

**DIVERSITY, EQUITY, AND INCLUSION (DEI) POLICY OF AROBS
TRANSILVANIA SOFTWARE S.A.**

1. PURPOSE AND SCOPE

This policy establishes the commitment of AROBS Transilvania Software S.A. (the “**Company**”) to diversity, equity, and inclusion (DEI) within its Board of Directors (“**BoD**”) and executive management¹. It aims to promote a balanced representation of gender, age, experience, and skills, in compliance with the Bucharest Stock Exchange (BVB) Corporate Governance Code and applicable Romanian legislation.

The policy is applicable to all appointments, elections, and succession planning for the Board of Directors and executive management of the Company.

2. COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

The Company is committed to:

- (i) Ensuring gender diversity and meeting the legal thresholds of at least 40% of non-executive board members or at least 33% of all board members being from the underrepresented gender;
- (ii) Establishing a transparent, fair, and merit-based selection process;
- (iii) Promoting a culture of inclusivity where decisions are made based on competency, experience, and alignment with corporate strategy;
- (iv) Encouraging diversity in professional background, skills, and perspectives to enhance corporate governance and decision-making.

3. SELECTION AND APPOINTMENT PROCESS

The Nomination and Remuneration Committee (NRC) will oversee the selection process for BoD and executive management positions, this DEI policy representing one of the selection criteria when evaluating candidacies for such positions.

Selection will be based on neutral, clear, and non-discriminatory criteria, including professional experience, competencies, and corporate governance knowledge. However, when two or more candidates have equal qualifications, priority will be given to candidates of the underrepresented gender unless an objective justification applies (e.g., other diversity policies, critical skills balance, sought after competences at the level of BoD / executive management).

The Nomination Policy will be published on Company’s website, in the AROBS for Investors section, Corporate Governance, detailing the evaluation criteria.

4. IMPLEMENTATION AND MONITORING

¹ Executive management is represented by managers as defined by Company’s Law 31/1990, updated, in art. 143, par. (1) and (5), having the rights and obligations provided by such law, the Articles of Incorporation of the Company, as well as those listed in the Organization and Operational Regulation of The Board of Directors of the Company.

The NRC may conduct an annual review of the DEI policy and recommend improvements, if necessary. Based on the analysis of the NRC, the Board of Directors will oversee the Company's progress toward achieving the gender balance objectives and broader diversity goals.

If the Company does not meet the 40% non-executive board member or 33% total board member gender diversity targets, it will adjust its selection process to promote a more balanced representation.

However, the selection process will not be altered in identifying the best suitable candidates, solely for the purpose of complying with the gender diversity targets listed in this policy, as well as the applicable legal provisions.

5. REPORTING AND COMPLIANCE

By July 15 each year, the Company will report gender representation data to the Financial Supervisory Authority (ASF), distinguishing between executive and non-executive board members.

If the Company has not achieved the legal diversity targets, it will publicly disclose:

- The reasons for non-compliance.
- Measures taken or planned to reach compliance.

This information will be published in the Company's corporate governance statement, as well as through any other means of communication and made available on the Company's website.

6. TRANSPARENCY AND ACCOUNTABILITY

Shareholders will be informed about the company's DEI commitments and the impact on board nominations.

Separately, the Company will provide candidates with feedback on their evaluation process and the comparative assessment of their qualifications. Any candidate who believes they were unfairly excluded, may seek recourse through the appropriate legal channels.

7. REVIEW AND UPDATES

This policy will be reviewed every year or sooner if required by legislative or corporate governance changes. Any updates will be approved by the Board of Directors and disclosed publicly.