

INDEPENDENT CONTRACTOR'S AGREEMENT FOR THE ENGAGEMENT AS

HONORED TASK:

This Agreement is entered for the purpose of defining the terms and conditions of the engagement of Independent Contractor ["IC"] for AVIS GLOBAL ENERGY LTD a United Kingdom Corporation and its world subsidiaries together with AVIS Bank and AVIS Capital, members of the AVIS Global Group PLC.

And

Mr./Mrs.:

Address:

Telephone:

E-mail:

Assigned ID:

The unique AVIS ID code (signatory rights) must be reconfirmed by telephone +44 2392 16 2001 / +44 2392 16 2001 or WhatsApp +34 640 350 260 or Skype ID: avisglobal / email info@avisbank.com. Any use of an AVIS agent or an AVIS Team working position without a valid AVIS identification (ID) HAS NO VALUE and is an act of offence.

(otherwise referred to herein as the Independent Contractor ["IC"])

RECITALS

WHEREAS, AVIS GLOBAL ENERGY, PLC., (hereinafter otherwise referred to as the "AVIS") is now in operational status and determined that there are various key positions and responsibilities that have to be formed and constituted to optimize the results and the goals set by the corporation. At its initial stages of development and business expansion.

WHEREAS, parties believe that, in order for party's function well, it is imperative that the roles, responsibilities, expectancies of each party should be clarified and defined to avoid, in the future, any confusion, ambiguity and trouble at a later time. Hence, it is the intent of both parties that this Agreement should be a comprehensive umbrella document that should encompass each and every promise, warranty, representation, expectation, rights and obligations of each of the party.

WHEREAS, parties need to set forth the terms and conditions of their business relationship so as to avoid any problems, ambiguities and confusion as to the roles, duties, rights, tasks, expectancies of parties that brought them to this transaction and agreement.

WHEREAS, parties have agreed to create an independent business relationship instead of an employer-employee relationship so as to preserve the flexibility of parties, and to allow each of them to choose whether or not to make their business relationship more permanent or temporal, for a longer or shorter period of time.

NOW, THEREFORE, in consideration of the mutual covenants, promises and representations exchanged by parties, the parties agree to be bound as follows:

SECTION 1. ENGAGEMENT OF INDEPENDENT CONTRACTOR

By this Agreement, AVIS does hereby engage Mr./Mrs. _____ as an Independent Service Provider to independently act as: *HONORED TASK:* (nominated as _____), and he/her shall exercise the tasks, duties and responsibilities as hereunder outlined and set forth, subject to the terms and conditions of this Agreement. It is expressly

understood that this is an “at-will” employment and could not be terminated for and for non-performance as herein set forth.

As an independent contractor, there shall be no employer-employee relationship established and the IC maintains his liberty and discretion as to the manner and style of performing the assigned tasks provided she or he meets target dates and work schedules, and achieves the quality and quantity of work expected of him and/or his position.

As an independent contractor, the IC is fully aware that he is not entitled to employment benefits that are provided of regular and/or permanent employees; that at the end of the period of this contract, their business relationship shall be automatically terminated.

As an independent contractor, the IC shall procure, at her/his own cost and expense health and dental insurance and life and accident insurance as she or he may deem proper and appropriate for his needs and that of her or his family. AVIS shall not be liable for any and all costs, expenses and liabilities incurred by IC resulting from and for medical and hospital bills, disability or death benefits resulting from IC’s inability to procure appropriate insurance coverages.

SECTION 2. TASKS AND DUTIES OF INDEPENDENT CONTRACTOR.

The Independent Contractor, acting as _____ shall have the following duties and responsibilities:

- 2.1.] Shall have over-all responsibility of supervising, reviewing, monitoring, controlling or otherwise remediating any and all affairs, occurrences, matters, businesses within his scope of responsibility and area of work and shall directly be responsible to the ***Corporate General Controller (CGC)*** and ***General Board Advisor (GBA)***;
- 2.2.] Shall review, prepare and propose to GBA (or the CGC where appropriate) the budgetary requirements of his department, the staffing and personnel requirements and equipment required for the proper and efficiency functioning of his department;
- 2.2.] Shall be directly responsible in carrying out the policies and procedure established by AVIS for his department. By virtue of this Agreement, the IC herein shall have full authority, with prior consultation with the GBA (or the CGC whenever necessary) to fill in details and fully implement and carry out the policies and procedures provided that such action by IC shall be in keeping with the underlying spirit and intent of the policies and procedures of AVIS. The IC shall ensure that any and all policies and procedures, goals and objectives of the corporation are executed and implemented without delay and excuse; although she should treat each division with equal concern and importance; nevertheless, the IC is given the latitude of discretion depending on the need of any division, to focus special attention to adequately deal with some outstanding issues or problems of one particular division.
- 2.3.] Shall review, supervise and monitor the work, plans, strategies of his department or division and submit reports (written and in person) on the progress, developments, needs, concerns and issues of the corporation, each division and highlighting the needs, problems, issues of each division, if any, there be.
- 2.4.] Shall supervise and ensure that his staff and personnel shall have the proper training, skills and technical knowledge of their respective fields of work, and assigned tasks.

