AROBS Transilvania Software

IR Presentation

December 2025

Software Services and State-Of-The-Art-Software Products

#InnovatedInCluj

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

Contents

We are European by birth, International by Culture

AROBS Group At a Glance

AROBS Group

25+ YEARS OF BUSINESS EXPERTISE

11.000 CLIENTS in *Northern America, Europe and Asia*

EMPLOYEES AND COLLABORATORS: *1300+*

TURNOVER (2024): *EUR 82.8 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)

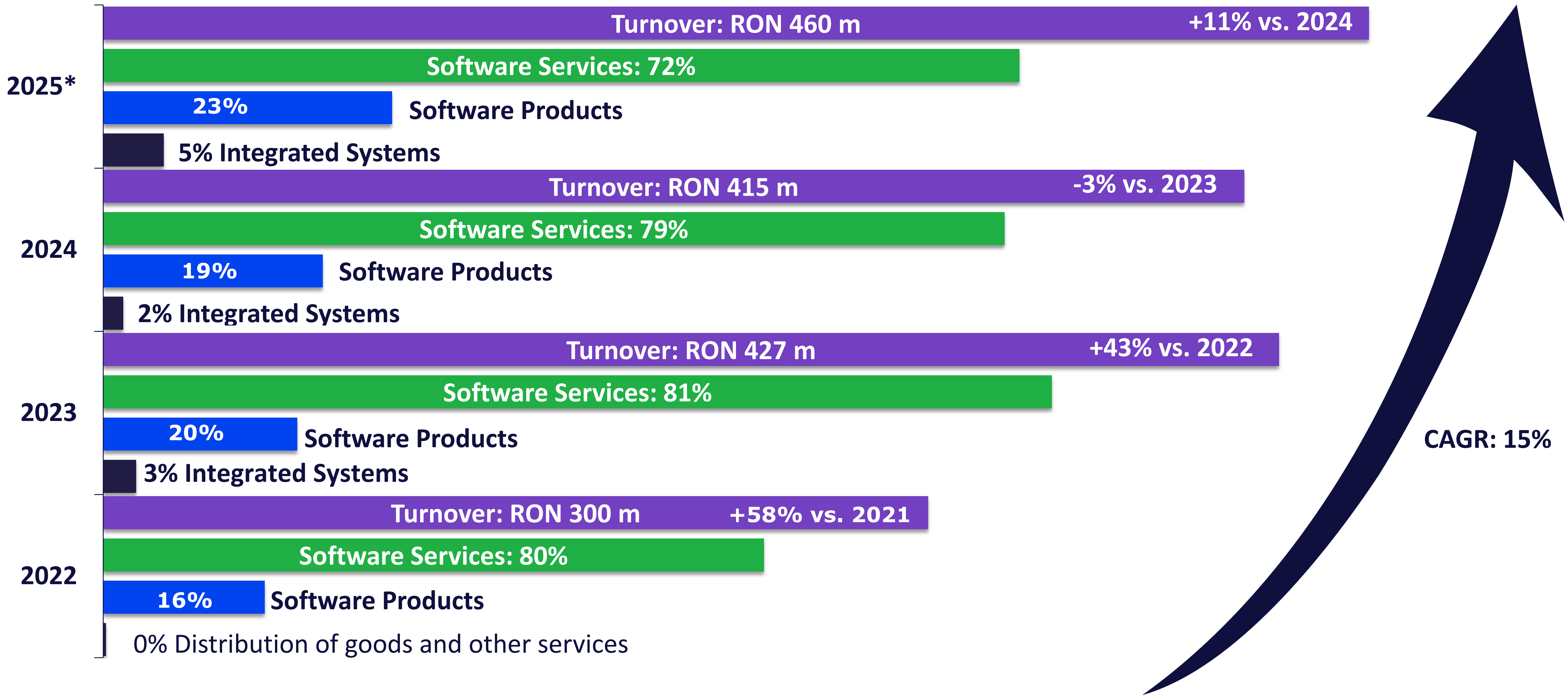
Entrepreneurial mindset with the transparency and governance of a listed company

- **AROBS, the Largest Technology Company Listed on the Bucharest Stock Exchange**
- **Its market capitalization 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. 70% 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



**presented figures reflect the data from the 2025 proposed Revenue and Expense Budget*

M&A activity 2021-2025

- Between **2021 and 2024**, AROBS **invested EUR 42 m** in **10 M&A transactions**. The Group used a mix of raised capital – **EUR 15 m (36%)** from investors through a private placement in October 2021, **bank financing – EUR 19.5 m (46%)** and own resources **EUR 7.5 m (18%).**
- **In 2025**, AROBS signed **three more transactions** — the first ones after the share capital increase finalized in July 2024, through which the company raised **EUR 28.7 million**. Approximately 40% of this amount was allocated to these three transactions, supporting AROBS's ongoing growth strategy, both through M&A and organic expansion.

2021

AROBS debuts on the #AeRO #BVB

New Fintech Product

MonePOS

New Acquisition

berg (Software Services segment) – 100%

Implements Employee *Stock Options Plan*

2022

New Acquisitions

AROBS Engineering (Software Services segment) – 100%

Nordlogic by AROBS (Software Services segment) – 100%

AROBS CFTS Car Fleet Tracking System (Software Products segment) – 100%

2023

AROBS on the Main Market #BVB

New Acquisitions

AROBS Polska (Software Services segment) – 94%

AROBS Software (Software Services segment) – 100%

AROBS TrackGPS Moldova (Software Products segment) – 100%

FWF: FWF SA (100%), FWF UK (80%), FWF GMBH (65%) (Software Services segment)

AROBS Pannonia Software KFT: 100% (Software Products segment)

