

2023 CONSOLIDATED REVENUE AND EXPENSES BUDGET

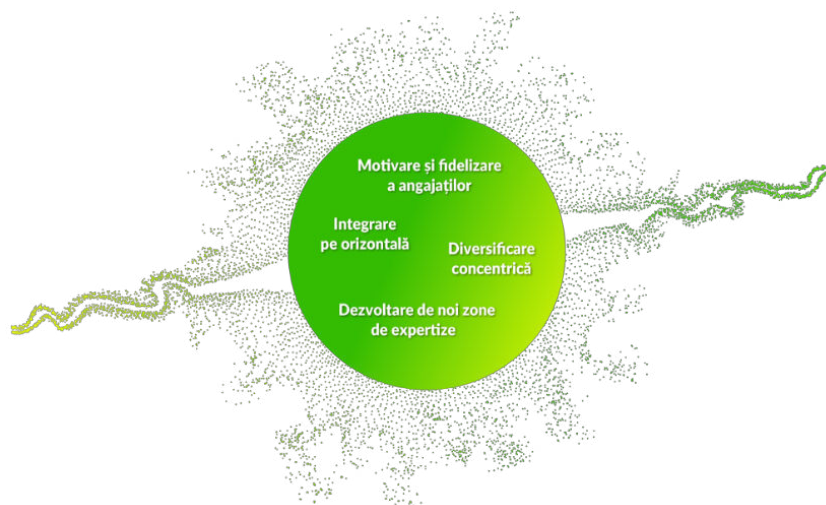
PROFIT AND LOSS ACCOUNT	AMOUNT (LEI)
Net turnover, of which:	421,250,000
Services rendered	334,915,000
Revenue from sale of goods	86,335,000
Other services	0
Other operating revenues	5,986,000
Total operating revenues	427,236,000
Cost of goods	40,986,000
Personnel expenses	188,621,000
Third-party services	107,745,000
Other operating expenses	15,648,000
Amortization and depreciation	18,794,000
Total operating expenses	371,794,000
Operating result	55,442,000
EBITDA	74,235,000
<i>EBITDA margin</i>	<i>17.38%</i>
Normalized EBITDA	92,460,000
<i>Normalized EBITDA margin</i>	<i>21.64%</i>
Financial result	(1,607,000)
Gross result	53,835,000
<i>Gross Result Margin</i>	<i>12.60%</i>
Net result	45,221,000
<i>Net Result Margin</i>	<i>10.58%</i>
Normalized net result	63,446,000
<i>Normalized net result margin</i>	<i>14.85%</i>
No. of shares	911,394,988
Net result/share	0.05

The budget presented above does not include financial estimates related to future acquisitions of companies.

At the level of 2023, revenues from sale of goods and cost of goods include estimates regarding the system integration activity carried out by one of the Group's subsidiaries.

In the "Depreciation and provisions" category is also included the depreciation of the goodwill recorded in the consolidated financial statements according to the statutory accounting regulations.

The Issuer's strategic objectives are developed along 4 lines of action and are also related to the following period, both from the perspective of organic development and through acquisitions.



Concentric diversification strategy based on research and innovation and based on the following elements (organic development):

- Research projects in the fields of IoT, Transport, Telematics, Automotive and Business Optimization,
- The launch of innovative new products and disruptive versions of own enterprise, telematics and automotive products,
- Enhancing the existing product portfolio by adding new features to the existing product line,
- Testing products on the Romanian market before global implementation.

Service strategy through the development of new areas of expertise in high demand on the global software services market, simultaneously with the continuous transfer of in-house knowledge to future generations of programmers and hardware specialists

Horizontal integration strategy in areas where the company is already present by applying the following measures (inorganic development):

- Acquisitions of existing players operating in the same industry that can enable synergies and are easy to integrate with solid EBITDA
- Expansion in Europe - development of newly opened branches
- Continued expansion in North America
- Expansion into Southeast Asia.

Employee motivation and retention strategy by adopting the following:

- Increasing opportunities for professional development, by supporting the costs related to their studies, through various programs,
- Increasing the level of integration and communication between employees by regularly organizing "Team-buildings",
- Employees involvement in the company's operations through the Stock Option Plan financial mechanism based on a remuneration policy adopted at the group level.