

THE POLICY OF IAR COMPANY POLICY REGARDING THE DIVERSITY, EQUALITY AND INCLUSION

1. Principles of Diversity, Equality and Inclusion

IAR SA Company is an employer that promotes the principle of non-discrimination and equal treatment.

This principle is regulated internally both in the Code of Ethics and Integrity and in the Internal Regulations, which stipulate that IAR SA promotes the principle of equal treatment towards all its employees in order to avoid direct or indirect discrimination based on sex, sexual orientation, genetic characteristics, age, nationality, race, color, ethnicity, religion, political opinion, social origin, disability, family situation or responsibility, membership or trade union activity.

Also, both these documents and the Collective Labor Contract applicable in IAR SA, provide that employment relations are based on the principle of equal treatment and non-discrimination in the relationship between Employee - Employer, on the principle of mutual respect and good faith, the Company complying with the legal provisions on non-discrimination and the elimination of any form of harassment (moral, sexual) and violation of human dignity.

In addition, the system procedure "Hiring of employees, monitoring of individual employment contracts, termination of employment relationships within IAR SA" stipulates that the recruitment and hiring process of IAR SA provides equal opportunities to all candidates who prove during the selection process that they have the necessary skills, qualities and qualifications, the process of employment and / or promotion within the company being a non-discriminatory and in full compliance with the provisions of labor legislation in force, internal regulations and good practices in the field of human resources.

In addition to the aforementioned documents and regulations, IAR SA has drafted and developed the Diversity, Equality and Inclusion Policy, with the aim of bringing together the principles and objectives of creating a diverse work environment and inclusive culture, where every director, manager or employee feels valued and able to reach their full professional potential.

The respect for diversity is a basic principle applied within IAR SA SA including its administrative and executive management, with the company's human assets having a shared responsibility not to discriminate against any director, manager or employee, on the premise that discrimination prevents them from realizing their full potential, creating inequalities among them.

The management and executive management of IAR SA continuously apply the principle that the improvement of the performance and development of the organization is dependent on the diversity of thinking of the Company's directors, managers and employees.

The organizational culture developed within IAR SA is an inclusive one, in which managers, directors and employees of the company feel comfortable, respected and treated fairly and non-discriminatorily, being appreciated individually, according to their attitude and results.

The Policy of IAR SA company regarding the diversity, equality and inclusion applies both to IAR SA's employees, regardless of whether they hold managerial or executive positions, and to IAR SA's directors and managers, who work under their contracts of mandate.

2. Implementation within IAR SA of the Diversity, Equality and Inclusion Policy

The Diversity, Equality and Inclusion Policy is one of the priorities for the transposition of the ESG (Environmental, Social and Governance) framework at IAR SA organization level.

Some of the practices included in the Policy for Diversity, Equality and Inclusion developed by IAR SA at all levels (managers, directors and employees) are the following:

- **VOCATIONAL TRAINING**
 - *specialized training;*
 - *an induction program in the Company's field of activity followed by most new employees*
 - *granting study leave at the request of employees*
- **GENDER EQUALITY**
 - *involving women in leadership positions*
 - *involvement in various gender-specific events, as follows: organization of sports activities of interest to men's collectives, organization of women's events.*
- **DIGNITY AT WORK**
 - *protection against harassment and abuse*
 - *applying the principles stipulated in the Code of Ethics and Integrity of IAR SA*
- **INCLUSION**
 - *organizing events designed to enable employees to be included in the collective to which they belong*
- **FLEXIBLE WORKING CONDITIONS**
 - *an individualized work program*
 - *working remotely (teleworking)*
 - *flexible daily working hours*
 - *reduced working hours in certain situations*
- **FAMILY LIFE**
 - *involvement in various events dedicated to the families of the Society's employees (June 1st, Christmas)*
 - *supporting employees' families when they are on holiday (including by granting social benefits)*
 - *granting maternity and paternity leave*
 - *granting leave for special family circumstances*
 - *granting leave and incentives on the occasion of family events (marriage, birth of children)*
 - *granting leave and social benefits for special family problems. Societatea IAR SA a implementat și implementează o serie de măsuri pentru sprijinirea drepturilor administratorilor, directorilor și angajaților și a dezvoltării lor profesionale.*

The company believes in a non-judgmental, inclusive community across the entire value chain, treating managers, directors and all employees fairly, non-discriminatorily and giving everyone access to the same opportunities.