



IR Presentation

December 2023

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.

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AROBS Group at a glance



European by birth, International by culture

11 Local Branches

- Cluj-Napoca
- Baia Mare
- Oradea
- Targu Mures
- Arad
- Timisoara
- Lugoj
- Craiova
- Bucharest
- Suceava
- Iasi



9 International Branches

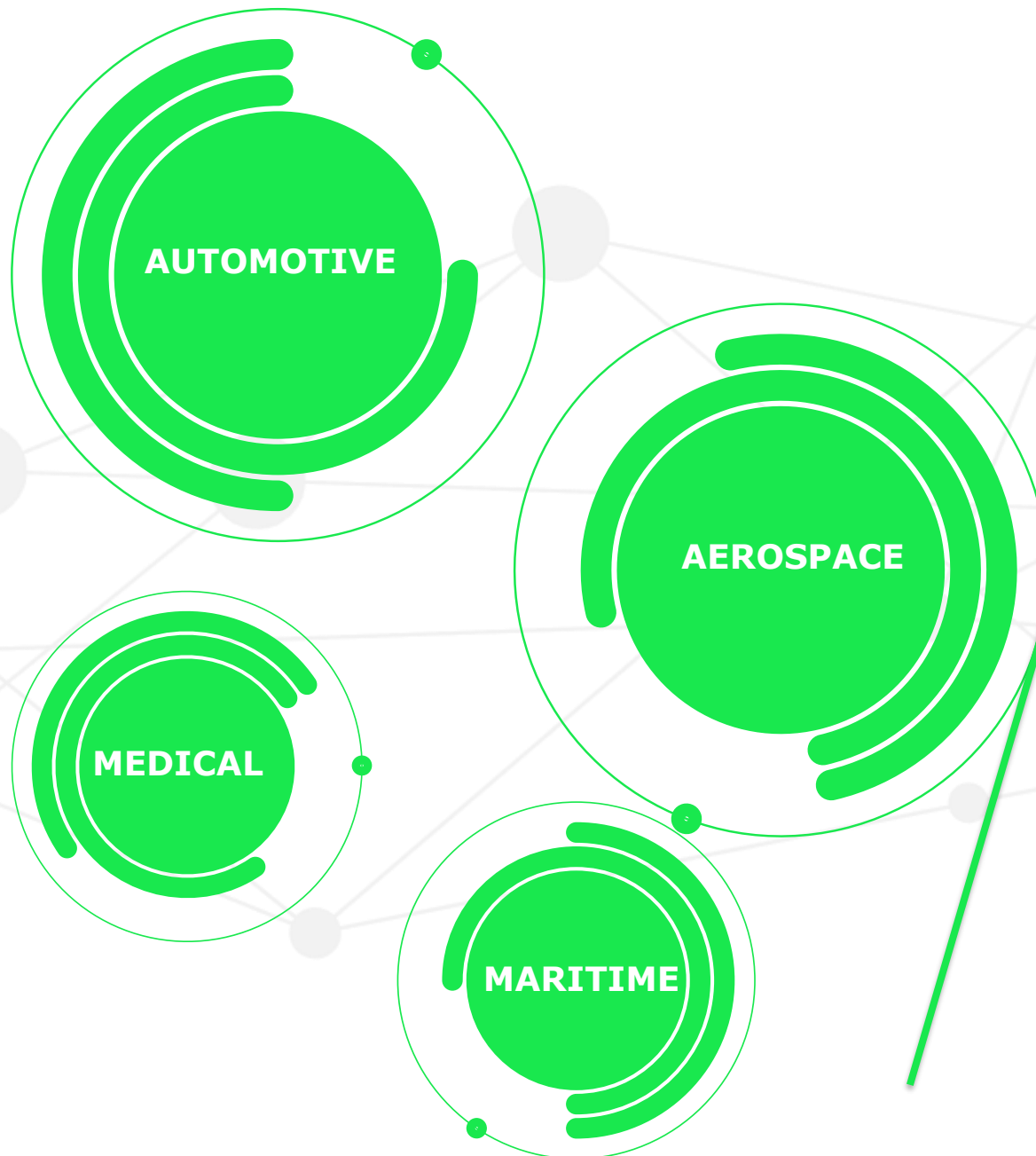
- Belgium
- Germany
- Hungary
- Indonesia
- Poland
- Republic of Moldova
- The Netherlands
- UK
- USA

AROBS is the leading software services and software products provider. The company has a consolidated position in the Romanian market through presence in the major cities, as well as 9 international branches that primarily serve as sale centers. Across all markets, the Group has **1.200+** employees and collaborators, and approx. **70** partners for the Software Services business lines in Europe and America, serving a total of **11.000+** Software Product customers across the world.

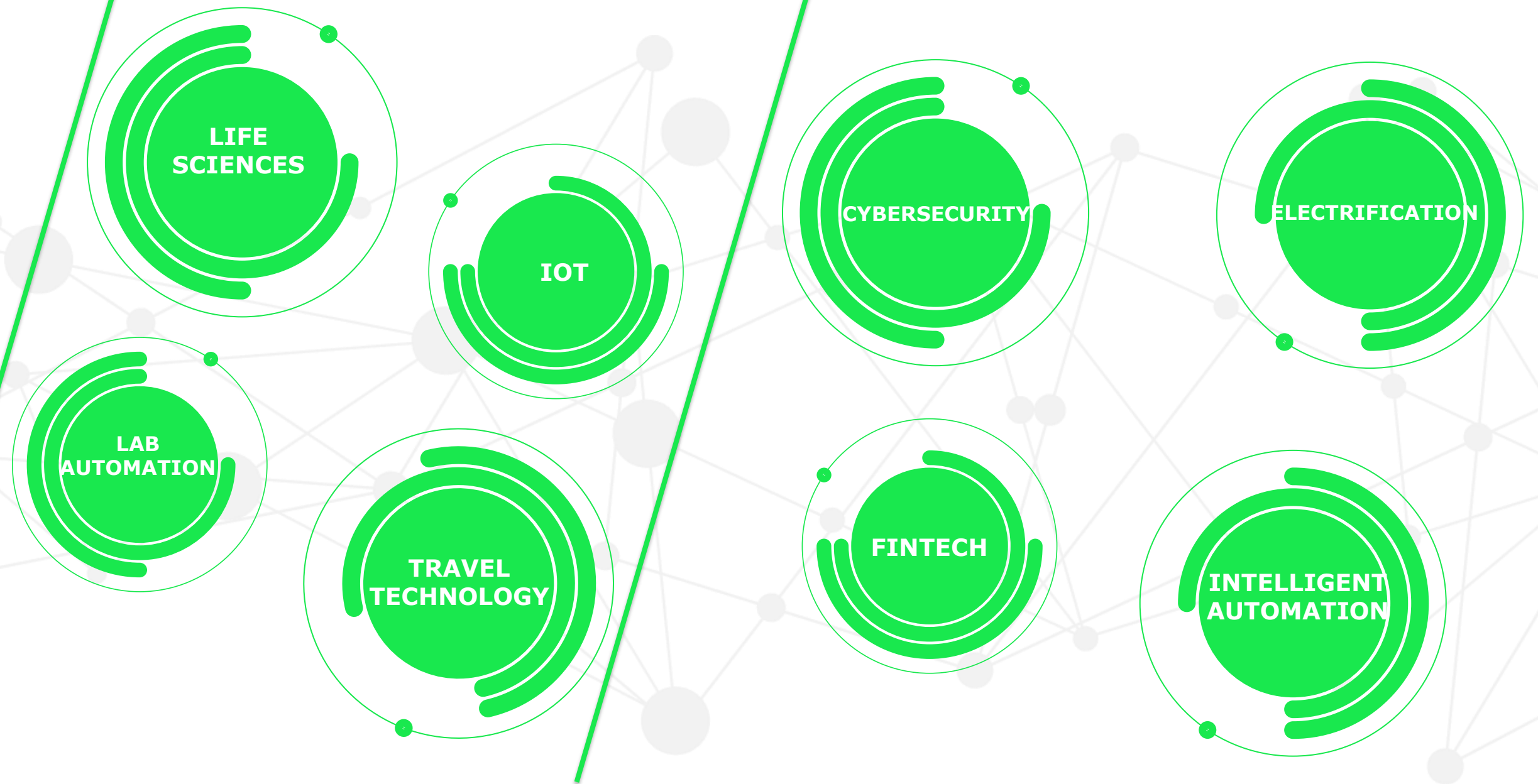


SOFTWARE SERVICES

EMBEDDED TECHNOLOGIES



ENTERPRISE SOLUTIONS





SOFTWARE PRODUCTS

AROBS TELEMATICS



One of the leaders in the industry in Romania, with a strong presence in the Republic of Moldova, Hungary and Indonesia.



Complete monitoring solutions and fleet management tools.



Complementary solution to fleet management through which the international transport companies can pay the road tolls in Europe through an integrated system.



Provider of fleet management solutions, fleet monitoring, security applications or recovery of stolen cars.

AROBS HR SOLUTIONS



Specialized in providing HR and Payroll solutions through TrueHR and dp-Payroll.

AROBS CRM & FSA



A full optimization suite and through automation management systems.



A platform that improves the relationships and interactions of companies with their existing or potential clients.

AROBS GREENFIELD



New company, responsible with the implementation of hardware and software solutions for public authorities.