CDS GPS

2024

Capital Increase

New Acquisition

INFOBEST (Software Services segment) – 100%

2025

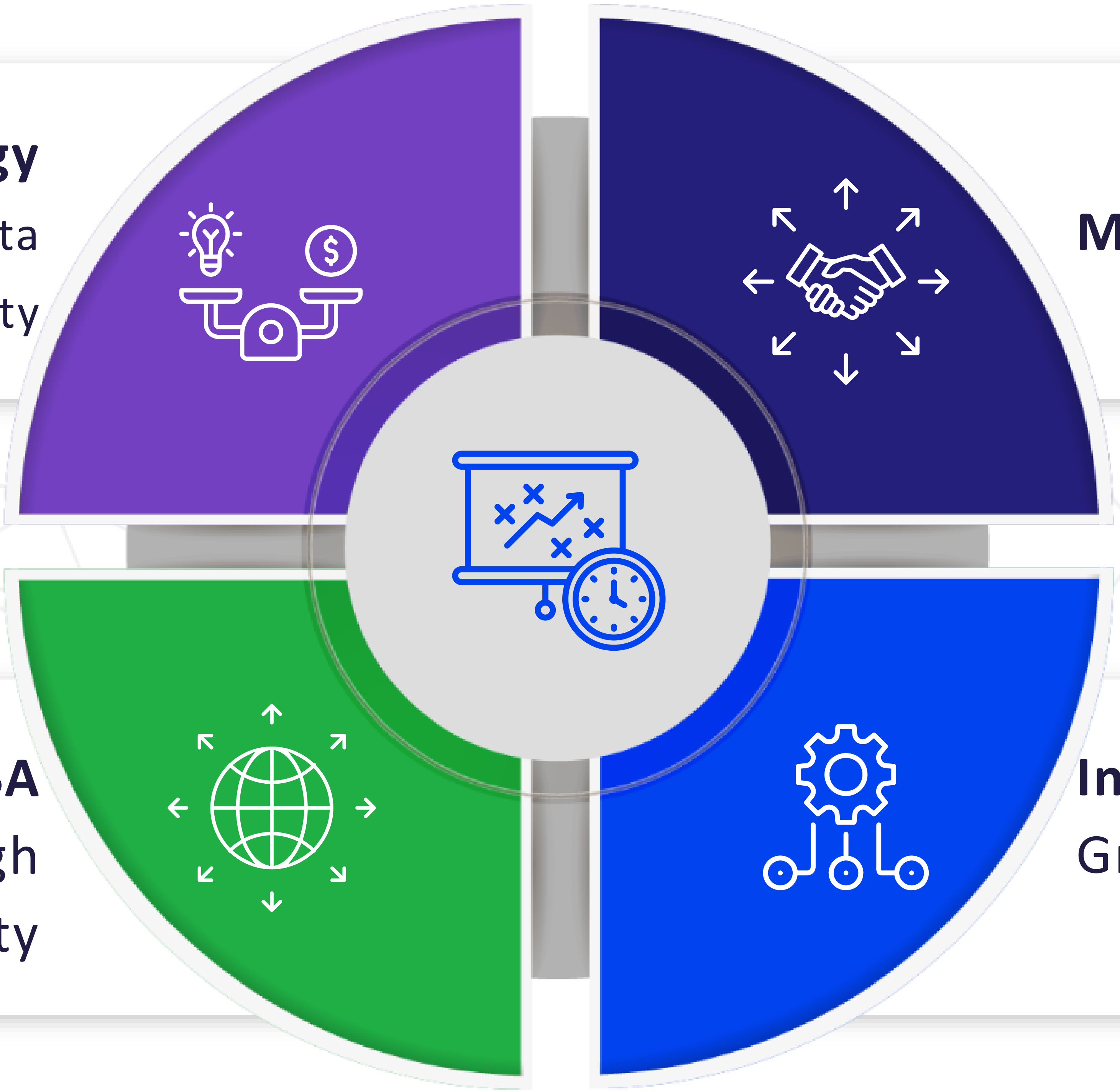
New Acquisition

TACHOSAFE (Software Products segment) – 100%

codingscape_ (Software Services segment) – 70%

GESS (Software Services segment) – 65%

Long-term strategy anchored on *four key pillars*



Leveraging technology opportunities – AI, data engineering and cybersecurity

M&A expansion

Organic expansion in **EU/USA** through customer proximity

Integration & Streamlining of Group entities

9M 2025 Consolidated Financial Results

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

The preliminary consolidated financial statements as of September 30, 2025 are unaudited.

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

AROBS' M&As in 2025

In 2025, AROBS signed **three M&A transactions** that strengthen its existing capabilities, expand access to new market segments, and contribute to the Group's geographic footprint expansion.

- **March 2025 – SVT Electronics**

Signing the acquisition of SVT Electronics, a Romanian company specialized in tachograph data management and logistics software. The transaction strengthens AROBS's software products portfolio for transport and logistics and expands the Group's presence in Europe.

- **June 2025 – Codingscape**

Signing the acquisition of a 70% stake in Codingscape, a U.S.-based technology company with over 70 specialists. This marks AROBS's entry into the North American market, providing access to a high-margin, innovation-driven ecosystem and new partnerships with major global clients.

- **November 2025 – GESS Engineering**

Signing the acquisition of a 65% stake in GESS Engineering, a Sibiu-based company specialized in system validation, safety, and testing in the automotive industry. The acquisition enhances AROBS's engineering capabilities across mobility, autonomous systems, and embedded technologies. The financial results of GESS Engineering will be consolidated after the completion of the transaction.

Software Services in 9M 2025

- Continued investments and focus on emerging technologies: **AI, cybersecurity, big data, automotive engineering, and embedded systems**.

- M&A subsidiaries recorded a **RON 30m increase in turnover**, driven primarily by the strong contributions of Arobs Engineering Group, Infobest Group and Codingscape.

- **Acquired companies contributed 61% of the total Software Services turnover**, reinforcing AROBS's accelerated growth strategy through M&A and demonstrating effective operational integration at Group level.

- **AROBS** and **Codingscape** already deliver **joint projects**, ensuring a solid presence in the North American market through a **team of 70+ local specialists supported by 1,000+ experts across Europe**, providing end-to-end enterprise software solutions for major U.S. clients.

- We are working **to resume the merger process** of the largest entities in the Software Services segment, with the objective to finalize it in the first half of 2026.

Software Products in 9M 2025

The business segment contributed **22%** to Group revenues in 9M 2025, with **segment turnover up 26%** vs. 9M 2024; the 2025 acquisition, SVT Electronics, has been reflected in results since May.

The evolution of SVT Electronics and TrackGPS defines the segment's performance, with notable developments in Q3 2025.

SVT Electronics & Compliance Solutions

- SVT strengthens AROBS as a recognized European provider of tachograph compliance solutions
- Full hardware ecosystem (Tacho2Safe, Tacho5Safe, RDU) and scalable SaaS platform
- Advanced compliance features: remote downloads, analysis, alerts, EU-legislation reporting
- SVT integration enhances TrackGPS, positioning it as a leading compliance provider

TrackGPS – Q3 2025 Performance

- Reached the quarterly revenue and profitability budget
- Continued migration from CDS GPS & Alarma.ro platforms to TrackGPS
- 170+ new clients and over 1,500 new licenses in Q3
- New solutions launched: FMS Ecoscoring
- AI capabilities integrated into the platform.

Integrated Systems in 9M 2025

- The segment recorded a turnover of **RON 32m** in the first nine months of 2025, supported by the ongoing project with the National House of Public Pensions, signed at the end of 2024 and currently under implementation.

- We remain **actively involved in national digitalization programs**, participating consistently in procurement processes, which typically follow a different rhythm than private-sector projects, with longer preparation, evaluation, and contracting cycles.

- **Public-sector digitalization remains a strategic area**, offering scale, visibility, and long-term potential. In this context, and as previously communicated, we continue to build on the experience from major national initiatives, including having been **shortlisted for the Government Cloud project**, which confirms our **capability to deliver large-scale digital infrastructure solutions**.

