



IR Presentation

September 2026

Software Projects and Products.

Outcome-based. Project-delivered.

AI-powered and Secure from day one

#InnovatedInCluj

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Therefore, the final results achieved may vary significantly from the forecasts, and the variations may be material.

Several images and graphs were created with Claude.ai and DataWrapper app.

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AROBS Group At a Glance



AROBS Group



YEARS OF BUSINESS
EXPERTISE



11.000 CLIENTS in *Northern
America, Europe and Asia*



EMPLOYEES AND
COLLABORATORS: *1,200+*



TURNOVER (2025):
EUR 85 m



Software Services

End-to-end software development
and engineering for global clients.



Software Products

Proprietary software platforms for
business optimization.



Integrated Systems

Digitalization projects for public
institutions.

- Leading software services and software products provider.
- **12 local + 10 international** branches.
- About **70 partners** of the Software Services business lines in Europe and America.
- **Over 11.000** Customers for the Software Products business lines in Europe and Asia.
- Listed on ***Financial Times Top 300 European Growth Champions, 2024***
- ***The e-Partnership Award for the AROBS collaboration with Erste BCR – e-Finance Awards Gala 2024***
- ***Deloitte Romania Best Managed Company 2024*** certified.
- ***2021 Supplier of the Year award for Engineering Services*** offered by Continental.

Our Business Value Points: Wide Industry Coverage | Focus on Long-Term Partnerships | Proven Track Record of Innovation Global Presence with Local Expertise | Accelerate time-to-market with customized, scalable solutions.

AROBS for *Investors*



AROBS IS SUPPORTED BY EBRD (European Bank For Reconstruction And Development)



Entrepreneurial mindset with the transparency and governance of a listed company

- AROBS, the Largest Technology Company Listed on the Bucharest Stock Exchange
- Its market capitalization (approx. RON 850 million) exceeds the combined value of all other major Romanian IT companies listed on the exchange, confirming its position as a reference player in the local technology sector.
- AROBS closed the largest capital increase for a technology company listed on the BVB

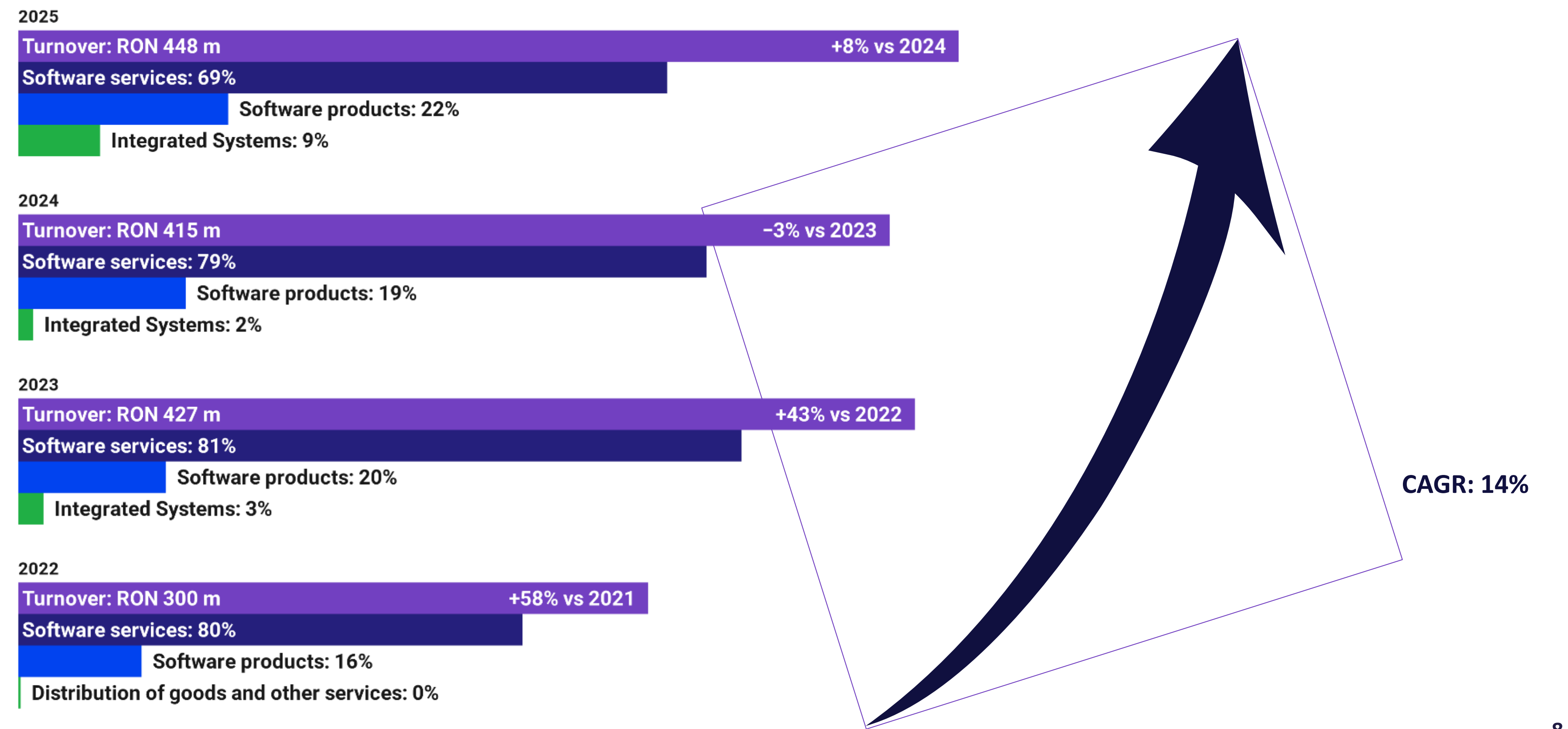


*Technology made in **Romania**, delivered **globally***



Approx. 62% of its revenues are generated outside Romania, mainly from clients in the United States and Europe, reflecting the Group's strong international footprint and long-term commercial relationships.

Evolution per business segment





ONE AROBS 2025-2030



ONE AROBS: six strategic pillars to 2030

The framework guiding the Group's development until 2030.

01 · Structural consolidation – ONE AROBS

From acquired entities to a simplified legal structure, one commercial layer and one delivery model, with P&L responsibility at industry level.

02 · M&A as an increasingly mature currency

From cash-intensive growth to a capital-efficient way of adding competencies, with transactions settled in AROBS shares.

03 · The US as the immediate growth engine

US commercial presence through Codingscape with delivery from Romania; Europe remains the traditional growth geography.

04 · The shift of the mix towards products

Named offerings with fixed scopes and measurable outcomes, and proprietary platforms moving the mix towards recurring revenue.

05 · Technology innovation – AI, data, cybersecurity

AI scaled across delivery within ISO/IEC 42001 and the AROBS AI SDLC, validated in client projects and in ESA and Horizon Europe programmes.

06 · Digitalization of the public sector

Long-term contracts financed from national and European funds, with new demand in B2G cybersecurity, AI and systems automation.

From integration to operational leverage: converting scale into profitability, sustainable long-term value creation and more value to clients, employees and shareholders.



H1 2026 Consolidated Financial Results

The consolidated interim financial results presented on the following slides have been prepared in accordance with IFRS.

The consolidated interim financial results as of June 30, 2026 are unaudited.

The financial figures presented in the descriptive part, expressed in RON million, are rounded to the nearest whole number and may lead to small rounding differences.

ONE AROBS: H1 2026 progress against the pillars

What each pillar delivered in the first half of 2026.

01 · Structural consolidation

5 → 1: merger by absorption completed in April 2026.

One commercial leadership for the entire Group since May 2026 — Porter Haney, CRO — and a single Software Services pipeline.

02 · M&A

Quest Global Romania settled entirely in shares.

GESS, QUEST and SVT integrated into the financial results.

RON 44m – the Codingscape, GESS and QUEST contribution to H1 revenue

03 · The US and Europe

Stake in Codingscape increased from **70% to 100%**.

27% of H1 revenue from the US and 31% from Europe excluding Romania.

04 · Mix towards products

RegCover partnership for DORA-as-a-Service

AI Deployment offerings, Agentic Automation

ODDO AI assistant by TrackGPS.

workTeam and Pay Transparency Solutions by UCMS by AROBS.

05 · Technology innovation

Agentic AI development

AI-native product development

AlertBox 2.0 - AI-Powered GNSS jamming and spoofing detection

SECASSURED project- AI-based cybersecurity

Data intelligence platforms with DataBricks

06 · Public sector

Integrated Systems revenue up **88%** YoY to RON 52m.

RON 70m, without VAT, APIA contract signed after the period end, around 61% attributable to AROBS Systems.

Execution in H1 2026 turned the strategic framework into measurable operational and commercial progress.

Products, platforms and applied AI

45 days

fixed-scope Executive AI
Deployment

DORA-as-a- Service

with RegCover

AI projects

Agentic AI, AI-native product, AI-
Powered AlertBox 2.0

Cyber & Data

SECASSURED, Data Intelligence
Platforms

The shift of the mix towards products

Outcome-based, named offerings

Executive AI Deployment for Claude and Microsoft 365 Copilot — delivered in
45 days

Agentic automation in production via UiPath Fast Track

DORA-as-a-Service with RegCover – Thot IT Solutions.

Technology innovations – AI, data, cybersecurity

AI embedded in delivery

Scaled within the **ISO/IEC 42001** framework and the AROBS AI SDLC

Agentic AI delivery accepted on a regulated life-sciences platform

AI-native SaaS product built on retrieval-augmented generation across all
modules.

Proprietary platforms

ODDO, the AI assistant integrated into TrackGPS, alongside the migration of the
installed base from **2G to 4G**

UCMS by AROBS extended into a complete HR & payroll partner with
workTeam and Pay Transparency Solutions.

Research and data engineering

AlertBox 2.0, GNSS jamming and spoofing detection with AI on board, in a new
ESA project.

SECASSURED, a **36-month** Horizon Europe cybersecurity consortium.

Data intelligence platforms built with Databricks by the FWF by AROBS teams.

H1 2026 Consolidated Results

Growth was broad-based across all three business segments, with Software Services remaining the main revenue contributor and Integrated Systems showing the strongest year-on-year momentum.

The increase in the cost base largely reflected the **higher level of activity**, as well as the enlarged Group perimeter following the acquisitions completed over the past 12 months.

Gross profitability remained resilient despite the changing revenue mix, with the higher contribution of Integrated Systems partially influencing the consolidated margin profile.

Profitability strengthened significantly at the bottom line, supported by the increased scale of the Group and the operating performance recorded during the period.