OTHER PRODUCTS

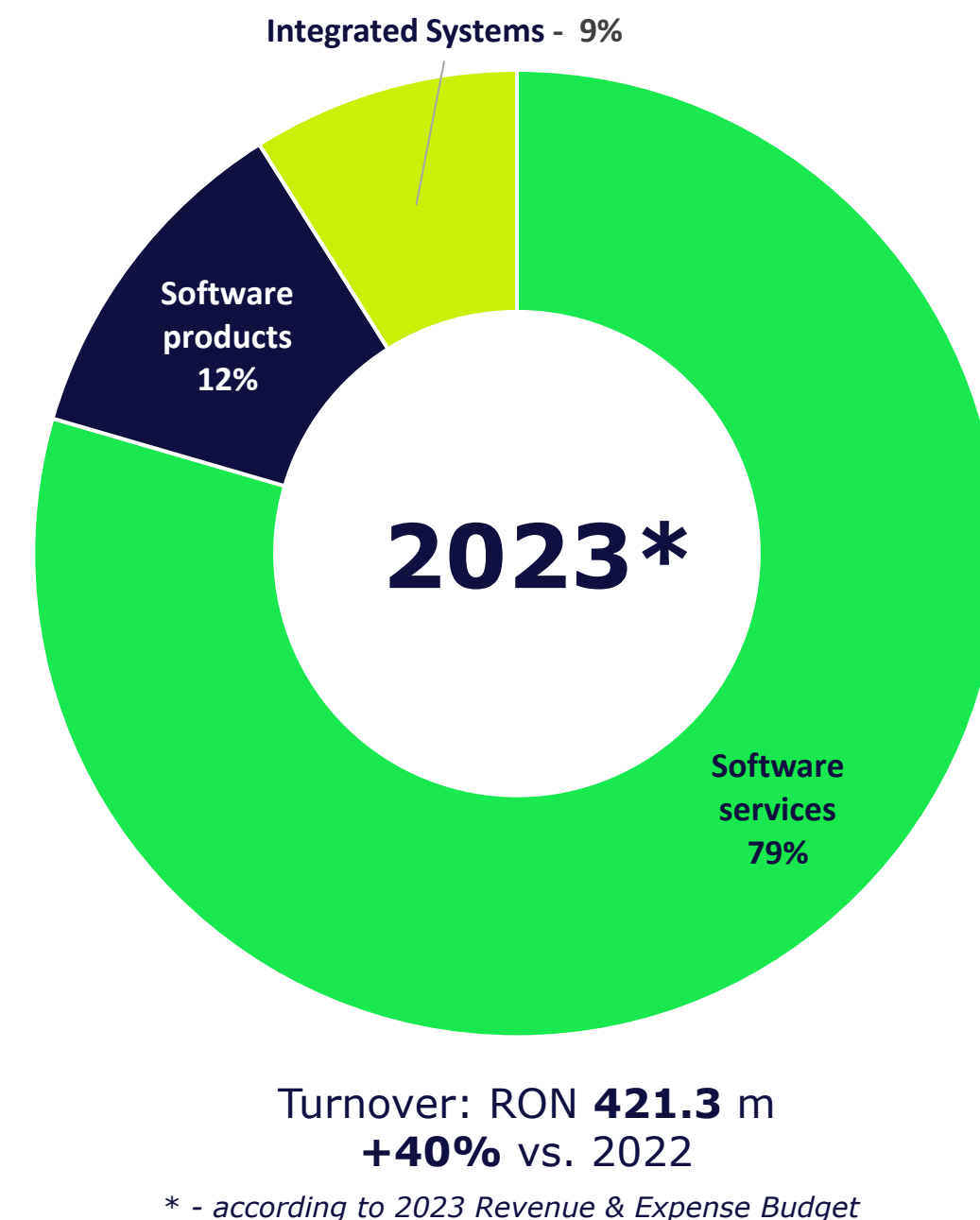
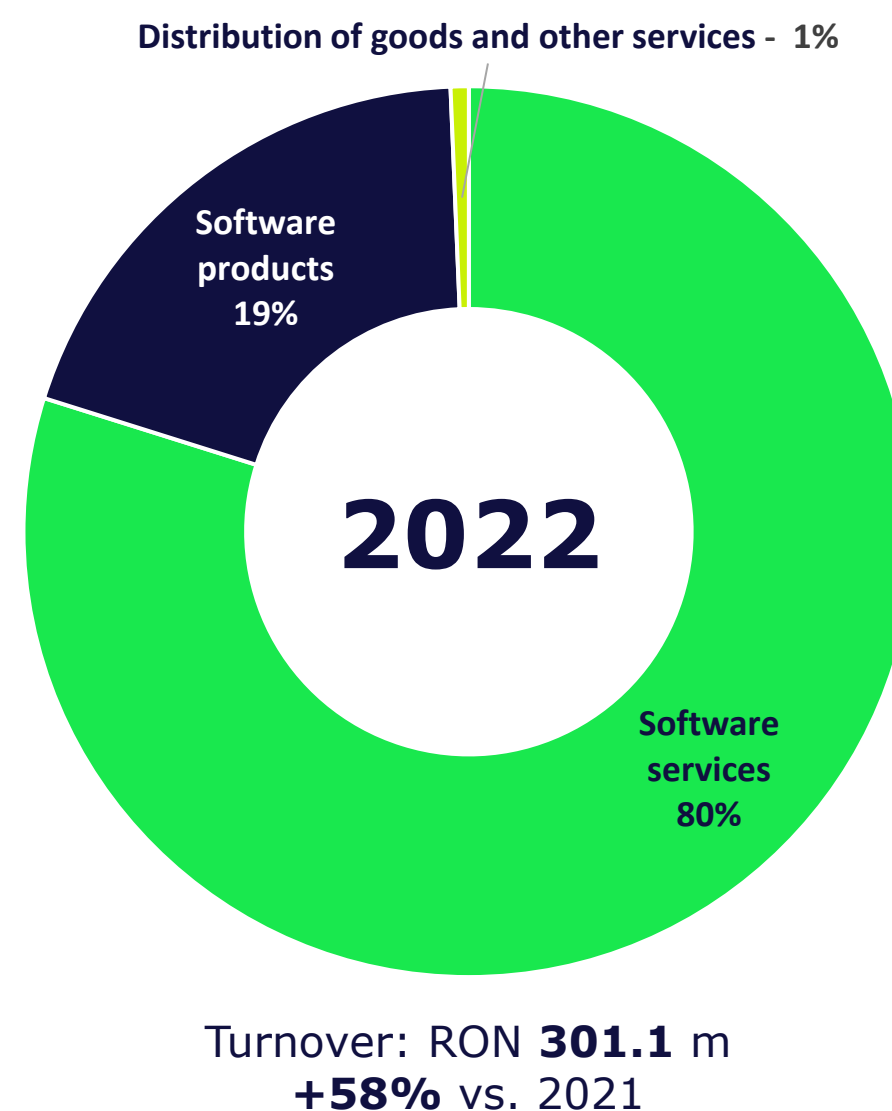
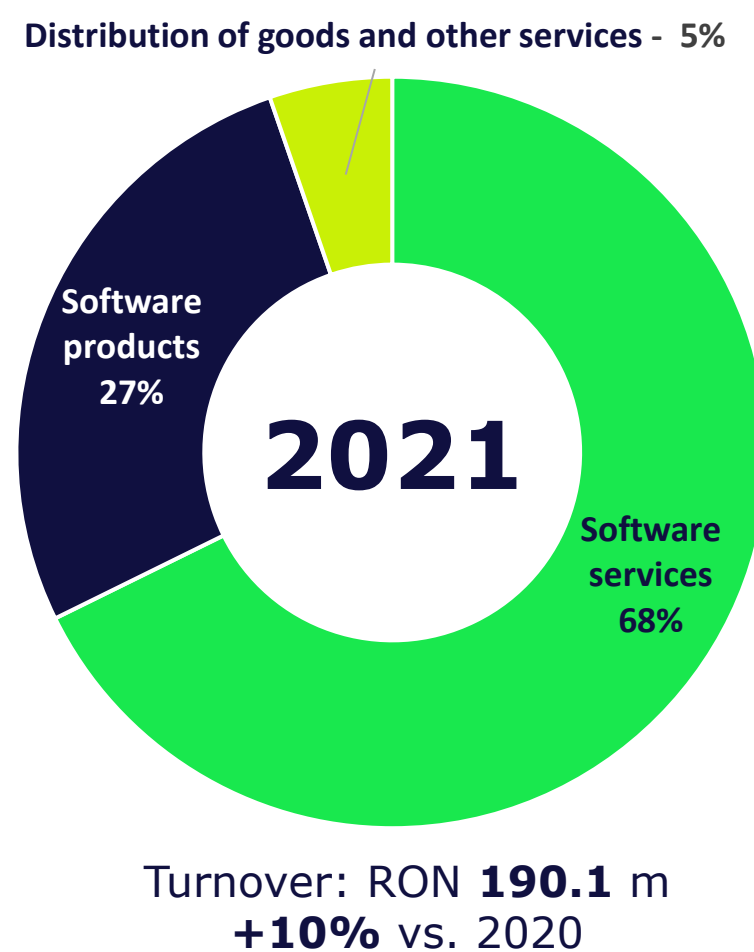
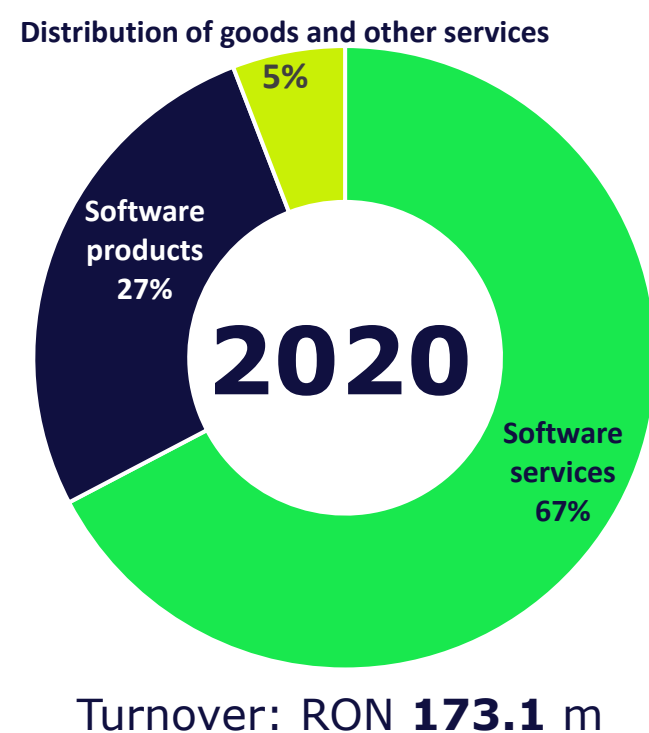


A white label solution that can be integrated with any property management software such as a hotel PMS.