9M 2025 *Consolidated Results*

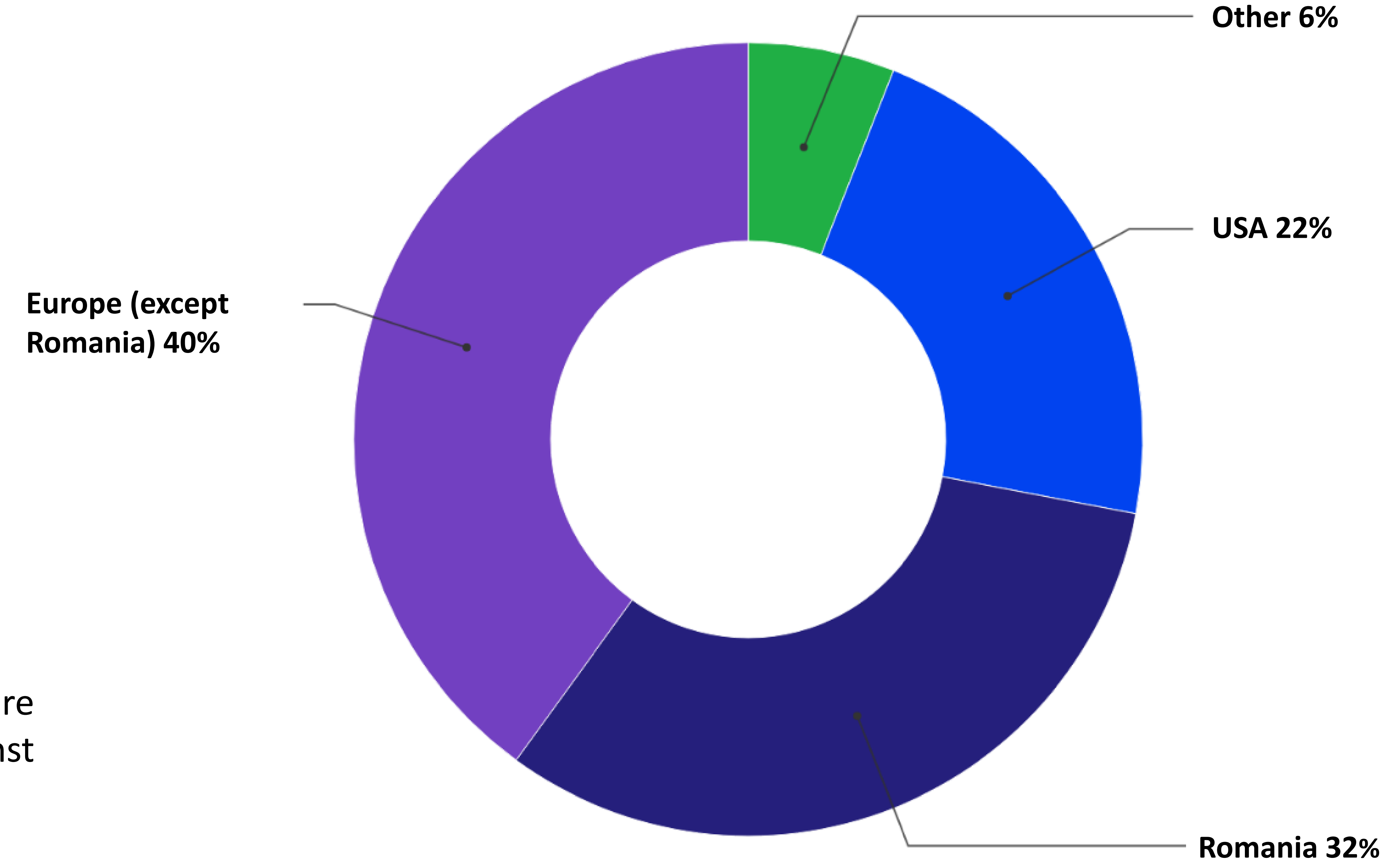
- **Turnover increased by 7% YoY**, supported by strong performance in the Software Products and Integrated Systems segments.
- **Software Products segment grew by 26% YoY.**
  - The performance of the newly acquired company (SVT Electronics) has been reflected in the Software Products segment since May 2025.
- **Integrated Systems revenue grew to RON 32m**, marking a record YoY growth, driven by services delivered within the contract with National House of Public Pensions.
- **Software Services segment net decreased by 9%** reflecting
  - the slowdown in the Automotive vertical with -50%, which began last year and whose impact was anticipated
  - the contribution of Codingscape partially offset the negative trend in the Automotive area

REVENUE STATEMENT (RON m)	9M 2025 Actual	9M 2024 Actual	YoY %
Turnover:	**328**	**306**	**7%**
Software services revenue	**224**	**246**	**-9%**
Software products revenue	**72**	**57**	**26%**
Integrated systems revenue	**32**	**3**	**948%**
Total cost of sales:	**238**	**222**	**8%**
Cost of sales from software services	**177**	**191**	**-7%**
Cost of sales from software products	**34**	**28**	**21%**
Cost of sales from integrated systems	**27**	**3**	**813%**
Gross profit	**90**	**84**	**7%**
Gross profit margin	**27%**	**27%**	**-**

9M 2025 *Turnover geographical distribution*

Country	Turnover (RON m)
Romania	105
Europe excl. Romania	131
USA	74
Other	19
Total	328

- The revenues generated outside Romania are providing stability and diversification against economic cycles.



Source: AROBS • Created with Datawrapper

9M 2025 *EBITDA*

- **EBITDA**, amounted to **RON 50m**, compared to **RON 43m** in 9M 2024.
- **Increase in EBITDA by 15%** in 9M 2025 compared to 9M 2024 is due to:
  - the high focus on cost control and expense reduction
  - the reductions implemented, including at the level of personnel
  - revenue growth in Software Products (both organic and through M&A) and Integrated Systems
  - the contribution of digitalization projects in 2025 (CNPP and UBB)

REVENUE STATEMENT (RON m)	9M 2025 Actual	9M 2024 Actual	YoY %
Gross result	90	84	7%
Sales and Marketing expenses	(19)	(15)	27%
General and Administrative expenses	(51)	(49)	4%
Other operating revenues	4	1	342%
Operating result	23	21	13%
EBITDA	50	43	15%
EBITDA margin	15%	14%	
Financial income/(expenses), net	1	1	-14%
Profit before tax	25	22	13%
Profit tax	(6)	(6)	0%
Net result	19	16	17%
Net result margin	6%	5%	

Quarterly evolution – Turnover & Expenses

- **Quarterly turnover** has a positive trend compared to last year, influenced by:
  - the seasonality of projects within the Integrated Systems segment
  - increase in Software Service segment compared to last year due to new acquisitions during the year
  - Software products segment records growth in every quarter of 2025

- The positive trend is reflected not only in EBITDA which is higher than in the prior year but is passed through up to the net profit.

