

Company IAR S.A.

Headquarters: Ghimbav, str. Hermann OBERTH, nr. 34, Jud. Braşov

Registration number in the Trade Register: J/08/4/1991

exemplar nr.



### **DECISION No. 05 CA/05.03.2025**

*Considering the provisions of Law no. 31/1990 republished, with the amendments and supplements to date, of Law no. 24/2017, of ASF Regulation no. 5/2018, of the Bucharest Stock Exchange Operator Code and of the Bucharest Stock Exchange Corporate Governance Code – revised edition applicable starting with January 2025,*

*Taking into account the obligation of IAR SA, as an issuer whose shares are traded on the regulated capital market – operator Bucharest Stock Exchange, to comply with the provisions of the BVB Corporate Governance Code,*

*Based on the powers granted to the Board of Directors of IAR SA by Law no. 31/1990 on commercial companies, republished, with subsequent amendments and supplements, by the Articles of Association of IAR SA and the provisions of the AGM Decision no. 11/11.12.2024,*

**THE IAR S.A. BOARD OF DIRECTORS, legally established on the date of 05.03.2025,**

### **DECIDES:**

**Article 1** *The following corporate policies and documents arising from them, which were developed by the executive and administrative management of IAR SA, are approved, in the form presented during the meeting on 05.03.2025:*

- Risk Management Policy
- Diversity and Inclusion Policy of IAR SA
- Sustainability Policy for IAR SA Company
- Policy on Avoiding and Combating Conflicts of Interest
- Policy on Providing Audit and Non-Audit Services
- Nomination Policy
- Forecasting Policy Applied in IAR SA Company
- Responsibility Policy in Business and in the ES Sphere of IAR SA
- Sponsorship Policy of IAR SA Company
- Policy on Transactions with Affiliated Parties of IAR SA Company
- Whistleblowing Policy
- Strategy of IAR SA Company
- Internal Work Plan of the Board of Directors
- Internal Work Plan of the Audit Committee
- Internal Work Plan of the Nomination and Remuneration Committee
- Internal Work Plan of the Risk Management Committee
- Compensation and Benefits Plan of IAR SA Company
- Executive Management Succession Plan.

**Article 2** *The administrative and executive management of the company is responsible for implementing the provisions of the policies and documents approved in art.1.*

*Dated at the headquarters of IAR S.A., today, 05.03.2025.*

**Constantin ALEXIE-COTAN-BODOLAN**

**CHAIRMAN OF THE BOARD**