each reporting date and recognized to the extent that it has become probable that future taxable profits will be available against which they can be utilized.

For deductible temporary differences associated with investments in subsidiaries, branches and associates and interests in joint ventures, a deferred tax asset must be recognized.

The reversal of deductible temporary differences results in deductions in determining taxable profits of future periods. However, economic benefits in the form of reductions in tax payments will only flow to the entity if sufficient taxable profits are available against which the deductions can be offset. Therefore, the Group recognises deferred tax assets only when it is probable that taxable profits will be available against which the deductible temporary differences can be utilised.

At the end of each reporting period, an entity reassesses unrecognized deferred tax assets. The entity recognizes a previously unrecognized deferred tax asset to the extent that it has become probable that future taxable profit will allow the deferred tax asset to be recovered.

39.12. Work in progress and inventories

Goods and work in progress are valued at the lower of cost and net realizable value. The Group's management analyses inventory age, product quality and potential non-conformity issues, products that cannot be sold further or are rejected

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based on quality issues and considers their implications in determining the net realizable value of old inventory. Net realizable value is the selling price, in the normal course of business, less costs of completion, marketing and distribution, considering the future evolution of selling prices. Also it is analysed the recoverability of ongoing work in progress projects registered at the end of the year.

Net realizable value is the selling price of goods and services in progress, in the normal course of business, less costs of completion, marketing and distribution, considering future trends in selling prices.

Management analyzed the net realizable value of the goods and work in progress annually, considering market selling prices as well as regulations specific to the industry in which it operates.

All assumptions are reviewed annually.

39.13. Cash and cash equivalents

Cash and cash equivalents in the financial position include cash on hand, current accounts with banks and short-term deposits with original maturities of less than three months and which do not have a significant risk of change in fair value.

39.14. Equity

Share capital

Ordinary shares are classified as equity. External costs directly attributable to the issue of new shares are shown as a deduction in equity from the proceeds. Any excess of the fair value of consideration received over the par value of shares issued is recognised as additional paid-in capital.

Repurchase, disposal and reissue of share capital (treasury shares)

When share capital recognised as equity is repurchased, the amount of the consideration paid, which includes directly attributable costs, net of any tax effects, is recognised as a deduction from equity. Repurchased shares are classified as treasury shares and are presented in other reserve. When treasury shares are sold or reissued subsequently, the amount received is recognised as an increase in equity, and the resulting surplus or deficit on the transaction is presented in share premium. When treasury shares are cancelled the excess of cost above nominal value is debited to retained earnings.

Dividends

The Group recognizes a liability to make cash or non-cash distributions to owners of equity when the distribution is authorized and the distribution is no longer at the discretion of the Group. As per the corporate laws of Romania, a distribution is authorized when it is approved by the shareholders. A corresponding amount is recognised directly in equity.

39.15. Borrowing costs

Borrowing costs directly attributable to the acquisition, construction or production of an asset that necessarily takes a substantial period of time to get ready for its intended use or sale are capitalized as part of the cost of the asset. All other borrowing costs are expensed in the period in which they occur. Borrowing costs consist of interest and other costs that an entity incurs in connection with the borrowing of funds.

39.16. Provisions and contingent liabilities

General

Provisions are recognised when the Group has a present obligation (legal or constructive) as a result of a past event, it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and

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a reliable estimate can be made of the amount of the obligation. Where the Group expects some or all of a provision to be reimbursed, for example under an insurance contract, the reimbursement is recognised as a separate asset but only when the reimbursement is virtually certain. The expense relating to a provision is presented in profit or loss net of any reimbursement.

If the effect of the time value of money is material, provisions are discounted using a current pre-tax rate that reflects, when appropriate, the risks specific to the liability. When discounting is used, the increase in the provision due to the passage of time is recognised as a finance cost.

Contingent liabilities recognised in business combination

A contingent liability recognised in a business combination is initially measured at its fair value. Subsequently, it is measured at the higher of the amount that would be recognised in accordance with the requirements for provisions above or the amount initially recognised less (when appropriate) cumulative amortisation recognised in accordance with the requirements for revenue recognition.

Fees, taxes and provisions for taxes

Uncertainties exist regarding the interpretation of complex fiscal regulations, changes in tax legislation and the value and timing of future taxable profit.

The Group is subject to income tax in several jurisdictions. There are several transactions and calculations for which the final tax determination is uncertain. Therefore, the Group will constitute provisions, if applicable, for possible consequences of future tax inspections. If the final fiscal result of these matters is different from the amounts initially recorded, the respective differences will have an impact on the current and deferred income tax assets and liabilities in the period in which the respective differences occur.

39.17. Symmetrical put/call options in acquisition contracts

The Group has entered into contractual agreements that include put/call option clauses, whereby minority partners have the right to require the Group to repurchase their shareholdings at a price determined in accordance with the contractual formulas, or the Group may require the repurchase of the interests held by minority shareholders.

Following the assessment of the criteria set out in **IFRS 3**, the Group concluded that this option is not part of the initial consideration and has accounted for the option in accordance with **IAS 32**.

In accordance with paragraph 23 of IAS 32 “*Financial Instruments: Presentation*”, these clauses give rise to a contractual obligation for the Company to deliver cash or other financial assets; therefore, the instrument does not meet the criteria for classification as an equity instrument.

Consequently, the Company has recognized a financial liability measured at the present value of the estimated redemption amount. Subsequently, the financial liability is measured at amortized cost using the effective interest method, and changes in the estimated redemption amount are recognized in profit or loss.

40. OTHER INFORMATION

Environment

Romania is currently in a period of rapid harmonization of environmental legislation with the European Economic Community legislation in force. As at 31 December 2025, the Group has not recorded any liabilities relating to anticipated costs, including legal and consultancy fees, studies, design and implementation of environmental remediation plans. The Group does not consider costs associated with environmental issues to be significant.

ESG Report

In accordance with legal requirements and European CSRD regulations, the Group has prepared an ESG report which is annexed to the financial statements.

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Transfer price

Romanian tax legislation has contained rules on transfer pricing between related persons since 2000. The current legislative framework defines the "market value" principle for transactions between related persons, as well as the transfer pricing methods. Under the relevant tax legislation, the tax valuation of a related party transaction is based on the concept of the market price of that transaction. Based on this concept, transfer prices must be adjusted to reflect market prices that would have been established between unrelated entities acting independently on the basis of "normal market conditions". As a result, it is expected that the tax authorities will initiate thorough transfer pricing verifications to ensure that the tax result and/or the customs value of imported goods are not distorted by the effect of prices charged in dealings with related persons. It is likely that transfer price verifications will be carried out in the future by the tax authorities to determine whether these prices comply with the "arm's length" principle and that the Romanian taxpayer's tax base is not distorted. The Group cannot quantify the outcome of such a verification. The Group considers that the transactions with related parties were carried out at arm's length values.

The parent company is a large taxpayer and the group entities are small and medium taxpayers. In view of the size criteria laid down in the law, Group entities are not required to prepare a transfer pricing file.

At the date of preparation of the consolidated financial statements, the transfer pricing file for the Parent Company is in progress.

Russia – Ukraine conflict

The invasion of Ukraine by the Russian Federation and the subsequent global response to these military actions could have a significant impact on a number of companies, in particular companies with physical operations on the territory of Ukraine, Russia and Belarus, but also entities with indirect interests (with suppliers, customers, investments and creditors with operations on the territory of these countries).

We assessed the impact of the ongoing military operation in Ukraine and the related targeted sanctions against the Russian Federation. This may require revisions to certain assumptions and estimates which may result in significant adjustments to the carrying value of certain assets and liabilities in the next financial year. At this stage, we cannot reliably estimate the impact as events unfold on a daily basis.

Based on the information available to date, the Group's management has not identified any concrete potential risks related to the Russia-Ukraine conflict, and thus at this time does not expect a significant impact on the conduct of current operations. The Group has no direct exposure to third parties affected by the sanctions imposed since the conflict began (customers, suppliers, banking institutions with which the Group collaborates). Indirect exposure (customers, suppliers, with whom the Group collaborates, with links to third parties affected by sanctions), as well as risks related to future volatility of commodity prices, foreign exchange rates, or possible cyber attacks, are currently unquantifiable, as the Group's management has so far given no indication of any significant impact on the Group's business.

Audit expenses

The fees for the audit of the Group's financial statements in accordance with the International Reporting Standards adopted by the European Union for the financial year ending 31 December 2025 were in accordance with the contract concluded with BDO Auditors & Accountants S.R.L.

AROBS TRANSILVANIA SOFTWARE SA
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31 2025
(All amounts are in RON, unless otherwise mentioned)

41. SUBSEQUENT EVENTS

On December 18, 2025, the Company informed the market about the publication of the Merger Project by absorption between AROBS TRANSILVANIA SOFTWARE S.A. (absorbing company) and AROBS DEVELOPMENT & ENGINEERING S.R.L., BERG COMPUTERS S.R.L., NORDLOGIC SOFTWARE S.R.L., INFOBEST ROMANIA S.R.L., and CENTRUL DE SOFT GPS S.R.L. (absorbed companies). Furthermore, on January 29, 2026, the Company informed the market regarding the decision to convene the Extraordinary General Meeting of Shareholders (EGMS) for March 3, 2026, in order to approve the merger plan.

On November 3, 2025, the Company informed the market about the acquisition of a 65% majority stake in Global Engineering Services & Solutions S.R.L. (hereinafter referred to as “Gess Engineering”), a Romanian engineering company based in Sibiu that develops and implements complex vehicle testing, validation, and integration solutions. The company provides end-to-end services, from engineering and design, prototype testing and performance analysis, for major global automotive manufacturers and their Tier 1 suppliers.

On January 29, 2026, the Company informed the market about the signing of a new strategic acquisition, through the full takeover of Quest Global Romania, a unit of Quest Global Engineering Services, an end-to-end global product engineering services and solutions for global clients across seven industries. Through this acquisition, the Group continues to expand its software engineering capabilities and strengthen its presence in segments such as semiconductors, healthcare, and embedded systems.

After the reporting date, geopolitical tensions emerged due to the military conflict in Iran and the Middle East region. As of the date of preparation of the financial statements, the Group’s management is monitoring the evolution of these events and their potential impact on the economic environment. At present, no significant direct effects on the Group’s operations have been identified.

These financial statements were signed and approved on March 26, 2026, by:

Voicu Oprean
General Director

Bogdan Ciungradi
Chief Financial Officer

INDEPENDENT AUDITORS' REPORT

To the Shareholders of: AROBS TRANSILVANIA SOFTWARE SA

Registered Office: DONATH STR, no 11, M4 building, 3rd floor, SC. 2, AP. 28, CLUJ NAPOCA, ROMANIA
Unique Code of Registration: 11291045

Opinion

1. We have audited the individual financial statements of AROBS TRANSILVANIA SOFTWARE SA ("the Company"), which comprise the non-consolidated statement of financial position as at December 31, 2025, and the non-consolidated statement of comprehensive income, non-consolidated statement of changes in equity and non-consolidated statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

The individual financial statements as at and for the year ended 31 December 2025 are identified as follows:

- Total equity: 483,672,723 Lei
- Net profit for the year: 20,991,921 Lei

2. In our opinion, the accompanying individual financial statements give a true and fair view of the non-consolidated financial position of the Company as at December 31, 2025, and of its non-consolidated financial performance and its non-consolidated cash flows for the year then ended in accordance with the Order of the Minister of Public Finance no. 2844/2016 for the approval of the accounting regulations compliant with International Financial Reporting Standards (OMFP nr. 2844/2016).

Basis for opinion

3. We conducted our audit in accordance with International Standards on Auditing (ISAs), UE Regulation no. 537/2014 of the European Parliament and of the Council („The Regulation”) and Law no. 162/2017 („The Law”). Our responsibilities under those standards and regulations are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Company in accordance with International Ethics Standards Board of Accountants Code of Ethics for Professional Accountants (“IESBA Code”) together with the ethical requirements that are relevant to our audit of the financial statements in Romania, including the Regulation and the Law, and we have fulfilled out other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key audit matters

4. Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

A. Revenue recognition	
Key audit matter	How our audit addressed the key audit matter
Information regarding revenue from contracts with customers are presented in Note 4 “Turnover” while the recognition policies are presented in Note 36.1 “Revenue from contracts with customers”	Our audit procedures included, among other: ▪ Evaluation of processes and controls on the existence and accuracy of the recorded revenues, also to identify fraud and errors in revenue recognition.

A. Revenue recognition (continued)	
Key audit matter	How our audit addressed the key audit matter
In accordance with International Standards on Auditing, there is an implicit risk on revenue recognition due to the pressure on management in obtaining the planned results. The main activities from which the Company generates revenues are custom software and software development and fleet tracking monitoring solutions. Revenues are recognized when control is transferred to the customer, which generally happens at the time of receipt of the products sold, respectively over time or when the service was provided.	Our audit procedures included, among other: ▪ Testing a sample of agreements concluded with customers to understand terms and conditions for delivery. ▪ Verification of sale register to identify unusual transactions and to check the supporting documents to confirm that revenues are properly recorded. ▪ Audit procedures for testing that revenues were recorded in the appropriate period, for a sample of transactions recorded around the year-end. ▪ Testing a sample of sales and receivables balance by sending direct confirmation letters.
B. Valuation of shares in affiliates	
Key audit matter	How our audit addressed the key audit matter
Shares held in related entities presented in Note 16. Those are presented in the balance sheet at the acquisition value less the accumulated value adjustments. Impairment adjustment testing is based on management estimate of future discounted cash flows, as the shares are not listed. Therefore, there is significant measurement uncertainty inherent in this assessment.	Our audit procedures included, exclusively for the purpose of testing for impairment of shares (which are not presented at fair values): ▪ testing the historical accuracy of management's estimates through retrospective review; ▪ testing the assumptions, methodologies and other data used in the computation model, for example by comparing them with external information; ▪ reviewing growth rates and cash flow forecasts by reference to historical performance and our expectations based on understanding the current environment.

Other matters

5. This report of the Independent Auditor is addressed exclusively to the Company's shareholders, as a body. Our audit was undertaken in order to report to the Company's shareholders all those aspects that we are required to state to them in a financial audit report and for no other purposes whatsoever. To the extent permitted by law, we do not accept or take responsibility to anyone other than the Company and its shareholders, as a body, for our audit work, for the report on the financial statements, or for the opinion we have formed.

Other information - Consolidated Report of the Board of Directors

6. Management is responsible for the Other Information. That Other Information includes the Consolidated Report of the Board of Directors which includes information on the individual financial statements, the Consolidated Sustainability Report and the Remuneration Report, but does not include the individual financial statements and the auditor's report thereon. Our opinion on the non-consolidated financial statements does not cover this Other Information and we do not express any assurance conclusion thereon as part of our audit of the non-consolidated financial statements. With respect to the Consolidated Sustainability Report, included in the Consolidated Report of the Board of Directors, we have performed a limited assurance engagement, the conclusions of which are presented in a separate assurance report.

7. In connection with our audit of the individual financial statements for the period ended at 31 December 2025, our responsibility is to read the Other information and, in doing so, consider whether the Other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.
8. In respect to the Consolidated Report of the Board of Directors, we read and report whether the Report is prepared, in all material respects, in accordance with the Order of Minister of Public Finance no 2844/2016, articles 26-28 of the accounting regulations in accordance with International Financial Reporting Standards.
9. Based solely on the work required to be undertaken in the course of the audit of the financial statements, in our opinion:
 - a) The information related to non-consolidated financial statements presented in the Consolidated Report of the Board of Directors for the financial year for which the non-consolidated financial statements are prepared, is consistent, in all material respects, with the financial statements;
 - b) The Consolidated Report of the Board of Directors has been prepared, in all material respects, in accordance with OMFP no. 2844/2016, points 15-19, of the accounting regulations compliant with the International of Financial Reporting Standards.
10. In addition, based on our knowledge and understanding of the entity and its environment obtained in the course of the audit for the financial year ended December 31, 2025, we are required to report if we have identified material misstatements in the Consolidated Report of the Board of Directors. We have nothing to report in this regard.
11. Regarding the Remuneration Report, we have read this report to determine whether it presents, in all material respects, the information required by the provisions of Law 24/2017, paragraph no. 107. We have nothing to report on this matter.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

12. Management is responsible for the preparation of the individual financial statements that give a true and fair view in accordance with the Order of the Minister of Public Finance no. 2844/2016. and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.
13. In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.
14. Those charged with governance are responsible for overseeing the Company's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

15. Our objectives are to obtain reasonable assurance about whether the individual financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.
16. As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:
 - Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error,

as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

17. We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

18. We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

19. From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on other legal and regulatory requirements

20. We were appointed in our first mandated as auditor of AROBS TRANSILVANIA SOFTWARE SA by the General Shareholders' Meeting in March 2022, our mandate being prolonged in November 2025. Our total uninterrupted period of engagement is 5 years, respectively for the financials period between 2021-2025.

21. We confirm that:

- Our audit opinion is consistent with the additional report presented to the Audit Committee of the Company, which is issued with the same date as the current report. We also remain independent of the audited entity in conducting the audit.
- We have not provided to the Company the prohibited non-audit services referred to in article 5 (1) of EU Regulation no 537/2014.
- We analyzed whether for the financial year prior to the financial year for which the financial statements subject to the audit were prepared, the Company was required, pursuant to art. 60²-60⁶ of OMFP 2804/2016, to publish a report on information relating to profit tax and we report that, based on the information available, the Company was not required to publish a report on information relating to profit tax.

Report on compliance with Commission Delegated Regulation (EU) 2018/815 (European Single Electronic Format Regulatory Technical Standard or ESEF)

22. We have carried out a reasonable assurance mission on the compliance of individual financial statements prepared by **AROBS TRANSILVANIA SOFTWARE SA** (the Company) included in the annual financial report presented in the digital file 315700L7KC3G71QD8133-2025-12-31-ro/en (“digital files”), with the Commission Delegated Regulation (EU) 2018/815.

Responsibility of management for Digital Files prepared in accordance with ESEF.

23. Management is responsible for preparing the Digital Files in accordance with ESEF. This responsibility includes:

- the design, implementation, and maintenance of the internal control relevant to the application of ESEF.
- ensuring consistency between the Digital Files and the financial statements that are published in accordance with Order no. 2844/2016 with subsequent amendments for the approval of the Accounting Regulations in accordance with the International Financial Reporting Standards, as amended. (OMFP no. 2844/2016).

Those in charge of governance are responsible for overseeing the preparation of Digital Files in accordance with ESEF.

Auditor's Responsibilities for Audit the Digital Files

24. Our responsibility is to express a conclusion on whether the individual financial statements included in the annual financial report complies in all material respects with the requirements of the ESEF, based on the evidence we have obtained. We conducted our reasonable assurance assignment in accordance with International Standard on Assurance Assignments 3000 (revised), Assurance Assignments other than audits or reviews of historical financial information (ISAE 3000) issued by the International Auditing and Assurance Standards Board

Procedures Performed

25. A reasonable assurance engagement in accordance with ISAE 3000 involves performing procedures to obtain evidence about compliance with ESEF. The nature, timing, and extent of the procedures selected depend on the auditor's judgement, including the assessment of the risk of material departures from the requirements set out in ESEF, whether due to fraud or error. A reasonable assurance engagement includes:

- obtaining an understanding of the Company's process for preparation of the Digital Files in accordance with the ESEF, including the relevant internal controls;
- reconciling the Digital Files with the audited financial statements of the Company that will be published in accordance with Order no. 2844/2016 with subsequent amendments.
- evaluating if all financial statements that are included in the annual financial report have been prepared in a valid XHTML format.

Conclusion

We consider that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion. In our opinion, the financial statements for the financial year ended December 31, 2025 included in the annual financial report and presented in the Digital Files comply, in all material respects, with the requirements of ESEF.



Other matters

In this section we do not express an audit opinion, a review conclusion or any other assurance conclusion on financial statements. Our audit opinion on the individual financial statements for the financial year ended December 31, 2025 is included in the *Report on the individual financial statements section*.

For and behalf of

BDO AUDITORS & ACCOUNTANTS SRL

Registered in the Public Electronic Report of financial auditors and audit firms with no. FA1003

Partner's name: Cristian Iliescu

Refer to original signed version in Romanian language

Registered in the Public Electronic Report of financial auditors and audit firms with no. AF1530

26 March 2026

Cluj-Napoca, Romania

AROBS TRANSILVANIA SOFTWARE S.A.