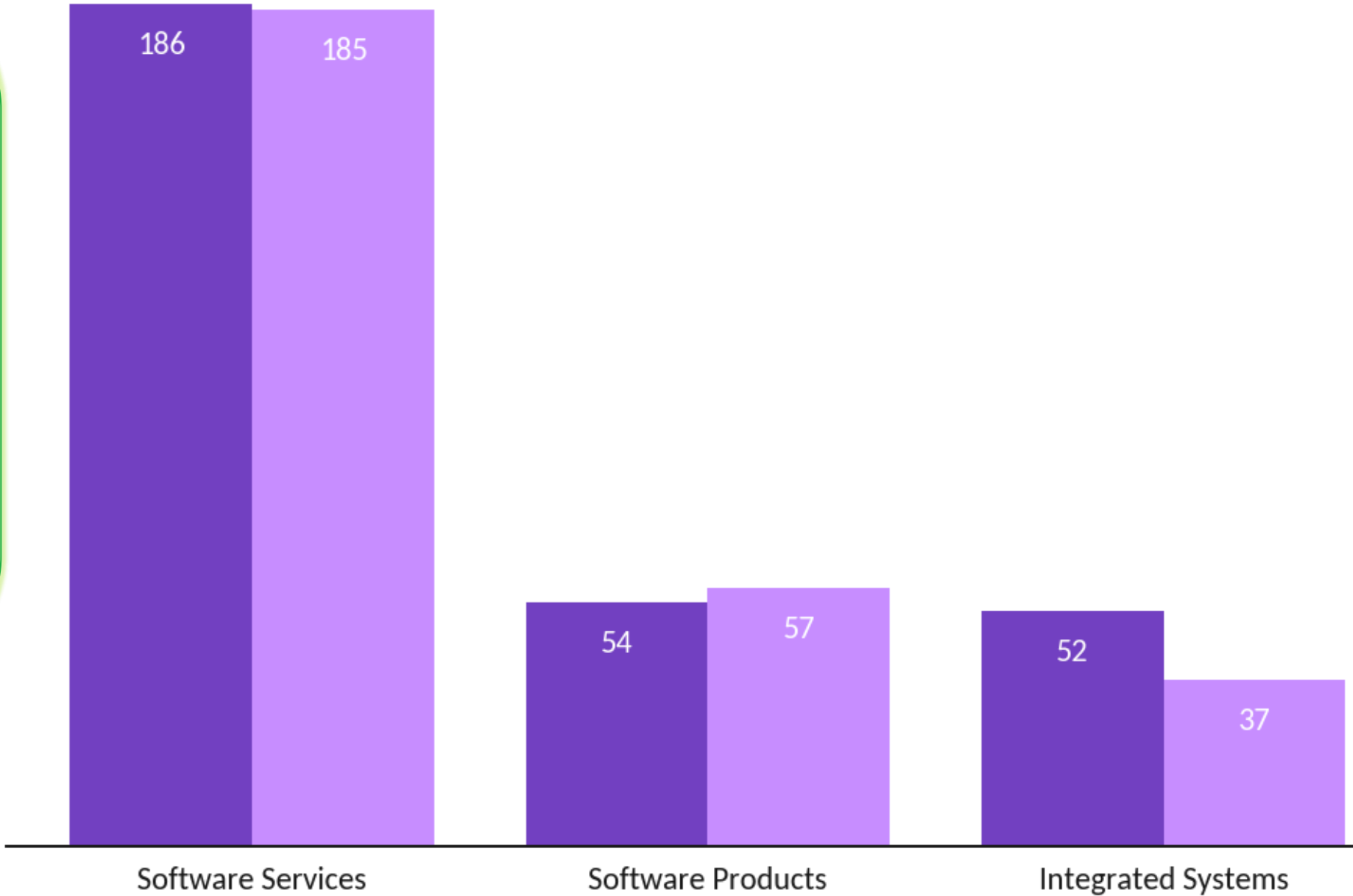
P&L (RON m)	H1 2026	H1 2025	YoY %
Revenue:	292	215	36%
Software services revenue	186	141	31%
Software products revenue	54	46	17%
Integrated systems revenue	52	28	88%
Total cost of sales:	218	158	38%
Cost of sales from software services	151	113	33%
Cost of sales from software products	25	22	12%
Cost of sales from integrated systems	43	23	86%
Net profit	23	10	121%
Net profit margin	7.7%	4.7%	3%

H1 2026 *Revenue vs. Budget*

Actual H1 2026
Budget H1 2026

Revenue performance was ahead of plan at Group level, with a different contribution mix across the three business segments.

Software Services was broadly in line with budget and Software Products slightly below plan, while Integrated Systems **significantly outperformed expectations**, mainly due to projects contracted after the budget preparation phase and the faster pace of activity related to the Ministry of Health project.



H1 2026 *EBITDA*

EBITDA growth remained strong, while the margin was broadly stable YoY, despite the changing revenue mix and the higher contribution of Integrated Systems.

Operating leverage improved below gross profit, as revenue growth outpaced the increase in sales & marketing and administrative expenses, supporting a stronger operating result.

The reported net profit was additionally supported by a positive net financial result, mainly generated by foreign exchange differences.

Excluding the net financial result and the related tax effect, adjusted net profit amounted to RON 16.9m, corresponding to an adjusted net margin of 5.8%, compared with adjusted net profit of RON 10.5m and an adjusted net margin of 4.9% in H1 2025, representing an increase of 61%.

Adjusted net profit is a non-IFRS measure defined as reported net profit excluding the net financial result and its tax effect at the effective tax rate of the respective period. In H1 2025 the net financial result was a small negative amount, so the adjustment slightly increases the comparative figure.

P&L (RON m)	H1 2026	H1 2025	YoY %
Gross result	74	57	30%
Sales and Marketing expenses	(14)	(12)	17%
General and Administrative expenses	(39)	(33)	17%
Other operating revenues	0.9	3	-66%
Other operating expenses	<0.1	<0.1	-90%
Operating result	22	15	50%
EBITDA	40	31	29%
EBITDA margin	13.7%	14.3%	-0.6pp
Financial income/(expenses), net	7.3	(0.5)	
Profit before tax	29	14	106%
Profit tax	(7)	(4)	68%
Net profit	23	10	121%
Net profit margin	7.7%	4.7%	+3pp

H1 2026 *Organic & M&A* performance

Organic activity remained the core of the Group, representing almost 83% of H1 2026 consolidated revenue, while the contribution of acquired companies increased meaningfully compared with the comparable period.

M&A was a significant growth driver in Software Services, with Codingscape, GESS and QUEST contributing RON 44m in H1 2026. On a comparable perimeter, the M&A contribution to that segment increased from approximately RON 14m in H1 2025 to RON 44m in H1 2026; at Group level it rose from RON 16m to RON 50m.

Organic growth remained positive across all three business segments, with Software Products growth driven predominantly by the existing business, while the expansion of Integrated Systems was entirely organic.

RON m	H1 2026 – unaudited			H1 2025 – comparable perimeter (basis used for organic growth)		
	Organic	M&A*	Total	Organic	M&A**	Total
Revenue:	242	50	292	199	16	215
Revenue YoY %	+21.6%	+213%	+35.8%			
Software services revenue	142	44	186	127	14	141
Software products revenue	48	6	54	44	2	46
Integrated systems revenue	52	-	52	28	-	28
Total cost of sales:	182	37	218	148	11	158
Cost of sales of software services	116	34	151	104	10	113
Cost of sales of software products	23	2	25	21	1	22
Cost of sales of integrated systems	43	-	43	23	-	23
Gross profit	60	13	74	52	5	57
Gross profit margin %	25%	27%	25%	26%	32%	26%

Consolidated revenue grew 35.8%. On a comparable perimeter, organic revenue grew 21.6% and revenue from the acquired perimeter rose from RON 16m to RON 50m.

*Companies acquired starting in 2025

**Companies acquired in the calendar year of entry into the consolidation scope and in the immediately following calendar year

Starting with Q1 2026 reporting, the M&A category includes newly acquired companies in the calendar year in which they enter the consolidation scope and in the immediately following calendar year; thereafter, their contribution is reclassified as Organic.

H1 2026 Organic growth – comparable perimeter

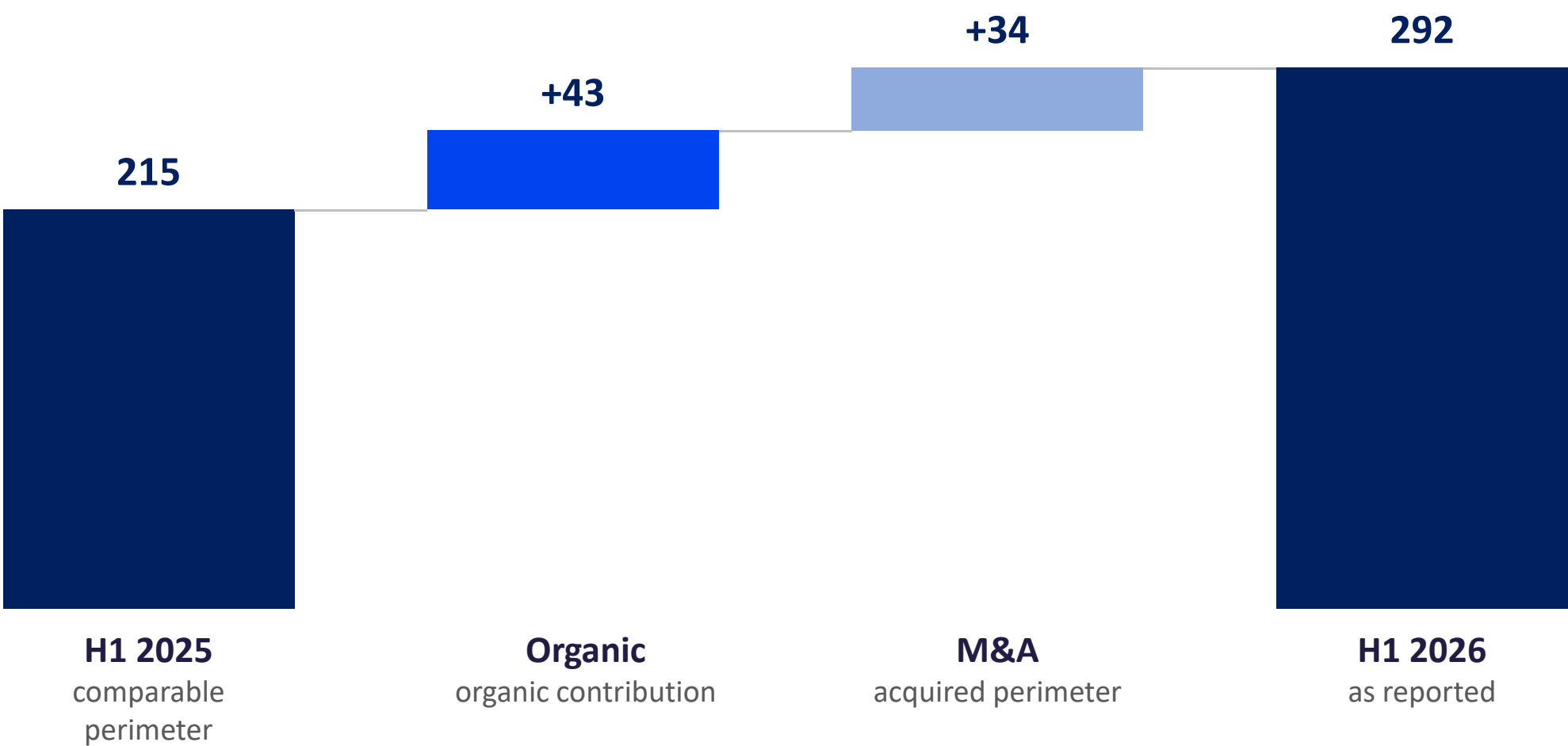
Restating the prior year on the M&A definition applied from Q1 2026 makes the two periods directly comparable.

