

NOTE

on the establishment of the monthly gross fixed indemnity of administrators recalculated in accordance with the provisions of OUG 90/2017

We would like to inform you that, as stipulated in Art. 3 of the OGMS Resolution No. 11 / 28.11.2017, "It is approved that the fixed monthly indemnity due to non-executive interim administrators, representing the average of the averages gross monthly salaries for the last 12 months communicated by the National Institute of Statistics for the machine building sector, CAEN code 3030 " Manufacture of aircraft and spacecraft "(corresponding to the main activity object of IAR SA)."

In this context, taking into account the modifications made by the OUG 79/2017 to the Fiscal Code, regarding the change from 1 January 2018 of the social contributions and the income tax and

Taking into consideration the provisions of OUG 90/2017 regarding some financial-budgetary measures, which, at art. 18, stipulates "The gross remuneration of members of the board and directors stipulated in mandate contracts concluded according to the provisions of OUG no. 109/2011 on Corporate Governance of Public Enterprises, approved with amendments and completions by Law no. 111/2016, as amended, may be recalculated in order to be reconciled with the new mandatory social contributions due under Law no. 227/2015, as subsequently amended and supplemented, as amended by the OUG no. 79/2017 for amending and completing the Law no. 227/2015 on the Fiscal Code."

it is presented for the approval of the General Meeting of the Shareholders of IAR SA the proposal regarding the recalculation of the monthly gross indemnities of the non-executive directors of the company, by indexing with 20% in conformity with art 18 of OUG 90/2017, with effect from 1 January 2018, in order to comply with the new statutory social contributions due under the Law no. 227/2015, as subsequently amended and supplemented, as amended by the OUG no. 79/2017.

Claudia Maria BAICU

CHAIRMAN OF THE BOARD OF DIRECTORS