INDIVIDUAL FINANCIAL STATEMENTS

Prepared in accordance with the Ministry of Finance Order no. 2844/2016 for the approval of accounting regulations compliant with the International Financial Reporting Standards

For the year ended 31 December 2025

AROBS TRANSILVANIA SOFTWARE S.A.
FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2025
(All amounts in LEI, unless otherwise mentioned)

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AROBS TRANSILVANIA SOFTWARE S.A.
STATEMENT OF INCOME
FOR THE YEAR ENDED DECEMBER 31 2025
(All amounts in LEI, unless otherwise mentioned)

STATEMENT OF INCOME	Note	FY 2025	FY 2024
Turnover:	4	176,017,823	232,872,943
Software services		122,203,698	184,241,443
Software products		53,814,125	48,631,500
Total cost of sales:	5	143,529,755	178,749,973
Cost of sales of software services	5.1	116,478,442	153,644,326
Cost of sales of software products	5.2	27,051,313	25,105,647
Gross profit		32,488,068	54,122,970
Other income	6	6,618,666	3,735,258
Sales and marketing	7	(8,589,564)	(9,106,735)
General and administration	8	(33,873,236)	(36,370,423)
Profit before tax		(3,356,066)	12,381,070
Net gains and losses from financial and investment activities	11	27,581,111	23,332,853
Other financial expenses	11	(2,116,362)	(3,419,265)
Net Forex Income/(Expenses)	11	326,735	1,006,849
Profit before tax		22,435,418	33,301,507
Income tax	13	(1,443,497)	(2,784,627)
Net profit		20,991,921	30,516,880
Other comprehensive income		-	-
Overall result		20,991,921	30,516,880
Basic earnings per share	15	0.0206	0.0333
Diluted earnings per share	15	0.0203	0.0293

These financial statements were signed and approved on March 26, 2026, by:

Voicu Oprean
General Director

Bogdan Ciungradi
Chief Financial Officer

AROBS TRANSILVANIA SOFTWARE S.A.
STATEMENT OF FINANCIAL POSITION
FOR THE YEAR ENDED DECEMBER 31, 2025
(All amounts are in LEI, unless otherwise mentioned)

STATEMENT OF FINANCIAL POSITION	Note	FY 2025	FY 2024
Shares held in affiliated entities	16	270,980,805	234,583,941
Tangible fixed assets	17	4,922,156	5,029,988
Assets related to rights of use of leased assets	29	15,996,457	18,809,970
Other intangible assets	18	18,596,795	15,344,054
Loans granted to affiliated entities	19, 33	28,285,089	12,434,136
Loans granted to related parties and other loans	19, 33	4,377,807	7,294,119
Other financial fixed assets	19	1,078,620	2,968,304
Deferred income tax assets	13	-	234,104
Total fixed assets		344,237,729	296,698,616
Work in progress services and inventories	20	6,237,520	1,990,082
Trade receivables	21	29,010,908	38,614,387
Prepaid expenses	22	1,912,245	1,595,274
Corporate income tax	13	-	470,213
Other trade receivables	23	1,300,985	1,412,913
Loans granted to related parties and other loans	33	20,307,315	10,259,951
Cash and cash equivalents	24	173,830,378	218,899,865
Total current assets		232,599,351	273,242,685
Total assets		576,837,080	569,941,301
Share capital	25	104,555,233	104,555,233
Adjustments of equity capital to hyperinflation		263,971	263,971
Share premium		146,472,470	146,472,470
Reserves	25	12,470,951	11,177,834
Own shares		(9,519,125)	(12,885,372)
Other equity items		5,520,415	12,782,685
Retained earnings		194,003,253	174,304,450
Gains on equity instruments		29,905,555	19,684,169
Total equity		483,672,723	456,355,440
Total equity		483,672,723	456,355,440
Non-current liabilities			
Advance income	4	292,920	234,184
Grants	4	151,699	216,510
Equity liabilities	27	3,621,798	14,686,659
Bank loans	28	12,703,763	29,716,103
Leasing liabilities	29	10,838,463	13,670,184
Provisions	32	5,319,209	4,050,449
Deferred income tax liabilities		133,012	-
Total non-current liabilities		33,060,864	62,574,089
Current liabilities			
Trade payables	26	7,773,790	6,281,464
Advance income	4	4,569,110	3,682,621
Grants	4	95,138	94,671
Equity liabilities	27	13,922,646	3,976,479
Bank loans	28	17,763,434	20,122,370
Leasing liabilities	29	5,699,713	4,950,253
Personnel liabilities	30	5,931,438	6,810,480
Corporate income tax liabilities	13	121,781	-
Other trade payables	31	4,226,443	5,093,434
Total current liabilities		60,103,493	51,011,772
Total liabilities		93,164,357	113,585,861
Total equity and liabilities		576,837,080	569,941,301

These financial statements were signed and approved on March 26, 2026, by:

Voicu Oprean
General Director

Bogdan Ciungradi
Chief Financial Officer

AROBS TRANSILVANIA SOFTWARE S.A.
STATEMENT OF CHANGES IN EQUITY
FOR THE FINANCIAL YEARS 2025
(All amounts are in LEI, unless otherwise mentioned)

STATEMENT OF CHANGES IN EQUITY

	Equity	Equity adjustments for hyperinflation	Share premiums	Legal and other reserves	Own shares	Gains on own held equity instruments	Other equity elements	Retained earnings	Total equity
Closing balance 31.12.2023	87,129,361	263,971	23,185,001	9,413,945	(5,689,379)	8,352,878	12,628,497	145,551,458	280,835,730
Result of the exercise	-	-	-	-	-	-	-	30,516,880	30,516,880
Retained earnings	-	-	-	-	-	-	-	30,516,880	30,516,880
Profit sharing	-	-	-	1,763,889	-	-	-	(1,763,889)	-
Increase of share capital	17,425,872	-	123,287,469	-	-	-	-	-	140,713,341
Employee benefits in the form of equity instruments	-	-	-	-	-	-	13,798,504	-	13,798,504
Repurchase of own shares	-	-	-	-	2,313,025	-	(2,313,025)	-	-
Sale of own shares	-	-	-	-	(9,509,018)	-	-	-	(9,509,018)
Shares cancelation	-	-	-	-	-	-	-	-	-
Gains on equity instruments	-	-	-	-	-	11,331,291	(11,331,291)	-	-
Retained earnings from correction of accounting errors	-	-	-	-	-	-	-	1	1
Closing balance 31.12.2024	104,555,233	263,971	146,472,470	11,177,834	(12,885,372)	19,684,169	12,782,685	174,304,450	456,355,440

AROBS TRANSILVANIA SOFTWARE S.A.
STATEMENT OF CHANGES IN EQUITY
FOR THE FINANCIAL YEARS 2025
(All amounts are in LEI, unless otherwise mentioned)

	Equity	Equity adjustments for hyperinflation	Share premiums	Legal and other reserves	Own shares	Gains on own held equity instruments	Other equity elements	Retained earnings	Total equity
Closing balance 31.12.2024	104,555,233	263,971	146,472,470	11,177,834	(12,885,372)	19,684,169	12,782,685	174,304,450	456,355,440
Result of the exercise	-	-	-	-	-	-	-	20,991,921	20,991,921
Retained earnings	-	-	-	-	-	-	-	20,991,921	20,991,921
Profit sharing	-	-	-	1,293,117	-	-	-	(1,293,117)	-
Increase of share capital	-	-	-	-	-	-	-	-	-
Employee benefits in the form of equity instruments	-	-	-	-	-	-	6,377,142	-	6,377,142
Repurchase of own shares	-	-	-	-	3,418,026	-	(3,418,026)	-	-
Sale of own shares	-	-	-	-	(51,779)	-	-	-	(51,779)
Shares cancelation	-	-	-	-	-	-	-	-	-
Gains on equity instruments	-	-	-	-	-	10,221,386	(10,221,386)	-	-
Retained earnings from correction of accounting errors	-	-	-	-	-	-	-	-	-
Closing balance 31.12.2025	104,555,233	263,971	146,472,470	12,470,951	(9,519,125)	29,905,555	5,520,415	194,003,253	483,672,723

These financial statements were signed and approved on March 26, 2026, by:

Voicu Oprean
General Director

Bogdan Ciungradi
Chief Financial Officer

AROBS TRANSILVANIA SOFTWARE S.A
CASH FLOW STATEMENT
FOR THE YEAR ENDED DECEMBER 31, 2025
(All amounts are in LEI, unless otherwise mentioned)

CASH FLOW STATEMENT	Note	FY 2025	FY 2024
Cash flows from operating activities:			
Gross profit		22,435,418	33,301,507
Adjustments for:			
Depreciation of Goodwill		-	2,023,784
Amortization expenses	5	6,910,629	7,537,750
Expenditure on assets sold		64,295	199,551
(Income) from assets sold		(386,410)	(463,285)
Expenditure relating to SOP employee benefits	9	4,690,178	10,517,286
Expenditure/(Income) related to adjustments for inventory write-downs		45,294	(168,847)
Expenditure/(Income) related to adjustments on receivables		6,515,738	254,457
Expenditure/Income on provisions for risks and charges	32	1,795,741	1,093,930
(Income) from subsidies and grants	4	(64,344)	(149,500)
Cheltuieli privind dobânzile și alte costuri financiare	11	2,093,337	3,255,406
Expenditure with interest and other financial expenses	11	(8,579,282)	(6,635,470)
(Income) from interest and other financial income		173,040	-
Operating profit before changes in working capital		35,693,634	50,766,570
Change in trade and other receivables balances	21, 23	17,310,716	27,093,639
Change in inventories balances	20	(4,292,732)	(327,600)
Change in trade payable and other debt balances	26, 31	22,359,152	(1,042,797)
Changes in prepaid expenditure balances	22	(316,971)	(271,773)
Change in advance income balances	4	945,225	381,097
Interest paid		(2,093,337)	(3,255,406)
Interest earned		5,599,360	3,816,309
Cash generated from operating activities		75,205,047	77,160,039
Income tax paid	13	(2,035,491)	(3,895,490)
Net cash from operating activities		73,169,556	73,264,549
Cash flow from investing activities			
Loans (granted) to/repayments from affiliated entities		(29,840,598)	740,253
(Payments) related to the acquisition of subsidiaries		(51,639,191)	(20,492,835)
(Payments) related to the acquisition of tangible and intangible asstes, including customer relationship	17, 18	(9,906,463)	(5,685,834)
Repurchase of own shares		(51,779)	(9,509,018)
(Payments)/Cash in from other investments in financial assets	19	-	302,033
Net cash from investing activities		(91,438,030)	(34,645,401)
Cash flow from financing activities:			
Cash in/(Repayments) of bank loans	28	(20,408,543)	(20,125,495)
Credit lines variation	28	5,772	2,136
(Payments) of finance lease liabilities	29	(6,398,243)	(751,366)
Capital increase		-	142,892,151
Net cash from financing activities		(26,801,013)	122,017,426
Net increase in cash and cash equivalents		(45,069,487)	160,636,573
Cash and cash equivalents at the beginning of the financial year		218,899,865	58,263,292
Cash and cash equivalents at the end of the financial year		173,830,378	218,899,865

These financial statements were signed and approved on March 28, 2026, by:

Voicu Oprean
General Director

Bogdan Ciungradi
Chief Financial Officer

AROBS TRANSILVANIA SOFTWARE SA
NOTES TO INDIVIDUAL FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31 2025
(All amounts are in LEI, unless otherwise mentioned)

1. FINANCIAL REPORTING PRESENTATION

AROBS Transilvania Software is listed on the main market of the Bucharest Stock Exchange starting September 25 2023, under the symbol AROBS.

These are the individual financial statements of AROBS Transilvania Software S.A („Company” or „AROBS”)

These individual financial statements of AROBS are prepared in accordance with International Financial Reporting Standards (“IFRS”) as endorsed by the European Union. Accordance with the Ministry of Finance Order no. 2844/2016, the companies listed on the main market of the Bucharest Stock Exchange prepares financial statements in accordance with IFRS, as endorsed by European Union. These financial statements are the responsibility of the management of Arobs Transilvania Software S.A.

INFORMATION ABOUT THE COMPANY

AROBS TRANSILVANIA SOFTWARE S.A. was incorporated on 18.12.1998, under Law no. 31/1990, with tax code RO 11291045, registered at the Trade Register under no. J12/1845/1998. The company’s main field of activity is custom software with high expertise in software services: software engineering for automotive, aerospace, medical, maritime and more but also software development in IoT, hospitality and tourism, clinical trials, enterprise and FinTech solutions. Arobs added also expertise in Intelligent Automation for processes optimisation in banking, health and logistics.

AROBS creates software solutions and products – for which AROBS owns the intellectual property – such as fleet management and GPS tracking solution, business optimization solution (SFA, WMS, CRM, mobile contactless payments and others), human resources management and payroll solution, channel management for the hotel industry and much more.

Since its establishment, AROBS Transilvania Software has relied on excellent specialists and well-adjusted yet flexible processes to consistently deliver high quality custom software, products and software applications, that the company has retains ownership of.

The excellence of the services and the commitment of the company's specialists have helped to establish strong, long-term partnerships with over 10,000 companies in Romania and Central and Eastern Europe, and hundreds of international companies.

EXECUTIVE MANAGEMENT

The issuer’s management for the 2024 Fiscal Year has been carried out by the Board of Directors. As such, in accordance with the requirements of the Governance Code of The Bucharest Stock Exchange (BVB) which apply to all emittents listed on the BVB stock exchange main market, the Board of Directors is comprised of 5 members: 2 executive members, 3 non executive members of which 2 independent.

In accordance with the law no. 31/1990, o part of the attributions of the Board of Directors have been delegated to the Chief Executive Officer and the 2 Executive Directors.

Mr. Voicu Oprean holds the following positions within the company: executive member and chairman of the Board of Directors, Chief Executive Officer and chairman of the Nominalization and Remuneration Committee;

Ms. Cleja Mihaela-Stela holds the following positions within the company: non executive member of the Board of Directors, member of the Audit Committee and member of the Nominalization and Remuneration Committee;

AROBS TRANSILVANIA SOFTWARE SA
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(All amounts are in LEI, unless otherwise mentioned)

Mr. Gârbacea Răzvan-Dimitrie held the following positions within the company until April 2025: non executive and independent member of the Board of Directors, member of the Audit Committee and member of the Nominalization and Remuneration Committee;

Mr. Olosu-Ittu Răzvan Florin has held the following positions within the company starting with 28.04.2025: non-executive and independent member of the Board of Directors;

Mr. Nistor Ioan Alin holds the following positions within the company: non executive and independent member of the Board of Directors, member of the Audit Committee and member of the Nominalization and Remuneration Committee;

Mr. Deaconu Aurelian Călin holds the following positions within the company: executive member of the Board of Directors and Executive Director of Software Services Divisions.

Mr. Bojan Ovidiu hold the position of Executive Director of the Track GPS Divisions.

Information related to the remuneration of the members of the Executive Management is presented in note 9 and in the remuneration report attached to the financial statements.

COMPANIES LOCATIONS

The Company is headquartered in Cluj Napoca, Street Donath No.11, Apt. 28 and has the following regional operational offices:

In Cluj-Napoca:

- Str. Minerilor, No. 63;
- P-ța Cipariu, No. 9; Ap. 69;
- Str. Săpătorilor, No.5;
- Str. Henri Barbusse, No. 44-46, in office building Cluj Business Center, 2nd and 3rd floor;
- Str. Trifoiului; No. 22;
- Str. Constantin Brâncuși no. 55-59, office building ABC Incubator, 6th floor;
- Str. Constantin Brâncuși no. 78-78A, 2nd floor;

In Iași – Str. Palat, No. 3E, Building United Business Center 1, ground floor;

In Tg. Mureș – Str. Georghe Doja, No. 64-68, Building Multinvest Business Center 2 (MBC2);

In Suceava – Str. Universității, No. 15A, 1st floor;

In București – Sector 4, Calea Șerban Vodă, No. 133, Central Business Park, Building A, 1st floor;

In Baia Mare – B-dul. Unirii, No. 18, Building Centrul de Afaceri Baia Mare, 1st floor;

In Arad – B-dul. Revoluției, No. 52-54, Building Arad Plaza, Sc. C, 3rd floor, ap. 12.

In Oradea –Str. Nufarului, no. 28E, office E5_08_01, office building Trade center, 1st floor, Bihor

Shareholding structure as of 31.12.2025 is:

Shareholder	2025			2024		
	Number of Shares	Value	%	Number of Shares	Value	%
Oprean Voicu	497,681,710	49,768,171	47,5998%	494,232,967	49,423,297	47.2700%
Companies	269,169,922	26,916,992	25,7444%	275,441,628	27,544,163	26.3441%
Private individuals	174,143,940	17,414,394	16,6557%	171,320,977	17,132,098	16.3857%
Cabrio Investment SRL	104,556,758	10,455,676	10,0001%	104,556,758	10,455,676	10.0001%
Total	1,045,552,330	104,555,233	100%	1,045,552,330	104,555,233	100%

AROBS TRANSILVANIA SOFTWARE SA
NOTES TO INDIVIDUAL FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31 2025
(All amounts are in LEI, unless otherwise mentioned)

DESCRIPTION OF COMPANY'S ACTIVITY

AROBS Transilvania Software S.A. has 27 years of experience in developing custom software solutions for customers in 14 countries in Europe, Asia, and America.

AROBS Transilvania Software is a member of ARIES - Romanian Association for Electronics and Software Industry and ANIS - Employers' Association of Software and Services Industry and holds numerous certifications, among which we mention:

- ISO 27001 Certificate
- ISO/IEC 27001:2013 Certificate
- TISAX – Trusted Information Security Assessment Exchange
- ORDA Certificate – Certificate issued by the Romanian Copyright Office
- HU-GO Certificate - National Toll Payment Services Plc. 2020 - Hungary
- ISO 9001:2015 Quality Management System
- ISO/IEC 27001:2013 (SR EN ISO/IEC 27001:2018) Information Security Management System
- ISO 14001:2015 Environmental Management system
- ISO 45001:2018 Occupational Health and Safety Management System
- ISO/IEC 42001: 2026 – AI Management System, the first international standard dedicated to artificial intelligence (AI) management systems.

The Company's activity is mainly structured on services and software products. Since its establishment, AROBS Transilvania Software has relied on excellent specialists and well-adjusted yet flexible processes to consistently deliver high quality custom software services, products and software applications, that the company has ownership of.

The excellence of the services and the commitment of the company's specialists have helped to establish strong, long-term partnerships with over 10,000 companies in Romania and Central and Eastern Europe, and hundreds of international companies.

Our passion for technology, combined with intense efforts to acquire new skills and aligning with market trends, has made AROBS Transilvania Software one of the leading Romanian software development companies. The company's software services division is the largest within the Company and is structured around two pillars: Automotive and High-Level Industries. The High-Level Industries specialization consists of the Travel & Hospitality, IoT, Life Sciences, Enterprise Solutions and Fintech divisions.

- **Automotive** - the Issuer's Software and Engineering solutions are an integral part of its DNA and are based on extensive expertise in the field gained through long-term projects with leading global companies.
- **Travel Technology** - Combining niche know-how and technical skills has helped the company to build long-lasting and strong partnerships with customers. To date, end-to-end solutions have been created and delivered for companies in the US, France, Spain, Germany and the Netherlands.
- **Life Sciences** – The Issuer has built a solid expertise over the past years in working with large US companies in the pharmaceutical industry. During this time, medical software solutions have been developed that simplify the clinical trial process for new medicines launched in the niche market.
- **IoT** - The IoT systems that the Issuer develops define the 10+ years of expertise in finding the perfect solutions for its customers.
- **Enterprise Solutions** - High competence in developing cloud-based applications, real-time or reactive applications, Big Data, and more. The portfolio is built around projects for clients in countries such as US, UK, Germany, Finland, Norway and the Netherlands.
- **Fintech** - Built on knowledge and experience, in partnership with leading banks and financial institutions.

AROBS TRANSILVANIA SOFTWARE SA
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Since 2003, AROBS Transilvania Software has been developing its own solutions and products, the most important of which are:

- **TrackGPS** – Solution for managing and monitoring car fleets;
- **Optimall** – Sales force automation solution;
- **RateWizz** – Channel manager for the hotel industry;
- **School textbook digitization solution;**

Track GPS – Solution for managing and monitoring car fleets

AROBS Transilvania Software S.A. is the market leader in Romania in this sector. Track GPS is a complete car fleet monitoring and management solution, offering real-time GPS tracking, special devices and customized services.