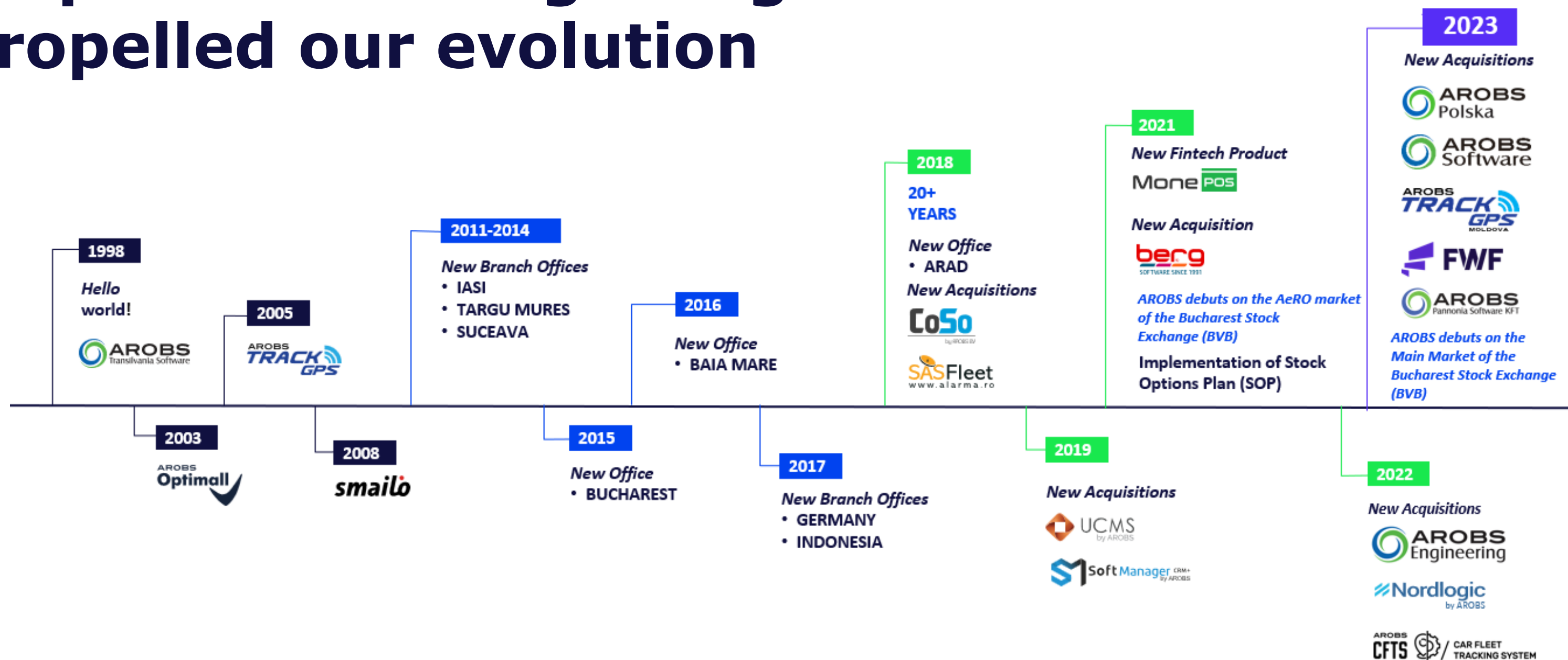


Solution for schoolbooks digitalization.

Evolution per business segment



Acquisitions & organic growth propelled our evolution



Since raising RON 74 million (EUR 15m) from investors through a private placement in October 2021, and after its listing on the AeRO market of the Bucharest Stock Exchange in December 2021, the Group carried-out 9 M&A transactions. The transactions consolidate and complement AROBS' expertise in fields such as automotive, medical, clinical trials, aerospace and maritime. The Group used a mix of raised capital and bank financing for the acquisitions.

Group structure – as of November 2023

AROBS TRANSILVANIA S.A.

Romanian entities			International entities	
AROBS DEVELOPMENT & ENGINEERING (ENEA) 100%	BERG COMPUTERS 100%	SAS FLEET TRACKING SRL (SAS GROUP) 100%	AROBS SOFTWARE SOLUTIONS GMBH - 60%	PT AROBS SOLUTIONS ID - 70%
AROBS ETOLL SOLUTIONS 100%	CENTRUL DE SOFT GPS 100%	SILVER BULLET 100%	ATS ENGINEERING LLC - 100%	AROBS Software SRL MD – 100%
AROBS SYSTEMS 100%	NORDLOGIC SOFTWARE 100%	SOFTMANAGER 70%	CABRIO INVEST BV - 90%	AROBS TRACKGPS SRL MD – 100%
	FUTURE WORKFORCE SA 100%	UCMS GROUP ROMANIA 97.7%	COSO BY AROBS BV BE- 90%	AROBS Pannonia Software HU - 100%
	FUTURE WORKFORCE SRL 100%		COSO BY AROBS BVBA NL- 90%	SKYSHIELD HU -100%
			COSO TEAM UK LTD - 90%	FUTURE WORKFORCE UK -80%
			NORDLOGIC USA - 100%	FUTURE WORKFORCE GMBH DE - 65%

In 2023, the following companies were acquired: SYDERAL Polska - 94% stake (completed in January 2023); AROBS Software SRL and AROBS TrackGPS SRL - 100% stake (completed in February 2023), Future WorkForce SA - 100% stake, FUTURE WORKFORCE UK - 80% stake, FUTUREWORKFORCE GMBH - 65% stake (completed in April 2023), AROBS Pannonia Software - 100% stake (completed in July 2023).

Development strategy



Long-term strategy anchored on four key pillars

Concentric diversification based
on research and innovation
(R&D)

Development of new areas of
expertise for software services
(Greenfield &
organic development)

Horizontal integration strategy
(M&A)

Motivation and retention
(SOP)

M&A strategy

M&A TARGETS:

- Majority stakes in IT companies active in software services and software products such as fleet management or business optimization
- Entrepreneurial businesses where the majority shareholder wants a partial or full cash-out
- Companies with a performing management team, long-term clients, constant profitability and scalability potential
- Rule of 40 (*combined revenue growth rate and profit margin should equal or exceed 40%*)
- Minimum 100 employees
- Companies with complementary technology that can synergize with AROBS current software services and products
- Companies with valuable IP and patents, which could further develop AROBS software services and products
- Companies that have a track record of innovation in terms of R&D, product development, or adopting new technologies

2024 - 2026

- Total budget of approx. **EUR 55 million** for further M&A transactions, with focus outside the CEE region
- **Approx. EUR 40 million** cash component from future share capital increase with cash contribution paired with EUR 15 million to be paid in AROBS shares
- Targeted deal structure: **75% cash, 25% shares** component
- Estimated **75 million shares** to be paid to entrepreneurs who join AROBS Group, capped at max 25 million shares per year (approved in GSM from 29.09.2023).

Key 2022 financials



2022 Results (IFRS)

- The **results** include, in part, the performances recorded by the new companies acquired by AROBS and the subsidiaries established during the financial year that ended on 31.12.2022.
- Net turnover** grew 61% YoY in 2022, driven by new software service clients as a result of growing existing teams, as well as increasing client number in software products by incorporating functionality demanded by the market.
- Other aspects favoring **positive evolution of the topline** are extension of collaboration with clients, increase of hourly rates for services, increase in the price of products, M&As that topped organic growth.

REVENUE STATEMENT (RON m)	2022	2021	YoY %
Turnover:	299.8	186.6	61%
Software services revenue	240.1	128.5	87%
Software products revenue	58.7	48.9	20%
Revenue from the distribution of goods and other services	1	9.2	-89%
Total sales costs:	194.3	113.4	71%
Cost of sales from software services	164.6	84.7	94%
Cost of sales from software products	28	21.4	31%
Cost of distribution of goods and other services	1.7	7.3	-77%
Gross result	105.6	73.2	44%
Software services - gross margin	31%	34%	
Software products - gross margin	52%	56%	
Distribution of goods and other services - gross margin	-65%	20%	
Software Servicess – gross margin	31%	34%	
Software products – gross margin	52%	56%	
Distribution of goods and other services – gross margin	-65%	20%	

2022 Normalized EBITDA (IFRS)

- **Strong** normalized **EBITDA margin** due to the mix of business segments contribution.

