

# **SUSTAINABILITY POLICY**

## **IAR SA COMPANY**

### **Purpose:**

*This sustainability policy is designed to guide IAR SA towards a sustainable development model that minimizes environmental impact, promotes social responsibility and ensures effective and transparent governance.*

### **1. Environmental Perspective (Environment)**

**Objectiv:** *Reducing carbon footprint and promoting efficient use of natural resources.*

#### **Principles:**

- **Reducing CO<sub>2</sub> emissions:** *adopting advanced engine technologies, using sustainable fuels and optimizing flight routes to reduce fuel consumption*
- **Energy efficiency:** *Implementation of solutions to reduce energy consumption in both operations and infrastructure (hangars, workshops, maintenance facilities)*
- **Waste management:** *Promote recycling and reduction of hazardous and non-hazardous waste, including in the production and maintenance phase of aircraft*
- **Protecting biodiversit:** *Minimize impacts on specific habitats in areas adjacent to workshops/flying areas and during construction or repair of aircraft*

#### **Specific actions:**

- *Involvement of IAR SA in research and development partnerships in the field of green technologies*
- *Continuous monitoring and reporting of environmental performance*

### **2. Social Perspective (Social)**

**Objectiv:** *Promoting an inclusive and responsible organizational culture with a positive impact on employees, passengers and communities*

#### **Principles:**

- **Safety and health:** *Prioritizing employee safety by meeting international standards and continuously improving procedures*
- **Diversity and inclusion:** *Creating a diverse and equitable working environment that fulfils the potential of every employee, regardless of gender, ethnicity or other characteristics*
- **Human capital development:** *Investing in continuous training, supporting aviation careers and creating mentoring programs*
- **Community involvement:** *Supporting local initiatives, educational programs and volunteer actions that contribute to the well-being of communities*

***Specific actions:***

- *Training programs on inclusion and ethical leadership*
- *Regular employee satisfaction assessments*
- *Partnerships with educational institutions to promote careers in aviation.*

**3. Governance Perspective (Governance)**

***Objectiv:*** *Ensuring ethical, transparent and accountable governance that supports long-term sustainable performance*

***Principles:***

- ***Transparency and accountability:*** *Sustainability reporting and compliance with international ESG reporting standards*
- ***Ethics and compliance:*** *Implement rigorous codes of ethics, anti-corruption policies and effective risk management mechanisms*
- ***Risk management:*** *Proactively identify and manage environmental, social and governance risks*
- ***Stakeholder involvement:*** *Open and constant dialog with investors, employees, customers and other stakeholders to integrate their feedback into strategic decisions*

***Specific actions:***

- *Allocation of sustainability tasks to the risk management committee of the board of directors*
- *Independent assessments of governance performance*
- *Ethical leadership and responsible management training programs*

**4. Monitoring and Reporting**

*In order to ensure progress, IAR SA will implement periodic sustainability performance assessment mechanisms and, starting with the annual reporting for the financial year 2025, will include information on ESG (Environmental, Social, Governance) indicators in its annual reports.*

*This policy is a living document that will be regularly reviewed and updated to reflect new sustainability challenges and opportunities.*

*The Sustainability Policy is a synthesis document based on recognized best practices and general principles in the field of sustainability, particularly in the aviation industry.*