With a high-performance GPS tracking system of special devices and a web and mobile application, Track GPS offers personalized services at the highest level, services such as driver behavior analysis, fuel consumption, driver communication, automatic toll payment in Hungary, controlled temperature and humidity, secure transport and much more.

The platform provided by TrackGPS can be accessed from anywhere, anytime with just an internet connection and is designed to easily manage fleet activity. It hosts the units' information in its own cloud and is available in 6 languages: Romanian, English, Russian, French, Hungarian and Indonesian.

Track GPS has over 11 years of experience in the telematics solutions market. The solutions they offer are aimed at small, medium and large companies operating in areas such as Public Services, Banking & Insurance, Courier, Transport & Logistics, Healthcare, Distribution and other areas that want to reduce their costs and optimise their business.

Innovative Projects Division

This division was created in 2014 with dedicated resources to research and develop new ideas and technologies. The areas of product development include Real Estate & Construction, Education, Cluster Management Platforms, Learning Management Systems, Telematics & Fleet Management Platform Add-Ons, Map Management Portal. Among the products of this business line we mention:

- School textbook digitization solution;
- RateWizz Channel Management - an innovative property management product used by hoteliers in Finland;

The AROBS solution for textbook digitisation involves the continuous development of educational software products and contributes to the performance of the Romanian education system.

RateWizz is a stable product, connected with the main OTAs. Offering premium support, a differentiating factor in the market, RateWizz has stable partnerships. There is growing interest from the small hotel segment. RateWizz has also identified new partnerships in the Romanian market, where there is a real need for customised solutions. In addition to the stability of the product and the superior support services we offer, the existing connectivity with the major sales channels makes this product comparable to the major Channel Managers systems on the market.

Optimall – Solution for Business Optimization

In 2023, Optimall by AROBS celebrated its 20th anniversary, which it marked with the launch of the new Optimall SFA Android mobile app. By refactoring the app, innovative functionalities were proposed to customers to support the automation of sales processes in the distribution and production business.

AROBS TRANSILVANIA SOFTWARE SA
NOTES TO INDIVIDUAL FINANCIAL STATEMENTS
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AROBS Transilvania Software debuted in December 2021 on the AeRO market of the Bucharest Stock Exchange, the shares being traded under the stock symbol AROBS. The AROBS listing comes after the completion of a private placement of shares in the second half of October 2021 through which AROBS raised a record 74 million lei in a share capital increase. This placement attracted huge interest from both retail and professional investors, so that it was closed early from the first day of the placement, showing once again the high investor appetite for Romanian entrepreneurial companies. The funds attracted supported the company's expansion strategy through the acquisition of IT companies, both nationally and internationally, the opening of new subsidiaries in important markets in Europe and the United States, as well as the development of the company's expertise and specialisations. On 25 September 2023, AROBS made its debut on the main market of the Bucharest Stock Exchange.

2. BASIS OF PREPARATION OF FINANCIAL STATEMENTS

2.1. Statement of compliance

These financial statements are the responsibility of the management of the Company and have been prepared in accordance with the applicable International Financial Reporting Standards as issued by the International Accounting Standards Board (IASB) and adopted by the European Union (EU) and in accordance with OMFP 2844/2016, which are applicable to companies whose shares are admitted to trading on a regulated market.

They do not include all the information required for a complete set of financial statements in accordance with International Financial Reporting Standards ("IFRS") as adopted by the European Union. However, certain explanatory notes are included to explain events and transactions that are significant to an understanding of the changes in the financial position and performance of the Group since the last consolidated annual financial statements as of and for the financial year ended 31 December 2025.

3.1. Evaluation basis

The consolidated interim financial statements have been prepared on a historical cost basis, except for situations in which fair value replaces the historical cost for assets and liabilities acquired in business combinations or for short-term investments measured at fair value through profit or loss.

3.2. Functional and presentation currency

For the purpose of preparing these financial statements, in accordance with IFRS, the presentation currency of the Group is considered to be the Romanian Leu (RON), the amounts being presented at the leu level, by rounding to one leu for fractions over 50 bani and by neglecting fractions up to 49 bani inclusive.

The significant accounting policies applied by the Company in the preparation of its individual financial statements are presented in Note 36.

2.2. The going concern principle

The financial statements have been prepared based on the going concern principle, which assumes that the Company will be able to continue its activity in the foreseeable future.

The budget prepared by the Company's management for 2026 and approved by the Board of Directors indicates positive cash flows from operating activities, an increase in sales and a net profitability of RON 4 millions.

The management of AROBS believes that the Company will be able to continue its activity in the foreseeable future and, therefore, the going concern principle used in the preparation of financial statements is justified.

AROBS TRANSILVANIA SOFTWARE SA
NOTES TO INDIVIDUAL FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31 2025
(All amounts are in LEI, unless otherwise mentioned)

2.3. Fair value measurement

Fair value related disclosures for financial instruments and non-financial assets that are measured at fair value or where fair values are disclosed, are summarized in the relevant notes.

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability takes place either:

- In the principal market for the asset or liability Or,
- In the absence of a principal market, in the most advantageous market for the asset or liability.

The principal or the most advantageous market must be accessible to the Company.

The fair value of an asset or a liability is measured using the assumptions that market participants would use when pricing the asset or liability, assuming that market participants act in their economic best interest.

A fair value measurement of a non-financial asset takes into account a market participant's ability to generate economic benefits from the asset's highest and best use or by selling it to another market participant that would utilize the asset in its highest and best use.

2.4. Transactions and balances in foreign currencies

Foreign exchange transactions are converted into the functional currency at the exchange rate on the date of each transaction.

Monetary assets and liabilities denominated in foreign currency are converted into the functional currency at the exchange rate on the reporting date communicated by the National Bank of Romania.

Non-monetary assets and liabilities, measured at fair value in a foreign currency, are translated into the functional currency at the exchange rate at the date the fair value was determined. Exchange differences are recognised in the statement of profit or loss. Non-monetary items denominated in a foreign currency and measured on a historical cost basis are not translated.

The exchange rates as of 31 December 2025 and 31 December 2024 were:

	FY 2025	FY 2024
LEI – EUR	5.0985	4.9741
LEI – USD	4.3417	4.7768
LEI – GBP	5.8335	5.9951

The average exchange rates for 2025 and 2024 were:

	FY 2025	FY 2024
LEI – EUR	5.0431	4.9746
LEI – USD	4.4645	4.5975
LEI – GBP	5.8846	5.8775

Operations abroad

Assets and liabilities of foreign operations, including goodwill and fair value adjustments resulting from the acquisition of subsidiaries, are translated into LEI at the exchange rate on the reporting date.

Income and expenses from foreign operations are converted into LEI at the exchange rate on the date of the transactions.

AROBS TRANSILVANIA SOFTWARE SA
NOTES TO INDIVIDUAL FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31 2025
(All amounts are in LEI, unless otherwise mentioned)

2.5. Operating segments (IFRS 8)

The Management Board monitors separately the operational results of the operating segments to be able to take decisions on the resource allocation and performance assessment. Segment performance is measured in terms of Gross Profit.

An operating segment is a component of an entity:

- that engages in business activities from which it may earn revenues and incur expenses (including revenues and expenses relating to transactions with other components of the same entity),
- whose operating results are regularly reviewed by the entity's chief operating decision maker to make decisions about resources to be allocated to the segment and assess its performance, and
- for which discrete financial information is available.

The Company reports separately information about an operating segment that meets any of the following quantitative thresholds:

- Its reported revenue, including both sales to external customers and intersegment sales or transfers, is 10 per cent or more of the combined revenue, internal and external, of all operating segments.
- The absolute amount of its reported profit or loss is 10 per cent or more of the greater, in absolute amount, of (i) the combined reported profit of all operating segments that did not report a loss and (ii) the combined reported loss of all operating segments that reported a loss.
- Its assets are 10 per cent or more of the combined assets of all operating segments.

The Company's operational segments are:

- Software Services
- Software Products
- Integrated Systems
- Distribution of goods.

The amount of each segment item reported shall be the measure reported to the chief operating decision maker for the purposes of making decisions about allocating resources to the segment and assessing its performance. Adjustments and eliminations made in preparing an entity's financial statements and allocations of revenues, expenses, and gains or losses shall be included in determining reported segment profit or loss only if they are included in the measure of the segment's profit or loss that is used by the chief operating decision maker. Similarly, only those assets and liabilities that are included in the measures of the segment's assets and segment's liabilities that are used by the chief operating decision maker shall be reported for that segment. If an entity changes the structure of its internal organisation in a manner that causes the composition of its reportable segments to change, the corresponding information for earlier periods, including interim periods, shall be restated unless the information is not available and the cost to develop it would be excessive. Following a change in the composition of its reportable segments, the entity discloses whether it has restated the corresponding items of segment information for previous periods.

If the Entity has changed the structure of its internal organisation in a manner that causes the composition of its reportable segments to change and if segment information for earlier periods, including interim periods, is not restated to reflect the change, the Entity shall disclose in the year in which the change occurs segment information for the current period on both the old basis and the new basis of segmentation, unless the necessary information is not available and the cost to develop it would be excessive.

Segmentation was performed for the income statement down to the gross profit level by presenting revenue and cost of sales for the following relevant segments: software services, software products, merchandise distribution and other services. Expenses related to the sale of products and services as well as marketing expenses have been considered as overheads. Segmentation of assets and liabilities into the same segment categories was also carried out.

AROBS TRANSILVANIA SOFTWARE SA
NOTES TO INDIVIDUAL FINANCIAL STATEMENTS
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(All amounts are in LEI, unless otherwise mentioned)

2.6. New IFRS standards and amendments

a) New standards, interpretations and amendments adopted, effective January 1, 2025

The following amendments to existing standards issued by International Accounting Standards Board (IASB) and adopted by EU are effective for reporting periods beginning on or after January 1, 2025:

➤ Lack of exchangeability (Amendment to IAS 21 The Effects of Changes in Foreign Exchange Rates)

On 15 August 2023, the IASB issued Lack of Exchangeability which amended IAS 21 The Effects of Changes in Foreign Exchange Rates (the Amendments). The Amendments introduce requirements to assess when a currency is exchangeable into another currency and when it is not. The Amendments require an entity to estimate the spot exchange rate when it concludes that a currency is not exchangeable into another currency.

These amendments had no effect on the individual financial statements of the Company.

➤ Illustrative examples on reporting uncertainties in financial statements

On 28 November 2025, the IASB issued Disclosures about Uncertainties in the Financial Statements – Illustrative examples, which amended multiple IFRS Accounting Standards to include illustrative examples demonstrating how companies can apply IFRS Accounting Standards when reporting the effects of uncertainties in their financial statements. The illustrative examples are accompanying materials to IFRS Accounting Standards and do not have an effective date. The IASB had issued a near-final staff draft of the illustrative examples in July 2025. The Group has considered these illustrative examples in its preparation of the consolidated financial statements and no additional disclosures or changes in presentation were considered necessary.

The illustrative examples have been issued during 2025 with no effective date.

b) Standards and amendments to existing standards issued by IASB and adopted by the EU, but which are not yet effective

There are a number of standards, amendments to standards, and interpretations which have been issued by the IASB that are effective in future accounting periods that the Group has decided not to adopt early.

The following amendments are effective for the annual reporting period beginning 1 January 2026:

1. Amendments to the Classification and Measurement of Financial Instruments (Amendments to IFRS 9 Financial Instruments and IFRS 7 Financial Instruments: Disclosures)

These amendments clarify and improve the rules for classifying and measuring financial instruments, ensuring more consistent application of IFRS 9 and IFRS 7 principles. The key changes include:

- Clarification of the criteria for classifying financial assets based on the business model and cash flow characteristics.
- Enhancements to the recognition and measurement of financial liabilities, including aspects related to contractual term modifications.
- New disclosure requirements for entities using complex financial instruments, aiming to increase transparency and comparability in financial reporting.

The Company anticipates that the adoption of these new standards and amendments to existing standards will not have a significant impact on the Company's individual financial statements in the period of initial application.

2. Contracts Referencing Nature-dependent Electricity (Amendments to IFRS 9 and IFRS 7)

These amendments clarify the accounting treatment for electricity purchase agreements where supply is dependent on natural factors such as wind, solar, or hydroelectric power.

- Clarification of IFRS 9 applicability in determining whether electricity purchase agreements should be accounted for as financial instruments or executory contracts.

AROBS TRANSILVANIA SOFTWARE SA
NOTES TO INDIVIDUAL FINANCIAL STATEMENTS
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(All amounts are in LEI, unless otherwise mentioned)

- Modifications to IFRS 7 disclosure requirements to improve transparency regarding risks associated with such contracts and their impact on financial statements.
- Impact on revenue recognition and financial risk assessment, particularly for entities entering long-term renewable energy contracts.

The following standards and amendments are effective for the annual reporting period beginning 1 January 2027:

1. IFRS 18 Presentation and Disclosure in Financial Statements

The standard was issued by the IASB in April 2024, supersedes IAS 1 and will result in major consequential amendments to IFRS Accounting Standards including IAS 8 Basis of Preparation of Financial Statements (renamed from Accounting Policies, Changes in Accounting Estimates and Errors). Even though IFRS 18 will not have any effect on the recognition and measurement of items in the consolidated financial statements, it is expected to have a significant effect on the presentation and disclosure of certain items. These changes include categorisation and sub-totals in the statement of profit or loss, aggregation/disaggregation and labelling of information, and disclosure of management-defined performance measures.

2. IFRS 19 Subsidiaries without Public Accountability: Disclosures

Published by the IASB in May 2024, IFRS 19 introduces a simplified reporting framework for subsidiaries that do not have a public accountability obligation but apply IFRS in their financial reporting. This standard reduces disclosure requirements for such entities while maintaining transparency and comparability of financial information. The main benefit of IFRS 19 is the reduction of administrative and reporting costs without compromising the usefulness of financial statements for users. Effective for the annual reporting period beginning 1 January 2027.

AROBS Transilvania Software is currently assessing the effect of these new accounting standards and amendments.

The Company anticipates that the adoption of these new standards and amendments to existing standards will not have a significant impact on the Company's individual financial statements in the period of initial application.

3. PROFESSIONAL JUDGEMENT, ESTIMATES AND ASSUMPTIONS

In preparing Company's financial statements, management made professional judgements, estimates and assumptions that affect the application of the accounting policies and the reported value of revenues, expenses, assets, and liabilities. The actual results may differ from these estimates. Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognized prospectively.

The Company based its assumptions and estimates on information available when the financial statements were prepared. Existing circumstances and assumptions about future developments, however, may change due to market changes or circumstances arising beyond the control of the Company. Such changes are reflected in the assumptions when they occur.

Main judgements on financial statements preparation are:

- **Revenue recognition from selling Track GPS monitoring solution** – presented in Note 4

Significant estimates on financial statement preparation are:

- **Determining the purchase price of subsidiaries** – presented in Note 16 „Shares held in affiliated entities“;
- **Estimation of the recoverable value of investments in subsidiaries** - presented in Note 16 "Shares held in affiliated entities"
- **Duration of leasing contracts and discount rate** - presented in Note 29 "Leasing";
- **Adjustments for losses in value of financial assets** - presented in Note 35
- **Recognition and settlement of share-based employee payment program** - presented in Note 9

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4. TURNOVER

	FY 2025	FY 2024
Turnover:		
Software services	122,203,698	184,241,443
Software products	53,814,125	48,631,500
Total turnover	176,017,823	232,872,943

Turnover – geographic regions	FY 2025	FY 2024
Romania*	74,263,464	62,923,758
Europa (excluding Romania)	67,946,133	131,759,296
USA	27,720,788	38,028,936
Asia & The Middle East	6,087,437	160,954
Total turnover	176,017,823	232,872,943

The Company's strategy of maintaining multiple growth pillars has helped balance the temporary decline in revenue from the "Software Services" segment through the growth of the "Software Products" segment, despite the latter contributing 31% to the Company's total revenue.

Revenues from software services are mainly recorded at a point in time when the service is provided to the customer.

Revenues from „Software products” segment increased by 5.2 milion lei (11%), compared to the previous year.. Revenues from software products are recorded over time as services are provided to customers.

In the software products area, including fleet management, business optimization, and HR solutions, the market continues to grow, following the trend observed in recent years.

The following table shows the structure of significant customers by business segment:

Business segments	Top clients 2025	% of turnover	Top clients 2024	% of turnover
Software Services	Client 1	14.17%	Client 1	31.27%
	Client 2	5.03%	Client 2	4.34%
	Client 3	4.98%	Client 3	6.80%
	Client 4	4.82%	Client 4	6.20%
	Client 5	4.61%	Client 5	6.47%
Software products	Client 6	2.40%	Client 6	1.43%
	Client 7	1.43%	Client 7	0.93%
	Client 8	0.60%	Client 8	0.00%

Cost of carrying out contracts with customers

Cost of carrying out contracts with customers – GPS monitoring services

	OB 2024	CAPITALISATION 2025	DEPRECIATION 2025	CB 2025
GPS Monitoring services	932,068	1,545,189	1,541,206	936,051

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Deferred revenue – contract performance obligations

	FY 2024	Entries	Returns on income	FY2025
Deferred revenue	3,916,805	12,170,549	11,225,325	4,862,029

Deferred revenue – contract performance obligations

	Balance at 31.12.2025	Balance at 31.12.2024
Deferred revenue, out of which:	4,862,029	3,916,805
Long term	4,569,109	3,682,621
Short term	292,920	234,184

Deferred revenue was recorded on the basis of medium and long term customer contract agreements and mainly relates to fleet monitoring services.

Revenues from grants are presented in the following table. They decreased in 2024 compared to the previous year by 149,500 lei. Most of these grants were received for the SMIS project.

	Balance at 31.12.2025	Balance at 31.12.2024
Grants, out of which:	246,837	311,181
Long term	151,699	216,510
Short term	95,138	94,671

5. COST OF SALES

5.1. Cost of sales - Software services

	FY 2025	FY 2024
Salary Expenses	57,455,712	83,178,206
Employee stock ownership plan costs	1,667,798	4,667,453
Third party expenses	50,748,217	58,176,221
Property plant and equipment depreciation expenses	4,397,684	4,840,951
Rental expenses	372,309	989,270
Travel and fuel expenses	1,076,293	1,127,811
Other operating expenses	760,429	664,414
Cost of sales Software Services	116,478,442	153,644,326

The cost of sales of software services consists of salaries and benefits (including ESOP costs) of directly productive staff involved in the delivery of these services, the cost of services performed by third parties related to software services projects, depreciation of equipment used and other operating expenses necessary for the delivery of software services: rent and energy and water costs, travel expenses, insurance and commissions and fees.

Cost of sales of software services decreased by 37.2 million lei compared to the previous year, mainly due to reduced personnel costs, reduced headcount and lower expenses for services contracted from third parties.

Services contracted from third parties represented, during 2025, mainly expenditure on software and IT consulting services, recruitment services, participation in fairs and conferences.

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5.2. Cost of sales – Software products

	FY 2025	FY 2024
Salary Expenseses	9,510,229	8,646,043
Employee stock ownership plan costs	90,908	242,957
Third paty expenses	5,198,114	4,612,596
Expenses related to equipment sold	3,110,624	3,119,237
Property plant and equipment depreciation expenseses	5,521,202	4,801,509
Telecommunications expenses	2,277,304	2,077,607
Travel and fuel expenses	1,107,811	1,159,836
Other operating expenses	235,121	445,862
Cost of sales software products	27,051,313	25,105,647

The cost of sales of software products consists of salaries and benefits (including ESOP expenses) of directly productive personnel involved in the delivery of these products and the provision of related services, the cost of equipment sold, depreciation of equipment used and other operating expenses necessary for the delivery of software products and the provision of related services: telecommunication services, rent and energy and water costs, travel expenses, fuel, maintenance and repairs. Services contracted from third parties during 2025 mainly represented services with installations of monitoring devices and software services.

The increase in salary expenses in the area of software services and software products was generated by increased employee costs in order to maintain competitiveness in the market through salary increases and stock options offered under ESOP programmes during the year.

The increase in expenditure on services performed by third parties is in line with the expansion of the business and the development of new internal products.

6. OTHER INCOME

	FY 2025	FY 2024
Other operating revenues	293,466	1,338,417
Income from administration activities	6,003,085	2,133,107
Net revenue from the sale of current assets	322,115	263,734
Total	6,618,666	3,735,258

Revenues from administration activities refer to services invoiced by the Parent Company to affiliated entities and other entities, services that are not related to the Company's main activity.