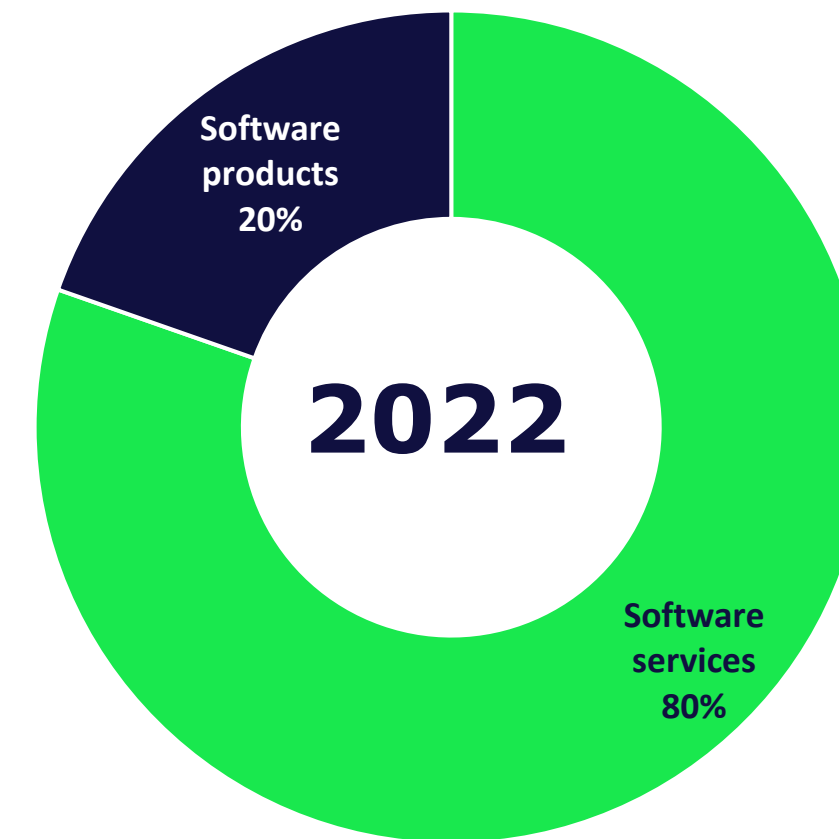
RON m	2022	2021	YoY %
Gross result	105.6	73.2	44%
Sales and marketing expenses	9	7.5	20%
Admin and general expenses	41.5	18.6	123%
Other revenues/expenses	1.9	0.9	114%
Operating result	53.2	46.2	15%
EBITDA	70.3	56.5	24%
Normalized EBITDA	76.3	56.7	35%
Normalized EBITDA margin	25%	28%	
Financial income/(expenses), net	0.08	2.8	-97%
Income from associates	-	2.9	
Profit before tax	53.3	51.9	3%
Income tax	-6.2	-6	4%
Net result	47.1	45.9	3%
Profit/(loss) on holdings held for sale	-	-0.07	
Net result	47.1	45.8	3%
Normalized net result	53.1	46.1	15%
Normalized net result margin	17%	23%	

Normalized EBITDA = EBITDA without SOP impact

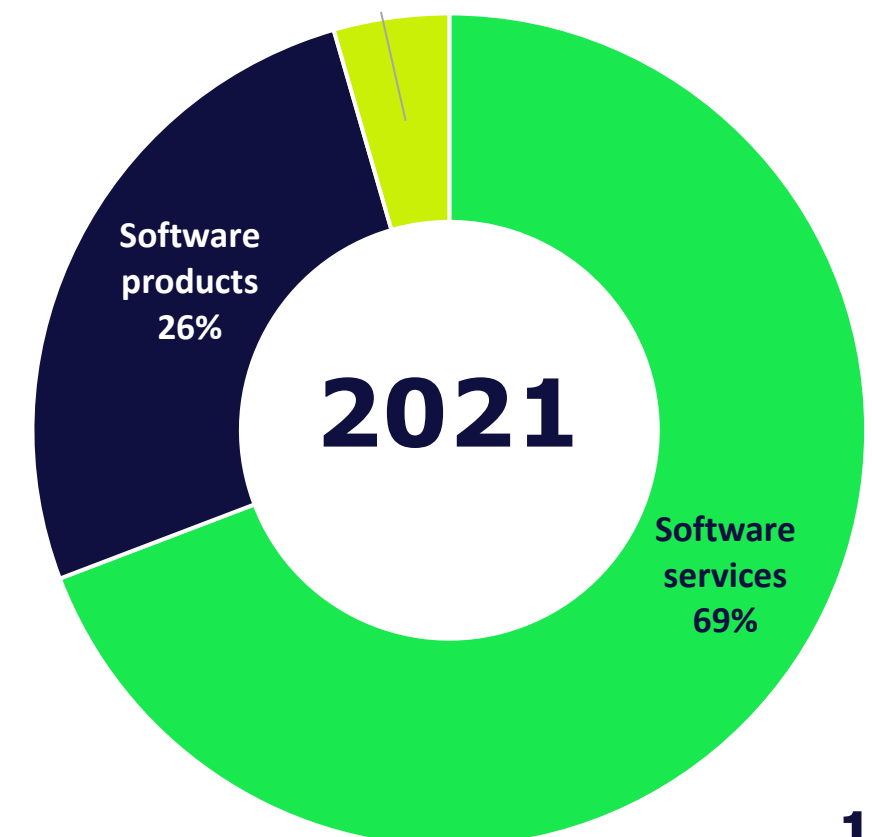
Normalized net result excludes the non-cash effect generated by SOP and goodwill amortization

Topline split per business segment

- The **software services** industry constantly requires access to excellent resources in increasing numbers to perform in a competitive market. Consequently, this line increased by 87% in 2022, reaching **RON 240.1 million**, 80% of turnover.
- Regarding **software products**, such as fleet management, business optimization, and digital payments, the market experienced growth in 2022 due to the accelerated digitalization processes of companies and organizations. In 2022, this line grew 20%, reaching **RON 58.7 million**, contributing 20% to the total turnover.



Revenue from the distribution of goods - 5%



9M 2023 financials



9M 2023 Consolidated Results

- In the 9M 2023, the AROBS Group recorded consolidated net turnover of RON 349.8 m, **up 67%** compared to 9M 2022.
- The Group's **organic business** contributed 67% to consolidated net turnover, up 18% from 9M 2022.
- Newly acquired companies contributed 24% to the consolidated net turnover in 9M 2023.
- An important factor that determined the increase in turnover at group level is the contribution of the new companies acquired after Q3 2022 and the contribution of companies acquired before end of Q3 2022.

Acquisitions 2022



Acquisitions 2023



CONSOLIDATED P&L (RON m)	30.09.2023	30.09.2022	Variation %
Net turnover	349.8	208.9	67%
Other operating revenue	1.5	1.0	60%
TOTAL OPERATING REVENUE	356.3	212.6	68%
Cost of goods	34.1	5.1	567%
Personnel expenses split by:	171.2	71.8	139%
Wages and taxes	156.0	69.7	124%
ESOP	15.2	2.1	639%
Expenses for services performed by third parties	75.8	64.3	18%
Other operating expenses	25.2	14.0	80%
Amortization and depreciation of tangible and intangible assets, split by:	18.3	11.6	58%
Amortization and depreciation of other tangible and intangible assets	6.7	4.4	53%
Amortization of Goodwill	11.6	7.2	61%
TOTAL OPERATING EXPENSES	324.6	166.9	95%
OPERATING RESULT	31.7	45.7	-31%
EBITDA	49.7	54.9	-9%
EBITDA margin	14%	26%	
Normalized EBITDA	65.0	59.2	10%
Normalized EBITDA margin	19%	28%	
FINANCIAL RESULT	1.4	1.0	35%
Gross result	33.1	46.7	-29%
Income tax	9.6	8.4	14%
NET RESULT	22.5	38.3	-41%
NET RESULT margin	6%	18%	
Normalized NET RESULT	49.4	47.6	4%
Normalized NET RESULT margin	14%	23%	
Out of which, non-controlling interest net result	0.6	0.1	461%

Unaudited, according to RAS.

Normalized net result excludes the non-cash effect generated by SOP and goodwill amortization

9M 2023

Individual Results

- In 9M 2023, AROBS reported a notable financial result of **RON 20 m** from the distribution of dividends which were sourced from the profits accrued by three of the subsidiaries.