- **Expenses were kept under control**, ensuring resilience in margins and operating performance.

- **Q3 EBITDA** reached the highest evolution in the last two years

RON m	Q1 2025	Q2 2025	Q3 2025	Q1 2024	Q2 2024	Q3 2024
Turnover	119	96	113	105	101	100
Cost of sales	90	68	80	75	75	72
Gross margin	29	28	33	30	26	28
Gross margin %	24%	29%	29%	28%	26%	28%
S&M expenses	6	6	7	5	5	5
G&A expenses	16	17	18	16	17	16
EBITDA	17	14	19	17	12	14
EBITDA %	14%	15%	17%	16%	12%	15%
Net profit	6	4	9	8	3	5
Net profit %	5%	4%	8%	7%	3%	5%

9M 2025 *Organic & M&A* performance

- **M&A category** recorded a turnover of **RON 148m in 9M 2025** (vs. RON 109m in 9M 2024), **an increase of RON 39m** YoY, supported by
  - the sustained performance of previously acquired companies
  - the contribution of Infobest Group, fully consolidated in 2025
  - the contribution of newly purchased Codinscape Group and SVT Electronics.
- **M&A contributed 61%** of total Software Services revenue, **RON 137m** out of **RON 224m**, underlining the strategic importance of acquisitions in this segment.
- **Organic Software Services** turnover **declined by 39% YoY**, impacted mainly by lower demand in the Automotive sector.

RON m	9M 2025			9M 2024		
	Organic	M&A	Total	Organic	M&A	Total
Turnover:	**180**	**148**	**328**	**197**	**109**	**306**
Software services revenue	87	137	**224**	143	103	**246**
Software products revenue	61	11	**72**	51	6	**57**
Integrated systems revenue	32	-	**32**	3	-	**3**
Total cost of sales:	**133**	**105**	**238**	**144**	**78**	**222**
Cost of sales of software services	77	100	**177**	116	75	**191**
Cost of sales of software products	29	5	**34**	25	3	**28**
Cost of sales of integrated systems	27	-	**27**	3	-	**3**
Gross margin	**47**	**43**	**90**	**53**	**31**	**84**
Gross margin %	**26%**	**29%**	**27%**	**27%**	**27%**	**27%**

***Organic** – companies existing in the Group before 2021.*

9M 2025 *Software Services Performance*

- **Software Services revenue decreased by 9%** YoY, impacted by project delays and anticipated lower demand in the Automotive sector.
- **Cost of sales for Software Services decreased by 7%** YoY, reflecting the Group's focus on strict cost management and efficient resource allocation.
- **Advanced implementation of the Babeș-Bolyai University digitalization project**, streamlining over 250 administrative processes for students and staff.
- The **performance** of the new company acquired, **Codingscape**, has been integrated in consolidated reports starting July 2025.

Software Services Performance(RON m)	9M 2025 Actual	9M 2024 Actual	YoY %
Software services revenue	**224**	**246**	**-9%**
Cost of sales from software services	**177**	**191**	**-7%**
Software services - gross margin	**21%**	**22%**	**-1%**

Cost of Software Services	9M 2025 Actual	9M 2024 Actual	YoY %
Personnel costs	**112**	**122**	**-9%**
ESOP	**2**	**5**	**-60%**
Third-party costs	**55**	**54**	**2%**
Depreciation and amortization	**6**	**7**	**-11%**
Other operating expenses	**2**	**3**	**-24%**
Total	**177**	**191**	**-7%**

9M 2025 *Software Products Performance*

- **Software Products revenue increased by 26%** YoY, reaching **RON 72m**, driven by strong demand for fleet management, business optimization, and HR solutions.
- **Cost of sales increased by 21% YoY**, being consistent with the expansion of the segment's activity and the development of in-house products.
- **Gross margin slightly improved to 53%**, demonstrating healthy profitability despite the upward trend in operating expenses and continuous investments in product development.
- The performance of the new company acquired, **SVT Electronics (RON 5m)**, was integrated in consolidated reports starting May 2025.

Software Products Performance(RON m)	9M 2025 Actual	9M 2024 Actual	YoY %
Software products revenue	**72**	**57**	**26%**
Cost of sales from software products	**34**	**28**	**21%**
Software products - gross margin	**53%**	**52%**	**1%**

Cost of Software Products	9M 2025 Actual	9M 2024 Actual	YoY %
Personnel costs	**13**	**12**	**13%**
Third-party costs	**6**	**6**	**4%**
Depreciation and amortization	**7**	**4**	**66%**
Expenses on sold goods	**2**	**2**	**50%**
Other operating expenses	**5**	**5**	**12%**
Total	**34**	**28**	**21%**

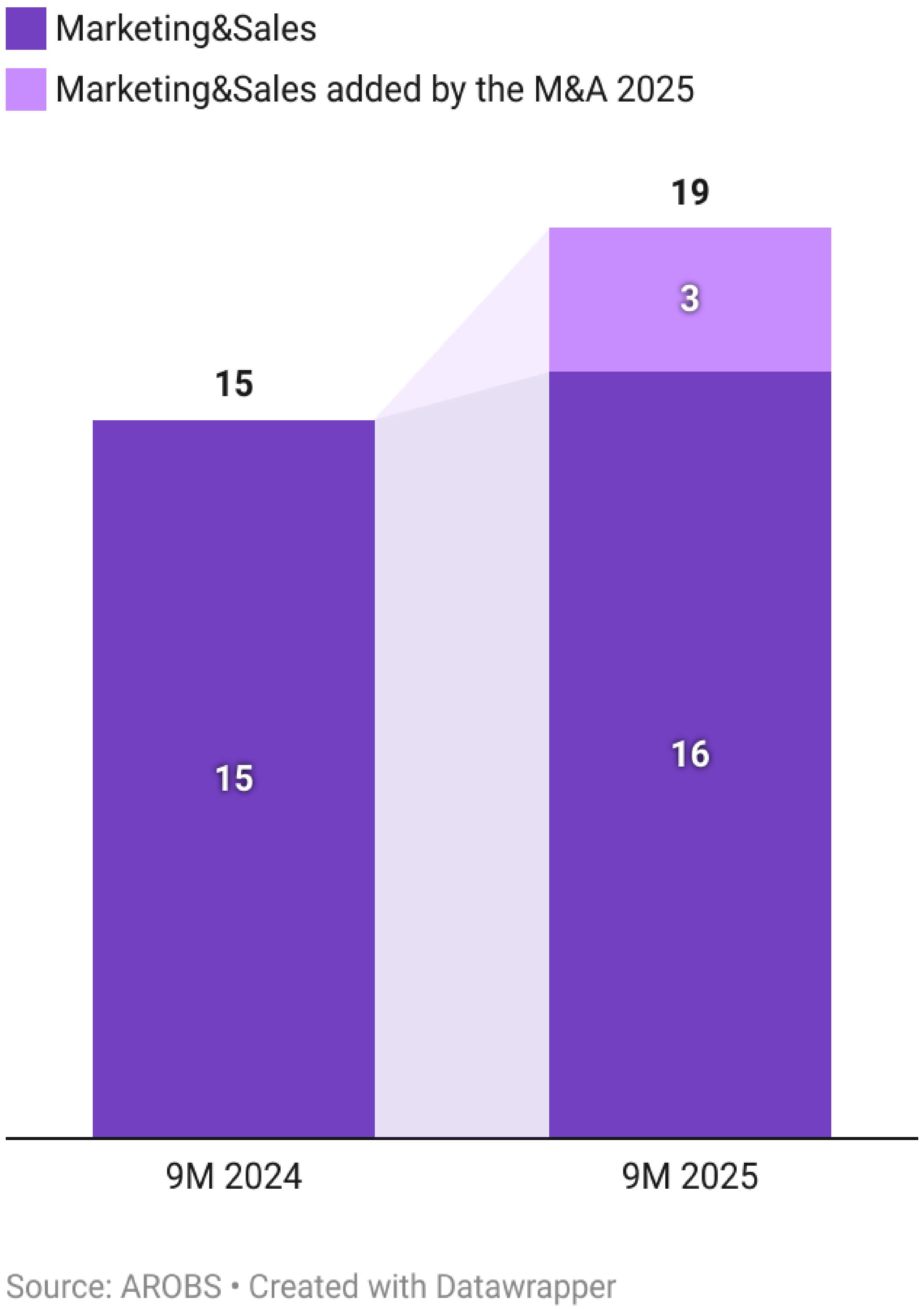
9M 2025 *Integrated Systems Performance*

