

AROBS Transilvania Software S.A.**Statement on Gender Representation in the Board of Directors****1. Legal framework and governance principles**

AROBS Transilvania Software S.A. (hereinafter referred to as the “Company” or “AROBS”), as a listed company on a regulated market, is subject to the provisions of Law no. 24/2017 (Articles 109¹–109⁸), which improved gender balance on board of directors in line with EU Directive (EU) 2022/2381. The aim is to enhance corporate governance by ensuring better gender representation in decision-making structures.

According to the legal requirements, listed companies must meet one of the following:

- (i) A minimum of 40% of non-executive board members from the underrepresented gender, or
- (ii) A minimum of 33% of all board members from the underrepresented gender.

2. Board composition and legal compliance

- (i) Board Composition: 4 male members and 1 female member;
- (ii) Mandate Valid Until: 29 September 2027.

While AROBS has already taken steps toward improving gender diversity, the current representation still falls short of the thresholds mentioned above. Nonetheless, under the legal provisions in force, these requirements are applicable only to future appointments, and current mandates remain valid as they were executed under previous legal conditions.

3. Commitment to future compliance and inclusive governance

AROBS is determined to aligning with the applicable legal provisions upon the next Board renewal. In anticipation of the 2027 mandate expiration, the company will:

- (i) Integrate gender balance requirements into its future Board of Directors composition plans;
- (ii) Adopt and publish both a Nomination Policy and a Diversity Policy, providing a structured framework for appointments;
- (iii) Develop and publish detailed Candidate Profiles on its website to ensure full transparency and clarity in the selection process.

At the same time, AROBS firmly believes that gender diversity must be implemented without compromising the merit-based nature of Board of Directors appointments. The selection process will not be altered solely to achieve compliance with diversity targets. Candidates will continue to be evaluated based on their qualifications, experience, and the strategic needs of the company, using non-discriminatory and transparent criteria.