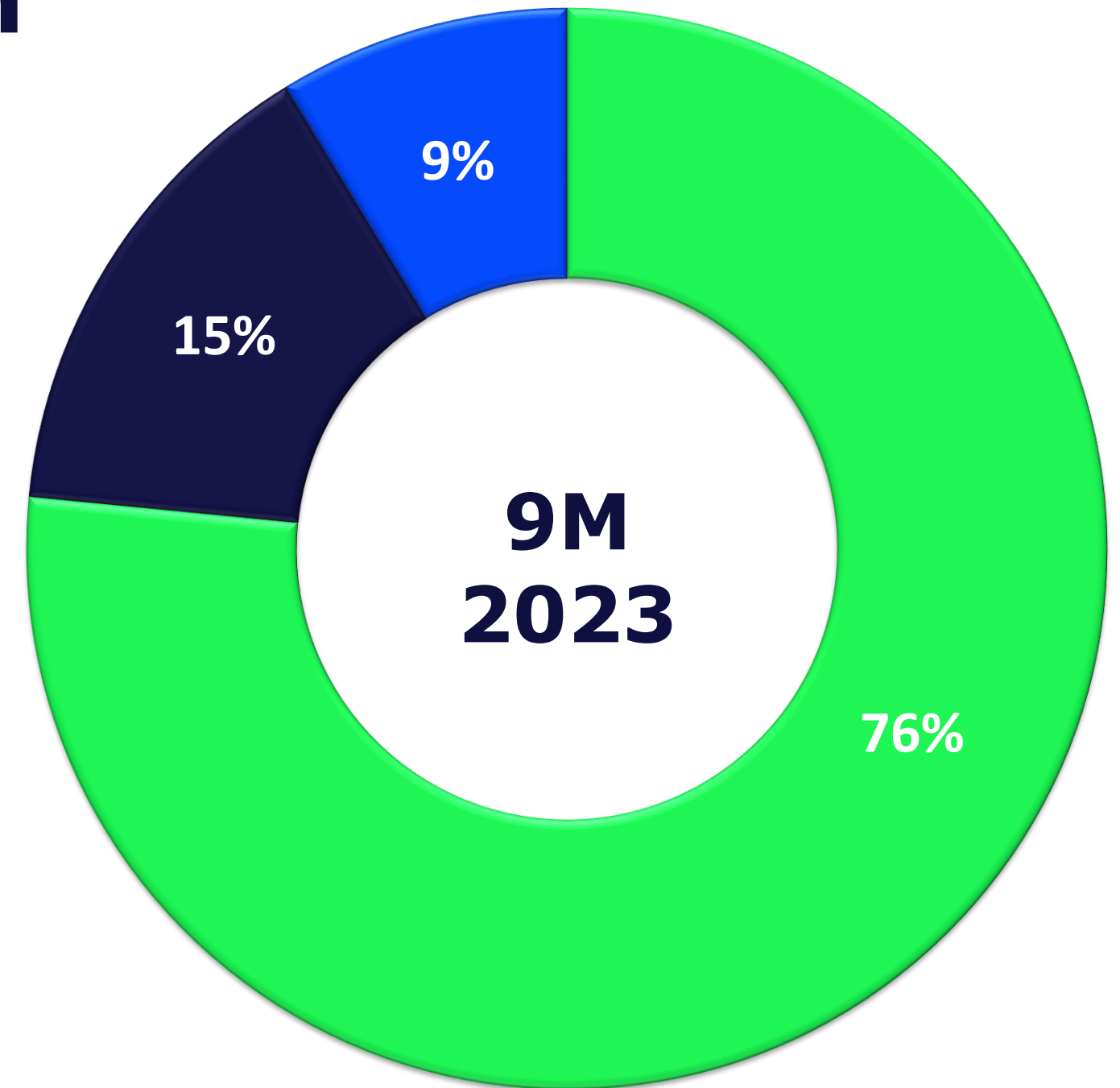
Individual P&L (RON m)	30.09.2023	30.09.2022	Variation %
Net turnover	205.5	166.0	24%
Other operating revenue	0.8	0.6	38%
TOTAL OPERATING REVENUE	208.7	168.3	24%
Cost of goods	3.4	5.2	-35%
Personnel expenses split by:	99.5	47.6	109%
Wages and taxes	86.8	45.6	90%
ESOP	12.6	1.9	558%
Expenses for services performed by third parties	59.5	57.5	3%
Other operating expenses	16.6	11.5	44%
Amortization and depreciation of tangible and intangible assets	4.0	2.5	64%
TOTAL OPERATING EXPENSES	183.0	124.3	47%
OPERATING RESULT	25.8	44.1	-42%
EBITDA	29.5	45.4	-34%
EBITDA margin	14%	27%	
Normalized EBITDA	42.1	48.4	-12%
Normalized EBITDA margin	21%	29%	
FINANCIAL RESULT	22.4	0.9	2451%
Gross result	48.2	44.9	7%
Income tax	6.4	7.0	-8%
NET RESULT	41.8	38.0	10%
NET RESULT margin	20%	23%	
Normalized NET RESULT	54.5	39.9	37%
Normalized NET RESULT margin	27%	24%	

Unaudited, according to RAS.

Normalized net result excludes the non-cash effect generated by SOP and goodwill amortization

Business segments contribution to total turnover

- **Software Services** segment registered a +62% increase at the consolidated level in 9M 2023 compared to 9M 2022.
- **Software Products** segment increased by +22% compared to 9M 2022.
- **Integrated Systems** segment, developed by one of the Group's subsidiaries, AROBS Systems, is responsible for implementing hardware and software solutions and software products for public sector.



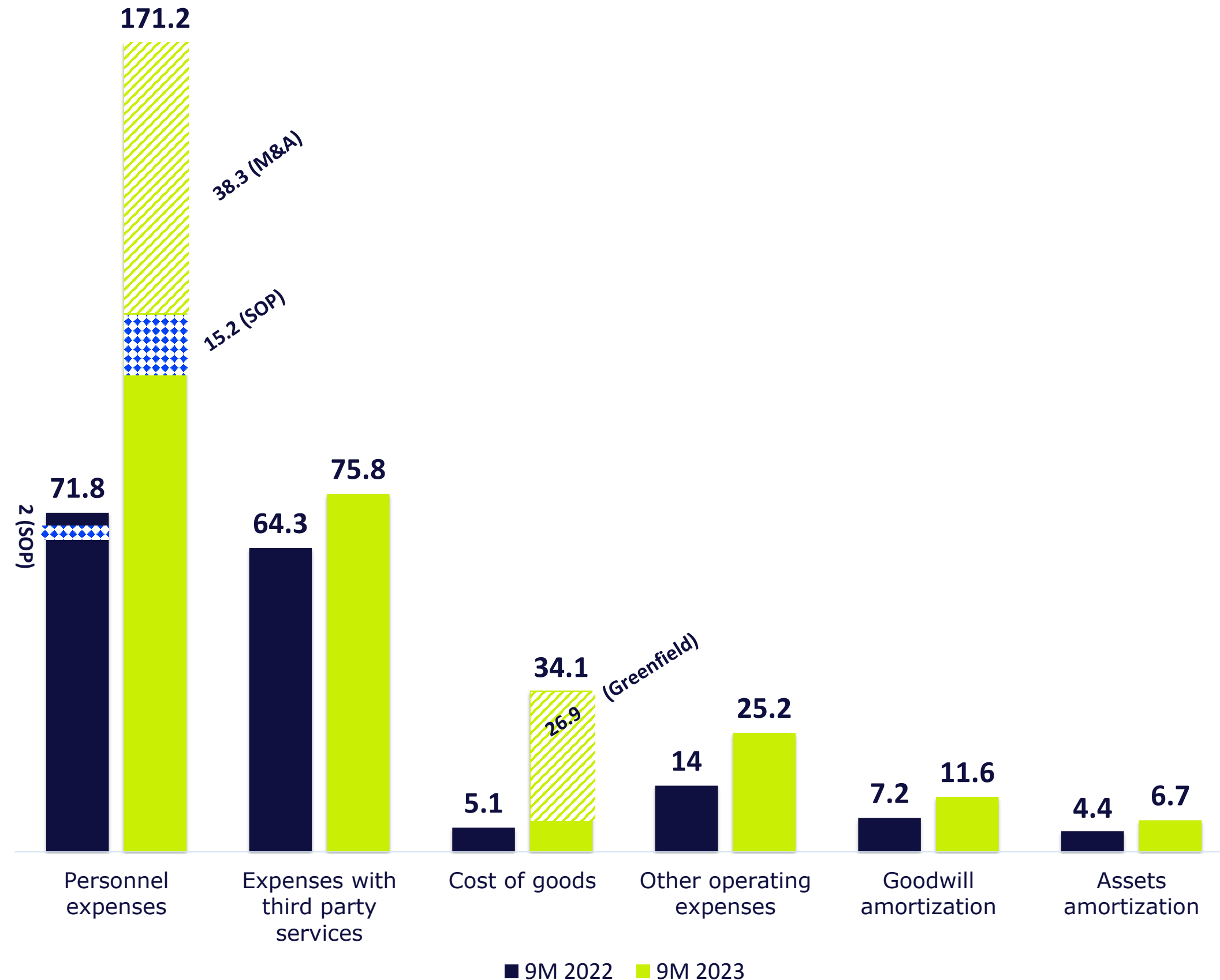
■ Software Services
 ■ Software Products
 ■ Integrated systems

Organic, M&A and Greenfield contributions

RON m	9M 2023	Organic	% of Total	M&A	% of Total	Greenfield	% of Total
Turnover	349.8	235.7	67%	82.5	24%	31.7	9%
Other operating income	6.5	4.3	66%	2.2	34%	-	0%
Personnel expenses, of which:	171.2	119.0	69%	50.7	30%	1.5	1%
Employee expenses - wages and taxes	156.0	105.7	68%	48.8	31%	1.5	1%
ESOP	15.2	13.3	87%	1.9	13%	0.0	0%
Other operating expenses (cost of goods, third parties and other expenses)	135.1	75.2	56%	30.2	22%	29.7	22%
Amortization and depreciation (including goodwill)	18.3	5.6	31%	12.7	69%	0.0	0%
Amortization of tangible and intangible assets	6.7	5.6	84%	1.1	16%	0.0	0%
Amortization of goodwill	11.6	-	0%	11.6	100%	-	0%
Operating result	31.7	29.1	92%	2.2	7%	0.4	1%
EBITDA	50	34	69%	15	30%	0	1%
EBITDA margin	14%	14%		18%		1%	
Normalized EBITDA	65	48	74%	16	25%	0.4	1%
Normalized EBITDA margin	18%	20%		19%		1%	
Financial result	(1.4)	(1.5)	109%	0.1	-6%	0.0	-3%
Profit before tax	33.1	30.7	93%	2.1	6%	0.4	1%
Net result	22.5	22.2	99%	0.0	0%	0.3	1%
Net result margin	6%	9%		0%		1%	
Normalized net result	49.4	35.5	72%	13.5	27%	0.3	1%
Normalized net result margin	14%	15%		16%		1%	

Operating expenses

- The primary drivers of our expenses were personnel expenses, which saw an increase due to M&As, accounting for 25% of total salary expenses.
- This increase was further fuelled by the expansion of our teams to bolster our organic growth initiatives.
- The cost of goods sold played a significant role in the increased spending, primarily due to the expenses related to equipment and IT solutions included in our integrated systems segment.
- Expenses with third party services was notable for 9M 2023. The recently acquired companies contributed to 25% of these service-related expenses in the first nine months of 2023.