7. SALES AND MARKETING EXPENSES

	FY 2025	FY 2024
Salary Expenseses	7,309,328	7,083,807
Employee stock ownership plan costs	49,919	111,779
Third paty expenses	180,938	232,619
Property plant and equipment depreciation expenseses	-	183,007
Entertaining, promotion and advertising	992,808	1,392,275
Other operating expenses	56,571	103,249
Sales and marketing expenses	8,589,564	9,106,735

Sales and marketing expenses consist of salaries and benefits (including ESOP costs) of sales and marketing staff, protocol, advertising and publicity expenses and services performed by third parties generated by the Company's promotional activities.

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Sales and marketing expenses decreased in 2025 by 0.5 million lei compared to the previous year. The most significant decrease was recorded in advertising and protocol expenses of 0.4 million lei compared to 2024.

8. GENERAL & ADMINISTRATION EXPENSES

	FY 2025	FY 2024
Salary Expenses	17,760,336	18,908,247
Employee stock ownership plan costs	2,881,553	5,495,097
Third party expenses	5,255,232	4,488,667
Property plant and equipment depreciation expenses	2,903,199	2,558,231
Other taxes, duties and similar expenses	960,759	950,011
Impairment losses/revenue current assests	(408,516)	254,457
Rental expenses	1,020,590	156,237
Travel and fuel expenses	540,395	586,131
Other operating expenses	2,959,688	2,973,344
General & Administration expenses	33,873,236	36,370,422

General and administrative expenses comprise salaries and benefits (including remuneration in equity instruments) of staff in the management, administrative, procurement, finance, legal, management, labour protection, human resources and IT support departments and of expenses for services performed by third parties, consultancy expenses, rental expenses and other expenses incurred in the administration of the Company.

General and administrative expenses decreased in 2025 by 2.6 million lei compared to the previous year, the Company's management applying measures to reduce these costs, in line with the dynamics of the company's activity. The most significant decreases were recorded on the side of expenses with remuneration in equity instruments of 2.6 million lei compared to 2024 and salary expenses which decreased by 1.1million lei compared to 2024.

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9. EMPLOYEE BENEFITS EXPENSES

	FY 2025	FY 2024
Salary Expenses	94,161,113	114,028,873
Employee social security contributions	2,739,294	3,147,048
Meal ticket expenses	2,100,810	2,547,991
Untaken holidays provision	1,795,741	1,093,930
Subtotal personnel expenses	100,796,958	120,817,842
Employee stock ownership plan costs	4,690,178	10,517,286
Total personnel expenses	105,487,136	131,335,128

The salary expense item is reduced on the face of the financial statements by the amounts representing the capitalizations made for ongoing projects. The value of these capitalizations is (8,761,353) in 2025, respectively (3,001,539) in 2024. The average number of employees, salary expenses and employee stock ownership plan costs during the financial year ended 31 December 2025 and 31 December 2024 was as follows:

	FY 2025			FY 2024		
	Average number of employees	Salary expenses	Employee stock ownership plan costs	Average number of employees	Salary expenses	Employee stock ownership plan costs
Management personnel	13	6,086,708	2,757,320	14	6,395,561	5,270,939
Administrative personnel	12	1,079,166	12,754	12	1,067,828	12,584
Acquisition personnel	2	280,406	3,375	2	271,520	10,532
Financial personnel	21	3,579,730	27,443	21	3,663,283	56,830
Legal personnel	4	807,092	25,365	4	726,753	51,920
Warehouse administration personnel	2	139,035	-	2	149,707	202
Marketing personnel	12	1,383,628	6,902	13	1,540,144	34,727
Research & Development personnel	308	66,140,176	1,737,499	429	87,197,347	4,877,122
Occupational safety and health personnel	2	138,927	-	2	132,875	-
Human Resources personnel	7	944,952	8,304	11	1,261,623	5,925
Installation - Services personnel	36	4,443,950	21,207	32	3,485,500	33,288
Production personnel	19	3,677,379	46,992	17	3,102,787	86,165
IT Support personnel	35	5,459,964	43017	35	5,033,945	77,052
Total personnel	473	94.162.352	4.690.178	594	114.028.873	10.517.286

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Salary expenses increased compared to the previous year, partly as a result of the elimination of tax incentives regarding the payment of income tax for the category of employees directly productive in the provision of software services. Also, salary expenses increased in order to maintain competitiveness in the market and ensure the necessary resources for ongoing projects, through salary increases and the addition of resources from newly acquired companies. Personnel rights are recorded in the accounting with the retention of related contributions and taxes established according to the legislation in force. Settlements with personnel include salary rights, bonuses, supplements, allowances for vacation leaves, as well as those for temporary incapacity for work, paid from the payroll fund, and other rights in money and/or in kind owed by the company to the personnel for the work performed.

The management of AROBS is ensured by the Board of Directors, the General Manager and 2 Executive Directors. The Board of Directors is composed of 5 members, of which 2 are executives and 3 are non-executive. The gross annual remuneration includes fixed remuneration, share-based remuneration and other benefits. The total gross annual remuneration for the Management of AROBS is 7,106,108 lei.

To ESOP – Employee Stock Option Plan

ESOP value is established on the date the stock option is granted. The expense recorded is based on the market price from the date of granting the stock option and is recognized systematically as the services are rendered and until the vesting criteria are met. The vesting criteria for ESOPs are seniority within the company and employee status.

Benefits in the form of the entity's own shares (or other equity instruments) granted to employees are recognized separately in the equity accounts at the fair value of those equity instruments at the date those benefits are granted. Recognition of expenses relating to employees' work occurs when the work is performed. The grant date is the date on which the entity and the employee beneficiaries of those instruments understand and accept the terms and conditions of the transaction, except that if the arrangement is subject to a subsequent approval process (for example, by shareholders), the grant date is the date on which that approval is obtained. For equity instruments granted that vest immediately on the grant date, employees are not required to complete a specified period of service before becoming unconditionally entitled to those equity instruments and, in the absence of evidence to the contrary, the entity shall treat the services rendered in exchange for the equity instruments as already having been received. In this case, the related expenses shall be recorded in full against the equity accounts at that time. For equity instruments granted that vest only after employees have completed a specified period of service, the related expenses are recognised as the services are rendered, over the vesting period, against the equity accounts. The amount recognised as an expense shall be based on an estimate of the number of equity instruments that will vest, and this estimate shall be revised if subsequent information indicates that the number of equity instruments expected to vest is different from previous estimates so that, at vesting date, that estimate equals the number of equity instruments that vest.

In the steps concerning the repurchase of own shares in order to implement the Stock Option Plan, the provisions of Law 31/1990.

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10. CATEGORIES OF EXPENSES

	FY 2025	FY 2024
Salary Expenses	92,035,605	117,816,303
Employee stock ownership plan costs	4,690,178	10,517,286
Third party expenses	61,382,501	67,510,102
Property plant and equipment depreciation expenses	12,822,085	12,383,697
Expenses related to equipment sold	3,449,892	3,469,920
Travel and fuel expenses	2,724,499	2,873,778
Telecommunications expenses	2,562,048	2,410,103
Entertaining, promotion and advertising	1,156,577	1,966,996
Raw materials expenses	63,361	52,286
Other taxes, duties and similar expenses	960,759	950,011
Rental expenses	1,422,836	1,373,444
Impairment losses/revenue on non current assets	(408,516)	254,457
Other operating expenses	3,130,730	2,648,746
Total	185,992,555	224,227,129

11. FINANCIAL RESULT

	2025	2024
Revenues from shares in affiliated and associated entities	25,604,147	20,478,479
Interest income	8,579,282	6,635,470
Financial income from impairment adjustments	292,385	261,349
Other financial revenue	29,551	(10,826)
Other operating expenses	-	(325,055)
Financial (expenses) regarding impairment adjustments	(6,924,254)	(3,706,565)
Financial result	27,581,111	23,332,853

	2025	2024
Interest (expenses)	(2,093,337)	(3,255,406)
Other financial (expenses)	(23,025)	(163,859)
Rezultat financiar	(2,116,362)	(3,419,265)

Income from shares held in affiliated entities refers to dividends distributed by subsidiaries during the financial year.

The expense regarding value adjustments results from the application of the impairment model according to IFRS 9 on the loans granted by the Group.

The costs related to subsidiary acquisitions refer to amounts paid to consultants and lawyers engaged for these transactions, as well as additional amounts paid in accordance with the subsidiary acquisition agreements. These costs increased in 2025 compared to 2024 by RON 0.3 million.

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12. SEGMENTS RECONCILIATION

REVENUE AND EXPENSES RECONCILIATION BY BUSINESS SEGMENTS	SOFTWARE SERVICES		SOFTWARE PRODUCTS		TOTAL	
	2025	2024	2025	2024	2025	2024
Revenue from software services	122,203,698	184,241,443	-	-	122,203,698	184,241,443
Revenue from software products		-	53,814,125	48,631,500	53,814,125	48,631,500
Total Turnover	122,203,698	184,241,443	53,814,125	48,631,500	176,017,823	232,872,943
Salary Expenses	57,455,712	83,178,206	9,510,229	8,646,043	66,965,941	91,824,249
Employee stock ownership plan costs	1,667,798	4,667,453	90,908	242,957	1,758,706	4,910,410
Third party expenses	50,748,217	58,176,221	5,198,114	4,612,596	55,946,331	62,788,817
Expenses related to equipment sold	3,898	149	3,110,624	3,119,237	3,114,522	3,119,386
Property plant and equipment depreciation expenses	4,397,684	4,840,951	5,521,202	4,801,509	9,918,886	9,642,460
Rental expenses	372,309	989,270	18,090	160,415	390,399	1,149,685
Telecommunications expenses	124,797	-	2,277,304	2,077,607	2,402,101	2,077,607
Raw materials expenses	-	-	62,683	51,719	62,683	51,719
Other operating expenses	631,734	664,264	154,348	233,729	786,082	897,993
Total cost of sales	116,478,442	153,644,325	27,051,313	25,105,648	143,529,755	178,749,973
Gross margin	5,725,256	30,597,118	26,762,812	23,525,852	32,488,068	54,122,973
Gross margin %	5%	17%	50%	48%	18%	23%
Interest expenses	(2,093,337)	(3,255,406)	-	-	(2,093,337)	(3,255,406)

Expenses related to sales and marketing activities, general administrative expenses, interest income and other financial expenses/income have not been allocated.

FINANCIAL POSITION BY BUSINESS SEGMENTS	SOFTWARE SERVICES		SOFTWARE PRODUCTS		UNALLOCATED		TOTAL	
	2025	2024	2025	2024	2025	2024	2025	2024
Additions to non-current assets	84,291	-	9,174,664	4,408,151	1,191,393	3,269,010	10,450,349	7,677,161
Allocated assets	287,613,445	247,300,716	96,896,991	68,429,052	14,204,416	28,630,860	398,714,852	344,360,628
Unallocated assets	-	-	-	-	178,122,228	225,580,673	178,122,228	225,580,673
Total assets	287,613,445	247,300,716	96,896,991	68,429,052	194,005,175	254,211,533	576,837,080	569,941,301
Allocated liabilities	48,934,594	86,155,179	27,115,269	10,297,148	4,612,631	5,447,455	80,662,494	101,899,782
Unallocated liabilities	-	-	-	-	12,501,863	11,686,079	12,501,863	11,686,079
Total liabilities	48,934,594	86,155,179	27,115,269	10,297,148	17,114,494	17,133,534	93,164,357	113,585,861

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13. INCOME TAX AND DEFERED TAX

	2025	2024
Income tax	1,076,381	2,405,375
Deferred income tax	367,116	379,252
Total	1,443,497	2,784,627

The amounts presented relate to revenue and expenditure for each financial year.

	2025	2024
Gross profit	22,435,418	33,301,507
Current period income tax	(1,076,381)	(2,405,375)
Revenue as a result of deferred income tax	(367,116)	(379,252)
Recalculated net profit	20,991,921	30,516,880

	31 December 2025	31 December 2024
Income tax		
Income tax - receivable	-	470,213
Total	-	470,213

	31 December 2025	31 December 2024
Income tax		
Income tax - payable	121,781	-
Total	121,781	-

Theoretical rate and effective rate reconciliation	2025	2024
Result before tax	22,435,418	33,301,507
Restated or adjusted income	(6,003,086)	-
Restated or adjusted expenses	6,003,086	-
Profit/loss before tax	22,435,418	33,301,507
Non taxable income	(36,158,390)	(31,318,958)
Non taxable expenses for tax calculation	24,379,344	26,407,812
Legal reserves	(1,134,845)	(1,640,224)
Fiscal Profit/loss	9,521,527	26,750,137
Fiscal loss carried forward/Taxable income	8,521,527	26,750,137
Profit tax	1,523,443	4,280,022
Income tax deductions as per Fiscal Code	447,063	1,395,869
Previous year tax correction	-	(478,778)
Income tax after deductions	1,076,381	2,405,375

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Deferred income tax

	FY 2025	FY 2024
Deferred income tax - receivable	-	234,104
Total	-	234,104

Deferred income tax

	FY 2025	FY 2024
Deferred income tax - payable	133,012	-
Total	133,012	-

The temporary differences regarding the deferred payment are generated by the following items: assets related to the rights of use of the leased assets, inventories, trade receivables and other receivables, lease liabilities, income in advance, other tangible fixed assets and provisions, as presented in the following table:

	FY 2025	FY 2024
Other intangible assets	(843,663)	(530,301)
Assets related to rights of use of leased assets	-	-
Work in progress services and inventories	147,471	140,858
Trade receivables	153,275	121,345
Personnel liabilities	267,324	183,007
ESOP	142,581	319,725
Total	(133,012)	234,104

14. EBITDA

EBITDA (Earning Before Interest, Taxes, Depreciation and Amortization) is one of the most widely used indicators of corporate profitability. This indicator helps to show the cash profit generated by the company before depreciation, amortisation, taxes and debt related to the capital structure. EBITDA is one of the main performance indicators monitored by the Company's management. Individual EBITDA is reconciled to the Company's individual income statement as follows:

	2025	2024
Operating revenue	182.636.489	236,608,201
Operating expenses	173.084.116	211,843,433
EBITDA	9.552.373	24,764,768
EBITDA Margin	5%	10%
ESOP 1 – 3	1.100.108	5,577,797
ESOP 4	3.223.333	4,939,488
Depreciation&Provision	12.822.084	12,383,697
Incidental expenses*	-	325,055
Financial result	27.470.014	21,245,491
Profit before tax	24.200.303	33,301,507
Tax	1.632.200	2,784,627
Net profit	22.568.103	30,516,880
Net profit margin	12%	13%

*Expenses incurred in the activity of acquiring companies and stock exchange expenses, which do not represent current operating expenses of the company

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15. EARNINGS PER SHARE

The calculation of basic and diluted earnings per share is based on the following amounts of profit attributable to ordinary shareholders and the weighted average number of ordinary shares outstanding:

Basic	2025	2024
Profit	20,991,921	30,516,880
Regular shares in circulation	1,021,024,508	917,313,056
Basic earnings per share	0.0206	0.0333

Diluted	2025	2024
Profit	20,991,921	30,516,880
Diluted regular shares in circulation	1,035,416,683	1,040,116,936
Diluted earnings per share	0.0203	0.0293

The dilution effect is due to the treasury shares allocated in the ESOP programs that are to be distributed on the dates established in the ongoing programs.

Ordinary shares	2025	2024
Weighted average number of shares used in basic EPS	1,021,024,508	917,313,056
Capital increase	-	174,258,722
Capital decrease	-	-
ESOP	11,008,930	21,472,265
Weighted average number of shares used in diluted EPS	1,035,416,683	1,040,116,936

16. SHARES IN AFFILIATED ENTITIES

In order to strengthen its position on the market, the company has been pursuing an acquisition policy in recent years. It has transformed itself into an international company, forming partnerships and collaborations with partners and customers in the United States, Canada, Germany, Finland, Switzerland, the Netherlands, Belgium and Italy.

SVT Electronics S.R.L.

In May 2025, AROBS completed the acquisition of company SVT Electronics S.R.L., a Romanian company specialized in the development of complete tachograph data management and analysis solutions. The financial performance (revenues and expenses) of the company is reflected within the Group starting with May 2025.

Codingscape LLC

In June 2025, AROBS acquired a 70% stake in the American company Codingscape LLC, specialized in technology consulting, design and custom software development services for enterprise clients. Through this transaction, AROBS consolidates and expands its presence in North America, confirming the strategic direction of growth in the American market and active involvement in the most dynamic global technological ecosystem. At the same time, the acquisition opens up new development opportunities for Codingscape LLC, which will have access to European markets through the network, customer portfolio and operational infrastructure of company AROBS.

Infobest By AROBS

At the end of May 2024, AROBS fully acquired the Infobest group: Infobest Romania SRL, Infobest Romania SRL Niederlassung, Infobest Systemhaus GmbH. By acquiring Infobest, AROBS consolidates its presence on the Romanian and German markets, its expertise in the business line, software services and accesses new industries, such as telecommunications, media and communication.

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Future Workforce Global SA

At the end of April 2023 Arobs fully acquire Future Workforce Global SA și and its subsidiaries: 100% Future Workforce SRL (Romania), 80% Future Workforce UK (United Kingdom) și 65% Future Workforce GmbH(Germany). FWF by AROBS continued to strengthen its position in intelligent automation and digital transformation with significant increases in the number of new partnerships. One of FwF's success pillars remains its specialization in the financial banking sector, which uses RPA technologies and low-code solutions to deliver complex operations digitization programs.

Arobs Pannonia Software Kft

In July 2023, the complete acquisition of Arobs Pannonia Software Kft, based in Budapest, Hungary, a company specialized in fleet management and custom software development, was completed. The acquisition of AROBS Pannonia Software marks a new development perspective in Central Europe, starting with more than 1,000 customers in Hungary.

AROBS Software SRL

The acquisition of AROBS Software SRL was completed in the beginning of February 2023, a transaction with strategic value for software services division development within the Company.

AROBS Polska

For AROBS Polska, where the Company acquired 94% of shareholding, 2023 was a year marked by significant events. The company joined the AROBS and strengthened its position in the European space market. In 2023, AROBS Polska developed quantum communication – especially in a project for the European Space Agency. In addition, the company continued to expand its competencies in controlling mechanisms for space missions, with plans to introduce a dedicated product to this market by the end of 2025.

AROBS TrackGPS SRL

AROBS TrackGPS SRL from the Republic of Moldova joined the Company in February 2023 following its full acquisition. AROBS TrackGPS SRL is a company with experience in fleet management for companies in all industries, with a portfolio of active clients consisting of approximately 450 companies, with approximately 5,000 monitored vehicles. The integration of the new entity into the Company meant for the fleet management business line of AROBS the consolidation of its presence on the Central and Eastern European market.

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Value of shares held in affiliated entities

	31 Decembrie 2025	31 Decembrie 2024
AROBS DEVELOPMENT & ENGINEERING S.R.L.	91,309,295	90,816,568
SVT ELECTRONICS S.R.L.	31,487,146	-
FUTURE WORKFORCE	26,952,203	41,149,572
BERG COMPUTERS S.R.L.	21,219,118	21,038,727
INFOBEST	18,511,118	19,491,933
CODINGSCAPE LLC	18,329,878	-
NORDLOGIC SOFTWARE S.R.L.	17,254,404	16,295,407
AROBS SOFTWARE S.R.L.	15,828,988	15,789,683
SAS FLEET TRAKING S.R.L.	14,177,316	14,168,205
AROBS PANNONIA SOFTWARE S.R.L.	6,006,210	6,006,210
CENTRUL DE SOFT GPS S.R.L.	4,939,617	4,939,617
UCMS GROUP ROMANIA S.R.L.	2,754,551	2,679,109
AROBS TRACKGPS S.R.L.	2,554,483	2,543,665
TLG LLC	1,678,531	-
AROBS POLSKA (SYDERAL POLSKA)	811,784	811,784
PT AROBS INDONESIA	521,314	521,314
SOFTMANAGER S.R.L.	196,439	196,439
CABRIO INVEST BV	87,705	87,705
AROBS SOFTWARE SOLUTIONS GMBH	72,504	72,504
AROBS ETOLL SOLUTIONS S.R.L.	64,321	64,321
AROBS SYSTEMS	43,872	200
COSO BE & NL	32,940	89,037
SILVER BULLET	8,545	4,883
ALTE PARTICIPAȚII	800	800
ASOCIATIA TRANSILVANIA IT	250	250
Total gross value	274,843,329	236,767,933

The Company reflects the participations held in affiliated entities at cost in accordance with the exceptions provided for in IAS 27.38. Gains or losses related to participating interests are treated as changes in the acquisition cost, so that the final value of the participation reflects the consideration actually paid for the acquisition of the participation.

