

## **RESPONSIBILITY POLICY TOWARDS BUSINESS AND IN THE FIELD OF E&S OF IAR SA**

*The responsibility policy of the Company IAR SA is based on the principle of coherence between social programs, the attitude in business, that towards shareholders and employees as well as towards the environment, in the context of ensuring the sustainable development of both the company and the community in which it operates. The company is committed to ensuring that any activity it carries out is conducted in an ethical manner, based on the best practices in corporate governance.*

*The coordinates regarding the practice of responsibility at the level of IAR SA mainly aim at the following:*

### **1. Social responsibility towards business and attitude in business**

*Social responsibility towards the activity carried out is manifested mainly through the following:*

- *supporting the activity through investment programs promoted in the company;*
- *supporting the economy by promoting sustainable investment programs, by conducting public offers and using financing facilities offered through the mechanisms of European Funds.*

*Regarding the attitude in business, the company's management and its employees respect the rules of ethics and conduct adopted by the IAR SA Company, all of them carrying out their activity responsibly and honestly, in the spirit of respecting the dignity and prestige of the profession, not being able to engage in practices that could harm the image and interests of the company and its shareholders.*

### **2. Social responsibility towards shareholders**

*The mission of IAR SA is to increase the value of the assets managed through the full range of diversification instruments, in accordance with the legislation applicable to the capital market and the implementation of a balanced policy.*

*The company's investment objective is to maximize the aggregate returns obtained by shareholders through the investments made by the company, in accordance with its own legislation and regulations in force. In this regard, IAR SA constantly seeks to significantly increase the quality of the managed asset portfolio and implicitly its market value. IAR SA is a strategic company of national interest, whose activity is based on high technological know-how, specialized, intended especially for the defense industries, being the only Romanian economic agent in the field on the military helicopter market in Romania. In addition to use in the defense/military field, the company's products also fulfill other types of missions of particular importance such as: law enforcement missions, anti-terrorist missions, search and rescue missions, intervention missions in case of natural disasters, state border surveillance, evacuation of the wounded and medical assistance, special transports, aerial surveillance missions, firefighting missions, etc.*

*IAR SA places particular emphasis on the protection of investors' interests and rights, and in the event of complaints of violations thereof, the company undertakes to take all necessary steps to resolve complaints quickly and efficiently, and to treat investors in a professional, fair and non-discriminatory manner.*

*The company also fulfills its obligations of transparency and information to shareholders and investors by publishing current and periodic reports on the company's activity on the Bucharest Stock Exchange website [www.bvb.ro](http://www.bvb.ro) and on the company's website [www.iar.ro](http://www.iar.ro).*

### **3. Social responsibility towards employees**

*The most important resource of IAR SA is its employees, the achievement of the company's objectives being an expression of their commitment, training and professionalism. The company's responsibility towards its employees is manifested by ensuring an adequate work environment, offering opportunities for professional and personal development and establishing a permanent dialogue with them in order to improve processes and increase the organization's performance.*

*The commitments assumed by the IAR SA Company in this regard aim to:*

- *ensure the participation of all employees in training and professional development programs;*
- *encourage innovative activities and increase competitiveness;*
- *promote performance-based management;*
- *respect for the human dignity of each employee, as well as all rights deriving from this quality;*
- *prohibit the use of forced labor, child labor, as well as protect maternity in the workplace;*
- *create a positive, dynamic, open work climate, based on collaboration and dialogue, in which employees can capitalize on their experience and potential, develop and evolve professionally;*
- *ensure the rigorous application of legislative provisions, so that labor relations are conducted correctly and fairly, operate according to the principle of equal treatment and opportunities, without any discrimination of any kind;*
- *implementing a consistent policy regarding health and safety at work, so as to create a safe, healthy and clean working environment, without the risk of injury or occupational illness;*
- *stimulating the Company's employees by providing salary packages that include, in addition to the monthly salary, a series of benefits, including: providing meal vouchers, providing a health subscription, providing social assistance in case of illness or other needs arising from special situations in their families, providing facilities for the purpose of recovery, rest and restoration of health, other monetary or material assistance.*

### **4. Environmental Responsibility**

*The coordinates of the environmental social responsibility policy of IAR SA are the following: efficient use of resources, reduction of waste and pollution, sorting and recycling of waste, use of renewable and natural resources, saving water and electricity, use of non-polluting technologies, ensuring thermal efficiency of buildings and application of environmental standards.*

### **5. Responsibility towards the community**

*Promoting the principles of a company responsible towards the community, IAR SA Company is involved in its life through sponsorship actions and partnerships, in various social programs carried out at the community level.*

*The priority areas in which the company's management has decided to get involved are: education, social assistance, sports and environment.*

### **6. Corporate Social Responsibility**

*By integrating the basic principles of Corporate Social Responsibility into business strategies, IAR SA Company aims to ultimately achieve the objective of sustainable development.*

*Thus, IAR SA Company chooses to treat environmental and social issues as integral parts of business operations, the company's management considering that the relationship between the company, community and social responsibility is mutually advantageous.*

*On one hand, the community can generate profit for the company, and on the other hand, the company provides support to disadvantaged groups or communities, participates in local development, attracts top talents and inspires innovation.*

*On the other hand, internally, corporate social responsibility determines greater involvement on the part of employees by adopting the company's values, thus contributing to the development of its organizational culture.*