Organic growth was positive in all three segments: Software Services +11.3%, Software Products +9.1% and Integrated Systems +87.8%, the latter entirely organic.

Consolidated revenue grew 35.6% under both presentations. Only the split changes: RON 70.5m of H1 2025 revenue, generated by companies acquired before 2024, moves from M&A to Organic under the new definition.

Of the RON 77m increase in consolidated revenue, RON 43m came from organic growth of 21.4% and RON 34m from the acquired perimeter.

Turnover bridge, RON m



RON m	H1 2025 comparable	H1 2026	YoY %
Organic	199	242	+21.6%
M&A	16	50	+213%
Total	215	292	+35.8%

The M&A perimeter is a rolling two-year window: a company is classified as M&A in the calendar year in which it enters the consolidation scope and in the immediately following calendar year, and moves to Organic thereafter. Its composition therefore changes every year, and the prior period is restated on the same basis so that the two periods remain comparable. Figures are rounded to RON million; growth rates are calculated on unrounded amounts. The reconciliation to the previously reported Organic / M&A split is presented in the H1 2026 financial report.

H1 2026 *Software Services Performance*

Software Services remained the Group's largest business segment and continued to grow through a combination of organic activity and recently acquired companies. Codingscape, GESS and QUEST contributed RON 44m to H1 2026 revenue, with GESS consolidated from February and QUEST from May.

The segment maintained strong momentum in Q2 2026, with revenue increasing by 3% compared with Q1 and by more than 35% compared with Q2 2025.

Gross margin improved sequentially from 17% in Q1 to 20% in Q2, while the H1 margin of 18.8% remained close to the level recorded in H1 2025.

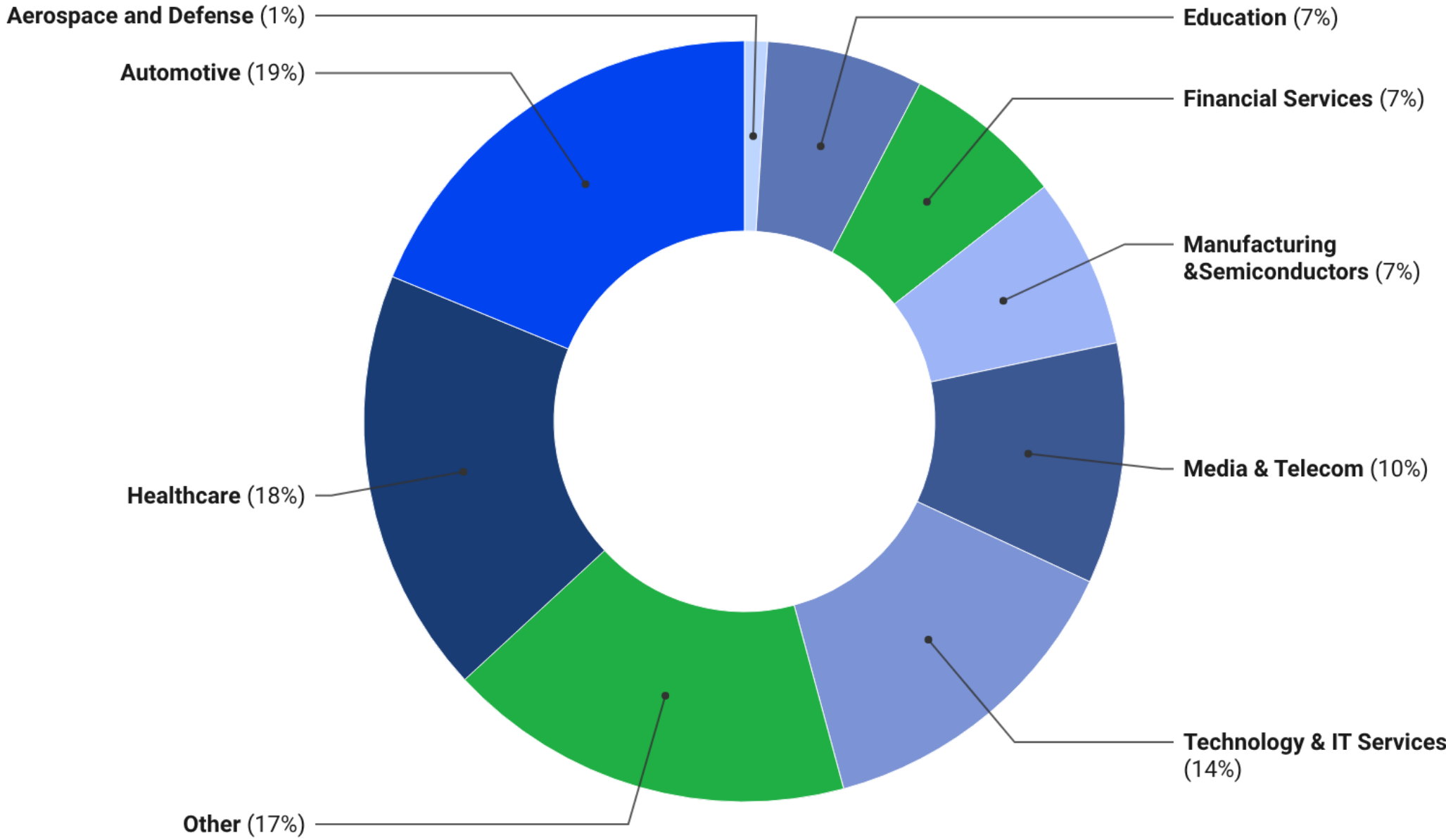
The increase in the cost base mainly reflected the enlarged consolidation perimeter, with higher salary costs and third-party services related to the companies acquired after May 2025.

Software Services Performance (RON m)	H1 2026	H1 2025	YoY %
Software services revenue	186	141	31%
Cost of sales from software services	151	113	33%
Software services - gross margin	18.8%	19.9%	-1.1pp

Cost of Software Services (RON m)	H1 2026	H1 2025	YoY %
Personnel costs	90	72	25%
ESOP	1	2	-58%
Third-party costs	51	33	53%
Depreciation and amortization	3	4	-17%
Other operating expenses	5	1	279%
Total	151	113	33%

H1 2026 Software Services Industry Exposure

Industry	% of SS revenue
Automotive	18.8
Healthcare	18.1
Technology & IT Services	13.9
Media & Telecom	10.2
Manufacturing & Semiconductors	7.3
Financial Services	6.8
Education	6.7
Aerospace and Defense	1.0
Others	17.3



Source: AROBS • Created with Datawrapper

- Automotive is the largest vertical at **18.8%** of Software Services revenue; the four largest together **61%**.
- Healthcare and Education add counter-cyclical exposure.
- Nine end markets, none dominant — the portfolio is no longer automotive-led.

H1 2026 *Software Products Performance*

Software Products delivered predominantly organic growth in H1 2026, while SVT Electronics provided an additional contribution to the segment following its integration into the Group. The financial report attributes the increase mainly to the Organic business and notes an RON 6m contribution from SVT Electronics.

Revenue grew faster than the associated cost of sales, supporting further margin expansion, with the segment continuing to generate the highest gross margin across AROBS' three business lines.

The proprietary product portfolio continued to evolve during H1 2026, including the launch of ODDO, the AI assistant integrated into TrackGPS, as well as WorkTeam and Pay Transparency Solutions developed by UCMS by AROBS.

The segment remains an important profitability driver for the Group, supported by the higher-margin profile of proprietary software products and the continued expansion of the offering.

Software Products Performance (RON m)	H1 2026	H1 2025	YoY %
Software products revenue	54	46	17%
Cost of sales from software products	25	22	12%
Software products - gross margin	54.2%	52.0%	+2.2pp

Cost of Software Products (RON m)	H1 2026	H1 2025	YoY %
Personnel costs	8	9	-8%
Third-party costs	6	4	32%
Depreciation and amortization	5.3	4.9	9%
Expenses on sold goods	1.4	1.2	15%
Other operating expenses	5	3	65%
Total	25	22	12%

H1 2026 *Integrated Systems Performance*

Integrated Systems recorded the strongest growth among the Group's business segments in H1 2026, driven primarily by the projects carried out for the National House of Public Pensions and the Ministry of Health. Public sector projects accounted for 78% of segment revenue.

The segment maintained its profitability profile despite the sharp increase in activity, with cost of sales evolving broadly in line with revenue and gross margin improving slightly year-on-year.

Revenue visibility remains supported by the existing project pipeline, including approximately RON 6m related to the National House of Public Pensions contracts that had not yet been recognized as revenue as of 30 June 2026.

The outlook for the segment was further strengthened after the reporting period, when AROBS Systems signed the APIA contract worth approximately RON 70m, without VAT, of which around 61% is attributable to AROBS Systems.

Integrated Systems Performance (RON m)	H1 2026	H1 2025	YoY %
Integrated systems revenue	52	28	88%
Cost of sales from integrated systems	43	23	86%
Integrated systems - gross margin	18.0%	17.2%	+0.8pp