During 2025, the Company decreased the value of the participations held by RON 14.2 million, representing amounts that are no longer owed to the former owners due to the failure to achieve the profitability indicators that conditioned subsequent payments. The closure of the respective debts was made by decreasing the participation, according to the accounting treatment described above.

The Company tested whether the value of the investments in affiliated entities has suffered any impairment. For most companies, the method used for impairment testing is the discounted cash flow (DCF) method. The use of this method requires estimating discounted future cash flows and determining a discount rate to calculate the discounted cash flow.

As at December 31, 2025, the impairment testing of the interests in the acquired companies was performed.

The main assumptions are the following:

2025	%	%	%	%	%	%
Main assumptions	Codingscape	Berg Computers	Nordlogic Software	Future Workforce	UCMS	Infobest
Revenue increase average rate	15.1	6.3	4.1	10	16	5.4
EBITDA average rate	14.2	26.7	17.8	13.7	17	14.7
WACC	11.8	16.4	15.8	10.4	51.5	13.4
Perpetuity rate	2	2	2	2	2	2.0

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Main assumptions:

The revenue growth rate for each entity took into account the history of revenue development but also the dynamics of the markets where each company's customers are.

The average EBITDA growth rate for each entity was estimated based on the historical evolution but also taking into account the estimated evolution of the main categories of expenses, in particular salaries.

The WACC rate was calculated taking into account both the risk of the industry in which each company operates, the country risk taking into account the place of service provision as well as the country where the customer of the services is located and the specific risk of each entity.

Sensitivity analysis

If any of the following changes were made to the key assumptions above, for cash-generating units holding a significant proportion of the total goodwill balance, the carrying amount and recoverable amount would be equal:

2025	p.%	p.%	p.%	p.%	p.%
Sensitivity analysis	Codingscape	Berg Computers	Nordlogic Software	UCMS	Infobest
Revenue increase average rate	-37.2	-25	-19.9	-23.6	-24.6
EBITDA average rate	-5.9	-15.6	-14	-13.2	-9.6
WACC	6.9	19.9	8.4	45	18.2

17. PROPERTY, PLANT AND EQUIPMENT

	Buildings	Plant, machinery and motor vehicles	Other instalations and fixtures and fittings	WIP Tangible assets	Total
Cost					
31-Dec-24	5,300,306	14,412,214	7,474,624	282,933	27,470,078
Purchases	-	2,509,689	115,074	260,463	2,885,226
Transfers	-	-	49,584	(49,584)	0
Disposals	(183,310)	(830,382)	(693,987)	(133,099)	(1,840,778)
31-Dec-25	5,116,996	16,091,521	6,945,295	360,713	28,514,525
Depreciation /adjustments					
31-Dec-24	5,178,068	10,566,636	6,695,387	-	22,440,090
Period cost	94,939	1,948,094	679,626	-	2,722,660
Disposals	(183,310)	(797,985)	(589,085)	-	(1,570,380)
31-Dec-25	5,089,697	11,716,745	6,785,928	-	23,592,370
Net value					
31-Dec-24	122,238	3,845,579	779,237	282,933	5,029,988
31-Dec-25	27,299	4,374,776	159,367	360,713	4,922,155

Tangible fixed assets mainly refer to laptops, switches, workstations and other equipment, as well as fittings of the leased premises where the activity is carried out. Also, the equipment rented in the fleet monitoring activity is included in the position of technical installations and machines.

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18. INTANGIBLE ASSETS

	Research & development expenses	Concessions, patents, licenses, brands and other noncurrent assets	Total
Cost			
31-Dec-24	5,885,157	19,046,709	24,931,867
Purchases	5,358,417	2,206,706	7,565,123
Transfers	(4,802,607)	4,802,607	-
Disposals	-	(4,102,498)	(4,102,498)
31-Dec-25	6,440,967	21,953,524	28,394,492
Depreciation/Adjustments			
31-Dec-24	189,036	9,398,777	9,587,813
Depreciation/Adjustments	173,040	4,100,235	4,273,275
Disposals		(4,063,392)	(4,063,392)
31-Dec-25	362,076	9,435,620	9,797,696
Net value			
31-Dec-24	5,696,122	9,647,932	15,344,054
31-Dec-25	6,078,891	12,517,904	18,596,795

Intangible assets and development expenses relate to projects to develop and improve the GPS tracking application and other internal products. On December 31, 2025, the budget projections of the division of domestic products monitoring the car fleet for the following years were analyzed and, based on the DCF method, it was found that there are no signs of impairment of these intangible assets.

19. FINANCIAL ASSETS

Cost	31.12.2025			31.12.2024	
Shares held in affiliated entities and jointly controlled entities			274,843,329		236,767,934
Loans granted to affiliated entities			36,756,208		18,310,998
Loans to related parties and other loans			7,854,754		9,817,830
Guarantees and other financial assets			1,078,620		2,968,304
Total			320,532,911		267,856,066

Value adjustments	31.12.2024	Increase	Decrease	Reclassification	31.12.2025
Shares held in affiliated entities	2,183,993	1,678,531	-		3,862,524
Loans granted to affiliated entities	5,876,862	3,101,491	507,233		8,471,119
Loans to related parties and other loans	2,523,711	1,245,620	292,385		3,476,947
Total	10,584,566	6,025,642	799,618		15,810,590

The difference on reclassifications represents short-term reclassifications.

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Net amount	31.12.2025	31.12.2024
Shares held in affiliated entities and jointly controlled entities	270,980,805	234,583,941
Loans granted to affiliated entities	28,285,089	12,434,136
Loans to related parties and other loans	4,377,807	7,294,119
Guarantees and other financial assets	1,078,620	2,968,304
Total	304,722,321	257,280,500

Part of these loans granted to affiliated entities and related parties were fully adjusted, the value of the adjustments at 2025 being 11,948,066 lei. Information related to loans granted to related parties can be found in Note 0.

Guarantees granted and guarantees received

The guarantees in balance as of 31 December 2025, amounting 1,069,490 lei, are detailed below:

Guarantees	31.12.2025	31.12.2024
Building lease	573,273	748,846
Guarantees for adequate execution	3,322	5,586
Auctions	98,745	8,407
Other	394,151	86,283
Total	1,069,490	849,122

20. INVENTORIES AND WORK IN PROGRESS

	31.12.2025	31.12.2024
Raw materials	197,285	243,937
Work in progress - services	4,420,809	59,830
Goods purchased for resale	1,602,407	1,637,865
Inventories advances	17,019	48,450
Total	6,237,520	1,990,082

The value of services in progress and outstanding inventories as of 31.12.2025 increased compared to 2024.

Services in progress refer to contracts with customers that are ongoing over longer periods of time. Within this asset, the costs directly involved in the provision of these services, mainly salaries, were recognized, taking into account the degree of completion of the projects by 31.12.2025.

Inventory adjustments are calculated according to age, namely: 30% of the entry value for stocks between 181 and 365 days old and 100% of the value of stocks older than one year and with slow movement. The value of adjusted stocks for 2025 is 921,695 lei, being at a similar level to the previous year.

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21. TRADE RECEIVABLES

	Balance at 31.12.2025	Balance at 31.12.2024
Accounts receivable	26,031,741	34,990,970
Accounts receivable - unissued invoices	(1,621,734)	1,867,701
Accounts receivable adjustments	(2,599,573)	(2,370,323)
Accounts receivable - affiliate entities	9,135,973	7,605,268
Adjustments for accounts receivable - affiliate entities	(3,267,490)	(3,889,389)
Supplier advances	1,331,991	410,161
Total	29,010,908	38,614,387

The total value of trade receivables decreased in 2025 compared to the previous year by 25%, mostly due to the decrease in receivables from customers by 9.6 million lei compared to 2024.

According to IFRS 9, the recording of impairment adjustments for receivables is recorded based on depreciation rates, calculated over age intervals.

At the end of each financial year, doubtful debts are analyzed and adjusted at 100%.

Receivables ageing	Balance at 31.12.2025	Balance at 31.12.2024
Not due	15,746,210	25,311,315
0-30	5,035,639	6,236,531
31-90	2,021,835	864,577
91-360	960,016	444,022
Over 360	2,268,041	2,134,514
Total gross value (unadjusted)	26,031,741	34,990,970

Software services	Expected average loss rate in 2025	2025	Expected average loss rate in 2024	2024
Not due	0,13%	13,805,273	0.27%	23,342,692
1-30	0,19%	4,485,948	0.38%	5,750,150
31-60	2,67%	1,016,803	2.48%	275,766
61-90	5,51%	868,024	4.02%	432,176
91-180	9,03%	693,161	6.00%	281,565
181-270	19,43%	176,733	20.02%	9,418
271-360	33,08%	(5,710)	44.77%	(0)
Over 360	100,00%	429,328	100%	386,755
Total gross value (unadjusted)		21,469,561		30,478,523

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Software products – GPS tracking	Expected average loss rate in 2025	2025	Expected average loss rate in 2024	2024
Not due	0.75%	1,940,936	0.39%	1,969,467
1-30	1.60%	549,691	0.84%	486,391
31-60	14.68%	93,523	3.80%	114,804
61-90	33.42%	43,485	9.58%	42,081
91-120	68.51%	39,543	21.34%	35,093
Over 120	100.00%	898,893	37.31%	879,270
Total gross value (unadjusted)		3,566,071		3,527,106

Distribution	Expected average loss rate	2025	2024
Not due	100%	-	(844)
1-30	100%	-	-
31-60	100%	-	(250)
61-90	100%	-	-
91-180	100%	-	(359)
181-270	100%	-	(444)
271-360	100%	(844)	(359)
Over 360	100%	996,953	987,597
Total gross value (unadjusted)		996,109	985,341

Impairment losses related to trade receivables and assets related to contracts with customers as well as related to loans granted.

To estimate the potential losses related to trade receivables and assets related to contracts with customers, the Company used a calculation model based on the analysis of revenue collection behavior by aging periods in the last three financial years. Trade receivables and assets related to contracts with customers were divided by category according to the services provided, namely: software services and other services, software products – GPS monitoring. Based on the analysis, a historical weighted average rate of impairment was determined for each aging period, which was applied to the outstanding balance of receivables at December 31, 2025 for each category of receivables mentioned above.

Contractual assets are initially recognised for revenue from services provided by the Company, since receipt of consideration is conditional on successful completion of services and delivery of goods. Upon completion of services, delivery of goods and acceptance by the customer, amounts recognised as contract assets are reclassified into trade receivables.

22. PREPAYMENTS

	Balance at 31.12.2025	Balance at 31.12.2024
Prepayments, out of which:	1,912,245	1,595,274
Long term	-	-
Short term	1,912,245	1,595,274

Prepayments increased in 2025 by 20% compared to previous year. These include prepayments made for expenses with third party services, insurance, rent, employee travels and trainings.

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23. OTHER RECEIVABLES

	Balance at 31.12.2025	Balance at 31.12.2024
Other personnel-related claims	915,892	1,090,598
VAT under settlement	157,323	107,758
Other taxes, fees and similar contributions	31,432	-
Other claims receivable from the Treasury	29,661	-
Sundry debtors	43,046	200,207
Suspense account	123,631	13,989
Other employee-related claims	-	361
Total	1,300,985	1,412,913

24. CASH AND CASH EQUIVALENTS

	Balance at 31.12.2025	Balance at 31.12.2024
Cash at bank and deposits in lei	23,477,254	74,022,993
Cash at bank and deposits in foreign currencies	150,099,178	144,621,155
Subtotal – Cash at bank and deposits	173,576,432	218,644,148
Petty cash	40,907	40,398
Other short term financial investments	212,403	215,319
Other cash equivalents	636	-
Total	173,830,378	218,899,865

Balance of foregin and domestic currencies Current account	Balance at 31.12.2025	Balance at 31.12.2024
LEI	23,477,254	74,022,993
EUR	118,660,174	141,143,355
USD	31,418,964	3,472,012
GBP	7,249	5,315
Other currencies	12,791	473
Total	173,576,432	218,644,148

Cash in the bank bears interest at the daily interest rate when deposits are made. Short-term deposits are made for different periods of time between 1 day and 3 months, depending on the cash needs of the Company and accrue interest at the corresponding interest rates.

25. CAPITAL AND RESERVES

As of December 31, 2025, the share capital of AROBS Transilvania Software is worth 104,555,233 lei, divided into 1,045,552,330 registered shares, with a nominal value of 0.1 lei per share. The share capital is fully subscribed and paid on December 31, 2025.

Legal reserves are established in accordance with the regulations in place. The legal reserve has been established in accordance with the terms of the Law on Commercial Companies. As at 31 December 2025, the value of the legal reserves amounts LEI 10,619,558.

	31.12.2025	31.12.2024
Number of shares	1.045.552.330	1.045.552.330

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Subscribed and paid capital	104.555.233	104.555.233
TOTAL	104.555.233	104.555.233

The retained earnings available on December 31, 2025, amounting to 174,568,421 lei, are fully distributable.

26. TRADE PAYABLES

	Balance at 31.12.2025	Balance at 31.12.2024
Suppliers	5,665,019	4,664,202
Client advances	308,807	336,236
Suppliers - invoices not yet received	327,271	268,594
Supplier liabilities - affiliated entities	1,472,693	1,012,432
Total	7,773,790	6,281,464

27. EQUITY LIABILITIES

	Balance at 31.12.2025	Balance at 31.12.2024
Equity liabilities out of which	17,544,443	18,663,140
Long term	3,621,798	14,686,659
Short term	13,922,646	3,976,480

28. BANK LOANS

	Balance at 31.12.2025	Balance at 31.12.2024
Long terms bank loans	12,703,763	49,836,337
Short term bank loans	17,763,434	2,136
Total	30,467,197	49,838,473

Bank loans by due date:

	Balance at 31.12.2025	Balance at 31.12.2024
Bank loans due up to 1 year	17,763,434	20,122,370
Bank loans due between 1 and 5 years	12,703,763	29,716,103
Bank loans due over 5 years	-	-
Total	30,467,197	49,838,473

At the end of 2025, the value of bank loans decreased by 19.4 million lei, compared to the end of 2024, as a result of the repayments of made during 2025, reaching a total value of 49.8 million lei.

Bank loans contingencies

At 31.12.2025 AROBS TRANSILVANIA SOFTWARE SA (The Company) has a short term bank loan in value of 112.500 EUR (573,581 lei) which is due on 27.02.2026 and a loan of 3,541,667 EUR (18,057,188 lei) with a due date on 31.05.2027. The Company also benefits from a loan of 2,320,000 EUR (11,828,520 lei) that is due on 14.08.2028. All of the three loans are contracted with Citi Bank. The interest on these loans is according to the contract negotiated between the parties.

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Obligations AROBS TRANSILVANIA SOFTWARE SA (to Citibank Europe PLC):

- The company undertakes to run through its bank accounts an amount of money that is equivalent to at least 80% of its business volume, i.e. the receipts from third parties on its bank accounts must represent the equivalent of at least 80% of its turnover.
- The Company undertakes not to distribute and/or pay dividends without the Bank's prior written consent for amounts exceeding EUR 1,000,000 cumulatively during a calendar year.
- The Company undertakes to maintain the "Debt Service" ratio greater than or equal to 1.3x for the duration of its obligations under the contract.
- The Company undertakes to maintain a "Financial Leverage Ratio" of less than 3.5x for the duration of its contractual obligations.
- The Borrower undertakes to notify the Bank if it takes out Bank Loans from other financial-banking institutions.
- The Company undertakes to notify the Bank in the event that it considers a transaction of acquisitions of shares in another company that exceeds 10% of the value of the assets of this Borrower on 31.12.2022 as soon as there is reasonable assurance regarding the materialization of the transaction. The information may be provided under a Confidentiality Agreement before the information becomes public and will contain as a minimum: company name, details regarding the scope of activity and number of employees, motivation behind the acquisition / strategy, shareholding.
- Specific obligations arising from the use of the type of credit provided for in the contract negotiated between the parties;
- The Company undertakes to take all steps so that the joint and several BEDTORS fulfill the conditions assumed in the loan agreement.

The company Arobs Transilvania Software SA has an overdraft facility, granted by Raiffeisen Bank, on 31.12.2025, in the amount of 2,400,000 Eur. At the reporting date, this facility was not used.

Contingent liabilities

The Company has the following contingent liabilities – bank guarantee letters:

Amount	Currency	Date of document that certifies the start of the obligation	Payment/due date
994.000	RON	02 April 2025	31 January 2026
275.000	EUR	10 May 2022	15 April 2026
16.220,18	EUR	26 May 2025	20 May 2026

29. LEASING

The Company has lease agreements for various elements of buildings and vehicles used in its operations. Building leases generally have rental terms between 3 and 15 years, while cars and other equipment generally have rental terms between 3 and 5 years. The 's obligations under its leases are secured by the lessor's title to the leased assets. Generally, the Company is restricted from divesting and subletting leased assets, and some contracts require the Company to maintain certain financial indicators.

There are several leases that include extension and termination options and variable lease payments, which are further disclosed below.

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The carrying amounts of recognised right-of-use assets and movements during the period are shown below:

	Land and buildings	Transport vehicles
Balance at 31.12.2024	27,741,160	7,139,462
Purchases	3,659,235	3,868,838
Derecognition of right of use assets	(4,551,916)	(2,566,773)
Accumulated depreciation	(14,831,582)	(4,461,967)
Balance at 31.12.2025	12,016,897	3,979,560

The right-of-use liabilities recognised and movements during the period are listed below:

Balance at 31.12.2024	Leasing payments	Additions	Disposals	Interest	Net exchange difference	Balance at 31.12.2025
18,620,437	(6,398,243)	5,195,124	(2,233,640)	928,220	426,279	16,538,176

Commitments and contingencies - Leasing

Future lease obligations for the right to use assets (including interest) under IFRS 16 that fall due after the reporting date are presented as follows:

	31.12.2025	31.12.2024
T0 (Under 1 year)	6,417,318	5,871,712
TL 1 (1-5 years)	11,796,680	14,233,201
TL 2 (Over 5 years)	-	956,050
Total	18,213,999	21,060,963

Lease contracts term and discount rate – significant estimates:

AROBS applied the following provisions in accordance with IFRS 16 and IFRS 1:

- applying a single discount rate to a leasing portfolio with reasonably similar characteristics
- the application of the requirements regarding leasing contracts for which the leasing term ends within 12 months from the date of transition to IFRSs, namely their non-classification as leasing contracts.
- the application of the requirements regarding leasing contracts for which the underlying asset is of low value, i.e. not classifying them as leasing contracts.
- exclusion of initial direct costs from the measurement of the right to use asset at the date of transition to IFRS.
- Recognition of a right to use asset at the same value as the leasing liability from the date of transition to IFRS.

AROBS rents office spaces and cars for a period between 2 and 7 years. Leasing contracts are concluded both in LEI and in EUR.

The Company determined the discount rate used to apply the provisions of IFRS 16 based on the interest rate applied by financial institutions in credit agreements with Companies for loans with the same characteristics as leasing agreements, in terms of the asset used, currency and maturity.

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30. PERSONNEL LIABILITIES

	Balance at 31.12.2025	Balance at 31.12.2024
Owed amounts to personnel	4,260,662	5,666,685
Untatekn holiday provision	1,670,776	1,143,795
Total	5,931,438	6,810,480

31. OTHER TRADE PAYABLES

	31.12.2025	31.12.2024
Liabilities related to employee social security expenses	2,696,691	3,319,069
Other liabilities to the state budget	1,475,279	1,702,386
Other taxes	54,473	71,979
Total	4,226,443	5,093,434

32. PROVISIONS

The company recorded provisions for obligations arising from contractual employment relationships.

