

**Informative Notes on the Agenda Items of the Ordinary General Meeting of Shareholders
 Convened for April 28th, 2025 / April 29th, 2025**

Considering that the Ordinary General Meeting of Shareholders (“OGMS”) of the Company is convened for April 28th, 2025 (first call) / April 29th, 2025 (second call), Pursuant to Regulation No. 5/2018 on issuers of financial instruments and market operations, as subsequently amended and supplemented (“Regulation No. 5/2018”), The Company hereby informs its shareholders of the following explanatory notes regarding the OGMS agenda items:

Item 1

The individual and consolidated annual financial statements prepared for the financial year ended December 31st, 2024, accompanied by the Report of the Board of Directors and the Independent Auditor’s Report of AROBS TRANSILVANIA SOFTWARE SA are available on the dedicated investor pages: www.arobsgrup.ro and www.arobs.com.

Item 2

The revenue and expenditure budget for the 2025 financial year of AROBS TRANSILVANIA SOFTWARE SA is available on the dedicated investor pages: www.arobsgrup.ro and www.arobs.com.

Item 3

During the financial year ended December 31st, 2024, the Company recorded a net profit of 30,516,880.36 lei. The proposal for profit distribution is as follows:

DESTINATION OF PROFIT	AMOUNT (RON)
Non-distributed net profit (retained earnings)	28,752,991.67
Legal reserve	1,652,001,56
other reserves	111,887.12
Total Net profit as at December 31, 2021	30,516,880.36

Item 4

4. The members of the Board of Directors are liable to the Company for non-compliance with the provisions regarding their responsibilities under the law, as well as for non-compliance with the obligations arising from the mandate granted by shareholders, through the articles of incorporation or the resolutions of the general meeting of shareholders. The discharge of liability is proposed in accordance with the provisions of Law No. 31/1990 on companies and the Company's articles of incorporation, considering the annual report of the Administrator regarding the activity carried out in 2024 and the financial statements, which are available on the dedicated investor pages: www.arobsgrup.ro and www.arobs.com.

Item 5

According to the provisions of Article 107 of Law No. 24/2017 on issuers of financial instruments and market operations, as subsequently amended and supplemented, the Remuneration and Nomination Committee of the Company has prepared, in accordance with the remuneration policy of the Company's executives, the present annual remuneration report ("Remuneration Report"), which includes the remuneration and other benefits granted to the Company's executives during the financial year ended December 31st, 2024.

Item 6

Under item 6 on the OGMS agenda, shareholders are invited to vote on the amendment of the Share Allocation Plan (of the "stock option plan" type) approved by the Ordinary General Meeting of Shareholders Resolution No. 2 dated April 29th, 2024, a plan for allocation to the members of the Board of Directors, the directors, and employees of the Company, as well as to the members of the management bodies and employees of any subsidiaries of the Company ("the Plan"). Thus:

- Article 5.1 of the Plan will be amended to increase the maximum number of shares that may be transferred under the Plan by 6,000,000 shares.
- Article 2.1 of the Plan will be amended so that the options added to the Plan will relate to the financial year ending on December 31st, 2025, as reflected in the OGMS presentation materials.

Items 7, 8, and 9

In accordance with the provisions of the Plan, the granting of Options, the Exercise Schedule, the grant limits, and the Performance Conditions for Eligible Members of the Board of Directors must be established at the OGMS level.