IAR SA COMPANY
Headquarters: Ghimbav, no.34 Hermann Oberth Str., Braşov county
Business Reg. No: J1991000004086, T.I.N.: 1132930

RESOLUTION No. 08/16.11.2026

Pursuant to Art. 30, para. (3) and Art. 36, paras. (1), (2), and (3) of Emergency Government Ordinance (OUG) 109/2011, as subsequently amended and supplemented,Taking into account Decision No. 30CA/01.09.2026, which approved the convening of the Extraordinary General Meeting of Shareholders,

Taking into account Decision no. 31 CA/24.09.2026 approving the Administration Plan, which stipulates: "Art. 6. Approves the submission of the documentation regarding the full Administration Plan for 2026–2030 to the General Meeting of Shareholders, for the purpose of negotiating and approving the Performance Indicators for the Administration Component and the Management Component of IAR S.A., following the issuance of an opinion by AMEPIP";

In view of Decision 32 CA/24.09.2026, which approved the convening of the Ordinary General Meeting of Shareholders (AGOA) for November 16/17, 2026;

Resolution No. 1 of the Extraordinary General Meeting of Shareholders dated February 24, 2026, of IAR S.A., appointing the directors of IAR S.A.;

Under Law no. 31/1990, as amended and supplemented, Law 24/2017, ASF Regulation No 5/2018 and the Constitutive Act of IAR S.A.,

The Ordinary General Meeting of the Shareholders of IAR S.A., convened in accordance with Law no. 31/1990, as amended and supplemented to date, with Law no. 24/2017, with the ASF Regulation no. 5/2018 and the Constitutive Act of the Company IAR S.A. and legally constituted on 16.11.2026, 12:00 p.m., at the company's headquarters, according to the participation of shareholders/representatives of shareholders owning …..% of the total shares of the company,

DECIDE:

Art. 1. *Approve the Key Performance Indicators for IAR SA, derived from the management plan, accordance with the provisions of Art. 30 para. (3) and Art. 36 para. (4) of Emergency Ordinance no. 109/2011 on the corporate governance of public enterprises, as subsequently amended and supplemented.*

The approval was given in terms of voting "pro" expressed by the shareholders/representatives of shareholders owning ....% of the total shares of the company, of voting "against" expressed by the shareholders/representatives of shareholders owning ...% of the total shares of the company and the "abstention" of the shareholders/representatives of shareholders owning ...% of the total shares of the company.

Art. 2*. Approve the date of 04.12.2026 as the registration date, i.e. the date for identification of the shareholders who are affected by the resolutions of the Ordinary General Meeting of Shareholders of 16/17.11.2026, the date of 03.12.2026 as ex-date, in compliance with Law No. 24/2017.*

The approval was given in terms of voting "pro" expressed by the shareholders/representatives of shareholders owning ...% of the total shares of the company, of voting "against" expressed by the shareholders/representatives of shareholders owning ..% of the total shares of the company and the "abstention" of the shareholders/representatives of shareholders owning ..% of the total shares of the company.

Art. 3. *The Board of Directors and the company's general director are entrusted with carrying out the provisions of this resolution and with the formalities of publicity required by law, the constitutive act and the ASF regulations.*

Given at the IAR S.A. Company's headquarters, this day of 16.11.2026.

Marian-Iulian RASALIU

GENERAL MANAGER ***G.M.S. SECRETARY***