	Balance at 31.12.2024	In the account	From the account	Balance at 31.12.2025
Provisions	4,050,449	1,268,760	-	5,319,209
Total	4,050,449	1,268,760	-	5,319,209

	Balance at 31.12.2025	Balance at 31.12.2024
Provisions	5,319,209	4,050,449
Short term	-	-
Long term	5,319,209	4,050,449

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33. RELATED AND AFFILIATED PARTIES

The transactions carried out by the Company with related parties are the following:

Related parties – receivables	Balance at 31 December 2025	Balance at 31 December 2024
AROBS BUSINESS CENTER S.R.L.	1,368	39,833
AROBS BUSINESS SERVICES S.R.L.	125,423	101,883
AROBS DEVELOPMENT&ENGINEERING S.R.L.	904,335	389,533
AROBS ETOLL SOLUTIONS S.R.L.	228,046	165,904
AROBS NORTH AMERICA Inc.	421,329	-
AROBS PANNONIA SOFTWARE	117,626	107,549
AROBS POLSKA SPOLKA Z OGRANICZONA ODPOWIEDZIALNOSCIA	291,351	191,725
AROBS SOFTWARE SOLUTIONS GMBH	171	1,900
AROBS SOFTWARE SRL	10,571	72,070
AROBS SYSTEMS S.R.L.	7,308	753
AROBS TRACKGPS SRL	46,577	45,516
AROBS TRADING&DISTRIBUTION GmbH	484,042	471,008
ATD CORNER S.R.L.	1,395,178	1,500,130
BERG COMPUTERS SRL	143,818	52,952
CABRIO INVESTMENT SRL	-	568
CENTRUL DE SOFT GPS S.R.L.	6,959	2,077
COSO BY AROBS BV	418,977	402,188
COSO BY AROBS BVBA	15,974	21,503
FUTURE WORFORCE LIMITED	-	14,922
FUTURE WORK FORCE S.R.L.	108,244	564,321
INFOBEST ROMANIA SRL	34,792	-
MED CONTROL SOLUTION SRL	102,531	102,531
NEWCAR4FUTURE S.R.L.	220,825	220,825
NORDLOGIC SOFTWARE SRL	19,830	18,346
OOMBLA TRAVEL MANAGEMENT S.R.L.	553	476
PT AROBS SOLUTIONS INDONESIA	12,406	11,354
S.A.S. FLEET TRACKING S.R.L.	289,134	74,922
SMAIL COFFEE SRL	101,599	140,817
UCMS GROUP ROMANIA SRL	3,577,388	2,840,047
VISION PLUS MOBILE SRL	49,616	49,616
Total	9,135,972	7,605,268

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Related parties – Payables	Balance at 31 December 2025	Balance at 31 December 2024
AROBS BUSINESS CENTER S.R.L.	154,018	25,846
AROBS BUSINESS CENTER PLUS S.R.L.	22,221	2,452
AROBS BUSINESS SERVICES S.R.L.	80,219	77,038
AROBS SOFTWARE SRL	611,528	742,210
AROBS SOFTWARE SOLUTIONS GMBH	75,713	-
AROBS TRADING&DISTRIBUTION GmbH	-	5,726
AROBS TRACKGPS SRL	269	-
BERG COMPUTERS SRL	35,453	-
CENTRUL DE SOFT GPS S.R.L.	-	1,989
COSO TEAM UK LTD	(2,771)	(2,848)
IKON SOFT SRL	55,196	-
FUTURE WORKFORCE SRL	312,566	-
NORDLOGIC SOFTWARE SRL	28,219	34,467
OOMBLA TRAVEL MANAGEMENT S.R.L.	49,649	68,214
SMAIL COFFEE SRL	45,239	52,249
SVT ELECTRONICS SRL	5,007	-
UCMS GROUP ROMANIA SRL	165	5,090
Total	1,472,693	1,012,432

Related parties - Sales	FY 2025	FY 2024
AROBS BUSINESS CENTER S.R.L.	17,819	33,473
AROBS BUSINESS SERVICES S.R.L.	667,102	580,583
AROBS DEVELOPMENT&ENGINEERING S.R.L.	9,911,206	4,363,626
AROBS ETOLL SOLUTIONS S.R.L.	49,130	55,078
AROBS PANNONIA SOFTWARE	659,127	720,343
AROBS POLSKA SPOLKA Z OGRANICZONA ODPOWIEDZIALNOSCIA	78,709	77,606
AROBS SOFTWARE SOLUTIONS GMBH	931	100,970
AROBS SOFTWARE SRL	23,580	35,087
AROBS SYSTEMS S.R.L.	26,163	30,819
AROBS TRACKGPS SRL	643,991	792,782
AROBS TRADING&DISTRIBUTION GmbH	1,241	1,174
AROBS Turkey Yazilim Limited Sirketi	2,193	2,504
ATD CORNER S.R.L.	41	17,397
BERG COMPUTERS SRL	1,308,446	495,534
CABRIO INVEST SRL	-	44,365
CABRIO INVESTMENT SRL	-	477
CENTRUL DE SOFT GPS S.R.L.	547,223	275,515
COSO BY AROBS BV	200,887	147,241
COSO BY AROBS BVBA	-	106,161
FUTURE WORK FORCE S.R.L.	423,811	450,633
INFOBEST ROMANIA SRL	191,179	-
NORDLOGIC SOFTWARE SRL	3,114,037	2,320,667
OOMBLA TRAVEL MANAGEMENT S.R.L.	4,943	4,829
PT AROBS SOLUTIONS INDONESIA	200,656	158,451
S.A.S. FLEET TRACKING S.R.L.	2,814,008	2,234,671
SMAIL COFFEE SRL	34,030	50,379
UCMS GROUP ROMANIA SRL	3,036,236	1,773,276
Total	23,956,689	14,873,643

Sales to related parties include the provision of software services, sales of GPS equipment, tablets, car sales and subletting of premises.

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Related parties – Purchases	FY 2025	FY 2024
AROBS BUSINESS CENTER S.R.L.	1,512,870	1,403,837
AROBS BUSINESS CENTER PLUS S.R.L.	187,771	178,637
AROBS BUSINESS SERVICES S.R.L.	783,283	609,465
AROBS ETOLL SOLUTIONS S.R.L.	-	280
AROBS PANNONIA SOFTWARE	148,411	313,926
AROBS SOFTWARE SOLUTIONS GMBH	305,613	317,285
AROBS SOFTWARE SRL	8,897,468	12,943,635
AROBS TRACKGPS SRL	3,558	6,139
AROBS TRADING&DISTRIBUTION GmbH	13,257	-
AROBS Turkey Yazilim Limited Sirketi	1,289,196	973,462
BERG COMPUTERS SRL	166,331	-
CABRIO INVEST SRL	-	122,536
CENTRUL DE SOFT GPS S.R.L.	62,525	1,950
FUTURE WORK FORCE S.R.L.	3,192,081	-
IKON SOFT SRL	818,160	648,712
NORDLOGIC SOFTWARE SRL	257,417	417,070
OOMBLA TRAVEL MANAGEMENT S.R.L.	821,744	994,034
SMAIL COFFEE SRL	559,031	613,541
SOFTMANAGER S.R.L.	75,019	57,755
SVT ELECTRONICS SRL	34,824	-
UCMS GROUP ROMANIA SRL	226,087	230,411
Total	19,354,647	19,832,676

The purchases from the affiliated entities mainly represent software services and miscellaneous services with the exception of Cabrio Invest which offers hotel services.

	31.12.2025	31.12.2024
Related parties loans		
AROBS BUSINESS CENTER	6,668,327	6,605,106
AROBS ETOLL SOLUTION SRL	560,798	547,115
AROBS NORTH AMERICA Inc.	35,819,025	-
AROBS POLSKA	4,053,308	1,193,784
AROBS SOFTWARE SOLUTIONS GMBH	-	74,612
AROBS SYSTEMS SRL	-	150,030
AROBS TRADING & DISTRIBUTION GMBH	2,688,974	3,583,367
CABRIO INVEST BV	5,249,925	5,121,831
COSO BY AROBS BV	407,880	397,928
INFOBEST SRL NL	3,059,100	-
UCMS GROUP ROMANIA SRL	1,171,645	11,747,784
Total related parties loans	59,678,982	29,421,556
Interest value for the loans for related parties		
AROBS BUSINESS CENTER	1,709,417	1,414,281
AROBS ETOLL SOLUTION SRL	64,553	39,095
AROBS NORTH AMERICA Inc.	937,183	-
AROBS POLSKA	91,739	89,500
AROBS SOFTWARE SOLUTIONS GMBH	-	8,839

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AROBS SYSTEMS SRL	-	1,176
AROBS TRADING & DISTRIBUTION GMBH	1,032,143	1,057,226
CABRIO INVEST BV	524,257	511,465
CABRIO INVESTMENT SRL	-	609,092
COSO BY AROBS BV	35,161	27,165
INFOBEST SRL NL	35,222	-
UCMS GROUP ROMANIA SRL	5,356	686,352
Total interest value for the loans for related parties	4,435,030	4,444,193
Loan and interest adjustments related to loans to affiliated entities		
AROBS BUSINESS CENTER	(1,279,406)	(62,640)
AROBS ETOLL SOLUTION SRL	(625,351)	-
AROBS POLSKA	(4,145,046)	(808,146)
AROBS TRADING & DISTRIBUTION GMBH	(64,760)	(64,760)
CABRIO INVEST BV	(5,774,182)	(5,633,296)
COSO BY AROBS BV	(254,302)	(243,566)
Total loan and interest adjustments related to loans to affiliated entities	(12,143,047)	(6,812,408)
Total adjusted loan and interest related to loans to affiliated entities	51,970,965	27,053,341

The loan to AROBS Trading & Distribution GmbH is to support working capital needs. AROBS Trading & Distribution GmbH is a trading and distribution company for premium electronics and household appliances with an international guarantee. Products are purchased with full payment in advance from distributors and manufacturers all over Europe and sold in Turkey, Dubai, France, Germany, Denmark. The loan was granted to cover the current needs of the companies.

The loan granted to the company AROBS BUSINESS CENTER was used for the development of the "Business Incubator" project realized through the absorption of European funds and for working capital.

The loan granted to company AROBS North America was used for the acquisition of the company Codingscape LLC.

	31.12.2025	31.12.2024
Loans granted to related parties and other loans	24,685,122	17,554,070
Short term	20,307,315	10,259,951
Long term	4,377,807	7,294,119

34. RISK MANAGEMENT FOR FINANCIAL INSTRUMENTS

The Company's financial liabilities comprise loans and borrowings, including finance leases, trade and other payables and contract liabilities. The main purpose of these financial liabilities is to finance the Company's operations.

The Company's financial assets are represented by trade and other receivables and contract assets, cash and short-term deposits, restricted cash.

AROBS Transilvania Software is exposed to interest rate risk, foreign exchange rate risk, credit risk and liquidity risk. The company's senior management oversees the management of these risks. The Company's senior management ensures the Company's financial risk activities are performed under appropriate procedures and that financial risks are identified, measured and managed in accordance with the Company risk appetite.

34.1. Interest rate fluctuation risk rate

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates.

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Trade and other receivables and payables are non-interest bearing financial assets and liabilities. The borrowings are exposed to cash flow interest rate risk through market value fluctuations of interest-bearing long-term and short-term credit facilities, as the interest rates on the Company's loans and borrowings are variable. Management's policy is to resort mainly to fixed rate financing in order to reduce the risk.

In addition, at the time of rising new loans or borrowings management uses its judgment to decide whether it believes that fixed or variable rate would be more favorable to the Company over the expected period until maturity.

34.2. Interest rate sensitivity

The following table demonstrates the sensitivity to a reasonably possible change in interest rates on loans and borrowings. With all other variables held constant, the Company's profit before tax and equity are affected through the impact on floating rate borrowings without considering the CAPs effect, as follows:

	31.12.2025	31.12.2024
<i>Fixed rate financial instruments</i>		
Financial liabilities (loans and leasing)	46,997,465	68,456,774
<i>Variable rate financial instruments</i>		
Financial liabilities (loans and leasing)	7,908	2,136
	Base point increase	Impact on profit before tax
2025	1%	50
2024	1%	11

The fixed interest rate at which the Company borrows varies between 1.5% p.y. and 4.55% p.y. The variable interest rate at which the Company borrows is ROBOR 1M + 1.1% or EURIBOR 1M + 1.1%.

The assumed movement in basis points for interest rate sensitivity analysis is based on the currently observable market environment. An equal decrease of the interest rate would have the same effect but of opposite impact.

34.3. Foreign currency risk

Foreign currency risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. The Company's exposure to the risk of changes in foreign exchange rates relates primarily to the Company's financing activities, as part of the financing contracted by the Company is Euro based and to cash balances denominated in foreign currencies,

For the Company, the majority of revenues and expenses, trade and other receivables and payables is in LEI, and the rest in EUR or linked to EUR. For the Company, the majority of revenues and trade receivables are linked to EUR or USD, being settled in LEI equivalent.

The Company monitors the currency risk by following changes in exchange rates in currencies in which its external debts are denominated.

34.4. Foreign currency sensitivity

The following table demonstrates the sensitivity to a reasonably possible change in the EUR or USD exchange rate. The Company's exposure to foreign currency changes for all other currencies is not material. With all other variables held constant the Company's profit before tax and equity are affected as follows:

	Exchange rate increase	Effect on profit before tax
2025 – EUR	1%	1,068,318
2024 – EUR	1%	970,851
2025 – USD	1%	724,163
2024 – USD	1%	60,400

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An equal decrease of the EUR rate would have the same effect but of opposite impact.

31.12.2025	EUR	RON	USD	Other currencies	Total
Cash and cash equivalents	118,669,875	23,708,680	31,425,461	26,362	173,830,378
Trade receivables	7,596,201	23,027,061	4,254,709	-	34,877,971
Loans to affiliated, related parties and other loans	28,754,027	736,557	36,756,208	999,246	67,246,038
Long term bank loans	(12,703,763)	-	-	-	(12,703,763)
Short term bank loans	(17,763,434)	-	-	-	(17,763,434)
Leasing	(16,474,063)	(64,113)	-	-	(16,538,176)
Trade liabilities	(1,247,075)	(5,939,523)	(20,107)	(567,085)	(7,773,790)
Situația netă a expunerii financiare	106,831,768	41,468,662	72,416,271	458,523	221,175,224

31.12.2024	EUR	LEI	USD	Other currencies	Total
Cash and cash equivalents	141,152,171	74,254,461	3,480,947	12,285	218,899,865
Trade receivables, less advances	6,812,849	34,696,867	3,367,232	(2,848)	44,874,100
Loans to affiliated, related parties and other loans	34,967,193	4,229,732	-	-	39,196,925
Long term bank loans	(29,716,103)	-	-	-	(29,716,103)
Short term bank loans	(20,122,370)	-	-	-	(20,122,370)
Leasing	(18,536,703)	(83,733)	-	-	(18,620,437)
Trade liabilities, less advances	(630,385)	(4,842,917)	(808,162)	-	(6,281,464)
Net result of financial exposure	113,926,651	108,254,410	6,040,017	9,437	228,230,516

34.5. Credit risk

The Company's credit risk is primarily attributed to trade and other receivables, contract assets and balances with banks. The carrying amount of trade and other receivables and contract assets, net of allowances for expected credit losses (Note 21) plus balances with banks (Note 24), represent the maximum amount exposed to credit risk. Management believes that there is no significant risk of loss to the Company beyond the allowances already recorded. For those credit exposures for which there has been a significant increase in credit risk since initial recognition, a loss allowance is required for credit losses expected over the remaining life of the exposure, irrespective of the timing of the default. The Company does not track changes in credit risk for trade receivables and contract assets, but instead recognises a loss allowance at each reporting date. In this respect, the Company has established a provision policy to measure expected credit losses that is based on historical credit loss experience, that demonstrates that the credit risk has not increased significantly since initial recognition even though the contractual payments are more than 30 days past due but no more than 90 days past due.

a. Categorized financial assets – exposure to credit risk

31.12.2025	Note	Gross accounting value	Depreciation	Net accounting value
Loans granted to affiliated ,related parties and other loans	19, 0	67,246,038	(14,275,828)	52,970,210
Trade receivables	21	34,877,971	(5,867,063)	29,010,908
Total		102,124,009	(20,142,891)	81,981,118

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31.12.2024	Note	Gross accounting value	Depreciation	Net accounting value
Loans granted to affiliated, related parties and other loans	19, 0	39,196,925	(9,208,718)	29,988,207
Trade receivables, less advances	21	44,874,100	(6,259,712)	38,614,388
Total		84,071,025	(15,468,431)	68,602,594

b. Categorized financial liabilities - exposure to credit risk

31.12.2025	Note	Net accounting value	Total	Less than 1 year	1 - 5 years	Over 5 years
Bank loans	28	30,467,197	30,467,197	17,763,434	12,703,763	-
Leasing	29	16,538,176	16,538,176	5,699,713	10,838,463	-
Trade payables	0	7,773,790	7,773,790	7,773,790	-	-
Total		54,779,163	54,779,163	31,236,937	23,542,226	-

31.12.2024	Note	Net accounting value	Total	Less than 1 year	1 - 5 years	Over 5 years
Bank loans	28	49,838,473	49,838,473	20,122,370	29,716,103	-
Leasing	29	18,620,437	18,620,437	4,950,253	12,744,167	926,017
Trade payables	0	6,281,464	6,281,464	6,281,464	-	-
Total		74,740,374	74,740,374	31,354,087	42,460,270	926,017

34.6. Liquidity risk

The Company has adopted a prudent financial liquidity management approach, assuming that sufficient cash and cash equivalents are maintained and that further financing is available from guaranteed funds from credit lines. The tables below summarize the maturity profile of the Company's financial liabilities, including principal amounts and interests according to contractual terms, at 31 December 2024 and 31 December 2023 based on contractual undiscounted payments.

	31.12.2025	31.12.2024
Current assets	232,599,351	273,242,685
Short term liabilities	60,103,493	51,011,772
Current liquidity ratio	3.87	5.36

	31.12.2025	31.12.2024
Current assets	232,599,351	273,242,685
Inventories and work in progress	6,237,520	1,990,082
Short term liabilities	60,103,493	51,011,772
Immediate liquidity ratio	3.77	5.32

34.7. Capital Management

Capital includes the equity attributable to the equity holders of the Company.

The primary objective of the Company's capital management is to ensure that it maintains a strong credit rating and healthy capital ratios in order to support its business and maximize shareholder value.

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The Company manages its capital structure and makes adjustments to it in light of changes in economic conditions and the requirements of the financial covenants, To maintain or adjust the capital structure, the Company may adjust the dividend payment to shareholders, return capital to shareholders or issue new shares.

The Company monitors capital, among other things, by using a gearing ratio, which is net debt divided by total capital plus net debt, The Company does not have a target gearing ratio, The Company includes within net debt, interest bearing loans and borrowings, trade and other payables and contract liabilities, less cash and cash equivalents.

	31.12.2025	31.12.2024
Long term debt	33,060,864	62,574,089
Capital	483,672,723	456,355,440
Gearing ratio	6%	12%

The Company's capital management, amongst other things, aims to ensure that it meets financial covenants attached to the interest-bearing loans and borrowings that define capital structure requirements. For agreements in force as of December 31, 2025 and December 31, 2024 please refer to Note 28.

No changes were made in the objectives, policies or processes for managing capital during the year ended at 31 December 2025 and 31 December 2024.

35. FAIR VALUE

The financial instruments that are not recorded at fair value in the financial statements also include trade receivable and other receivables, contractual assets, cash and cash equivalents, restricted cash, trade payables, and other contractually derived payables. The value of these financial instruments is considered to approximate their fair value due to their short term nature (for the majority of them) and due to the low cost of transaction pertaining to these instruments (level 1).

35.1. Financial assets

	Depreciated cost	
	31.12.2025	31.12.2024
Loans to related parties and other loans	20,307,315	10,259,951
Commercial receivables	29,010,908	38,614,387
Cash and cash equivalents	173,830,378	218,899,865
Total	223,148,601	267,774,203

35.2. Short term investments – fair value

	Category	Value at 31.12.2025	Fair value assesment at 31.12. 2025
Short term investments	Shares	212,403	Level 1
Total		212,403	

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	Category	Value at 31.12.2024	Fair value assesment at 31.12. 2024
Short term investments	Shares	215,319	Level 1
Total		215,319	

35.3. Financial liabilities

	Depreciated cost	
	31 Decembrie 2025	31 Decembrie 2024
Bank loans	30,467,197	49,838,473
Trade payables	7,773,790	6,281,464
Total	38,240,987	56,119,937

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36. ACCOUNTING PRINCIPLES, POLICIES AND METHODS

The following paragraphs describe the significant accounting policies applied by the Company in preparing its individual Financial Statements:

36.1. IFRS 15 Revenue from contracts with customers

In accordance with IFRS 15, revenue is recognized when or as the customer acquires control of the goods or services provided, at an amount that reflects the price the Company expects to be entitled to receive in exchange for those goods or services.