Unaudited, according to RAS. Expressed in m.

9M 2023 Balance Sheet

- Fixed assets growth driven by strategic acquisitions of AROBS Software SRL, AROBS TrackGPS SRL, SYDERAL Polska, Future WorkForce SA, AROBS Pannonia Software Kft, and Skyshield Hungary Kft.
- New headquarters **investment of RON 11.2 m** and **RON 4.2 m** in internal product enhancements showcase our commitment to innovation and infrastructure.
- Total liabilities saw a 23% rise to **RON 139.4 m**, reflecting the **integration** of new entities and a new bank loan for Future Workforce Group acquisition.
- A **healthy bank financing debt ratio** at **1.14** underpins our strong financial standing and readiness for future strategic investments.

Balance sheet indicators (RON m)	31.12.2022	30.09.2023	Variation %
Fixed assets, of which:	153.4	198.4	29%
Goodwill	112.4	142.1	26%
Current assets, of which:	205.0	217.4	6%
Trade receivables	67.9	97.8	44%
Cash and cash equivalents	101.3	88.5	-13%
Prepayments	1.9	2.6	34%
Total assets	642.0	746.9	16%
Current liabilities, of which:	55.7	72.2	29%
Bank financing	18.5	22.1	19%
Trade payables	15.9	14.2	-11%
Non-current liabilities, of which:	57.4	67.2	17%
Bank financing	55.4	65.3	18%
Total liabilities	113.1	139.4	23%
Provisions	16.1	17.4	8%
Deferred revenue	7.0	8.0	14%
Equity	224.2	253.7	13%
Total equity and liabilities	360.4	418.4	16%
Net accounting assets	505.8	582.2	15%

2023 Budget

2023 Consolidated Budget*

- The **consolidated budget** does not include financial projections of the companies acquired in 2023.
- **Revenue from products and cost of goods** include estimates for 2023 for system integration activities conducted through one of the Group subsidiaries.
- The **amortization and depreciation** includes also the amortization of goodwill recognized in the financial statements according to statutory accounting regulations.
- **Normalized EBITDA** and **normalized net result** excludes the non-cash impact of the SOP program.

PROFIT AND LOSS ACCOUNT	AMOUNT (RON m)
Net turnover, of which:	421.3
Services rendered	334.9
Revenue from sale of goods	86.3
Other services	0
Other operating revenues	6
Total operating revenues	427.2
Cost of goods	41
Personnel expenses	188.6
Third-party services	107.7
Other operating expenses	15.6
Amortization and depreciation	18.8
Total operating expenses	371.8
Operating result	55.4
EBITDA	74.2
EBITDA margin	17%
Normalized EBITDA	92.5
Normalized EBITDA margin	22%
Financial result	(1.6)
Gross result	53.8
Gross Result Margin	13%
Net result	45.2
Net Result Margin	11%
Normalized net result	63.4
Normalized net result margin	15%

*2023 Budget is prepared according to the Romanian Accounting Standards (RAS).

9M 2023 performance vs. the budget

- Turnover outperformed budget by 8%, driven by growth in services and software products.
- Consolidation of new acquisitions (M&A) not accounted for in the initial budget contributed to this increase.
- Operating expenses rose by 13%, reflecting the operating costs of the 2023 acquired companies (not included in the budget), including associated goodwill amortization related to these transactions.

2023 CONSOLIDATED REVENUE AND EXPENSE BUDGET (RON m)	Realized 9M 2023*	Budgeted 9M 2023	Realized vs Budgeted %
Total Operating Revenues	356.3	328.0	9%
Net Turnover, of which:	349.8	323.5	8%
Revenue from services	266.3	251.2	6%
Product revenue	81.6	72.3	13%
Revenues from software products	51.3	42.0	22%
Revenues from integrated systems	30.3	30.3	0%
Other services	2.0	-	100%
Other operating revenues	6.5	4.5	45%
Total operating expenses	324.6	286.2	13%
Cost of goods	34.1	37.1	-8%
Personnel expenses, of which:	171.2	141.5	21%
SOP Expenses	15.2	13.7	12%
Expenses for services performed by third parties	75.8	80.8	-6%
Other operating expenses	25.2	12.7	98%
Amortization and depreciation (including goodwill)	18.3	14.1	30%
Operating result	31.7	41.8	-24%
EBITDA	49.7	55.9	-11%
EBITDA margin	14%	17%	-3%
Normalized EBITDA**	65	71	-9%
Normalized EBITDA Margin**	18%	22%	-3%
Financial result	(1.4)	(1.2)	16%
Gross result	33.1	40.6	-18%
Gross Result Margin	9%	12%	-3%
Net result	22.5	29.2	-23%
Net result margin	6%	9%	-3%
Normalized net result***	49.4	50.1	-1%
Normalized net result margin***	14%	15%	-1%

*Unaudited, according to RAS. **Normalized EBITDA = EBITDA without SOP impact

***Normalized net result excludes the non-cash effect generated by SOP and goodwill amortization

AROBS on BVB

Key investment highlights

LISTING VENUE



- Largest IT company listed on the Bucharest Stock Exchange in terms of capitalization, offering liquid portfolio diversification opportunity
- State-of-the-art expertise in the automotive industry
- Globally relevant technology player
- Strong portfolio of own solutions and products

- Average daily liquidity in 2022: RON 0.4 million
- Total traded value in 2022: RON 103 million, most traded company on AeRO market and amongst top 20 most liquid BVB issuers
- Average daily liquidity YTD 2023 is already overpassing 5 BET issuers

RESEARCH COVERAGE



TP: RON 1.43

- Strong YoY organic revenue growth further supported by intense M&A activity
- 84% rule of 40 in 2022, a principle that states that a software company's combined revenue growth rate and profit margin should equal or exceed 40%

- Already included in the MSCI Frontier & Romania Small Cap indices, with potential to be included in other major local and international indices
- One of the few companies offering a free employee Stock Option Plan following the employer branding strategy of *we are more than just colleagues, we are partners*

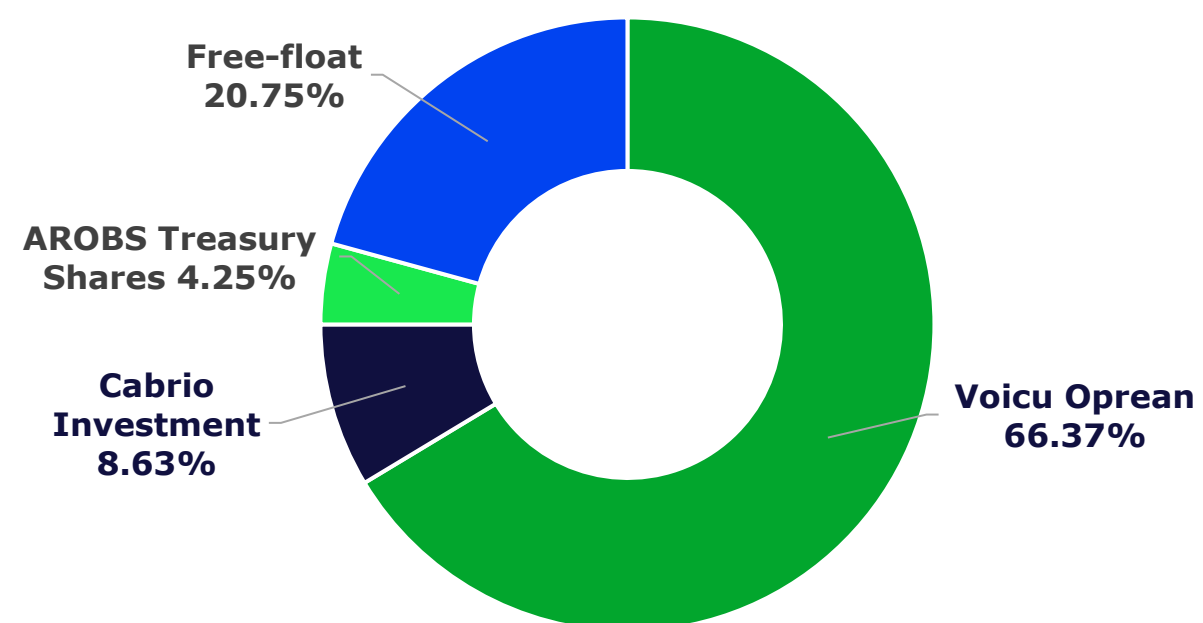


TP: RON 1.25

AROBS shares

- The company has **5,000+ shareholders**, with a solid base of retail investors and institutional appetite given the sectorial diversification.
- The market capitalization is currently oscillating around **RON 800 mn.**
- 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.

