



AROBS Transilvania Software S.A.

Declaration on gender representation within 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 company listed on a regulated market, is subject to the provisions of Law No. 24/2017 (Articles 109¹–109⁸), which require the improvement of gender balance within boards of directors, in accordance with Directive (EU) 2022/2381. The aim is to strengthen corporate governance by ensuring a more balanced representation of genders in decision-making structures.

Under the legal requirements, listed companies must meet one of the following targets:

- (i) At least 40% of the non-executive members of the board of directors should be from the underrepresented gender; or
- (ii) At least 33% of the total members of the board of directors (executive and non-executive) should be from the underrepresented gender.

2. Composition of the board of directors and compliance with legal provisions

- (i) Composition of the Board of Directors: 4 male members and 1 female member;
- (ii) Mandate valid until 29 September 2027.

Although AROBS has already taken steps toward improving gender diversity, the current representation does not yet reach the thresholds mentioned above. However, according to the legal provisions in force, these requirements apply only to future appointments, and the ongoing mandates remain valid, having been concluded in accordance with the legal framework existing at that time.

3. Commitment to future compliance and inclusive governance

AROBS is committed to aligning with the applicable legal provisions at the next renewal of the Board of Directors. In anticipation of the expiry of mandates in 2027, the Company will:

- (i) Integrate the gender balance requirements into future plans for structuring the composition of the Board of Directors;
- (ii) Adopt and publish both a Nomination Policy and a Diversity Policy, providing a structured framework for the nomination and appointment process;
- (iii) Prepare and publish detailed profiles of candidates on the Company's website to ensure full transparency and clarity in the selection process.

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AROBS also firmly believes that gender diversity must be implemented without compromising the meritocratic nature of appointments within the Board of Directors. The selection process will not be altered solely for the purpose of achieving diversity objectives. Candidates will continue to be assessed based on their qualifications, experience, and the strategic needs of the Company, using non-discriminatory and transparent criteria.

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