Revenues from contracts with customers are recognised when the control over the goods or services delivered is transferred for an amount equal to consideration expected by the Company for the good and services delivered to the customers.

When (or as) a performance obligation is satisfied, the Company will recognize as revenue the amount of the transaction price that is allocated to that performance obligation. The Company takes into consideration the terms of the contract and its customary business practices to determine the transaction price. The transaction price is the amount of consideration to which an entity expects to be entitled in exchange for transferring promised goods or services to a customer, excluding amounts collected on behalf of third parties (for example, some sales taxes). The consideration promised in a contract with a customer may include fixed amounts, variable amounts, or both. For the purpose of determining the transaction price, an entity shall assume that the goods or services will be transferred to the customer as promised in accordance with the existing contract and that the contract will not be cancelled, renewed or modified.

In determining the transaction price, the entity will adjust the promised amount of consideration for the effects of the time value of money if the timing of payments agreed to by the parties to the contract (either explicitly or implicitly) provides the customer or the entity with a significant benefit of financing the transfer of goods or services to the customer. In those circumstances, the contract contains a significant financing component. A significant financing component may exist regardless of whether the promise of financing is explicitly stated in the contract or implied by the payment terms agreed to by the parties to the contract.

The objective when allocating the transaction price is for an entity to allocate the transaction price to each performance obligation (or distinct good or service) in an amount that depicts the amount of consideration to which the entity expects to be entitled in exchange for transferring the promised goods or services to the customer.

To allocate the transaction price to each performance obligation on a relative stand-alone selling price basis, the entity will determine the stand-alone selling price at contract inception of the distinct good or service underlying each performance obligation in the contract and allocate the transaction price in proportion to those stand-alone selling prices.

A customer receives a discount for purchasing a bundle of goods or services if the sum of the stand-alone selling prices of those promised goods or services in the contract exceeds the promised consideration in a contract.

If a discount is applied to one or more execution obligations, the Company will apply the discount prior to using the residual approach in order to estimate the price of sale for an individual good or services.

The Company will recognise as an asset the incremental costs of obtaining a contract with a customer if the entity expects to recover those costs. When either party to a contract has performed, the Company will present the contract in the statement of financial position as a contract asset or a contract liability, depending on the relationship between the entity's performance and the customer's payment. The Company must present any unconditional rights to consideration separately as a receivable.

The recognition and measurement requirements of IFRS 15 are also applicable to the recognition and measurement of any gains or losses arising from the disposal of non-financial assets (such as property, plant and equipment and intangible assets) when such disposal is not in the ordinary course of business. However, upon transition, the effect of these changes is not significant for the Company.

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A. Revenue from software services

The Company's services are generally performed under time-and-material based contracts (where materials consist of travel and out-of-pocket expenses) and fixed-price contracts. The vast majority of our contracts are relatively short term in nature and have a single performance obligation.

Under time-and-materials based contracts, the Company charges for services based on daily or hourly rates and bills and collects monthly in arrears. The Company applies the practical expedient and revenue from time-and-materials contracts is recognised based on the right to invoice for services performed, with the corresponding cost of providing those services reflected as expenses when incurred.

Under fixed-price contracts, the Company bills and collects periodically throughout the period of performance. Revenue is recognised in the accounting periods in which the associated services are rendered. In limited instances where final acceptance of a milestone deliverable is specified by the client and there is risk or uncertainty of acceptance, revenue is deferred until all acceptance criteria have been met. For multi-year contracts, any deferral of revenue recognition does not generally span more than one accounting period.

The Company accounts for a contract when it has approval and commitment from both parties, the rights of the parties are identified, payment terms are identified, the contract has commercial substance and collectability of consideration is probable. The Company identifies its distinct performance obligations under each contract. A performance obligation is a promise in a contract to transfer a distinct product or service to the customer. The transaction price is the amount of consideration to which the Company expects to be entitled in exchange for transferring products or services to a customer. With respect to all types of contracts, revenue is only recognised when the performance obligations are satisfied and the control of the services is transferred to the customer, either over time or at a point in time, at an amount that reflects the consideration to which the Company expects to be entitled in exchange for those services. The Company considers the majority of its contracts to have a single performance obligation. In cases in which there are other promises in the contract, a separate price allocation is done based on relative stand alone selling prices.

Receivables are considered fully impaired when they exceed 365 days. The analysis regarding the impairment of receivables is carried out in Note 21.

B. Revenue from sale of the Track GPS monitoring solution and other fleet monitoring and management solutions

The Group's secondary source of revenue is the provision of its proprietary fleet tracking solution based on GPS technology, a special device and accesible from web and mobile interfaces, Track GPS. The Group offers a complex solution for the management and monitoring of car fleets that helps companies reduce their maintenance and operation costs, improve their efficiency in the allocation and use of resources, increase the professionalism of drivers, safety behind the wheel, as well as improve the services provided. Considering that the provision of the monitoring service is made by making available to the customer of an equipment that ensures the transmtion of data, AROBS Group concluded that the equipment and the monitoring service cannot be regarded separately due to the contract and represents a single provision of obligations to the client. This assesment was based on articles 27a and 29c from IFRS 15:

- 27a: the customer can benefit from the good or service either on its own or together with other resources that are readily available to the customer
- 29c: the goods or services are highly interdependent or highly interrelated. In other words, each of the goods or services is significantly affected by one or more of the other goods or services in the contract. For example, in some cases, two or more goods or services are significantly affected by each other because the entity would not be able to fulfil its promise by transferring each of the goods or services independently.

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As for the equipment, it is essential to the provision of the monitoring service, so that if the customer opts out of these services, then the benefits obtained through the use of the equipment are significantly diminished. In view of this assesment, the provisions of article 27 of IFRS 15 were taken into account: A good or service that is promised to a customer is distinct if both of the following criteria are met: (a) the customer can benefit from the good or service either on its own or together with other resources that are readily available to the customer (ie the good or service is capable of being distinct); and (b) the entity's promise to transfer the good or service to the customer is separately identifiable from other promises in the contract (ie the promise to transfer the good or service is distinct within the context of the contract). Revenue is recognized accoring to provisions of IFRS 15, paragraph 35 a: the customer simultaneously receives and consumes the benefits provided by the entity's performance as the entity performs. The customer consumes the benefits as the services are delivered, so that the performance obligation is fulfilled over time. The cost of the equipment has been capitalized and is expensed as income is realized.

C. Revenue from sales of goods

The Company also operates the sale of own brand goods / finished products and also other third party goods through its dedicated e-commerce sites: softcare.ro, soundon.ro and gps-auto.ro. The Company also sells its goods on third-party websites, online and offline: Altex, Emag, Flanco, Carrefour, Auchan, Cel.ro, Evomag.ro being its main distribution partners.

Revenue form the sale of goods is recognized when the performance obligation established through a contract with a customer is fulfilled, being the actual delivery and transfer of control over that good sold to the customer. The payment terms are between 30 and 90 days from the fulfillment of the performance obligation.

36.2. Property, Plant and Equipment

Initial recognition

Property, plant and equipment are initially measured at historical cost, net of accumulated depreciation and/or accumulated impairment losses, if any.

This cost includes the replacement cost of the tangible asset in question at the time of replacement and the borrowing cost for long-term construction projects if the recognition criteria are met.

All other repair and maintenance costs are recognised in the income statement when incurred The present value of the expected costs of casing the asset after use is included in the cost of that asset if the criteria for recognition of a provision are met.

Usefull life

Average usefull life for each fixed assets category are as follows:

Buildings	40 - 50 years
Investments in leased buildings	1 - 15 years
Monitoring equipment	3 years
Installations and equipment	3 - 8 years
Vehicles	3 - 6 years
Offices equipment	1 - 13 years
Stationary	4 - 9 years
Protection systems	8 - 16 years

The carrying amount of an item of property, plant and equipment shall be derecognized on disposal; or when no future economic benefits are expected from its use or disposal. The gain or loss arising from the derecognition of an item of property, plant and equipment (calculated as the difference between the net proceeds on disposal and the carrying amount of the item) shall be included in profit or loss when the item is derecognized.

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As at 31 December 2023, management has completed its assessment of the estimated useful lives and has decided that no revision is required as the consumption pattern of its assets is consistent with the current best estimate of the period over which these assets will generate future economic benefits.

36.3. Intangible assets

Intangible assets acquired separately are measured on initial recognition at cost. The cost of intangible assets recognized following a business combination is their fair value at acquisition date, as determined through the purchase price allocation exercise. Following initial recognition, intangible assets are carried at cost less accumulated amortization and accumulated impairment losses, if any.

Internally generated intangible assets, excluding capitalised development costs, are not capitalised and the expense is reflected in the income statement when the expense is incurred.

The useful lives of intangible assets are assessed as finite.

Intangible assets with an indefinite useful life are not amortised, but are tested for impairment annually, either individually or at the cash-generating unit level. The useful life of an intangible asset that is not being amortised is reviewed each period to determine whether events and circumstances continue to support an indefinite useful life assessment for that asset. If they do not, the change in the useful life assessment from indefinite to finite is accounted for as a change in an accounting estimate.

The gain or loss arising from the derecognition of an intangible asset is determined as the difference between the net disposal proceeds, if any, and the carrying amount of the asset. It is recognised in profit or loss when the asset is derecognised.

Research and development expenditure

The research and development expenditure are recognized when they are incurred. An intangible asset arising from development (or from the development phase of an internal project) is recognised if, and only if, the entity can demonstrate all of the following:

- The technical feasibility of completing the intangible asset so that it will be available for use or sale;
- Its intention to complete the intangible asset and use or sell it and its ability to use or sell the intangible asset;
- How the intangible asset will generate probable future economic benefits;
- The availability of adequate technical, financial and other resources to complete the development;
- Its ability to measure reliably the expenditure attributable to the intangible asset during its development.

După recunoașterea inițială a cheltuielii cu dezvoltarea unui activ, este aplicat modelul bazat pe cost, care prevede contabilizarea activelor la cost minus orice amortizare acumulată și orice pierderi din depreciere cumulate. Amortizarea imobilizărilor începe atunci când dezvoltarea este finalizată și activul este disponibil în vederea vânzării/utilizării. Acesta este amortizat pe perioada beneficiului viitor preconizat. Amortizarea este recunoscută în costul bunurilor vândute. În perioada de dezvoltare, activul este testat anual pentru depreciere.

The Company's intangible assets are mainly represented by: internally generated applications (Track GPS, Optimall) and software licences.

Average usefull life for each fixed assets category are as follows:

Computer programs, software, licenses, other intangible assets	3 years or contractual duration
Customers relationship	10 years

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36.4. Assets relating to rights to use leased assets

At inception of a contract, an entity shall assess whether the contract is, or contains, a lease. A contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

Assets relating to rights to use leased assets

The determination of whether an agreement is or contains a lease is based on the commitment made at the inception of the agreement. The commitment is or contains a lease :

- if performance of the commitment is dependent on the use of a specific asset or assets
- or if the commitment confers a right to use the asset or assets, even if that right is not explicitly specified in a commitment.

Under IFRS 16, at the commencement date of the lease contract, the entity measures a right-of-use asset (as of the date on which the underlying asset is available for use). The right-of-use asset are evaluated at cost, less any accumulated depreciation and accumulated impairment losses and adjusted for any revaluation of lease liabilities. The cost of the right-of-use asset comprises the amount of the initial measurement of the lease liability, any initial direct costs incurred by the lessee and any lease payments made at or before the commencement date, less any lease incentives received.

Lease liability related to right-of-use asset

Under IFRS 16, a contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration. For such leases, at inception, a lessee must recognise a right-of-use asset and an interest-bearing liability under the lease.

At the commencement date, the lessee measures the lease liability at the present value of the lease payments that has to be paid during the contract period. The lease payments include fixed payments (including in-substance fixed payments) less any lease incentives receivable, variable lease payments that depend on an index or a rate and amounts expected to be payable by the lessee under residual value guarantees. The lease payments include the payments of penalties for terminating the lease, if the lease term reflects the entity exercising an option to terminate the lease. Variable lease payments that are not dependent on an index or rate are recognised as an expense in the period in which the triggering event or event occurs.

In calculating the present value of lease payments, the Company uses the marginal borrowing rate at the lease inception date if the interest rate cannot be determined immediately from the lease contract. After the commencement date, the amount of lease liabilities is increased to reflect interest and reduced by the amount of lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in lease payments (for example, changes in future lease payments resulting from a change in an index or the rate used to determine those payments) or a change in the valuation of a call option on the underlying asset.

36.5. Impairment of non-financial assets

Further disclosures relating to impairment of non-financial assets are also provided in the following notes:

- Property, plant and equipment Note **Error! Reference source not found.**
- Intangible assets Note 18

The Company assesses, at each reporting date, whether there is an indication that an asset may be impaired. If any indication exists, or when annual impairment testing for an asset is required, the Company estimates the asset's recoverable amount. An asset's recoverable amount is the higher of an asset's or CGU's fair value less costs of

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disposal and its value in use. The recoverable amount is determined for an individual asset, unless the asset does not generate cash inflows that are largely independent of those from other assets or s of assets. When the carrying amount of an asset or CGU exceeds its recoverable amount, the asset is considered impaired and is written down to its recoverable amount.

In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset. In determining fair value less costs of disposal, recent market transactions are taken into account. If no such transactions can be identified, an appropriate valuation model is used. These calculations are corroborated by valuation multiples, quoted share prices for publicly traded companies or other available fair value indicators.

The Company bases its impairment calculation on most recent budgets and forecast calculations, which are prepared separately for each of the Company's CGUs to which the individual assets are allocated. These budgets and forecast calculations generally cover a period of five years. A long-term growth rate is calculated and applied to project future cash flows after the fifth year.

Impairment losses of continuing operations are recognised in the statement of profit or loss in expense categories consistent with the function of the impaired asset

For assets excluding goodwill, an assessment is made at each reporting date to determine whether there is an indication that previously recognised impairment losses no longer exist or have decreased. If such indication exists, the Company estimates the asset's or CGU's recoverable amount. A previously recognised impairment loss is reversed only if there has been a change in the assumptions used to determine the asset's recoverable amount since the last impairment loss was recognised. The reversal is limited so that the carrying amount of the asset does not exceed its recoverable amount, nor exceed the carrying amount that would have been determined, net of depreciation, had no impairment loss been recognised for the asset in prior years. Such reversal is recognised in the statement of profit or loss unless the asset is carried at a revalued amount, in which case, the reversal is treated as a revaluation increase.

Goodwill is tested for impairment annually as at 31 December and when circumstances indicate that the carrying value may be impaired. Impairment is determined for goodwill by assessing the recoverable amount of each CGU to which the goodwill relates. When the recoverable amount of the CGU is less than its carrying amount, an impairment loss is recognised. Impairment losses relating to goodwill cannot be reversed in future periods.

36.6. IFRS 9 Financial instruments

Financial assets

Initial recognition and measurement

Company financial assets consist of loans granted and receivables (trade receivables, contractual assets, other receivables), cash and cash equivalents.

Financial assets are classified, at initial recognition, as subsequently measured at amortized cost, fair value through other comprehensive income (OCI), and fair value through profit or loss. The classification of financial assets at initial recognition depends on the financial asset's contractual cash flow characteristics and the Company's business model for managing them. With the exception of trade receivables that do not contain a significant financing component or for which the Company has applied the practical expedient, the Company initially measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs. Trade receivables that do not contain a significant financing component or for which the Company has applied the practical expedient are measured at the transaction price determined under IFRS 15.

Subsequent measurement

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In order for a financial asset to be classified and measured at amortized cost or fair value through OCI, it needs to give rise to cash flows that are ‘solely payments of principal and interest (SPPI)’ on the principal amount outstanding. This assessment is referred to as the SPPI test and is performed at an instrument level.

Impairment of financial assets

The Company recognizes an allowance for expected credit losses (ECLs) for debt instruments not held at fair value through profit or loss. For trade receivables and contract assets, the Entity applies a simplified approach in calculating ECLs. Therefore, the Company does not track changes in credit risk, but instead recognizes a loss allowance based on lifetime ECLs at each reporting date. The Company analyses claims individually and takes into account the effect of financial guarantees received from insurers in the calculation of expected credit losses. For more information, see Note 21.

Financial liabilities

Initial recognition

Financial liabilities are classified, at initial recognition, as financial liabilities subsequently measured at amortized cost, except for financial liabilities at fair value through profit or loss, financial liabilities that arise when a transfer of a financial asset does not qualify for derecognition or when the continuing involvement approach applies

All financial liabilities are recognised initially at fair value and, in the case of financial liabilities not recorded at fair value through profit or loss, net of directly attributable transaction costs, on the trade date at which the Company becomes a party to the contractual provisions of the instrument.

Subsequent measurement

The Company evaluates financial liabilities according to their classification as follows:

- Interest bearing loans and borrowings: Interest bearing loans and borrowings and trade and other payables are subsequently measured at amortized cost using the effective interest rate method. Gains and losses are recognised in profit or loss when the liabilities are derecognized as well as through the effective interest rate method (EIR) amortization process. Amortized cost is calculated by taking into account any discount or premium on acquisition and fees or costs that are an integral part of the EIR. The EIR amortization is included in finance costs in profit or loss.
- Financial collateral contracts: The Company initially recognises financial collateral contracts as a liability at fair value, adjusted for transaction costs that are directly attributable to the issuance of the guarantee. Subsequently, the liability is measured at the higher of the best estimate of the expenditure required to settle the present obligation at the reporting date and the amount recognised less cumulative amortisation.

De-recognition

A financial liability is derecognized when the obligation under the liability is discharged or cancelled or expires. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as a de-recognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised in profit or loss.

Offsetting of financial instruments

Financial assets and financial liabilities are offset with the net amount reported in the statement of financial position only if there is a current enforceable legal right to offset the recognised amounts and an intent to settle on a net basis, or to realize the assets and settle the liabilities simultaneously.

The Company’s financial statements are presented in Romanian lei (“LEI”), which is also the functional currency of the parent company. For each entity, the Company determines the functional currency, and the items included in the financial statements of each entity are measured using that functional currency. The Company applies the direct

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method of consolidation and, upon disposal of a foreign operation, the gain or loss reclassified to profit or loss reflects the amount resulting from the use of this method.

36.7. Government grants

Government grants are recognized where there is reasonable assurance that the grant will be received and all attached conditions will be complied with. When the grant relates to an expense item, it is recognized as income on a systematic basis over the periods that the costs, which it is intended to compensate, are expensed. When the Company receives grants of non-monetary assets, the asset and the grant are recorded at nominal amounts and released to profit or loss over the expected useful life of the asset, based on the pattern of consumption of the benefits of the underlying asset by equal annual instalments.

When loans or similar assistance are provided by governments or related institutions, with an interest rate below the current applicable market rate, the effect of this favorable interest is regarded as a government grant.

36.8. IAS 19 Employee Benefits

Short term employee benefits

Short-term employee benefits are measured on an undiscounted basis and are recognized as an expense as the related services are rendered. A liability is recognized at the amount expected to be paid if the Company has a present legal or constructive obligation to pay this amount for services previously provided by the employee and the obligation can be reliably estimated.

Defined benefit plans

In the normal course of business, the Company makes payments on behalf of its employees to public pension schemes and public health insurance, which are calculated according to the rates in force during the year. Meal allowances, travel expenses, bonuses and holiday allowances are also calculated in accordance with the legislation applicable.

The cost of these payments is recognized in profit or loss in the same period as the related salary cost. Provision is made for unused leave if there are any unused days, in accordance with local legislation.

All Company employees are members of state-administered pension schemes.

The Company does not operate any other pension scheme or post-retirement benefit plan and therefore has no pension liabilities.

In order to retain employees, the Company has implemented a Stock Option Plan, which offers employees stock options based on seniority and performance criteria in the Company's business.

36.9. Income tax

Income tax expense includes current tax and deferred tax. Income tax expense is recognized in the statement of profit or loss unless it relates to business combinations or items recognized directly in equity or other comprehensive income.

Current income tax

Current tax includes tax expected to be paid or received on taxable profit or tax loss realized in the current year and any adjustment for tax payable or recoverable in respect of previous years.

Current income tax relating to items recognized directly in equity is recognized in equity and not in profit or loss.

