Correspondence Ballot

for shareholders natural persons

for the Ordinary General Meeting of Shareholders (OGMS) of AROBS TRANSILVANIA SOFTWARE S.A.

dated APRIL 28/29, 2025

The undersigned, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_,

\*Please fill in the surname and first name of the shareholder private individual

identified with the Identity Document / Identity Card / Passport series \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, no. [\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ delivered by \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, on \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, Personal Identification Number \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_], residing in \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

as shareholder of **AROBS TRANSILVANIA SOFTWARE S.A.**, with registered office in Romania, Cluj-Napoca, str. Donath, nr. 11, bl. M4, sc. 2, et. 3, ap. 28, Cluj County, registered with the Trade Register Office attached to Cluj Court under no. J12/1845/1998, Tax Reference Number 11291045, Romania (the Company),

being aware of the agenda of the Company's Ordinary General Meeting of Shareholders sitting of APRIL 28, 2025, 12:00 (Romanian Time) – first convening and APRIL 29, 2025, 12:00 (Romanian Time) – second convening, and of the documentation and briefing materials in connection with that agenda, in accordance with ASF Regulation no. 5/2018, I hereby cast my vote for the Company's Ordinary General Meeting of Shareholders, as follows:

**1.** Approval of the annual individual and consolidated financial statements prepared for the financial year ended 31 December 2024, accompanied by the annual report prepared by the Board of Directors and the independent auditor's report.

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**2.** Approval of the income and expenditure budget for the financial year 2025, in accordance with the OGMS presentation materials.

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**3.** Approval of the allocation of the Company's net profit recorded for the financial year ended 31 December 2024 in the aggregate amount of RON 30,516,880.36 (registered at individual level), determined in accordance with the applicable laws, as follows: the amount of RON 28,752,991.67 will be allocated to undistributed net profits (retained earnings), the amount of RON 1,625,001.56 will be allocated to the legal reserve and the amount of RON 111.887,12 will be allocated to other reserves.

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4. Secret ballot. Please refer to the Annex for the secret ballot.

**5.** Approval of the Remuneration Report regarding the management of the Company for the financial year ended 31 December 2024, prepared by the Company's Nomination and Remuneration Committee, in accordance with the presentation materials (ADVISORY VOTE).

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**6.** Approval of the amendment to the Share Allocation Plan (of the "stock option plan" type) approved by the Ordinary General Meeting Resolution no. 2 dated 29.04.2024, 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"), by increasing the maximum number of shares that may be transferred under the Plan by 6,000,000 shares, with the options granted to the Plan participants for these shares corresponding to the financial year ending on December 31, 2025, as reflected in the AGOA presentation materials

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**7.** Approval of the the terms and conditions for granting stock options to Mr. Voicu Oprean, chairman of the Board of Directors of the Company, subject to the approval of the stock option plan at item 6 of the OGMS agenda (the “**Plan**”) (capitalized terms used herein shall hereinafter have the meanings ascribed to them in the Plan), as follows:

* Grant Date: 30 May 2025;
* Exercise Schedule: one (1) year anniversary from the Grant Date for 60% of Options, two (2) year anniversary from the Grant Date for 40% of Options;
* Number of Options granted: 300,000 Options; and
* Performance Conditions: according to the Plan (i.e., holding the relevant position and fulfilment of conditions set out in the Remuneration Policy).

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**8.**Approval of the terms and conditions for granting stock options to Mr. Aurelian Călin Deaconu, executive member of the Board of Directors of the Company, subject to the approval of the Plan (capitalized terms used herein shall hereinafter have the meanings ascribed to them in the Plan), as follows:

* Grant Date: 30 May 2025
* Exercise Schedule: one (1) year anniversary from the Grant Date for 60% of Options, two (2) year anniversary from the Grant Date for 40% of Options;
* Number of Options granted: 200,000 Options; and
* Performance Conditions: according to the Plan (i.e., holding the relevant position and fulfilment of conditions set out in the Remuneration Policy).”Performance Conditions: according to the Plan (i.e., holding the relevant position and fulfilment of conditions set out in the Remuneration Policy).

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**9.**Approval of the terms and conditions for granting stock options to Mrs. Mihaela Stela Cleja, non-executive member of the Board of Directors of the Company, subject to the approval of the Plan (capitalized terms used herein shall hereinafter have the meanings ascribed to them in the Plan), as follows:

* Grant Date: 30 May 2025;
* Exercise Schedule: one (1) year anniversary from the Grant Date for 60% of Options, two (2) year anniversary from the Grant Date for 40% of Options;
* Number of Options granted: 150,000 Options; and
* Performance Conditions: according to the Plan (i.e., holding the relevant position and fulfilment of conditions set out in the Remuneration Policy).