H1 2026 *AROBS Systems – OMFP vs. IFRS*

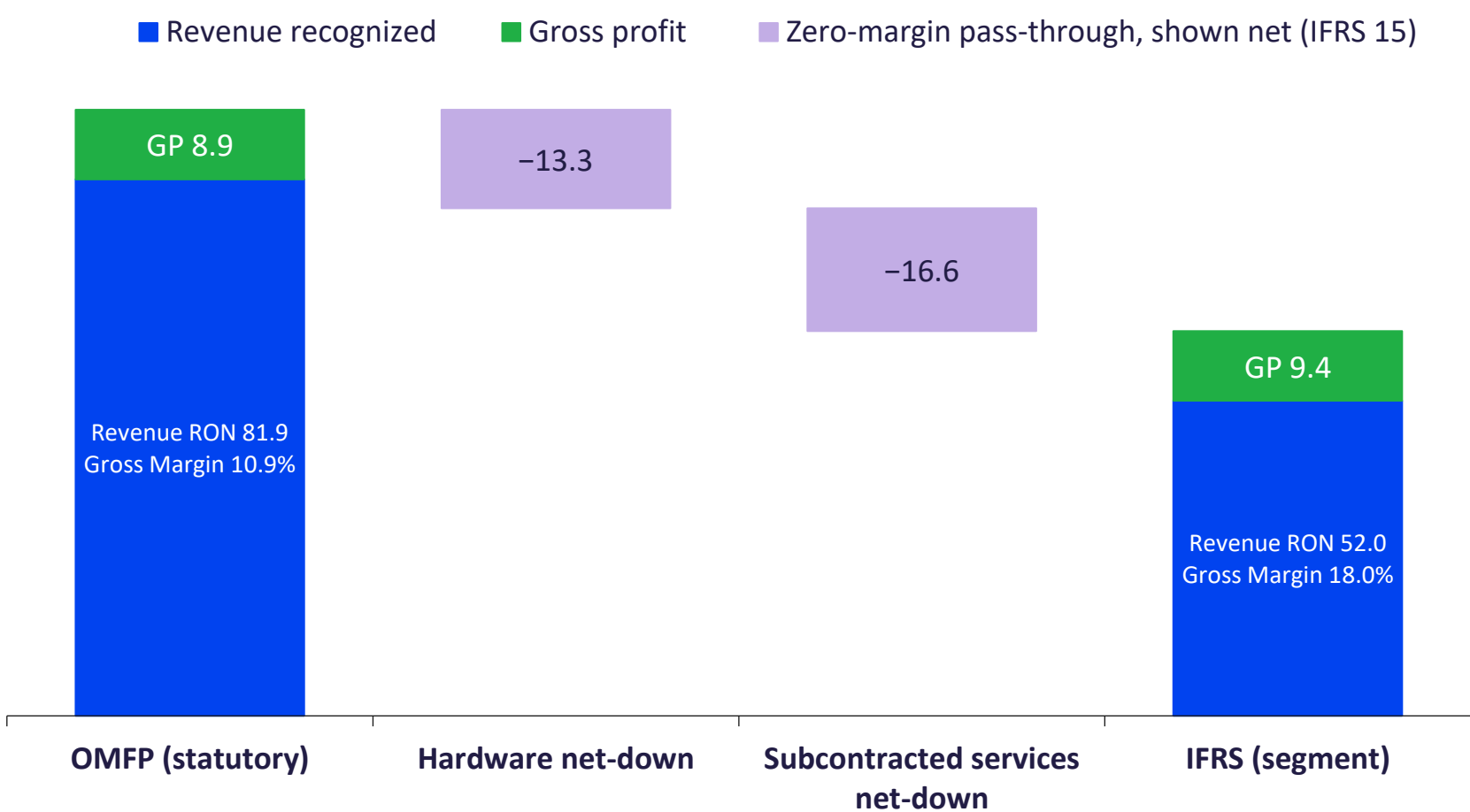
IFRS 15 presents resold hardware and subcontracted services on a net basis where AROBS Systems acts as an agent, reducing reported revenue without changing the underlying gross profit.

Gross profit is therefore similar under both frameworks at RON 9.4m compared with RON 8.9m, the difference coming from the intercompany adjustments, while the lower IFRS revenue base results in a gross margin of 18.0%, compared with 11.5% under OMFP.

The adjustment is particularly relevant for AROBS Systems because of the structure of its long-term integration projects, which combine hardware, software and services and are recognized based on project milestones.

Integrated Systems recorded the largest OMFP-to-IFRS revenue adjustment within the Group, with approximately RON 30m netted out in H1 2026.

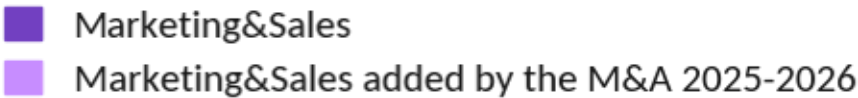
Following the reporting period, AROBS Systems further strengthened its project pipeline through the approximately RON 70m APIA contract, of which around 61% is attributable to the company.



Margin, H1 2026	OMFP	IFRS	Difference
Gross margin	10.9%	18.0%	+7.1pp
Net margin	8.9%	15.0%	+6.1pp
Gross profit (RON m)	8.9	9.4	–

OMFP = statutory basis; IFRS = segment basis. Net margin computed on the net result / account 121 basis. IFRS net also reflects a ~RON +0.5m intercompany cost elimination at consolidation. Source: AROBS H1 2026 consolidated financial statements and management reconciliation.

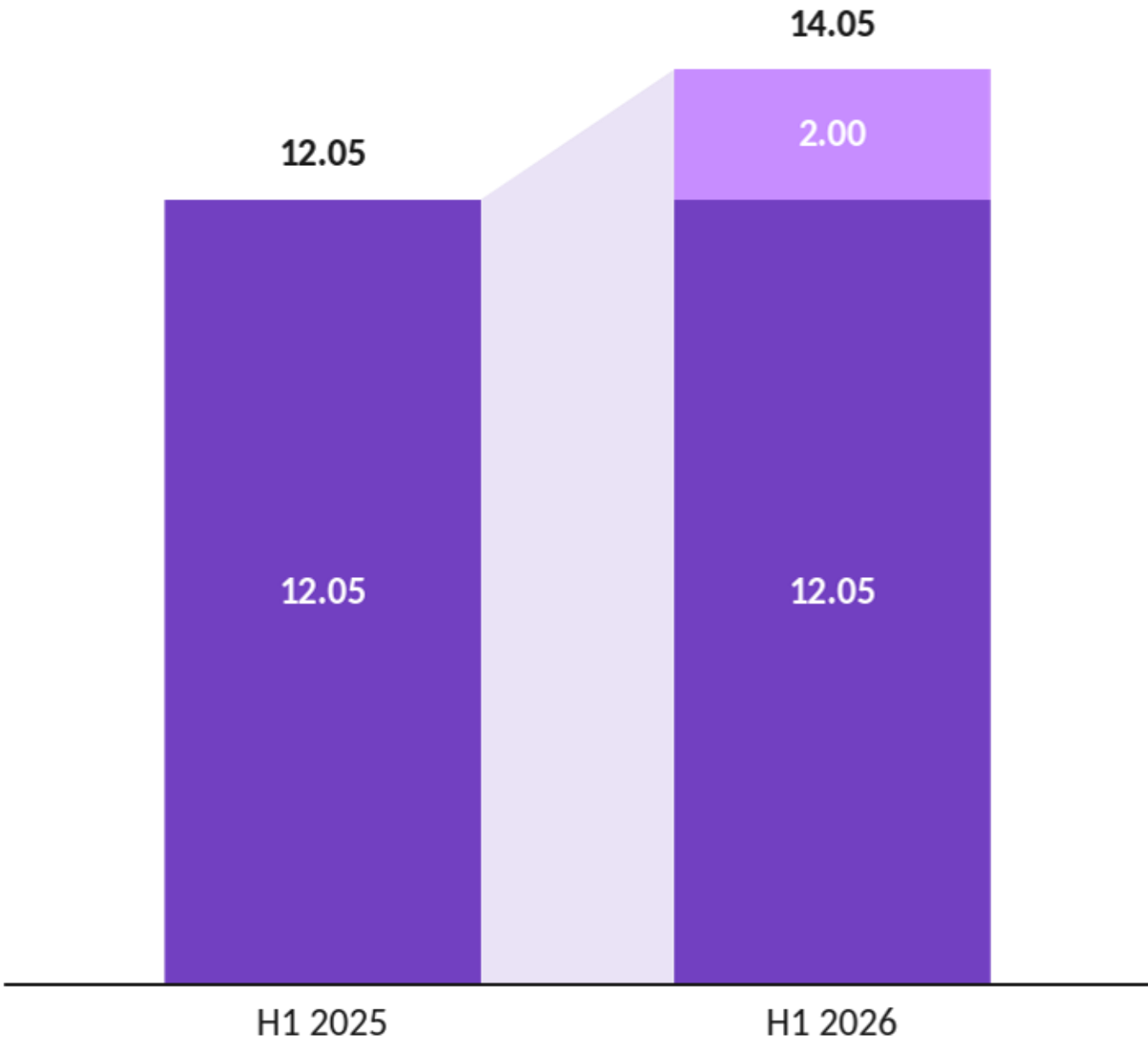
H1 2026 *Sales and Marketing expenses*



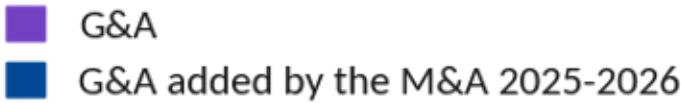
Sales and marketing expenses increased mainly as a result of the enlarged Group perimeter, with approximately RON 2m of additional expenses attributable to companies that joined AROBS after May 2025.

The pace of spending remained well below revenue growth, with sales and marketing expenses increasing by 17% year-on-year compared with a 36% increase in consolidated turnover.

In Q2 2026, sales and marketing expenses increased by 9% compared with Q1 and by 21% compared to Q2 2025, reflecting the broader scale of the Group following the recent acquisitions.



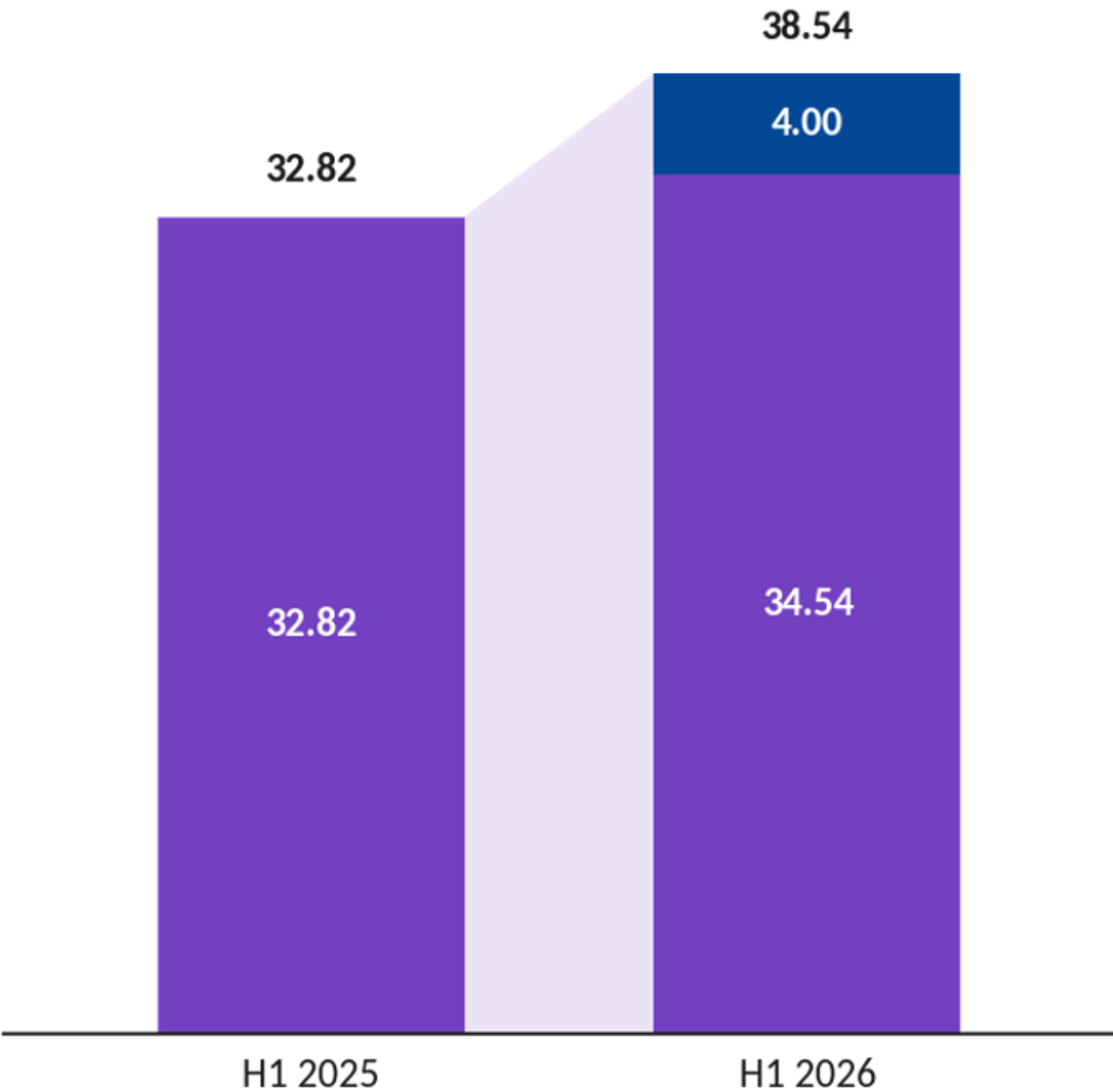
H1 2026 *General & Administrative Expenses*



General and administrative expenses reached RON 38.5m in H1 2026, a net increase of RON 5.7m compared to the same period last year, of which RON 4m relates to the newly acquired companies.

