

INFORMATION REGARDING THE REMUNERATION POLICY

It must be said that the Nomination and the Remuneration Committee members have conducted activities on remuneration in the context in which IAR SA, with majority state ownership, has been subjected to relevant legal regulations applicable to budgetary entities (majority state owned entities).

The principles on remuneration of the Board and of the General Manager of IAR SA, which were established applying the provisions of GO no. 26/2013 and GEO 109/2011, subject to the GSM decisions, published in the Official Gazette of Romania, transmitted to ASF and BVB and posted on the website of IAR SA.

Complying to the principles on remuneration of the Board of Directors and of the General Manager of IAR SA:

- *the non-executive members of the Board of Directors of IAR SA are granted a gross fixed monthly allowance representing the average of gross monthly average salaries, during the 12 months prior to their appointment, in the machinery construction field - manufacturing of aircraft and spacecraft ", communicated by INSSE*
- *the members of the Council's advisory committees did not receive money for their activities in these committees*
- *the General Director receives:*
 - *a gross monthly fixed remuneration - the upper limit of this remuneration is the appropriate value representing six times the average monthly gross average wage for the last 12 months prior to His appointment, communicated by the INSSE for activity "Machine Building – Manufacturing of aircraft and spacecraft (corresponding to the activities of IAR SA) – CAEN Code 3030*
 - *an yearly gross variable remuneration, established applying the law, which is granted according to the fulfillment level of the key performance indicators*
- *the remuneration of Board of Director members does not include a variable component*
- *special pension rights and/or benefits are not provided.*