

## **COMPENSATION POLICY EURO-MED LABORATORIES PHIL., INC.**

The Corporation's remuneration philosophy is a well-designed recognition and reward policy, that creates a work environment where employees feel appreciated for their efforts and contribution, serves to attract, retain and motivate employees.

Euro-Med recognizes exceptional employees in a variety of ways including:

- Verbal recognition
- Providing career advancement opportunities
- Cash bonuses
- Gift Certificates
- Additional Paid Vacation Leave
- Additional Paid Sick Leave

The Corporation recognizes the significant and outstanding value-added contributions of the employees while performing the duties in spite of various constraints and provides timely recognition to employees to improve employee productivity and quality of work.

Annual remuneration reviews are conducted for individual performance. Current remuneration initiatives allow for certain incentives to be withheld in any year should an employee fail to meet performance requirements or be involved in any misconduct and given a disciplinary action resulting to suspension or demotion.