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**10.**Approval of setting the date of 15.05.2025 as registration date for identifying the shareholders who will benefit from the effects of the resolutions adopted by the OGMS, in accordance with the provisions of Article 87 (1) of Law no. 24/2017 and the date of 14.05.2025 as the "ex-date" calculated in accordance with the provisions of Article 2 para. (2) lit. (l) of Regulation 5/2018.

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**11.**Approval of the authorisation of the Chairman of the Board of Directors, with the possibility of sub-delegation, to sign, in the name and on behalf of the Company, with full power and authority, any documents, including the resolutions of the OGMS and to perform any act or formality required by law for the registration and publication of the resolutions of the OGMS. The Chairman of the Board of Directors may delegate all or any of the powers conferred above to any/all persons competent to carry out this mandate.

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The deadline for registration with the Company of correspondence ballot by mail is April 26, 2025 at 12:00.

*Note: Indicate the vote cast by ticking an "X" in one of the spaces for "FOR", "AGAINST" or "ABSTAIN". Where more than one space is ticked with an "X" or no space is ticked, that vote shall be deemed invalid/not cast.*

I enclose herewith the copy of the identity document of the undersigned and, if applicable, the copy of the identity document of the legal representative (in the case of private individuals with no or limited exercise capacity) (Identity Document or Identity Card for Romanian citizens, or passport, residence permit for foreign citizens) allowing the identification of the undersigned in the shareholder ledger of AROBS TRANSILVANIA SOFTWARE S.A. on the reference date ***(April 22, 2025)*** issued by Depozitarul Central S.A., together with the proof of the status of legal representative.

Date of the correspondence ballot: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

No. of shares: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Annex for secret ballot voting

for the Ordinary General Meeting of Shareholders

**dated APRIL 28/29, 2025**

dedicated to item 4 on the agenda

The undersigned, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_,

\*Please fill in the surname and first name of the shareholder private individual

identified with the Identity Document / Identity Card / Passport series \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, no. [\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ delivered by \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, on \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, Personal Identification Number \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_], residing in \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

as shareholder of **AROBS TRANSILVANIA SOFTWARE S.A.**, with registered office in Romania, Cluj-Napoca, str. Donath, nr. 11, bl. M4, sc. 2, et. 3, ap. 28, Cluj County, registered with the Trade Register Office attached to Cluj Court under no. J12/1845/1998, Tax Reference Number 11291045, Romania (the Company),

**4. For item 4 on the agenda**, namely the Approval of the discharge of liability of the members of the Board of Directors for the financial year 2024 (SECRET VOTE).

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| FOR | AGAINST | ABSTAIN |
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*Note: Indicate your vote by ticking an "X" in one of the boxes for "FOR", "AGAINST" or "ABSTAIN". Where more than one box is ticked with an "X" or no box is ticked, that vote shall be deemed invalid/ not cast.*

Date of the correspondence ballot: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

No. of shares: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

*The correspondence ballot* *by mail for item 4 on the agenda, signed, in original, shall be inserted in a separate, sealed envelope, clearly marked on the envelope "Confidential – Secret Ballot Instructions for the Ordinary General Meeting of Shareholders of 28.04.2025/29.04.2025", 12:00, and which shall be inserted, in turn, in the envelope containing the* correspondence ballot *by mail dedicated to the other items on the agenda of the Ordinary General Meeting of Shareholders and the related documents; these shall be forwarded for registration at the Company's registered office no later than 26.04.2025, 12:00 p.m., clearly marked on the envelope "For the Ordinary General Meeting of Shareholders of 28.04.2025/29.04.2025". If the signed* correspondence ballot *by mail dedicated to item 4 on the agenda is sent by email with qualified electronic signature, in accordance with Law 455/2001 on the electronic signature, republished, it shall be sent to the address: ir@arobsgroup.com, in a separate email, with a qualified electronic signature, stating in the subject "Confidential – Secret Voting Instructions for the Ordinary General Meeting of Shareholders of 28.04.2025/29.04.2025"; it shall be forwarded for registration at the Company's registered office no later than 26.04.2025, 12:00 p.m.*