G&A expenses also included RON 0.3m of consultancy costs related to subsidiary acquisition transactions.

In Q2 2026, G&A expenses remained broadly stable versus Q1 2026 (+3%), increasing by 19% compared to Q2 2025, in line with the expansion of the Group’s activity.



H1 2026 Consolidated Balance Sheet

The balance sheet expanded following the recent acquisitions, with total assets increasing by 12% versus year-end 2025. The increase was mainly reflected in fixed assets, including higher goodwill and customer relationships associated with the enlarged Group perimeter.

AROBS maintained a very strong liquidity position at the end of H1 2026, with cash and cash equivalents of approximately RON 209m compared with total bank financing of around RON 23m. The Group also generated positive operating cash flow of approximately RON 33m during the first half of the year.

The Group therefore remained in a net cash position, with very low financial leverage, providing significant capacity to support further integration, investment and strategic development.

Trade and other receivables mainly reflected higher activity levels and project completion timing, including RON 35.6m related to AROBS Systems following the completion of several Integrated Systems projects in late Q2, RON 27.9m at parent-company level, driven by higher sales volumes, and RON 9.6m from companies acquired in 2026. Receivables were largely not yet due at period-end.

Bank debt/EBITDA stood at 0.29x, while net debt/EBITDA was -4.0x, reflecting the Group's substantial net cash position.

Balance sheet indicators (RON m)	30.06.2026 AROBS Group Unaudited	31.12.2025 AROBS Group Audited	Variation %
Fixed assets, of which:	378	334	13%
Goodwill	203	173	17%
Customer relationship	93	86	8%
Total current assets, out of which:	393	355	11%
Trade and other receivables	151	83	81%
Cash and cash equivalents	209	235	-11%
Total assets	771	689	12%
Current liabilities, of which:	170	122	39%
Bank financing	17	20	-14%
Non-current liabilities, of which:	70	91	-23%
Bank financing	5	13	-58%
Total liabilities	240	213	12%
Total Equity, out of which:	531	475	12%
Share capital	110	105	6%
Own shares	(9)	(10)	-11%
Gains (loss) on equity instruments	33	30	10%
Total equity and liabilities	771	689	12%
Net accounting assets	531	475	12%



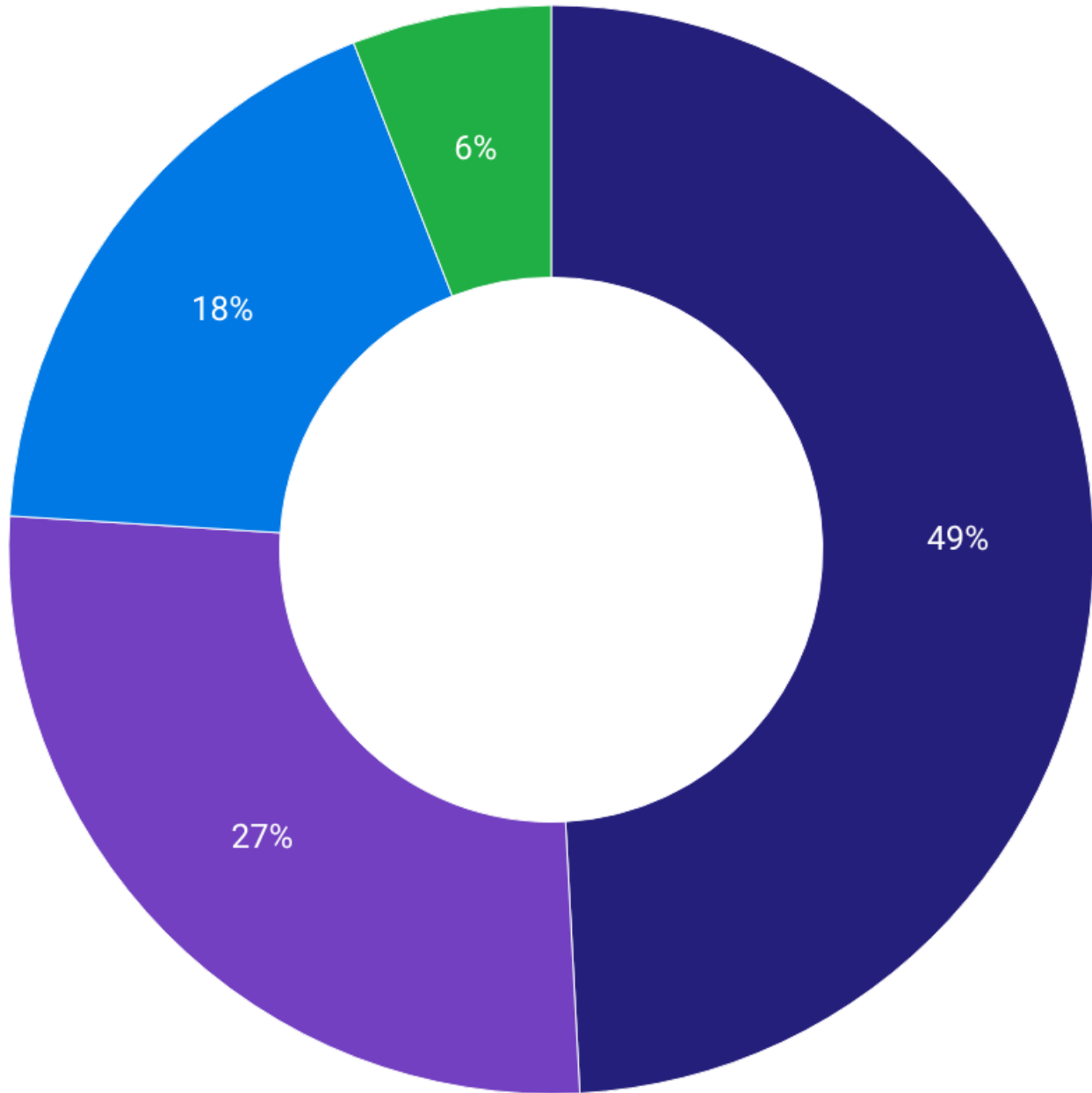
A global footprint built for growth

H1 2026 *Turnover geographical distribution*

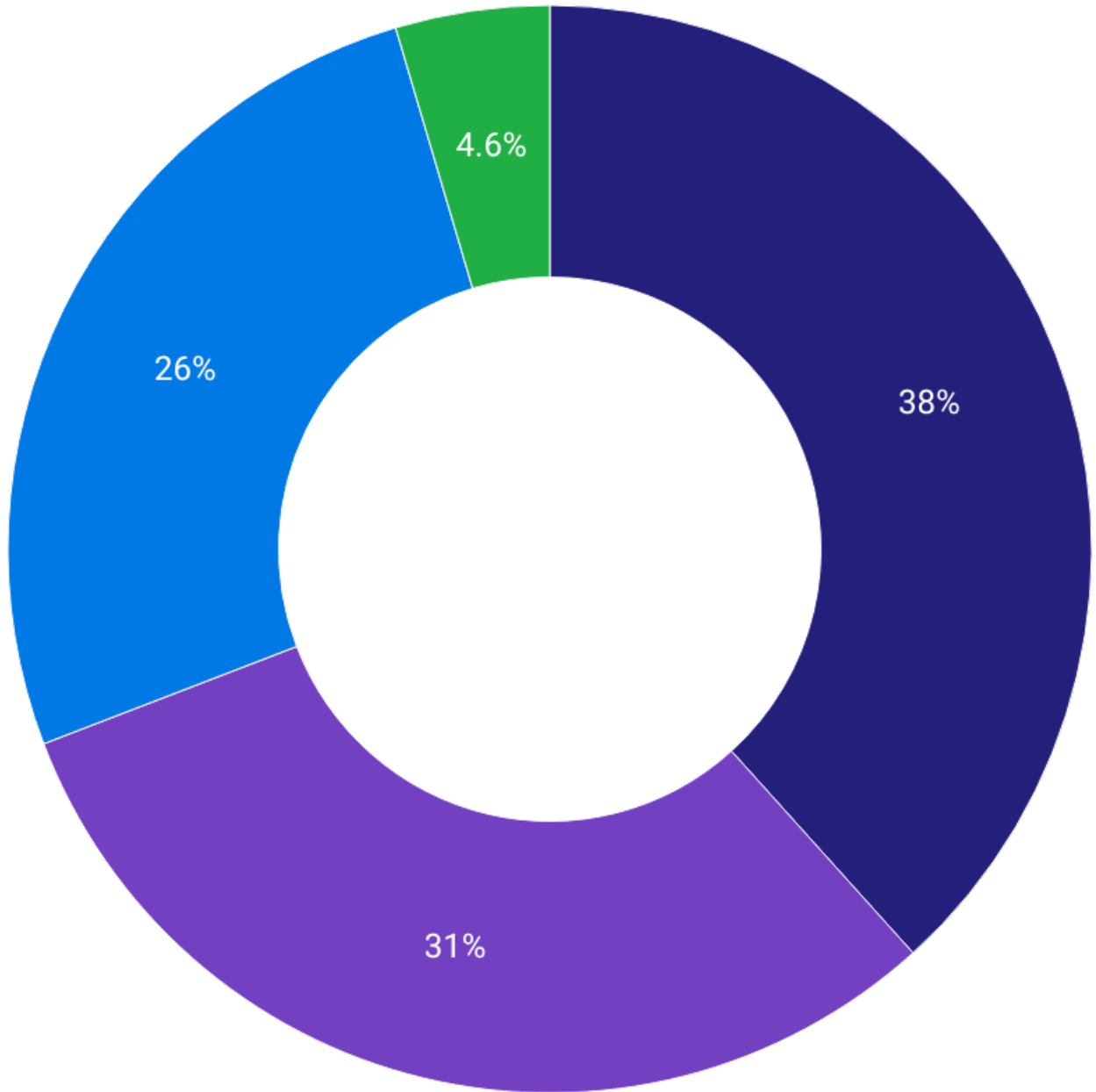
Country	Turnover (RON m)
Romania	112
Europe excl. Romania	90
USA	77
Other	13
Total	292

- **62%** of H1 2026 turnover was generated outside Romania.
- The US at **27%** of turnover, up from **18%** in H1 2025; Europe excluding Romania **31%**, Romania **38%**.
- Diversification across currencies and spending cycles..