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Deferred tax

Deferred tax is provided using the liability method on temporary differences between the tax bases of assets and liabilities and their carrying amounts for financial reporting purposes at the reporting date

Deferred tax liabilities are recognized for all taxable temporary differences, except for:

- When the deferred tax asset relating to the deductible temporary difference arises from the initial recognition of an asset or liability in a transaction that is not a business combination and, at the time of the transaction, affects neither the accounting profit nor taxable profit or loss.
- In respect of deductible temporary differences associated with investments in subsidiaries, associates and interests in joint arrangements, deferred tax assets are recognized only to the extent that it is probable that the temporary differences will reverse in the foreseeable future and taxable profit will be available against which the temporary differences can be utilized.

Deferred tax assets and liabilities shall be measured at the tax rates that are expected to apply to the period when the asset is realized or the liability is settled, based on tax rates (and tax laws) that have been enacted or substantively enacted by the end of the reporting period.

Deferred tax is calculated using the tax rates that are expected to apply to the temporary differences when they reverse, based on tax rates that have been enacted or substantively enacted by the reporting date.

The measurement of deferred tax reflects the tax consequences that would result from the way the Company expects, at the reporting date, to recover or settle the carrying amount of its assets and liabilities.

Deferred tax assets and liabilities are offset only if certain criteria are met. Unrecognized deferred tax assets are reassessed at each reporting date and are recognized to the extent that it has become probable that future taxable profits will be available against which they can be utilized.

If the carrying amount of goodwill arising in a business combination is less than its tax base, the difference gives rise to a deferred tax asset. The deferred tax asset arising from the initial recognition of goodwill shall be recognized as part of the accounting for a business combination to the extent that it is probable that taxable profit will be available against which the deductible temporary difference could be utilized.

For deductible temporary differences associated with investments in subsidiaries, branches and associates and interests in joint arrangements, a deferred tax asset must be recognized.

The reversal of deductible temporary differences results in deductions in determining taxable profits of future periods. However, economic benefits in the form of reductions in tax payments will flow to the entity only if it earns sufficient taxable profits against which the deductions can be offset. Therefore, an entity recognizes deferred tax assets only when it is probable that taxable profits will be available against which the deductible temporary differences can be utilized.

At the end of each reporting period, the entity reassesses unrecognized deferred tax assets. The entity recognizes a previously unrecognized deferred tax asset to the extent that it has become probable that future taxable profit will allow the deferred tax asset to be recovered.

36.10. Inventories and work in progress

Goods and work in progress are valued at the lower of cost and net realizable value. The management analyses inventory age, product quality and potential non-conformity issues, products that cannot be sold further or are rejected

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based on quality issues and considers their implications in determining the net realizable value of old inventory. Net realizable value is the selling price, in the normal course of business, less costs of completion, marketing and distribution, considering the future evolution of selling prices. Also it is analysed the recoverability of ongoing work in progress projects registered at the end of the year.

The net realizable value is the selling price of goods and work in progress in the ordinary course of business, less the costs of completion, marketing, and distribution, taking into account the future evolution of selling prices.

Management analyzed the net realizable value of the goods and work in progress annually, considering market selling prices as well as regulations specific to the industry in which it operates.

All assumptions are reviewed annually.

36.11. Cash and cash equivalents

Cash and cash equivalents in the statement of financial position comprise cash at banks and on hand and short-term deposits with a maturity of three months or less, which are subject to an insignificant risk of changes in value.

36.12. Equity

Share capital

Ordinary shares are classified as equity. External costs directly attributable to the issue of new shares are shown as a deduction in equity from the proceeds. Any excess of the fair value of consideration received over the par value of shares issued is recognised as additional paid-in capital.

Repurchase, disposal and reissue of share capital (treasury shares)

When share capital recognised as equity is repurchased, the amount of the consideration paid, which includes directly attributable costs, net of any tax effects, is recognised as a deduction from equity. Repurchased shares are classified as treasury shares and are presented in other reserve. When treasury shares are sold or reissued subsequently, the amount received is recognised as an increase in equity, and the resulting surplus or deficit on the transaction is presented in share premium. When treasury shares are cancelled the excess of cost above nominal value is debited to retained earnings.

Dividends

The Company recognizes a liability to make cash or non-cash distributions to owners of equity when the distribution is authorized and the distribution is no longer at the discretion of the Company. As per the corporate laws of Romania, a distribution is authorized when it is approved by the shareholders. A corresponding amount is recognised directly in equity.

36.13. Borrowing costs

Borrowing costs directly attributable to the acquisition, construction or production of an asset that necessarily takes a substantial period of time to get ready for its intended use or sale are capitalized as part of the cost of the asset, All other borrowing costs are expensed in the period in which they occur. Borrowing costs consist of interest and other costs that an entity incurs in connection with the borrowing of funds.

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36.14. Provisions and contingent liabilities

General

Provisions are recognised when the Company has a present obligation (legal or constructive) as a result of a past event, it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation. Where the Company expects some or all of a provision to be reimbursed, for example under an insurance contract, the reimbursement is recognised as a separate asset but only when the reimbursement is virtually certain. The expense relating to a provision is presented in profit or loss net of any reimbursement.

If the effect of the time value of money is material, provisions are discounted using a current pre-tax rate that reflects, when appropriate, the risks specific to the liability. When discounting is used, the increase in the provision due to the passage of time is recognised as a finance cost.

Contingent liabilities recognised in a business combination

A contingent liability recognised in a business combination is initially measured at its fair value. Subsequently, it is measured at the higher of the amount that would be recognised in accordance with the requirements for provisions above or the amount initially recognised less (when appropriate) cumulative amortisation recognised in accordance with the requirements for revenue recognition.

Fees, taxes, and provisions for taxes

Uncertainties exist regarding the interpretation of complex fiscal regulations, changes in tax legislation and the value and timing of future taxable profit.

There are several transactions and calculations for which the final tax determination is uncertain. Therefore, the Company will constitute provisions, if applicable, for possible consequences of future tax inspections. If the final fiscal result of these matters is different from the amounts initially recorded, the respective differences will have an impact on the current and deferred income tax assets and liabilities in the period in which the respective differences occur.

37. OTHER INFORMATION

Environment

Romania is currently in a period of rapid harmonization of environmental legislation with the European Economic Community legislation in force. As at 31 December 2025, the Company has not recorded any liabilities relating to anticipated costs, including legal and consultancy fees, studies, design and implementation of environmental remediation plans. The Company does not consider costs associated with environmental issues to be significant.

ESG Report

In accordance with legal requirements and European CSRD regulations, the Company has prepared an ESG report which is annexed to the financial statements.

Transfer price

Romanian tax legislation has contained rules on transfer pricing between related persons since 2000. The current legislative framework defines the "market value" principle for transactions between related persons, as well as the transfer pricing methods. Under the relevant tax legislation, the tax valuation of a related party transaction is based on the concept of the market price of that transaction. Based on this concept, transfer prices must be adjusted to reflect

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market prices that would have been established between unrelated entities acting independently on the basis of "normal market conditions". As a result, it is expected that the tax authorities will initiate thorough transfer pricing verifications to ensure that the tax result and/or the customs value of imported goods are not distorted by the effect of prices charged in dealings with related persons. It is likely that transfer price verifications will be carried out in the future by the tax authorities to determine whether these prices comply with the "arm's length" principle and that the Romanian taxpayer's tax base is not distorted. The Company cannot quantify the outcome of such a verification. The Entity considers that the transactions with related parties were carried out at arm's length values.

The Company is a large taxpayer. At the date of preparation of the individual financial statements, the transfer pricing file for the Parent Company is in progress.

Russia - Ukraine conflict

The invasion of Ukraine by the Russian Federation and the subsequent global response to these military actions could have a significant impact on a number of companies, in particular companies with physical operations on the territory of Ukraine, Russia and Belarus, but also entities with indirect interests (with suppliers, customers, investments and creditors with operations on the territory of these countries).

We assessed the impact of the ongoing military operation in Ukraine and the related targeted sanctions against the Russian Federation. This may require revisions to certain assumptions and estimates which may result in significant adjustments to the carrying value of certain assets and liabilities in the next financial year. At this stage, we cannot reliably estimate the impact as events unfold on a daily basis.

Based on the information available to date, the 's management has not identified any concrete potential risks related to the Russia-Ukraine conflict, and thus at this time does not expect a significant impact on the conduct of current operations. The Company has no direct exposure to third parties affected by the sanctions imposed since the conflict began (customers, suppliers, banking institutions with which the Company collaborates). Indirect exposure (customers, suppliers, with whom the Company collaborates, with links to third parties affected by sanctions), as well as risks related to future volatility of commodity prices, foreign exchange rates, or possible cyber attacks, are currently unquantifiable, as the's management has so far given no indication of any significant impact on the 's business.

Audit expenses

The fees for the audit of the 's financial statements in accordance with the International Reporting Standards adopted by the European Union for the financial year ending 31 December 2025, were in accordance with the contract concluded with BDO Auditors & Accountants S.R.L.

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(All amounts are in LEI, unless otherwise mentioned)

38. SUBSEQUENT EVENTS

On December 18, 2025, the Company informed the market about the publication of the Merger Project by absorption between AROBS TRANSILVANIA SOFTWARE S.A. (absorbing company) and AROBS DEVELOPMENT & ENGINEERING S.R.L., BERG COMPUTERS S.R.L., NORDLOGIC SOFTWARE S.R.L., INFOBEST ROMANIA S.R.L., and CENTRUL DE SOFT GPS S.R.L. (absorbed companies). Furthermore, on January 29, 2026, the Company informed the market regarding the decision to convene the Extraordinary General Meeting of Shareholders (EGMS) for March 3, 2026, in order to approve the merger plan.

On November 3, 2025, the Company informed the market about the acquisition of a 65% majority stake in Global Engineering Services & Solutions S.R.L. (hereinafter referred to as “Gess Engineering”), a Romanian engineering company based in Sibiu that develops and implements complex vehicle testing, validation, and integration solutions. The company provides end-to-end services, from engineering and design, prototype testing and performance analysis, for major global automotive manufacturers and their Tier 1 suppliers.

On January 29, 2026, the Company informed the market about the signing of a new strategic acquisition, through the full takeover of Quest Global Romania, a unit of Quest Global Engineering Services, an end-to-end global product engineering services and solutions for global clients across seven industries. Through this acquisition, the Group continues to expand its software engineering capabilities and strengthen its presence in segments such as semiconductors, healthcare, and embedded systems.

After the reporting date, geopolitical tensions emerged due to the military conflict in Iran and the Middle East region. As of the date of preparation of the financial statements, the Group’s management is monitoring the evolution of these events and their potential impact on the economic environment. At present, no significant direct effects on the Group’s operations have been identified.

These financial statements were signed and approved on March 26, 2026, by:

Voicu Oprean
General Director

Bogdan Ciungradi
Chief Financial Officer

**Independent Auditor's Limited Assurance Report
on the Consolidated Sustainability Reporting for the financial year 2025**

To the shareholders: AROBS TRANSILVANIA SOFTWARE SA

**Registered office: STR.DONATH, NR.11, BLOC M4, SC. 2, ET. 3, AP. 28, CLUJ NAPOCA, ROMANIA,
Unique registration code: 11291045**

Limited assurance conclusion

We have performed a limited assurance engagement on the Consolidated Sustainability Reporting of AROBS TRANSILVANIA SOFTWARE SA (the "Company") and its subsidiaries (together referred to as the "Group") as of and for the financial year ended 31 December 2025, which accompanies and supplements the Consolidated Directors' Report, which was prepared in accordance with Chapter 7^{1.3} of Annex I to the Order of the Minister of Public Finance no. 2844/2016 for the approval of the "Accounting Regulations in accordance with International Financial Reporting Standards", as amended ("OMFP no. 2844/2016").

Based on the procedures performed and the evidence obtained, we have not become aware of any matter that would cause us to believe that the Consolidated Sustainability Reporting as of and for the financial year ended December 31, 2025 is not prepared, in all material respects, in accordance with Chapter 7^{1.3} of Annex I to OMFP no. 2844/2016, including:

- compliance with the European Sustainability Reporting Standards ("ESRS"), including that the process carried out by the Group to identify the reported information ("Process") is in accordance with the description set out in the section "Assessment of dual materiality and impacts and risks and opportunities (IRO-1)"
- compliance of the Taxonomy disclosures, detailed in the EU Taxonomy section of the "EU Taxonomy" chapter, with the reporting requirements set out in Article 8 of Regulation (EU) 2020/852 ("Taxonomy Regulation").

Basis of Assurance Conclusion

We conducted our limited assurance engagement in accordance with ISAE 3000 (Revised) "*Assurance Engagements Other than Audits or Reviews of Historical Financial Information*". Our responsibilities under this standard are further detailed in the "Auditor's Responsibilities" section of our report.

We are independent of the Company in accordance with the International Code of Ethics for Professional Accountants (including the International Standards on Independence) issued by the International Ethics Standards Board for Accountants (IESBA Code), and other relevant ethical requirements in Romania, including Law no. 162/2017, as amended, for our assurance engagement on the Consolidated Sustainability Reporting, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code.

Our firm applies the International Standard on Quality Management ("ISQM 1") and, accordingly, maintains a comprehensive quality management system that includes documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Emphasis of matter

We draw attention to the information presented in the Consolidated Sustainability Reporting in relation to Scope 3 emissions in Note E1-6 "Gross GHG emissions of scopes 1, 2, 3 and total GHG emissions". The Company has estimated an overall degree of uncertainty in accordance with the GHG Protocol, the result falling within the Fair category, respectively within the 15%-30% error range. The quantification of greenhouse gases and the comparability of the information presented is inevitably subject to significant uncertainty as presented in the Inherent Limitations in the Preparation of the Consolidated Sustainability Reporting section of our report and the selection by management of different but accepted estimation, approximation or forecasting techniques could have led to reported values or presentations that are materially different. Our conclusion is not modified in this regard.

Responsibilities for Consolidated Sustainability Reporting

The Company's Directors are responsible for designing, implementing and maintaining a process for identifying the information included in the Consolidated Sustainability Reporting, in accordance with the ESRS, and for presenting this process in the Consolidated Sustainability Reporting.

This responsibility includes:

- understanding the context in which the Group's activities and business relationships operate and developing an understanding of the affected stakeholders;
- identifying current and potential impacts (both negative and positive) related to sustainability matters, as well as risks and opportunities that affect or that the Directors may expect to affect the Group's financial position, financial performance, cash flows, access to financing or cost of capital in the short, medium or long term;
- assessing the extent to which the impacts, risks and opportunities identified in relation to sustainability matters are material, by selecting and applying appropriate thresholds; and
- developing methodologies and making assumptions that are reasonable in the circumstances.

The Company's directors are also responsible for preparing the Consolidated Sustainability Reporting in accordance with the sustainability reporting framework required by law, including:

- compliance with the European Sustainability Reporting Standards (ESRS);
- preparing taxonomy disclosures in the Consolidated Sustainability Reporting in accordance with Article 8 of Regulation (EU) No. 852/2020 (the "Taxonomy Regulation");
- designing, implementing and maintaining such internal controls as are deemed necessary to enable the preparation of the Consolidated Sustainability Reporting that is free from material misstatement, whether due to fraud or error; and
- selecting and applying appropriate sustainability reporting methods, as well as making assumptions and estimates regarding individual sustainability disclosures that are reasonable in the circumstances.

Those charged with governance are responsible for overseeing the Company's sustainability reporting process.

Inherent Limitations in the Preparation of the Consolidated Sustainability Reporting

The inherent limitations in the preparation of the Consolidated Sustainability Reporting are disclosed in the Consolidated Sustainability Report, as follows:

- The estimates, approximations and/or forecasts used by the Company in the preparation and presentation of the Consolidated Sustainability Reporting are subject to significant inherent uncertainty. To the extent that the Consolidated Sustainability Reporting contains qualitative, quantitative, objective, subjective, historical and forecast information presentations, it also involves a significant degree of uncertainty. Management's selection of different but accepted estimation, approximation or forecasting techniques could have resulted in reported values or presentations that are materially different;
- As described in the presentations on ESRS - E1 Climate Change, the quantification of greenhouse gas (GHG) emissions is subject to significant uncertainty inherent in the measurement due to incomplete scientific knowledge used to determine emission factors and values to combine emissions of different gases. The quantification of greenhouse gases is inevitably subject to significant uncertainty as a result of both scientific and estimation uncertainty;
- The nature of sustainability issues and the absence of consistent external standards allow for the adoption of different but acceptable measurement methodologies, which may lead to variations between entities. The measurement methodologies adopted may also affect the comparability of sustainability issues reported by different organizations and also from one year to another within the same organization, as methodologies develop.

- In determining the disclosures in the Consolidated Sustainability Reporting, the Company's Directors interpret undefined legal terms and other terms. These undefined legal terms and other terms may be interpreted differently, including with respect to the legal conformity of their interpretation, and are therefore subject to uncertainties.

Auditor's Responsibilities

Our objectives are to plan and perform the assurance engagement to obtain limited assurance about whether the Consolidated Sustainability Reporting is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users taken on the basis of the Consolidated Sustainability Reporting as a whole.

As part of a limited assurance engagement in accordance with ISAE 3000 (Revised), we exercise professional judgment and maintain professional skepticism throughout the engagement.

The procedures in a limited assurance engagement differ in nature and timing and are more limited than those in a reasonable assurance engagement. Accordingly, the level of assurance obtained in a limited assurance engagement is significantly lower than the assurance that would have been obtained if a reasonable assurance engagement had been conducted.

Our responsibilities in relation to Sustainability Reporting, in relation to the Process, include:

- Obtaining an understanding of the Process, but not for the purpose of forming a conclusion on its effectiveness, including on the outcome of the Process;
- Designing and performing procedures to assess whether the Process is consistent with the Company's description of it.

Our other responsibilities in relation to Consolidated Sustainability Reporting include:

- Obtaining an understanding of the Group's control environment, processes and information systems relevant to the preparation of the Consolidated Sustainability Reporting, but without evaluating the design of specific control activities, obtaining evidence about their implementation or testing their operating effectiveness;
- Identifying disclosures that are likely to be materially misstated, whether due to fraud or error;
- Designing and performing procedures in response to disclosures in Sustainability Reporting that are likely to be materially misstated. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Summary of Work Performed

A limited assurance engagement involves performing procedures to obtain evidence regarding the Consolidated Sustainability Reporting.

The nature, timing and extent of the procedures selected depend on professional judgment, including identifying disclosures that are likely to be materially misstated, whether due to fraud or error, in the Sustainability Reporting.

In conducting our limited assurance engagement, with respect to the Process, we:

- Obtained an understanding of the Process by:
 - performing interviews to understand the sources of information used by management (e.g., stakeholder agreements, business plans, and strategy documents); and
 - inspecting/reviewing the company's internal documentation related to its Process; and
- Evaluated whether the evidence obtained as a result of our procedures regarding the Company's Process is consistent with the description of the Process.

In conducting our limited assurance engagement, with respect to the Consolidated Sustainability Reporting, the procedures performed included:

- Obtaining an understanding of the Company's reporting processes relevant to the preparation of its Consolidated Sustainability Reporting;
- Assessing whether significant information obtained through the Process to identify information required to be presented in the Consolidated Sustainability Reporting is included in the reporting;
- Assessing whether the structure and presentation of the Consolidated Sustainability Reporting complies with the European Sustainability Reporting Standards (ESRS);
- Interviewing relevant personnel and performing analytical procedures on selected disclosures in the Consolidated Sustainability Reporting;
- Performing substantive procedures on a sample basis on a selection of disclosures in the Consolidated Sustainability Reporting by comparing them with various supporting documents and other sources of information.
- Obtaining evidence about the methods used to make significant estimates and how these methods were applied;
- Obtaining an understanding of the process of identifying economic activities eligible for taxonomy and the corresponding disclosures in the Consolidated Sustainability Reporting, including reconciliations to the consolidated financial statements or other relevant financial information.

Restrictions on Use

This report is intended solely for the Company's shareholders as a whole. Our engagement was conducted to report to the Company's shareholders those matters that we are required to report in an independent limited assurance report, and for no other purpose. To the extent permitted by law, we do not accept or assume responsibility other than to the Company and its shareholders as a whole for the limited assurance engagement, for this report or for the conclusion expressed.

For and behalf of

BDO AUDITORS & ACCOUNTANTS SRL

Registered in the Public Electronic Report of financial auditors and audit firms with no. FA1003

Refer to original signed version in Romanian language

Partner's name: Cristian Iliescu

Registered in the Public Electronic Report of financial auditors and audit firms with no. AF1530

26 March 2026
Cluj-Napoca, România