



AROBS Group Sustainability Strategy

2025-2030

Global Objectives

AROBS Group sets the following global objectives by 2030:

- Environment (E): reduce Scope 1 and 2 emissions by 30 percent compared with the 2024 baseline, progressively integrate Scope 3, supply offices with at least 50 percent green energy and reduce electronic waste by 50 percent.
- Social (S): fully train employees in ESG and data protection by 2026, increase diversity at the Board level, in compliance with the Bucharest Stock Exchange's Governance Code of Conduit, respectively the number of women in leadership positions by 15 percent by 2030 (currently the structure is 35 percent women and 65 percent men) and expand educational projects with community impact.
- Governance (G): aligning the ESG Strategy with the company's general strategy, integration of the ESG policies and procedures into the company's and group general procedures and strengthen ESG oversight mechanisms through an improved system of policies and procedures and implement an integrated digital data-collection system by 2027.

AROBS Group: technology with impact and global ambitions



With an international presence in 11 countries, a team of more than 1,200 employees and collaborators, over 11,000 active clients and expertise in sectors such as automotive, embedded, IoT, life sciences and enterprise solutions, the AROBS Group is a company with significant regional influence in the software and technology industry.

Through its listing on the Bucharest Stock Exchange and accelerated expansion in Central and Western Europe as well as in North America, the AROBS Group is in a stage of strategic consolidation where sustainability becomes a strategic approach for growth, differentiation and resilience.

In 2025 the AROBS Group published its second Sustainability Report covering 2024 and the first in accordance with the ESRS. The 2024 report underwent external audit and assurance, establishing a solid foundation for future reporting and for integrating ESG principles into the business model. The double-materiality analysis and ESG data-collection process showed both the progress that needs to be made and the gaps that must be addressed: strengthening reporting processes, reducing CO₂ emissions, defining SMART objectives and engaging departments collaboratively.

ESG Objective: responsible leadership and sustainable transformation

We commit to turning sustainability into a strategic pillar of the AROBS Group's development by 2030.

This strategy is designed to:

- Structure the ESG vision and directions within a coherent, transparent framework tailored to the Group's specific characteristics;
- Guide investment, innovation and governance decisions toward sustainable objectives; and
- Prepare the Group for current and future requirements from investors, clients and global partners.

The AROBS Group aims to become a benchmark for sustainability in the Romanian technology industry and a model for integrating innovation and responsibility in all the markets in which it operates.

The sustainability strategy of the AROBS Group integrates industry best practices and adapts them to the company's specifics: an IT business with global impact but with strong local roots and responsibilities toward employees, clients, investors and society.

Strategic Objectives – Environment (E)

Based on the double-materiality analysis, the identified gaps and the ESRS requirements, the AROBS Group will align its environmental efforts around two major directions of transformation.

1. Reducing climate impact and increasing resilience to climate change

Proposed strategic objectives (2025–2030):

- Reduce Scope 1 and 2 emissions by 30 percent by 2030 compared with the 2024 baseline.
- Progressively integrate Scope 3 emissions into reporting and set reduction targets by 2028.
- Increase the share of renewable energy used in operations to at least 50 percent by 2030.
- Validate climate targets through the Science Based Targets initiative (SBTi) by 2030.
- Develop and publish a climate transition plan by 2028.

2. Promoting circularity and efficiency in resource use

Strategic measures:

- Define a sustainable procurement policy and set minimum criteria for IT equipment—refurbishable, repairable and with an extended life cycle.
- Join buy-back programmes or internally implement initiatives to reuse old equipment for non-critical functions; the company already reuses equipment until it is morally obsolete or irreparable. Equipment that no longer meets performance standards is donated or sold to interested parties.
- Fully digitise administrative processes by 2027 (paperless HR, contracts, archiving).
- Launch pilot eco-design initiatives for its own solutions, with sustainability and energy-efficiency objectives. This initiative targets the Group's own tracking devices on the market.

Applying circular-economy principles within the GPS fleet-monitoring division

The fleet-monitoring division promotes circularity and efficiency in resource use through an integrated approach focused on optimising the lifespan of equipment and reducing electronic waste.