■ Romania ■ Europe (except Romania) ■ SUA ■ Other



Turnover S1 2025



Turnover S1 2026

Foreign markets: *the US engine is already running*

Where the revenue comes from

- **27%** of H1 2026 revenue from the US, up from **24%** in Q1 2026 and **18%** in H1 2025.
- **62%** of Group revenue generated outside Romania.

Why the US

- The largest software market in the world, and the fastest to move AI from pilots into production.
- We are not entering it — we are in it: Codingscape commercial presence, delivery from Romania, one team.

Proof in H1 2026

- A steady flow of new US clients and expansions with American companies, delivered with the Group's capabilities.
- Stake in Codingscape increased from **70%** to **100%**.

Europe remains the traditional base; the US commercial function is the immediate growth engine of One AROBS, with US revenue delivered on the Group's engineering economics.

AI at work *in every engagement*

20 days of work delivered in 5

~80% of unit testing with AI

Self-reported productivity +30–40%

ISO/IEC 42001 · AROBS AI SDLC

Capacity engagements

- AI-tooled delivery teams
- Expansions with existing clients

Fixed-scope offers

- Fixed scopes, measurable outcomes
- Executive AI Deployment · DORA-as-a-Service · Agentic automation

We sell a mix of capacity and outcome-based engagements, as AI-first delivery becomes the norm.



Outlook



2026 Budget execution and H2 2026 outlook

- More than half the annual turnover target achieved: turnover **53%** of budget, EBITDA **49%**, net profit **64%**.
- By segment: Software Services **47%**, Software Products **45%**, Integrated Systems **130%** of the annual budget.
- H2 drivers: four more months of QUEST and one more of GESS than in H1, product seasonality, and the APIA contract, which is not in the approved budget.
- Against the H1 budget, turnover was approximately **5%** above plan, EBITDA **104%** and net profit **163%** of target; the gap between revenue and EBITDA reflects the higher weight of Integrated Systems and the **RON 2.6m** non-cash SOP expense.
- 2026 budget objectives maintained, with an estimated **RON 3.2m** non-cash SOP expense in H2. The budget approved in April was built on prudent assumptions: GESS and QUEST were estimated before integration and the contracts signed subsequently were not included..

2026 BUDGET EXECUTION (RON m)	2026 Budget	H1 2026	% of budget
Turnover:	552	292	53%
Software services revenue	392	186	47%
Software products revenue	120	54	45%
Integrated systems revenue	40	52	130%
EBITDA	82	40	49%
EBITDA margin	15%	13.7%	-
Net profit	35	23	64%
Net profit margin	6%	7.7%	-



AROBS on BVB

Key investment highlights

LISTING VENUE



As of September 25, 2023, AROBS shares are traded on the Main Market, Premium Category.

RESEARCH COVERAGE



- International technology platform with operations across software services, software products, and integrated systems
- Consolidated turnover CAGR of ~24% between 2021 and 2025
- Integrated delivery capabilities across Europe and the United States

- Advancing the “One AROBS” operational model through Group-wide integration and consolidation
- Focus on scalability, operational efficiency, and cross-selling between business units
- Transition from acquisition-led expansion toward sustainable profitability and value creation

- First company in Romania certified under ISO/IEC 42001 for AI management systems
- Expanding capabilities in AI, cybersecurity, data engineering, and embedded software
- Positioned to deliver enterprise-grade solutions for regulated and high-complexity industries

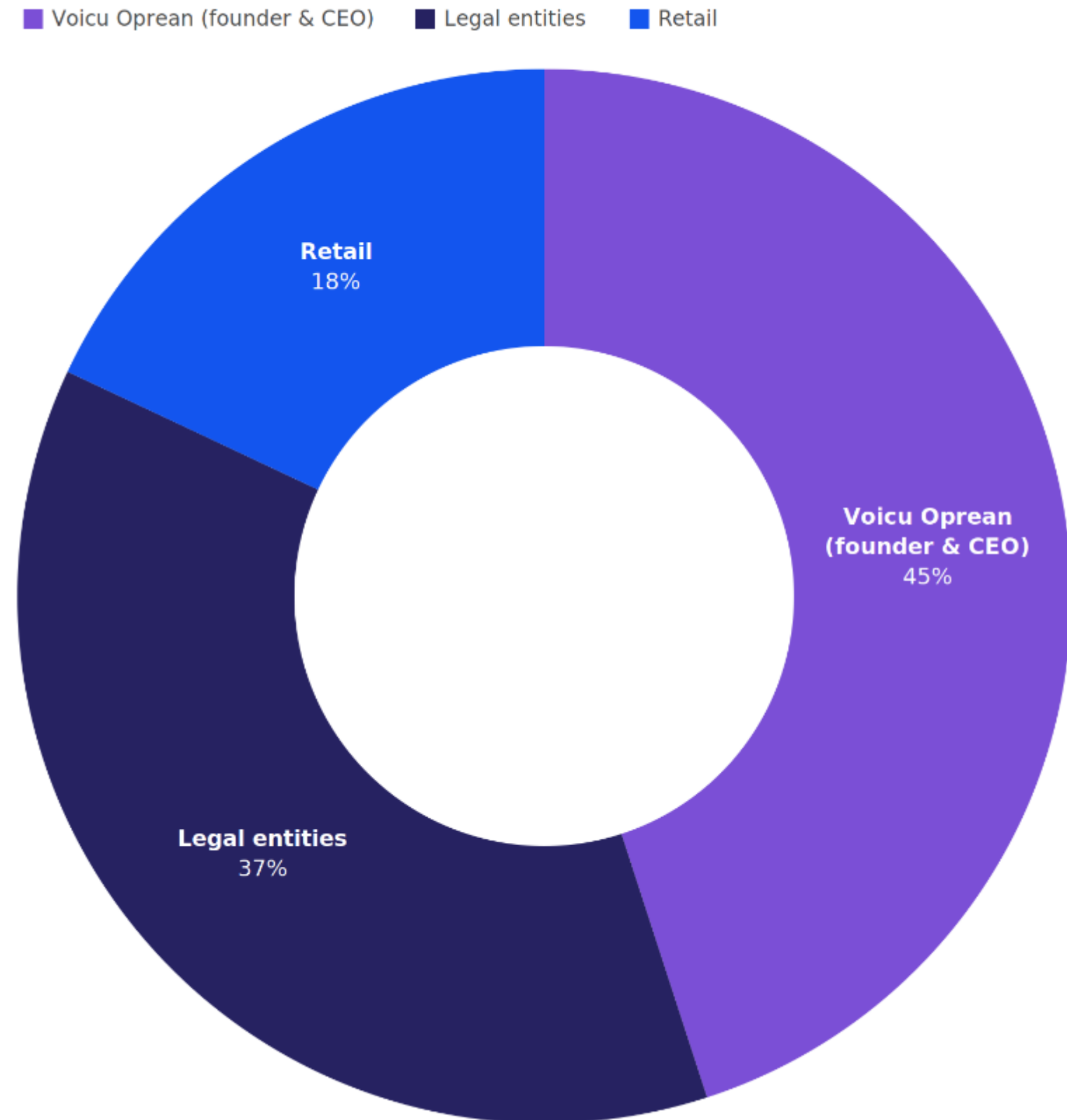
- Expanding enterprise exposure in the US market through Codingscape and strategic client relationships
- Strong cash position of RON 209m and low leverage profile as of H1 2026
- Included in major international equity indices and covered by leading local and international brokers.

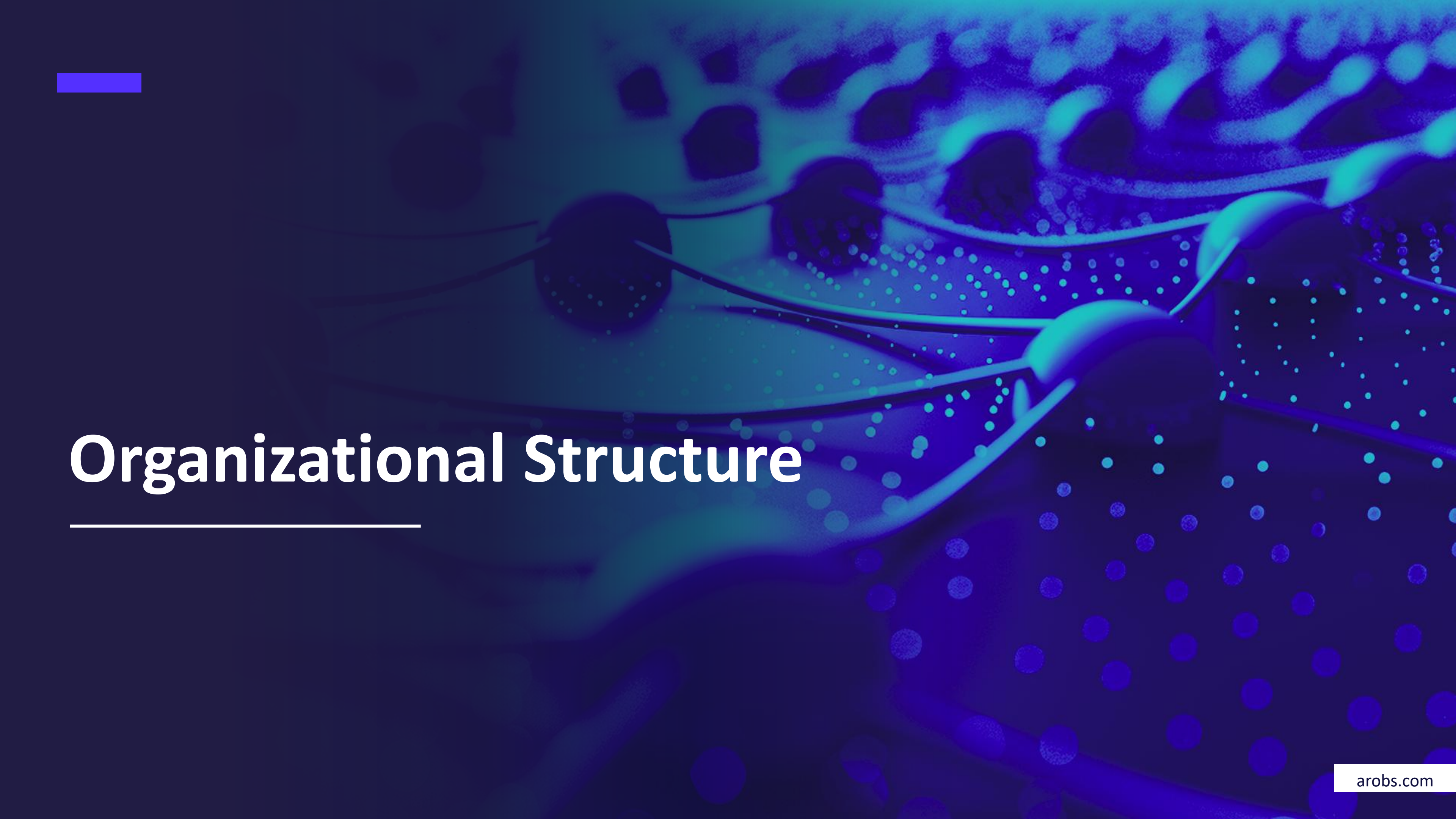


AROBS shareholding

- The company has **8,000+ shareholders**, with a solid base of retail investors and institutional appetite given the sectorial diversification.
- The Company benefits from a stable shareholder structure, supported by the founder's involvement and the continued interest of both institutional and retail investors.
- The dividend policy includes the capitalization of the profits, in order to **fuel the growth** of the company through organic development but also M&As, without excluding the possibility of future distributions to shareholders.