- 2.5.] Shall continually educate himself in current trends of his work so as to enable himself to monitor, supervise and understand the problems, issues and concerns of area of responsibility and the tasks of his staff, and more fully comprehend any and all current developments of the industry;
- 2.6.] Shall set himself as an example in work ethics, dedication and loyal to the company, and shall extend full cooperation and good faith efforts in working in a collaborative manner so as to assist in achieving the corporate goals;
- 2.7.] AVIS Shall formulate and institute wan effective systems of checks and balance within his department/division such that the funds of the corporation are properly and adequately safeguarded and managed; an enforceable system and strategy of accountability and transparency in the handling of corporate funds, equipment, resources;
- 2.8.] Shall subordinate to AVIS, himself, her/his business strategies and plan of action so as to achieve the corporate goals and targeted sales. At the call of the GBA (or CGC as may be necessary), the IC shall be present at meetings, and shall submit written reports on the status of the company, the problems, issues and finances thereof, i.e., monthly, quarterly or yearly;
- 2.9.] Shall coordinate and collaborate with each division head so that they can formulate doable strategies to be competitive in the industry. The IC shall seek quarterly written recommendations from the staff and personnel under his interim supervision and control on their thoughts and appraisal as the current situation of their division or department, current problems and how to address these problems, strategies at how to improve his department or division;
- 2.10.] Shall carry out his duties and tasks assigned by GBA (or the CGC when necessary), and otherwise assumed under this Agreement in keeping with the pronounced objectives and targeted goals;
- 2.11.] Shall assume and voluntarily take full and non-delegable responsibility of any and all events, occurrences, decisions of any officers, personnel and staff of his department/division;

SECTION 3: DUTIES AND TASKS OF AVIS.

- 3.1.] Shall honor and respect the judgment calls or decisions of the IC (provided they are in keeping with company's policies and procedures and promote corporate goals) in matters he deems necessary and requisite to carry out the policies and procedures of the company, in keeping with the objectives and goals of the corporation;
- 3.2.] Shall provide the office and the necessary facilities, equipment and tools necessary for the IC to carry out her assigned tasks;
- 3.3.] Shall honor and respect the financial and compensation package offered and accepted by IC, and in consideration of which the officer accepted the Position and the tasks assigned to him;

SECTION 4: COMPENSATION OF INDEPENDENT CONTRACTOR.

Parties understand that the compensation is predicated upon the achievement of the targeted goals and income, and the profitability of the business. The compensation package shall be as follows:

- 4.1.] SWEAT EQUITY: The IC shall be entitled to sweat equity of the numbers of shares confirm **ANNEX I** described.

- 4.2.) QUARTERLY BONUS. In addition to the above compensation (4.1.) Sweaty Equity; the IC shall be entitled to a quarterly bonus computed and based upon the net income of the company. (confirm **ANNEX I**)
- 4.3.) In addition to the above compensation (4.1.) Sweaty Equity and (4.2) QUARTERLY BONUS; the IC should be entitled to receive a provision of the business acquired under his responsibility (confirm **ANNEX I**);

SECTION 5: LENGTH OF CONTRACT

This Agreement shall be for a period of one (1) year beginning _____ and shall be for further 3 consecutive years. Thereafter, the contractual obligation arising from this Agreement is totally cut-off and any obligations and rights arising from this Agreement shall be unenforceable.

SECTION 6: PERFORMANCE

- 6.1.] The compensation package under the preceding paragraph 4 has been designed and provided in consideration of the performance, output and delivery of the target goals fully discussed, negotiated and agreed upon by parties. Hence, if the IC should not be able to achieve and maintain the target goals of company, the company shall have the right to pre-terminate IC's services, and the accompanying benefits and compensation package shall be withdrawn and she or he shall cease to be entitled to such benefits.
- 6.2.] In the event that, in spite of progressive conferences and evaluation, IC does not perform per expectations and there appears to be no improvement in the production, output or in the attitude or work ethics of the IC, then AVIS may exercise the management prerogative of pre-terminating the services of the IC, without any liability on the part of the President, Individually, or the corporation.

SECTION 6: LIABILITIES OF EACH PARTY.

In their independent relationship, Parties and each of them shall be liable for any and all actions, activities or conduct caused by the negligence, or willful conduct which shall cause injury, damage or losses to the other. In other words, one party shall indemnify the other for losses or damages arising from the negligence or willful conduct.

