

# CORPORATE POLICIES

## CORPORATE POLICY ON PERFORMANCE AND REMUNERATION

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;
- Internal equity in such a way as to ensure that there will be no discrimination of any kind.
- External competitiveness in the national and reference market.

The Company will periodically carry out benchmarks on remunerations in compensation practices and incentives, against local and national requirements and salaries and benefits.

The Company regularly reviews the capabilities and competencies, recognizing the talent, performance and potential, and offer appropriate education, training to meet the needs of the business.

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 ensuring that there is no discrimination of any kind.



**Xavier Wagner**  
President