Shareholding structure as of June 2026





Organizational Structure

BOARD OF *DIRECTORS*



Voicu Oprean
Chairman and CEO



Mihaela Cleja
Non-Executive Member



Aurelian Deaconu
Executive Member



Ioan Nistor
Independent Member



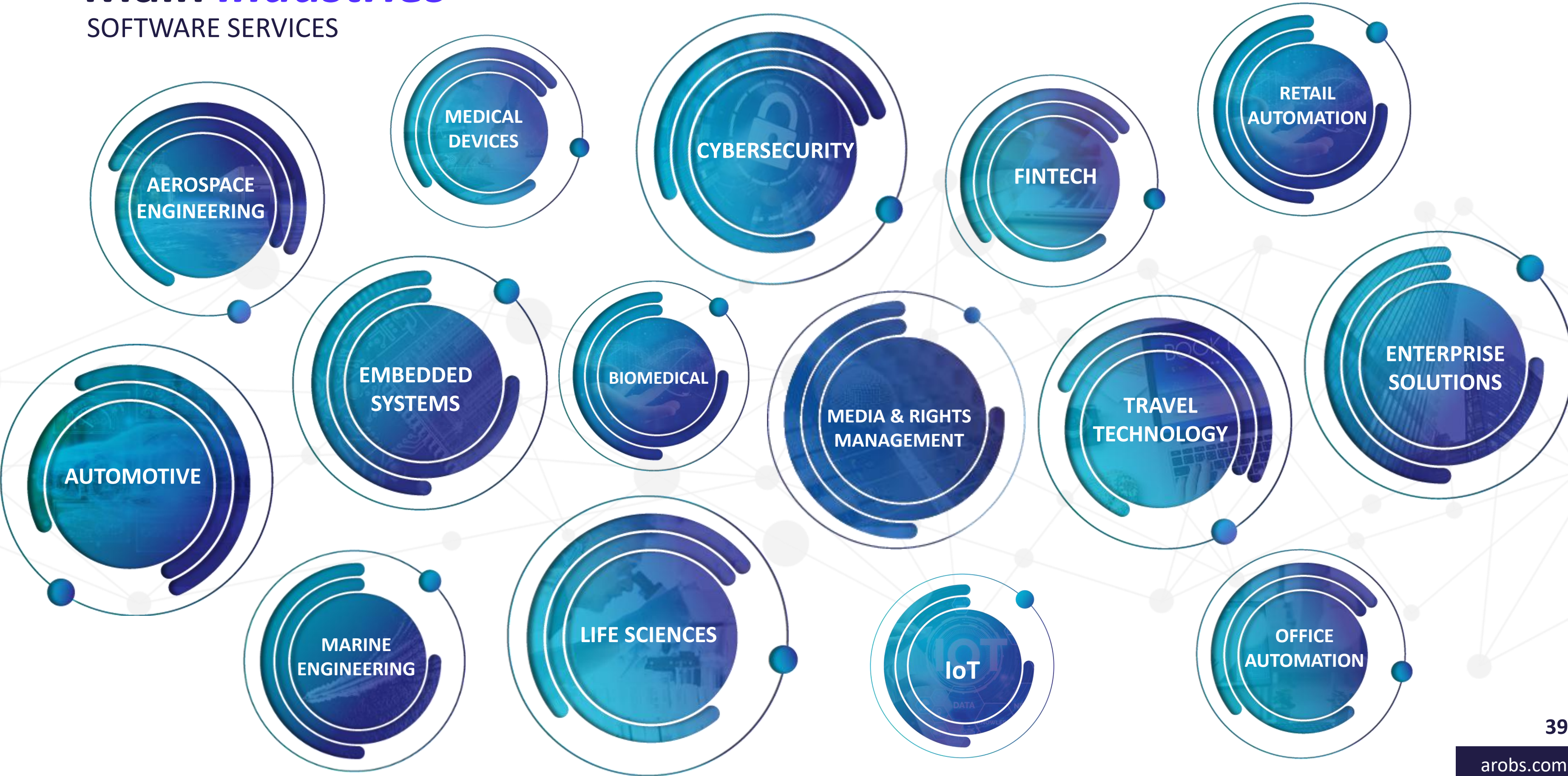
Răzvan-Florin Olosu-Ittu
Independent Member



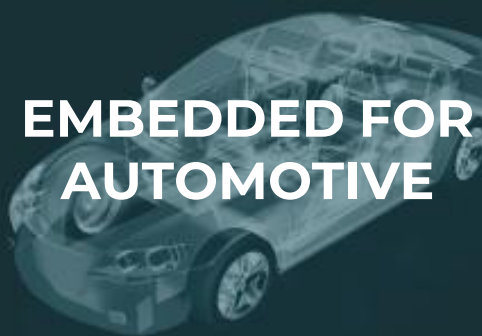
Annex

Main *Industries*

SOFTWARE SERVICES



We are Specialized in *Embedded Systems* that Deliver Performance with the Highest Security Requirements



EMBEDDED FOR
AUTOMOTIVE



MEDICAL DEVICES



AEROSPACE



MARINE



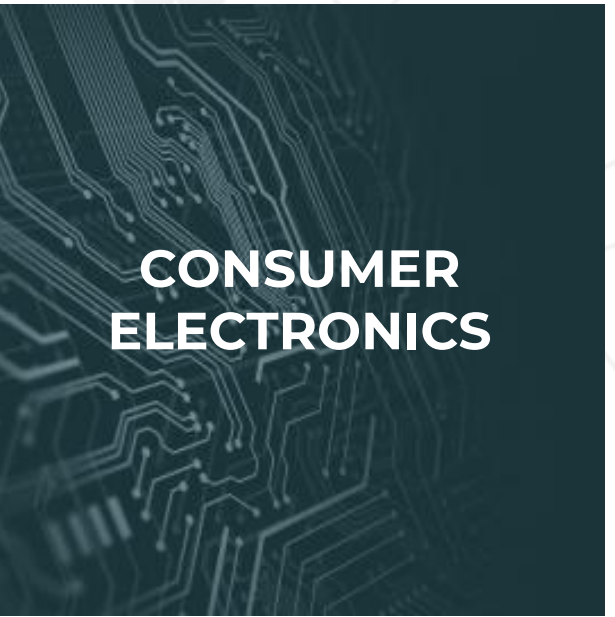
EMBEDDED FOR
IOT & INDUSTRIAL
IOT



EMBEDDED FOR
DOMOTICS
(SMART HOME)



