

**IAR SA COMPANY**

**SECRETARY OF THE BOARD OF DIRECTORS**

***CORRECTION OF MATERIAL ERROR IDENTIFIED IN THE ANNUAL REMUNERATION  
REPORT PREPARED FOR THE YEAR 2023***

*During a random check of the Annual Remuneration Report prepared for the year 2023, on 22 August 2025, it was found that a material error had crept into the aforementioned document.*

***In order to correct this material error, the text appearing on page four of the report, in the fourth indent, according to which:***

*"During 2023, the CEO of IAR SA received, based on the remuneration policy valid until June 26, 2023, a gross amount of 319,225 lei (equivalent to 64,760 euros) as a variable component. This was calculated based on the value of 99.63% of the total degree of achievement of the following **key performance indicators established by the mandate contract for 2023:** (...)"*

***is corrected as follows:***

*"During 2023, the CEO of IAR SA received, based on the remuneration policy valid until June 26, 2023, a gross amount of 319,225 lei (equivalent to 64,760 euros) as a variable component. This was calculated based on the value of 99.63% of the total degree of achievement of the following **key performance indicators established in the mandate contract for 2022:** (...)"*

***The year referred to is 2022, not 2023 as written in the report.***

***Aurelia SUMEDREA***

**SECRETARY OF THE BOARD OF DIRECTORS**