Specific contributions and directions:

- **Extending the lifespan of GPS equipment** – devices are configured, tested and reconditioned internally for reuse in non-critical applications.
- **Reuse and reconfiguration** – equipment removed from clients (where applicable under concluded contracts) is evaluated, reset and updated with new software for reintroduction into circulation.
- **Reducing electronic waste** – collaboration with authorised partners for collecting and recycling used equipment.
- **Optimising resources through software** – the solutions developed reduce fuel consumption and emissions and increase the lifespan of monitored vehicles.

Development prospects:

- Continue developing software functions to monitor fleet-sustainability indicators such as CO₂ emissions, fuel consumption and idling times.

Strategic Objectives – Social (S)

Community well-being through technology and education

The AROBS Group has consistently invested in projects that generate a positive social impact by supporting education and technology, encouraging local innovation and supporting young generations, as presented in the 2024 Sustainability Report in the “Events and community engagement in 2024” section. These actions reflect both the company’s values and the expectations of stakeholders—partners, employees, clients and investors.

Strategic objectives:

- Increase equitable access to digital education in Romanian communities.
- Promote technological innovation with a positive social impact.
- Support young generations in acquiring skills relevant for the future—artificial intelligence, cybersecurity and sustainability.
- Strengthening partnerships with universities, NGOs and educational institutions to build human capital.

Workforce: governance, equity and development

The AROBS Group's strategic objectives are:

- Create a formal and transparent framework of human-resources policies and procedures based on equity, inclusion and safety.
- Improve workforce retention, satisfaction and diversity.
- Ensure a sustainable workforce transition by assessing the social impact of climate and technological transformations.
- Increase accountability withing the executive leadership and HR department in managing the social dimension of sustainability.
- Promote a healthy balance between professional and personal life.

Diversity, inclusion and vulnerable groups

Strategic objectives:

- Promote diversity and inclusion as fundamental principles in the AROBS Group's organisational culture.
- Create an accessible and equitable work environment for employees from vulnerable groups.
- Strengthen partnerships with relevant organisations to support social and professional inclusion.

Consumer protection and ethics in user interaction

Strategic objectives:

- Ensure personal-data protection and digital security for all users of AROBS Group products.
- Create accessible and inclusive software products and services.
- Increase transparency and ethical responsibility in interactions with clients and end users.
- Integrate consumer feedback into product development and improvement processes.

Strategic Objectives – Governance (G)

ESG structure and sustainability governance

Strategic objectives:

- Create a clear ESG governance structure that ensures the integration of sustainability into strategic and operational decisions.
- Increase the responsibility and involvement of the board of directors and executive management in overseeing ESG aspects.
- Ensure traceability and credibility of ESG data through periodic reporting and audit with external assurance.

Ethics, integrity and whistle-blower protection

The AROBS Group's strategic objectives are:

- Strengthen an organisational culture based on ethics, transparency and integrity.
- Create a robust whistle-blowing mechanism that ensures confidentiality and protection of whistle-blowers.

- Increase responsibility and transparency in investigating misconduct and applying sanctions.
- Consolidate the trust of internal and external stakeholders in the fairness of governance processes.

Integrating ESG into company strategy and business decisions

Strategic objectives:

- Align investment and partnership processes with clear ESG criteria.
- Integrate sustainability into all lines of business (software development, telematics, human resources management, etc.)
- Create a formal mechanism for ESG decision-making at executive and operational level.
- Increase transparency regarding how strategic decisions are influenced by analyses of ESG-related risks and opportunities.

The governance model that respects ESG principles is an integral part of the AROBS Group's business model and aims to ensure:

- coherence between values, decision and action;
- strategic adaptability in a changing regulatory context; and
- increased trust from stakeholders.

Strengthening governance structures will support the implementation of the entire strategy, transforming sustainability into a performance criterion at all decision-making levels.

Transparency, performance and adaptability

To build trust and ensure long-term accountability, AROBS Group governance will include:

- Monitoring and periodically evaluating the efficiency of governance structures and internal policies.
- Strengthening the capabilities of the ESG strategy to adapt to legislative changes and stakeholder feedback.
- Ensuring traceability and credibility of data through internal and external audits.

Vision and strategic objectives

The AROBS Group aims to strengthen its position as a listed, responsible and transparent IT company through rigorous reporting in accordance with European standards and by gradually integrating sustainability principles into its processes.

The company's vision is to turn compliance into a competitive advantage by strengthening its reputation and developing innovative solutions with a positive impact on the environment, the community and the markets in which it operates.

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