EMBEDDED
SYSTEMS FOR
SMART CITY



CONSUMER
ELECTRONICS

Automotive



YEARS OF EXPERIENCE



TEAM - *International professionals
in AUTOMOTIVE*

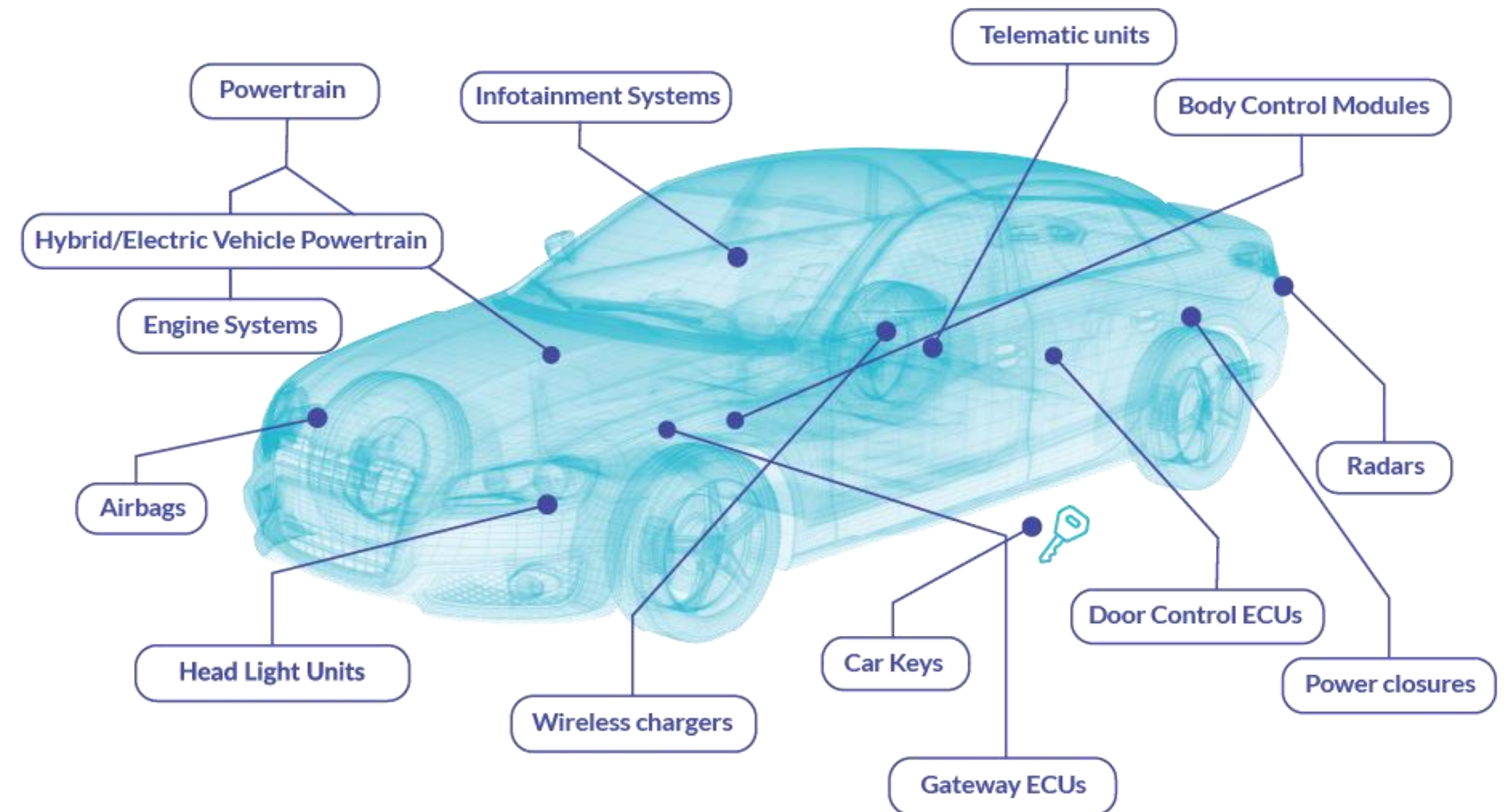


COUNTRIES WE WORK WITH

*Romania, Germany, France, China, Japan,
USA*



**2021 Supplier of the Year Award
for Engineering Services**
offered by Continental



Travel & Hospitality



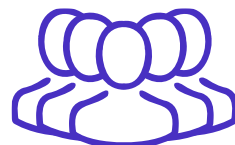
YEARS OF BUSINESS EXPERTISE



PROJECTS - *14 long-term projects finished,
9 complex ongoing projects*



CLIENTS - *6 major market leaders as clients*



TEAM - *110+ experts in the highest technologies*



Cybersecurity

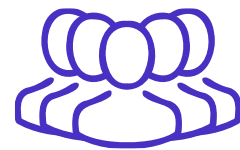


YEARS OF EXPERIENCE



SOLUTIONS

Business continuity & asset protection-oriented solutions



TEAM

Collaborative teams with rigorous information security and cybersecurity



**NATIONAL & INTERNATIONAL
COLLABORATIONS**

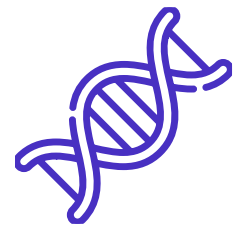


SPECIALIZATION & APPROACHES

With over 50 accredited certifications, AROBS team is well prepared to create and maintain your organization safe through various methods and techniques such as vulnerability assessment, penetration testing services, to identity and access management, incident response and forensics, trainings and more.



Life Sciences



20+ COMPLETED PROJECTS
– on long-term collaboration



EXPERTS – *that generate solutions
that impact millions of end-consumers*



5+ ONGOING PROJECTS
and more to come



IoT



YEARS OF EXPERIENCE - *Collaboration with major companies in the industry from Italy and France*



PROJECTS - *20 projects finished during our collaborations,
- 5 projects in progress*



COMPETENCIES - *Software solutions that impact thousands of people that use our applications in their homes or offices*



Enterprise Solutions

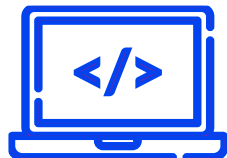


YEARS OF EXPERIENCE



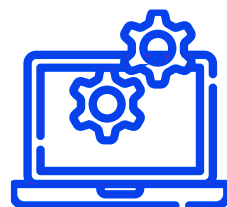
COUNTRIES WE WORK WITH

USA, Germany, UK, Norway, Finland, Netherlands



APPROACHES

Java, .Net, PHP, Node.js



TECHNOLOGIES

Big Data & Elasticsearch, CI/CD & continuous monitoring, Cloud native (AWS, Azure, Docker), High availability & scalability, Modern UI frameworks



Financial Services

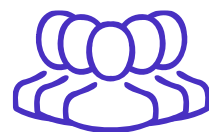


YEARS OF EXPERIENCE



PRODUCTS

User-oriented fintech products



TEAM - *Collaborative teams with rigorous information security and cybersecurity standards*



INTERNATIONAL COLLABORATIONS



TECHNOLOGIES & APPROACHES

Blockchain, Angular 8/10, Reactive Programming - RxJS, Responsive Web Design Patterns - Flexbox, Strongly-Typed Language – Typescript, DOM, HTML5, CSS3, JavaScript, Java 8, Spring Framework / Spring Boot, JPA (Hibernate), JMS, Hazelcast, WebServices (REST API and SOAP), PostgreSQL, Oracle 12, QA Automation - Java 8, Selenium, Serenity, Cucumber



AROBS AI-Powered Solutions and Products



YEARS OF EXPERIENCE

In software engineering excellence and cross-sector business knowledge



SOLUTIONS & PRODUCTS

Focused on measurable performance improvements



TEAM

Collaborative teams with rigorous information security and cybersecurity standards



INTERNATIONAL COLLABORATIONS



APPROACH

We design and deliver AI-Powered solutions and products with deep technical expertise and a rich understanding of your business logic.



Research And Development



YEARS OF EXTENSIVE EXPERIENCE -in research and development for:



AUTOMOTIVE



TELECOMMUNICATIONS



**LOW EARTH ORBIT
COMMUNICATION**



We use methods identical to scientific research, but we're oriented toward business results and with broad predictions of commercial success in B2C, B2B and B2G.



Intelligent Automation: AI, RPA, ML, Low Code

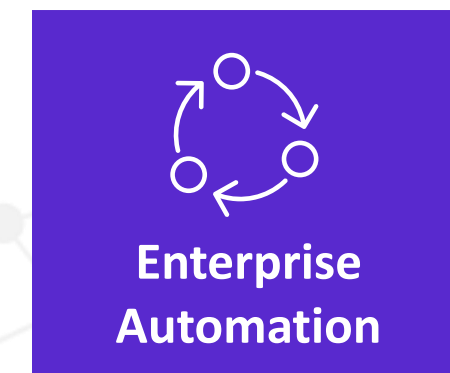
- **Intelligent Automation** specialization of 100+ specialists located in Romania, the Netherlands, Belgium, Germany, and the UK.
- The latest **RPA** (UiPath, Microsoft, Celonis, Outsystems), **AI**, and **ML technologies**



Enterprise
Discovery



Citizen
Development



Enterprise
Automation



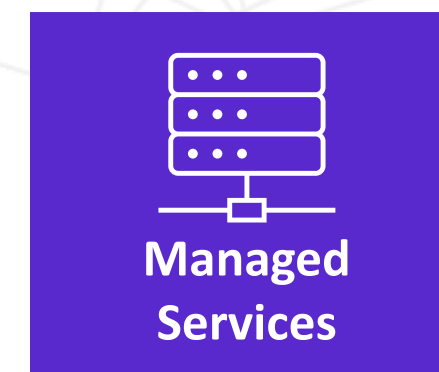
Process
Excellence



Application
Modernization



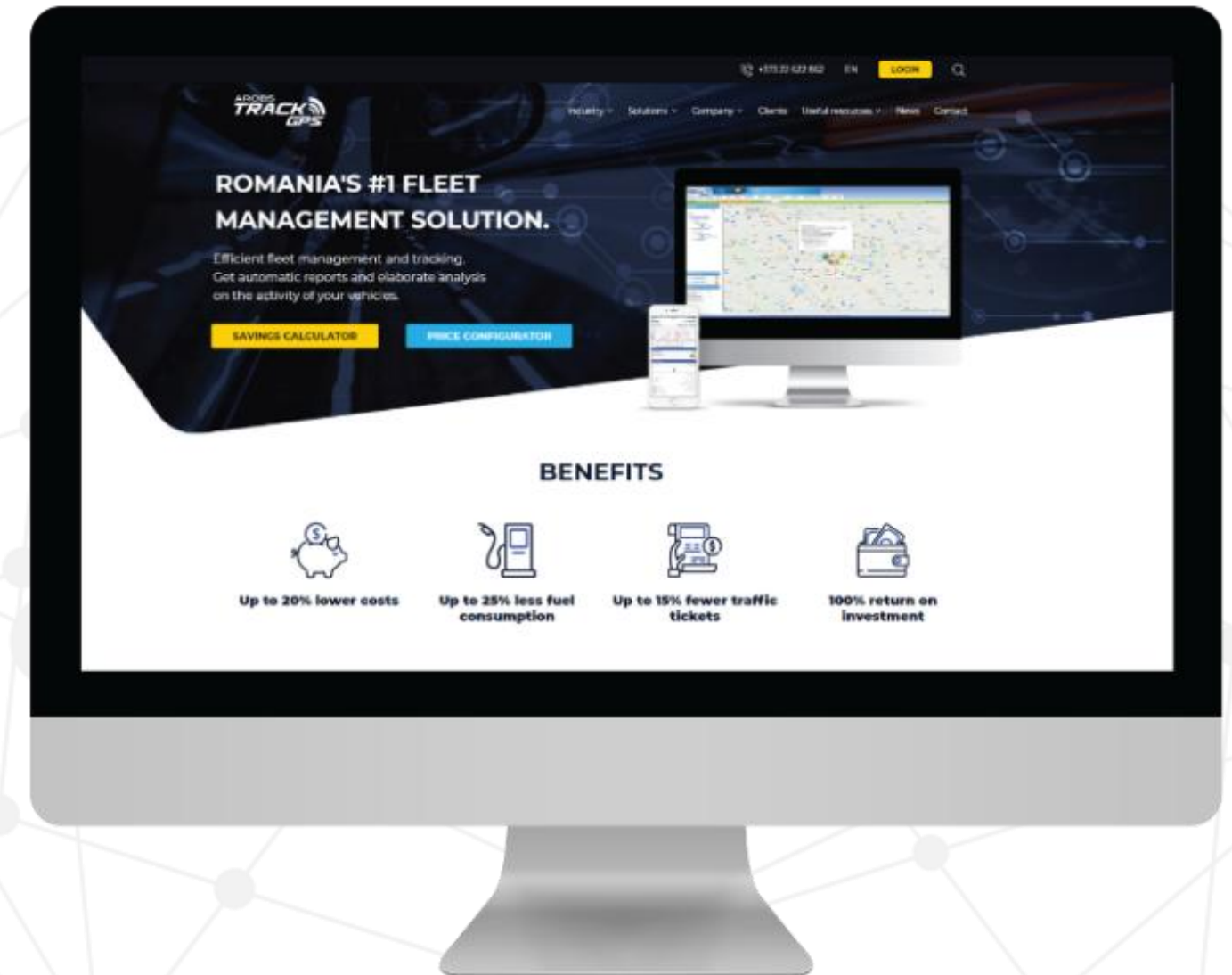
CoE
Augmentation



Managed
Services

Telematics & Fleet Management

- A portfolio of **+11.000** customers.
- **+110.000** monitored vehicles.
- **LEADER** of the Romanian market.
- **Top 5** in Central & Eastern Europe, following the acquisition, by AROBS, of SAS Grup – now SASFleet Tracking - in Romania and Skyshield Hungary



HR Management Solutions

- **True HR** for personnel management, recruitment, performance evaluation, time keeping, training, organizational charts, reporting, career planning.
- **dpPayroll** for payroll calculation, staff cost analysis, and employee data reporting.



Business Optimization Solutions



Sales and distribution automation, warehouse inventory management, TMS systems, business intelligence software.



Complex tools for business administration.



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