- **Integrated Systems revenue reached a remarkable YoY growth**, driven by the execution of large-scale public sector projects.

- **Cost of sales increased significantly**, aligned with the accelerated delivery pace under key contracts, including the National Public Pensions House project.

Integrated Systems Performance (RON m)	9M 2025	9M 2024	YoY %
Integrated systems revenue	**32**	**3**	**967%**
Cost of sales from integrated systems	**27**	**3**	**800%**
Integrated systems - gross margin	**16%**	**3%**	**13%**

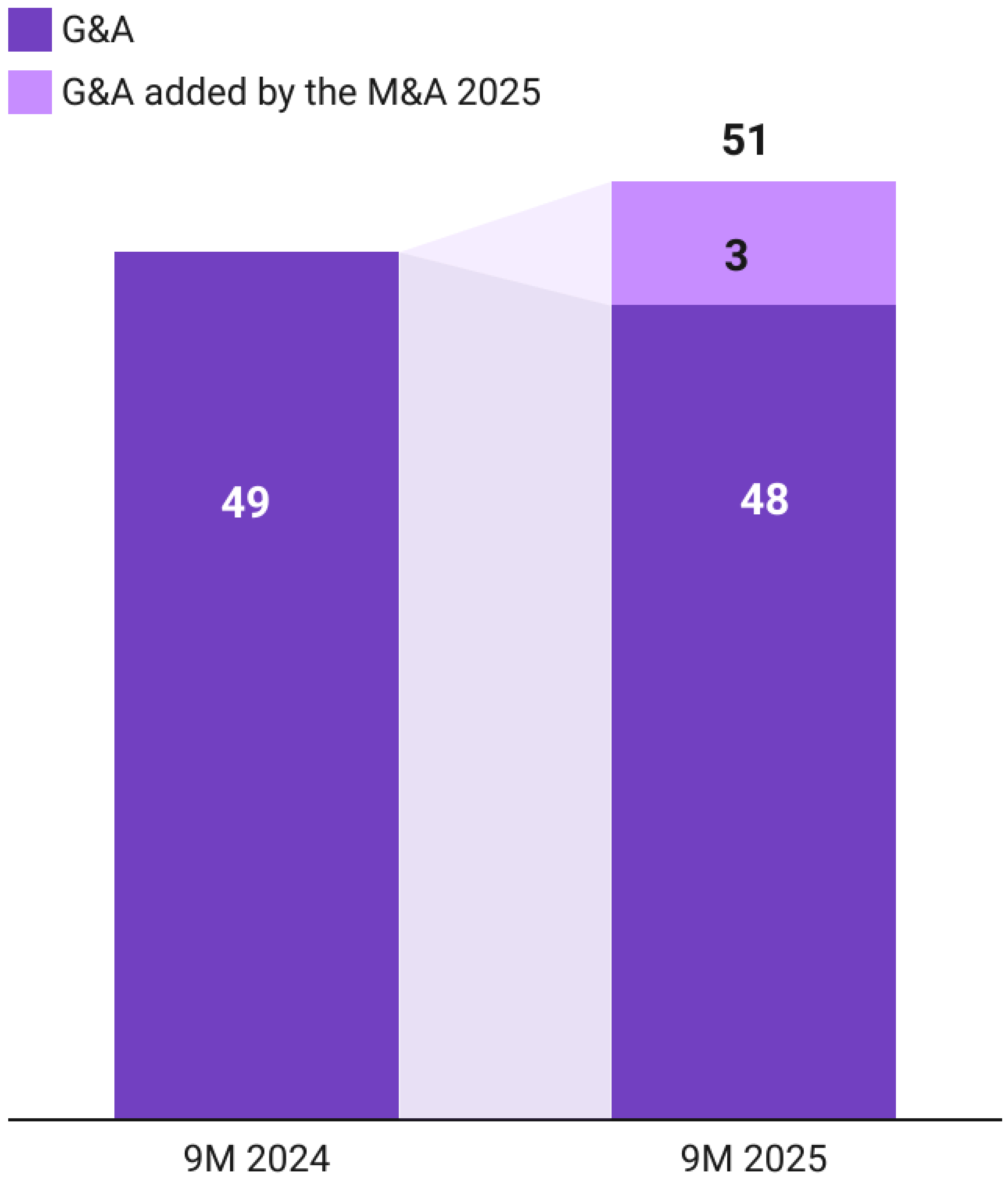
9M 2025 *Sales and Marketing expenses*



- **Sales and marketing expenses** increased by **RON 4m** in 9M 2025 compared to 9M 2024, mainly due to:
  - the investment in a Greenfield company aimed at strengthening the sales force in the U.S. market
  - the impact of the newly acquired companies in 2024 and 2025

9M 2025 *General & Administrative Expenses*

- **G&A expenses** registered an increase of RON 2m in 9M 2025 compared to 9M 2024, due to:
  - the expenses of the newly acquired companies 1.2 mil RON
  - the consulting expenses related to M&A transactions 1.2 mil RON
  - the amortization expenses of customer relationships 0.6 mil RON
  - decrease on other G&A costs



Source: AROBS • Created with Datawrapper

9M 2025 *Consolidated Balance Sheet*

- **Solid cash position of RON 207m at the end of 9M 2025**, despite a net decrease of **RON 53m** versus year-end 2024, mainly reflecting the acquisitions of SVT Electronics and Codingscape.

