WORKING COMMITTEE'S RULES OF PROCEDURE

Approved by the Board of Directors of Robit Plc on December 22, 2025

1. THE COMPOSITION OF THE COMMITTEE

The company's board of directors appoints the working committee's chair and members. The committee consists of at least three board members.

The members' term is one year and the term will expire at the end of the following ordinary general meeting.

2. THE DUTIES OF THE COMMITTEE

The working committee is responsible for attending to the duties given by the board of directors. The committee has no independent power of decision.

The working committee prepares and submits proposals on the following topics to the company's board of directors:

- monitor and evaluate the company's business development;
- prepare, together with the company's management, the company's strategy and long-term operations and objectives, and present proposals to the board;
- prepare and develop the company's operational activities as well as financial performance;
- ensure the company's operational structure and the necessary resources;
- monitor the business markets, competitors, and market trends, and assist the company's management in leveraging market potential;
- monitor and ensure the relevance and competitiveness of the company's offering;
- prepare and follow up on significant strategic projects and investments, such as corporate transactions, structural arrangements, and major development initiatives; and
- the working committee may decide that, if agreed, an individual member of the committee may additionally support a specific team or individual within the company.

In addition to the aforementioned duties, the working committee may also have other duties that serve a purpose in the conduct of the working committee's duties.

The working committee is entitled to conduct research on matters that are required for the conduct of its duties and to use the services of external experts and advisers as it sees fit.

3. COMMITTEE MEETINGS

The working committee convenes as necessary, however at least three times a year. The chair convenes the committee.

The working committee prepares an annual meeting schedule that contains the key issues to be addressed.

Meeting materials will be submitted at least three days before the meeting.

Minutes are prepared for the working committee meetings, which are approved by all participants and then archived in the board's document repository. The committee's chair reports to the board of directors in terms of the key issues addressed by the working committee.

In addition to the working committee's members, the company's CEO regularly attends the committee meetings, along with other persons invited by the committee as needed. CEO acts as the secretary.

4. REMUNERATION FOR SERVING ON THE COMMITTEE

A fee determined by the general meeting will be paid to the members of the committee.

5. INFORMATION THAT WILL BE PUBLISHED ABOUT THE COMMITTEE

The company will publish the names of the members of the committee, the number of meetings held by the committee during the financial year and the average number of times each member (personally) participated in the said meetings in addition to providing a summary of the main facets of the committee's rules of procedure in its annual report and on its website.

6. EVALUATION OF THE COMMITTEE'S WORK

The working committee evaluates its own work at least once a year to further develop its effectiveness. The evaluation is conducted through discussion.

7. APPROVAL AND ENTRY INTO FORCE OF THE RULES OF PROCEDURE

The company's board of directors approves the committee's rules of procedure and decides on their entry into force. Any amendments to the rules of procedure require a decision by the board.