

CORPORATE POLICIES

CORPORATE POLICY ON PERFORMANCE AND REMUNERATION

1. GUIDELINES

The principles established in this document are valid for the Prodeco Group.

The Prodeco Group wishes to offer competitive compensation packages, which must comply with local market standards with regards to contents and parts (in other words basic salary, variable part and benefits).

Compensation packages must consider aspects such as:

- The knowledge of each person;
- Experience and abilities;
- Performance and self-improvement.

The Company is constantly carrying out benchmarks on remunerations and incentives, against local and national requirements and salaries and benefits paid locally.

The Company must regularly review the abilities and competences, recognizing the talent, performance and potential

and offer appropriate education, training, guidelines, support and performance opportunities for everyone.

The compensation packages that are implemented to be able to comply with the requirements of the Corporate Remuneration and Performance Policy must be clear, transparent and credible for the Employees and they must assure an equitable treatment.

2. ANNUAL EVALUATION

In order to ensure the above-mentioned guidelines, annual evaluations should be carried out for all employees, at least once every year.

3. VALIDITY DATE

This Corporate Policy is valid immediately and supersedes all existing corresponding policies.



Mark McManus

CEO