Shareholding structure as of 15.11.2023



AROBS shares price evolution between 01.11.2022 – 22.11.2023



Since the successful closing of the private placement in October 2021, the company's market capitalization on the AeRO market has increased by 53%, from RON 618 mn to RON 948 m as of September 20, 2023, the last trading day of the company on the AeRO market. As of September 25, 2023, AROBS shares are traded on the Main Market of the Bucharest Stock Exchange.

Organizational Structure

ORGANIZATIONAL STRUCTURE

GENERAL SHAREHOLDERS MEETING

BOARD OF DIRECTORS

EXECUTIVE MANAGEMENT

**AUDIT
COMMITTEE**

**NOMINATION AND
REMUNERATION
COMMITTEE**

**ADVISORY
BOARD**

SOFTWARE SERVICES

FINANCIAL

MARKETING

SOFTWARE PRODUCTS

IR

HR

INTEGRATION

LEGAL

BOARD OF DIRECTORS



Voicu Oprean
Chairman 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, as well as a Master's degree in Business Administration from Babeş Bolyai University. He also graduated with an EMBA from Wu Wien in 2008, as well as the London Executive Business School in 2018 and the President's Program in Leadership YPO at Harvard Business School in 2021. Voicu Oprean mentors and coaches many startups and generations of entrepreneurs.



Mihaela Cleja
Non-Executive Member

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



Aurelian Deaconu
Executive Member

Aurelian Deaconu has been Executive Director of the Software Services Division, within AROBS Transilvania Software, since 2011, having previously held CFO positions within Endava Romania (2007-2011), AGS Romania (1999-2004) and Alfsoft SA (1993-1999). He holds a degree in Electronics and Telecommunications from the Technical University, in Industrial and Financial Management from Babeş Bolyai University, and an MBA from the Conservatoire de Arte et Métiers, Paris.



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 field. 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 MBA program at Hull University in the UK. His commitment to values-based leadership has been reinforced by his graduation from the prestigious Aspen Institute - Public Service Leadership program.



Razvan Garbacea
Independent Member

Razvan-Dimitrie Garbacea was co-opted as an independent member of the Board of Directors out of AROBS' desire to align itself with best practices in corporate governance. Mr. Răzvan Gârbacea has 20 years of experience in the banking sector, having held management positions in BCR (Regional Corporate Director) and BRD (Regional Corporate Director) and currently holds the position of Corporate Executive Director in EXIMBANK Romania.

Annex

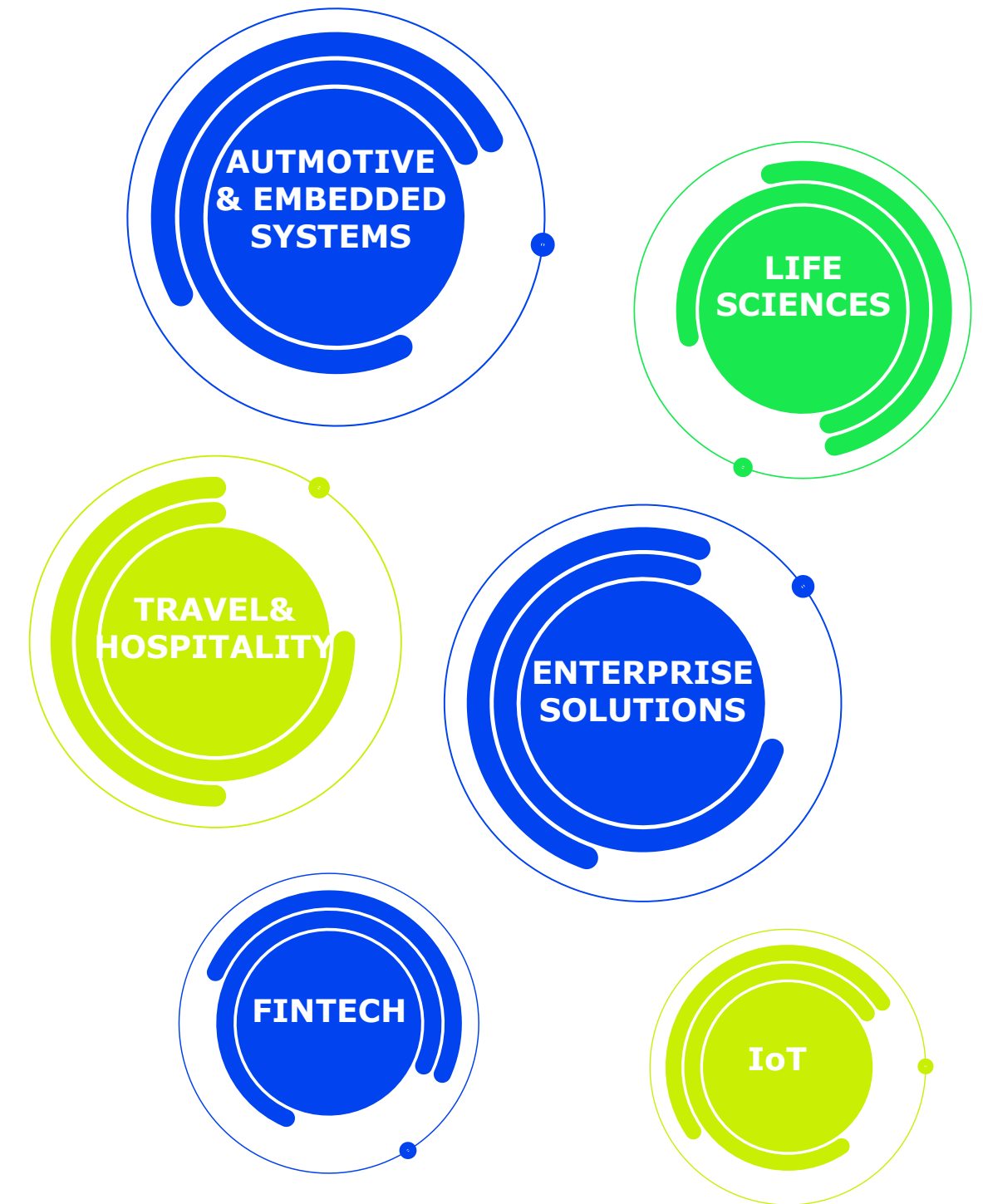






SOFTWARE SERVICES

- **AROBS** reached the global level of an IT solution provider of ready-to-use systems and software services based on the latest technologies.
- With 25 years of experience in software services, we address the IT needs of industries as diverse as **Automotive** and **Embedded systems** **Travel & Hospitality** **Life Sciences** **IoT** **Fintech** and **Enterprise solutions**. Find out more at www.arobs.com/software-services/.
- Since the acquisition of **Berg Software** and **ENEA Software Development** – recently renamed **AROBS Engineering**, we have extended Life Sciences expertise, including **Medical Devices and Biomedical**, and extended **Embedded** expertise, including **Aerospace, Maritime** and **Consumer Electronics**.