- **Net operating cash flow of RON 53m in 9M 2025**, supporting the Group's financial stability and ability to fund strategic initiatives.

- **Total assets increased by 4%** to **RON 672m**, driven by higher fixed assets following recent acquisitions and investments.

Balance sheet indicators (RON m)	30.09.2025 AROBS Group	31.12.2024 AROBS Group	Variation %
Fixed assets, of which:	**344**	**286**	**21%**
Goodwill	164	111	47%
Customer relationship	81	74	9%
Total current assets, out of which:	**328**	**358**	**-8%**
Cash and cash equivalents	207	260	-20%
Total assets	**672**	**644**	**4%**
Current liabilities, of which:	116	100	16%
Bank financing	24	25	-2%
Non-current liabilities, of which:	91	104	-13%
Bank financing	28	42	-34%
Total liabilities	**207**	**204**	**2%**
Total Equity, out of which:	**465**	**440**	**6%**
Share capital	105	105	0%
Own shares	(10)	(13)	-26%
Gains (loss) on equity instruments	30	20	52%
Total equity and liabilities	**672**	**644**	**4%**
Net accounting assets	**465**	**440**	**6%**

2025 Budget

2025 Consolidated Revenue & Expense Budget

- In 2025, AROBS focused on the integration of Group entities to **optimize resources**, **enhance collaboration**, and **increase the value delivered to clients across all business lines**.
- **Operational efficiency remained a strategic priority**, with continued investments in internal process optimization, advanced technologies, and knowledge sharing across Group companies.
- **The Group was and continues to actively pursuing expansion in the US and EU markets** through deeper client engagement, while also leveraging opportunities in AI, data engineering, and public sector digitalization to strengthen its competitive edge.

Profit and Loss Account (RON m)	2025 Budget
Turnover:	**460**
Revenue from software services	333
Revenue from software products	105
Revenue from integrated systems	22
Total cost of sales:	**320**
Cost of sales of software services	252
Cost of sales of software products	50
Cost of sales of integrated systems	18
Gross result	**140**
Sales and marketing expenses	29
General and administrative expenses	74
Other net operating revenues / (expenses)	1
Operating profit	**38**
EBITDA	**73**
EBITDA margin	**16%**
Profit before tax	45
Profit tax	8
Net profit	**37**
Net profit margin	**8%**

AROBS on BVB

arobs.com

Key investment highlights

LISTING VENUE

BUCHAREST STOCK EXCHANGE

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

RESEARCH COVERAGE

WOOD & COMPANY

BRK Financial Group

ODDO BHF

InterCapital

BT Capital Partners®

- Largest IT company listed on the Bucharest Stock Exchange in terms of capitalization, offering liquid portfolio diversification opportunity
- State-of-the-art expertise in multiple industries
- Globally relevant technology player

- Organic expansion in the EU and USA through customer proximity
- Acquisitions are to be fully consolidated
- Accelerate time-to-market with customized, scalable solutions

- Solid partnerships with thousands of companies from Central and Eastern Europe and ASIA
- Continuous innovation of services and products adapted to the market needs
- Strong portfolio of own solutions and products

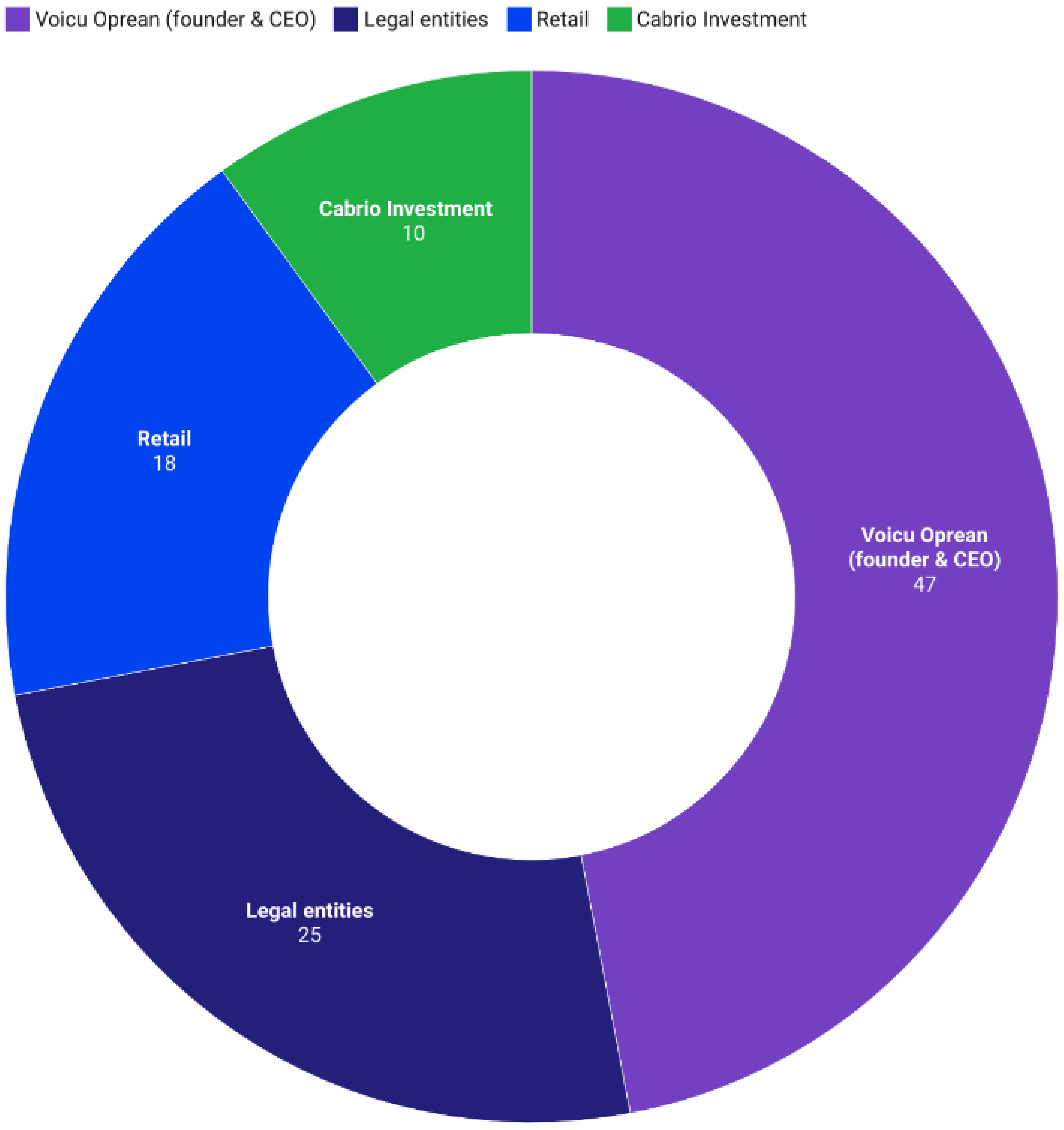
- Included in the MSCI Frontier & Romania Small Cap indices, as well as in the FTSE Global Micro Cap Index
- In 2024, it closed the IT sector's largest capital increase for a public company, (EUR 28,7 m) with most funds subscribed by institutional investors
- In 2024, AROBS ranked as the 20th most traded stock on BVB, with an average daily transaction volume of approx. EUR 92K.

