

To: *Bursa de Valori București S.A.*

Autoritatea de Supraveghere Financiară

CURRENT REPORT 16/2024

Pursuant to Law no. 24/2017 on issuers of financial instruments and market operations and to the Romanian Financial Supervisory Authority Regulation no. 5/2018 on issuers and operations with securities, as subsequently amended and supplemented and the provisions of Article 99 of the Bucharest Stock Exchange Code, Title II, Issuers and Financial Instruments.

Date of report	01.04.2024
Name of the Company	AROBS Transilvania Software S.A.
Registered Office	11 Donath Street, building M4, entrance 2, 3rd floor, ap. 28, Cluj-Napoca, Cluj, Romania
Email	ir@arobsgroup.com
Phone	+40 754 908 742
Website	www.arobs.com
Registration nr. with Trade Registry	J12/1845/1998
Fiscal Code	RO 11291045
Subscribed and paid share capital	87,129,360.9 lei
Total number of shares	871,293,609
Symbol	AROBS
Market where securities are traded	Bucharest Stock Exchange, Main Segment, Premium Category

Important events to be reported: 2024 Revenue and Expense Budget

The management of AROBS Transilvania Software S.A. (hereinafter referred to as the “Company”) informs the investors about the availability of the 2024 consolidated Revenue and Expense Budget. The budget will be subject to approval at the Ordinary General Meeting of Shareholders, which will take place on April 29, 2024.

PROFIT AND LOSS ACCOUNT (LEI)	2024
Turnover:	494,876,000
Software services revenue	395,745,000
Software products revenue	81,679,000
Integrated systems revenue	17,452,000
Total sales costs:	341,555,000
Cost of sales from software services	287,136,000
Cost of sales from software products	39,637,000
Cost of sales from integrated systems	14,782,000
Gross result	153,321,000

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Sales and marketing expenses	22,396,000
General and administrative expenses	77,468,000
Other revenues/(expenses)	1,020,000
Operating result	54,477,000
EBITDA	84,870,000
EBITDA margin	17,15%
Normalized EBITDA*	92,869,000
Normalized EBITDA margin*	18.77%
Profit before tax	53,213,000
Income tax	12,381,000
Net profit	40,832,000
Net profit margin	8.25%
Normalized net profit**	48,831,000
Normalized net profit margin**	9.87%

*Normalized EBITDA = EBITDA without ESOP 1, 2, 3 impact. The impact of the new ESOP program to be implemented in 2024 is not normalised

** Normalized net profit excludes the non-cash effect generated by the Stock Option Plan (ESOP) 1, 2, 3 programs

In 2024, the Company aims to continue focusing on expansion, innovation, and operational efficiency to consolidate its position in services and software products both locally and internationally. Therefore, the Company's priorities for 2024 are as follows:

Integration of Group entities

- In 2024, the Company will continue the process of integrating Group entities to optimize resources to increase added value for customers.

Streamlining Group operations

- Operational efficiency remains at the heart of the Company's strategy. Through the use of advanced technologies and improved processes internally, the Company's management aims to increase activity in providing services and software products, while developing an organizational culture that promotes knowledge transfer and best practices between teams within the Group companies.

Organic expansion in the EU/USA through customer proximity

- The Company's strategic expansion into the EU and US markets will focus on consolidating relationships with existing customers. By deeply understanding their specific needs and challenges, the Company strives to tailor the range of services and software products to meet their needs while facilitating access to the Company's technological innovations.

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Motivation and retention with a focus on efficiency

- The success of the Company is directly linked to talented and dedicated colleagues within the Group. In 2024, the Company will continue implementing innovative motivation and retention programs that recognize and reward individual and team achievements and promote efficiency and operational excellence. As such, the Group plans to continue supporting professional development opportunities for teams by covering these costs and continuing Stock Option Plan programs. Through these initiatives, the management ensures that AROBS remains a place where talent is nurtured and valued.

Furthermore, in 2024 and 2025, the distribution cycles of the shares transferred by founder Voicu Oprean at nominal value to the Company before the its listing on the AeRO market of the Bucharest Stock Exchange in 2021 will be completed. The 40 million shares have covered all three SOP programs implemented by the company as of November 2021.

Voicu OPREAN

Chairman of the Board of Directors