AUTOMOTIVE & EMBEDDED SYSTEMS



YEARS OF EXPERIENCE



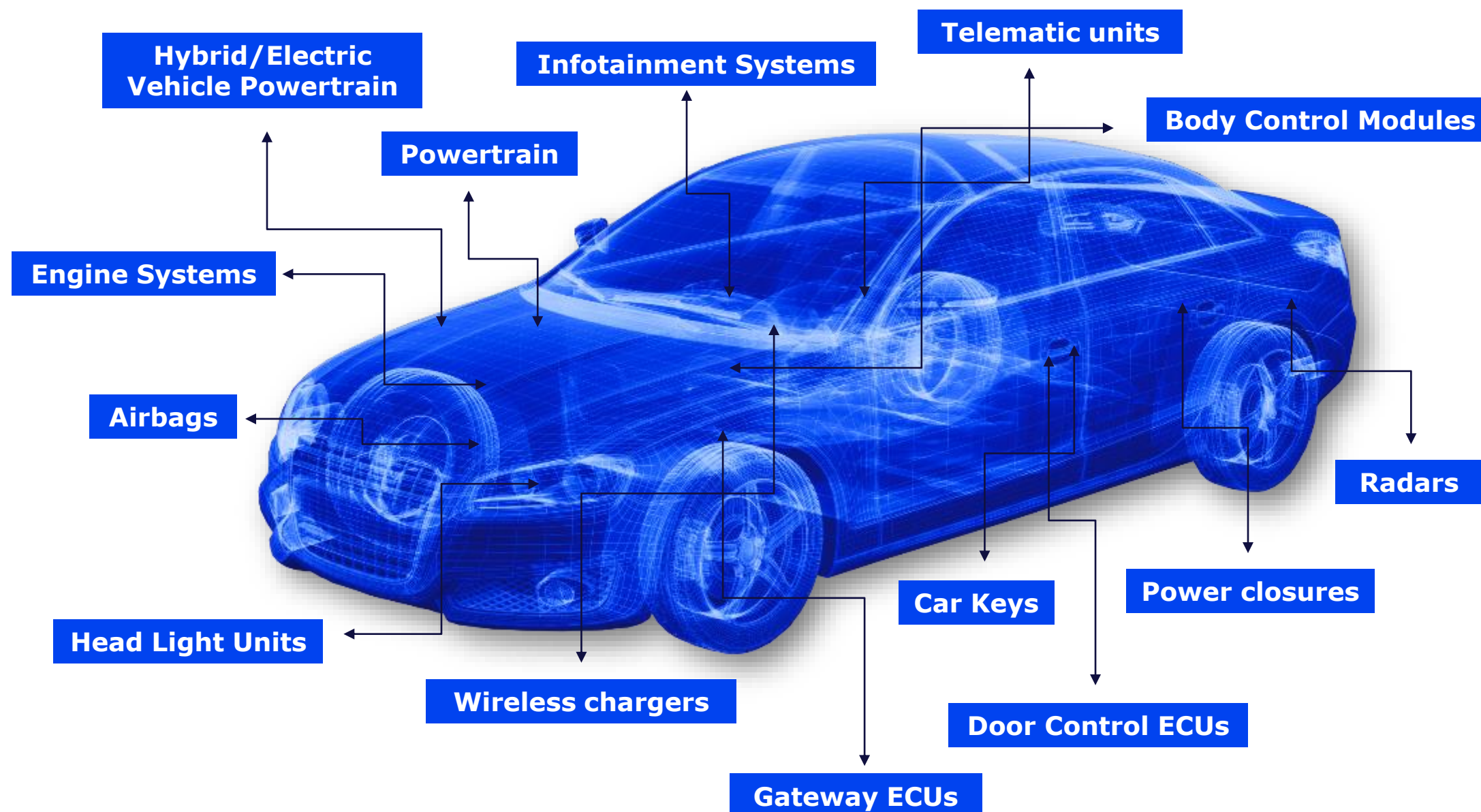
TEAM -International professionals
in AUTOMOTIVE



COUNTRIES WE WORK WITH
Romania, Germany, France, China,
Japan, USA



2021 Supplier of the Year award for Engineering Services
offered by Continental



Our embedded software and systems expertise relies on:



**Embedded for
AUTOMOTIVE**



**Embedded for
INDUSTRIAL IoT**



**Embedded for
DOMOTICS**



**Embedded
systems for
SMART CITY**



MEDICAL DEVICES



AEROSPACE



MARITIME

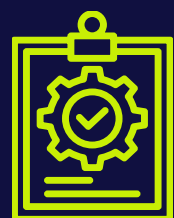


**CONSUMER
ELECTRONICS**

TRAVEL & HOSPITALITY



YEARS OF BUSINESS EXPERTISE



PROJECTS -20+ long-term projects finished,
15+ complex ongoing projects



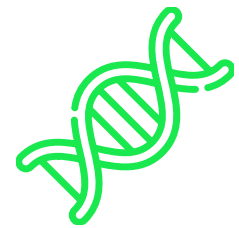
CLIENTS – 10+ major market leaders as clients



TEAM - 140+ experts in the highest technologies



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



FINTECH

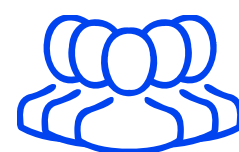


YEARS OF EXPERIENCE



PRODUCTS

User-oriented fintech products



TEAM - Collaborative teams with rigorous information security and cybersecurity



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





- **Berg Software** is a top custom software development company with 30+ years of experience on the market.
- **In 2021, Berg joined AROBS Group**, to further grow nationally and internationally.

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berg-software.com





- In **over 20 years of designing software using cutting-edge technology**, AROBS Engineering (formerly known as Enea Software Romania and IpDevel) has earned its reputation for quality and innovation.
- **AROBS Engineering team use its experience in the service of clients**, helping them achieve fast and stable transformation in a rapidly evolving technological landscape.
- **AROBS Engineering joined AROBS Group in 2022.**
- The team has extensive expertise of over 20 years in **embedded technologies and systems for:**



Nordlogic

by AROBS

- **Nordlogic**, a local group of companies specialized in developing custom software products and platforms, joined AROBS in 2022.
- During its **17 years of existence**, Nordlogic has developed and implemented web and cloud applications as well as software based on Microsoft technologies for local and international customers.



Custom Software
Development



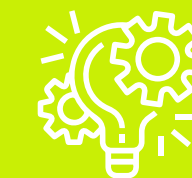
Product
Development



Software
Architecture



Quality
Assurance

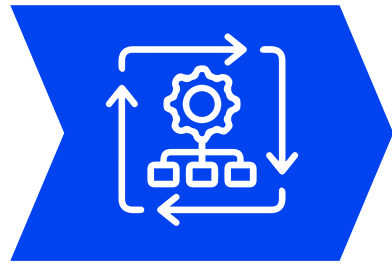


Project
Management



Business
Analysis

nordlogic.com



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**



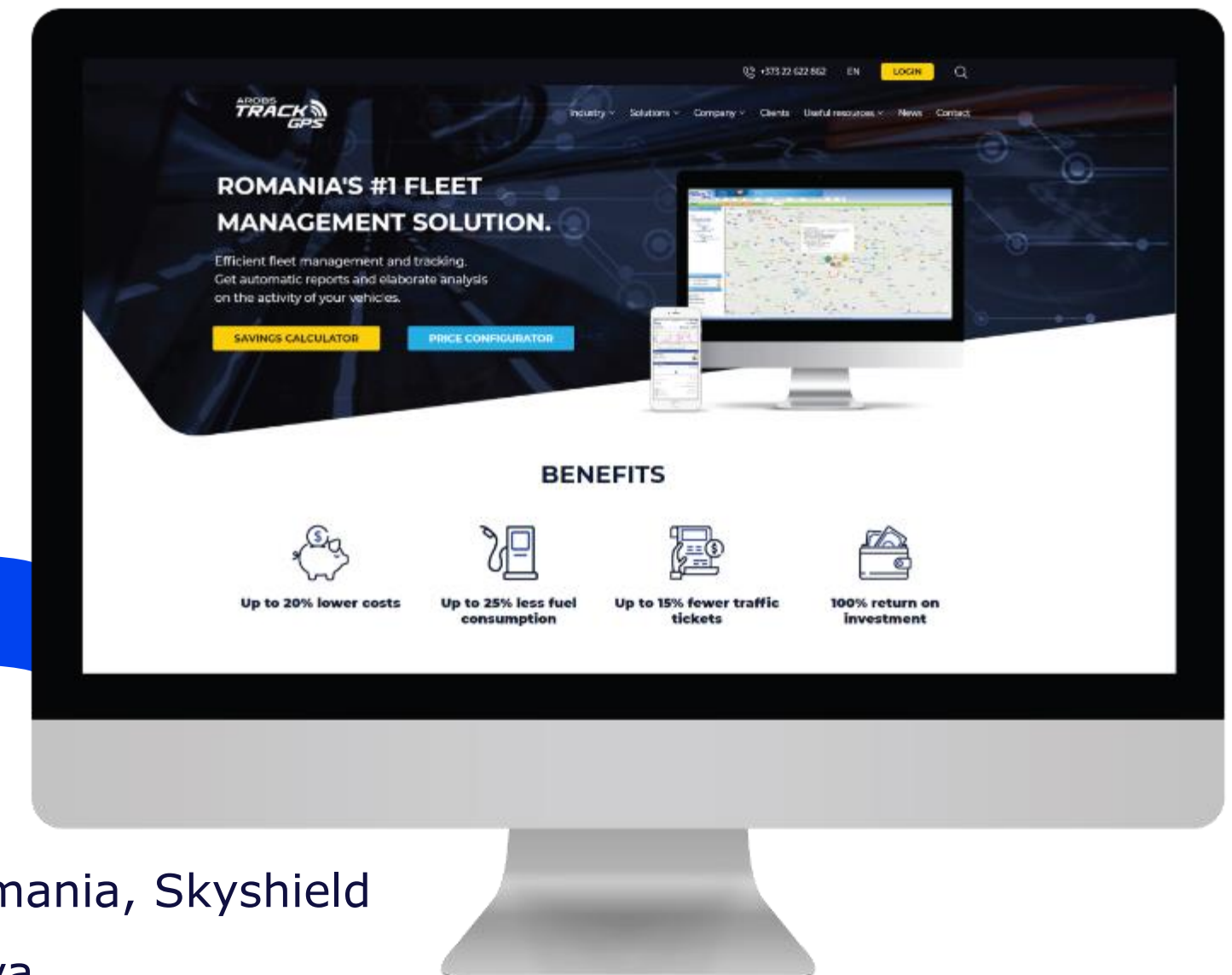


TELEMATICS & FLEET MANAGEMENT



- A portfolio of **+10.000** 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) and CDS GPS in Romania, Skyshield in Hungary, as well as AROBS Track Moldova in the Republic of Moldova.

trackgps.ro





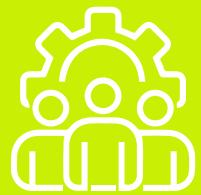
BUSINESS OPTIMIZATION SOLUTIONS



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



Complex tools for business administration.



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.

truehr.ro





INNOVATION HUB

- **EXPERTISE** in Education, Cluster Management Platform, Learning Management Systems, Telematics & Fleet Management Platform Add-Ons, Map Administration Portal.
- **PRODUCTS:**
 - **Digital School Books**
 - **RateWizz Channel Manager**



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