AROBS shareholding

- The company has **8,000+ shareholders**, with a solid base of retail investors and institutional appetite given the sectorial diversification.
- In July 2024, AROBS raised EUR 28,7 m from investors through a share capital increase operation, which will support the continuation of AROBS' growth strategy through acquisitions and organic growth.
- 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 September 2025

The market capitalization is approximately RON 800 million.



Source: AROBS • Created with Datawrapper

AROBS share performance & liquidity

Market overview

- AROBS Transilvania Software remains the largest Romanian-owned technology company listed on the Bucharest Stock Exchange, in the Premium category. Visibility and trading quality are supported by a dual Issuer Market Maker programme operated by Raiffeisen Bank International and InterCapital Securities.

Stock performance (last 6 months)

- AROBS registered a solid six-month rebound, with the share price climbing from around RON 0.60 in mid-year to nearly RON 0.70 by November 2025. The sustained recovery highlights stronger investor engagement and growing confidence in the company's long-term growth strategy.

Liquidity and trading activity

- AROBS continues to display one of the strongest liquidity profiles among local technology issuers. Average daily trading activity sits in the hundreds of thousands of shares, with the two Issuer Market Makers contributing to narrower spreads, better price discovery and reliable access for both institutional and retail investors.

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

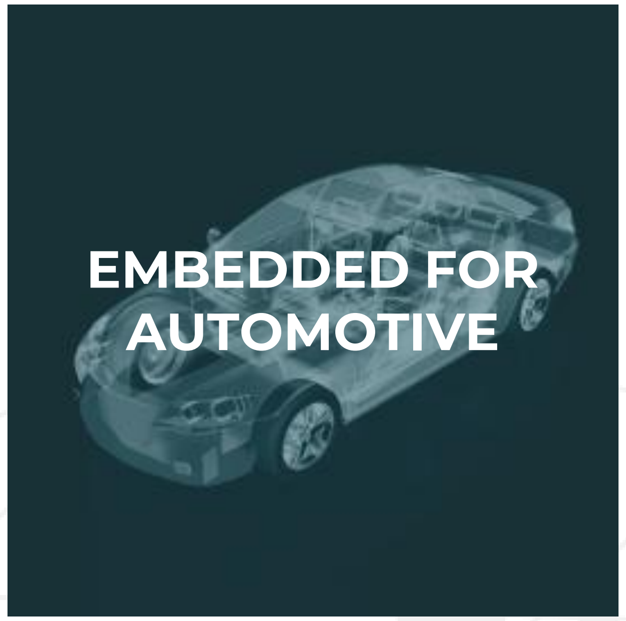
Annex

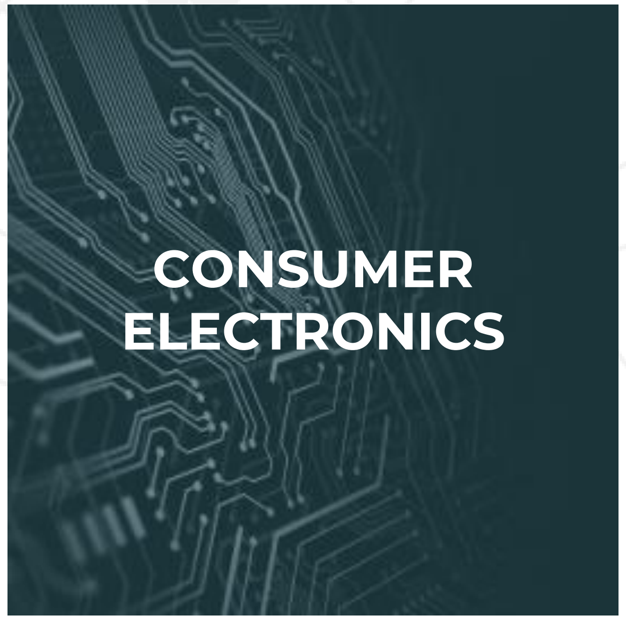
Main *Industries*

SOFTWARE SERVICES

- AEROSPACE ENGINEERING
- MEDICAL DEVICES
- CYBERSECURITY
- FINTECH
- RETAIL AUTOMATION
- AUTOMOTIVE
- EMBEDDED SYSTEMS
- BIOMEDICAL
- MEDIA & RIGHTS MANAGEMENT
- TRAVEL TECHNOLOGY
- ENTERPRISE SOLUTIONS
- MARINE ENGINEERING
- LIFE SCIENCES
- IoT
- OFFICE AUTOMATION

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





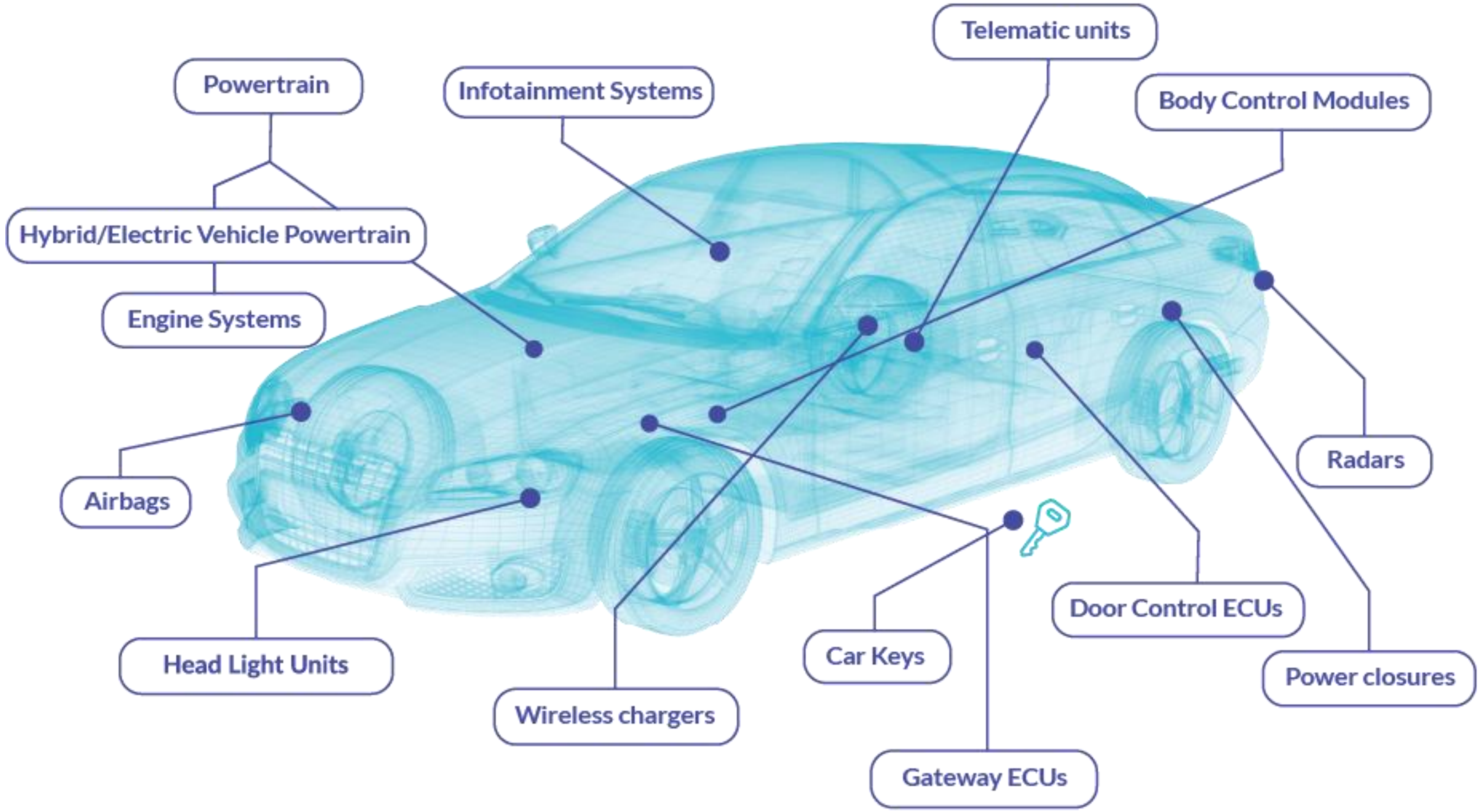
Automotive

15+ 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

24+ **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

15+ **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

Clinical Trials | *Medical Devices* | *Biomedical Engineering*

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

20+ **YEARS OF EXPERIENCE**

COUNTRIES WE WORK WITH

USA, Germany, UK, Norway, Finland, Netherlands

APPROACHES

Java, .Net, PHP, Node.js

TECHNOLOGIES

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

Financial Services

20+ **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

25+

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***

FWF

Enterprise Discovery

Citizen Development

Enterprise Automation

Process Excellence

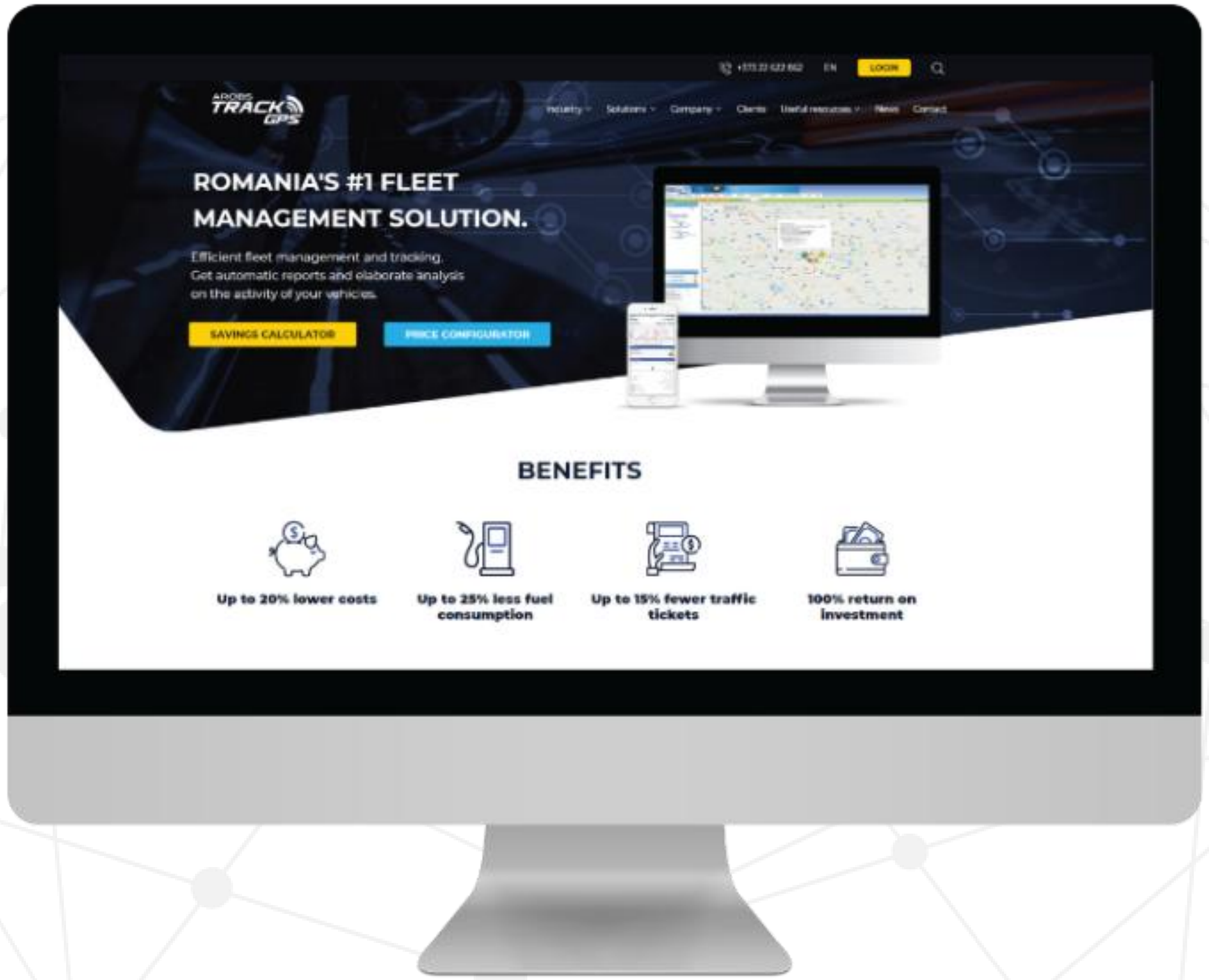
Application Modernization

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.

UCMS
by AROBS

Business Optimization Solutions

AROBS Optimall

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

SoftManager CRM+ by AROBS

Complex tools for business administration.

AROBS
Transilvania Software

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