Parties hereby agree, from and after the date hereof, to mutually indemnify, save, defend (at its sole cost and expense) and hold harmless the other and its officers, directors, agents, members and employees, and the heirs, successors and assigns of each of the foregoing (all of such persons or entities being collectively referred to herein as "Indemnified Persons", from and against the full amount of any and all "Losses" arising from her or his activities, conduct, tortuous actions. As used herein, "Losses" shall mean any and all liabilities, obligations, losses, damages, penalties, claims, actions, suits, judgments, costs, expenses or disbursements (including, but not limited to, all reasonable attorneys' fees and all other reasonable professional or consultants' expenses incurred in investigating, preparing for, serving as a witness in or defending against any action or proceeding actually commenced against the Indemnified Person).

Any and all employees of IC shall remain the employees of IC, and the employees of AVIS shall remain the employees of AVIS. There shall be no merger, consolidation or joint venture between parties.

SECTION 7: ASSIGNMENT AND TRANSFERS

Parties understand that this Agreement is personal in character, and IC was awarded this Agreement on the basis of her or his unique talents and skills, required and requisite for the particular position involved in this Agreement and the expectancies and representations she has made she can deliver to the company. Hence, this Agreement is personal in character and may not be assigned to another party without the prior written consent of AVIS. Any transfer, assignment or encumbrance or lien on this Agreement is void without the prior written consent of AVIS.

SECTION 9: DEATH OR INCAPACITY.

9.1.) In the event of death or permanent incapacity (with doctor's certification), the business of AVIS shall continue without any interruption or suspension of business, and the corporation shall be at liberty to engage another person to replace the IC.

SECTION 10: COVENANT OF CONFIDENTIALITY AND NON-DISCLOSURE

10.1.) Each party shall treat as confidential any and all information obtained from the other party through the performance of any obligations or the exercise of any rights hereunder as well as all information previously obtained in connection with the subject matter hereof. All parties, either as receiving or giving party, has the continuing duty to fully inform any third party requesting disclosure or otherwise intending to engage, hire or consult or contract any party herein, in whatever capacity, of these covenants and the restrictions of disclosure and non-competition.

10.2.) During the term of this Agreement (as well as prior to the date hereof) continuing to the lifetime of the corporation, IC shall learn trade secrets and confidential information of the business and the corporate opportunities that may be developed or otherwise be generated as a consequence of the current business. ("Trade Secrets"). IC acknowledges that AVIS have invested substantial sums in the conceptualization, development, refinement and improvement of their business, otherwise referred to as "trade secrets", including but not limited to (a) the waste management, waste water treatment, AVIS Bank systems, their improvements, innovations and developments; educational materials, marketing materials; review programs, data, brochures, (b) strategies, marketing and funding resources; waste management and waste water treatment techniques and procedures; business development procedures, know-how and practices in managing and operating the company's businesses; (d) target customers or prospective realty buyers, and (e) any information about the business that is not known to the public and gives either party an opportunity to obtain an advantage over competitors who do not know or use it.

10.3.) During the period of this Agreement and during the existence of the corporation and/or the intended business, and three (3) years after termination of this Agreement, terminating or divesting party to this Agreement covenants and agrees that he will not, directly or indirectly, disclose or communicate to any person or entity any Trade Secrets" covered by this Agreement ("Non-Disclosure Covenant") or otherwise participates, involves in, get into a similar or competitive business covered by this Agreement.

SECTION 11. COVENANT OF NON-COMPETITION.

11.1.) IC agree not to entertain, consider, be interested in, invest in, participate, engage in or otherwise be involved, directly or indirectly, through relatives within the fourth civil degree (first cousins), friends and associates, in any business, activities, affairs or any undertaking that compete, directly or indirectly, with the businesses of the corporation as set forth in this Agreement, either as a consultant, advisor, stockholder, silent partner, employee or agent or assignee.

- 11.2.) In the event that a party should be involved in any business, activity or undertaking that is in competition with the businesses of the corporation, as set forth in the articles of incorporation, any and all profits, revenue, income and capital of such violating stockholder, director, officer shall be disgorged and said funds shall belong to the corporation.
- 11.3.) Any breach of the above covenants shall forfeit and revoke any and all present and future benefits set forth or derived from this Agreement, including sweat equity or shares in the corporation.
- 11.4.) In the unlikely event that IC should leave AVIS, it is expressly understood that all clients of AVIS at the time of the IC's removal, resignation or cessation of office in whatever manner shall remain the Clients of AVIS, and any and all revenue derived from business from such clients shall belong to AVIS.

SECTION 12. NON-USURPATION OF CORPORATE OPPORTUNITIES.

- 12.1.) Any and all business opportunities in the same line of business of the corporation as defined and set forth in this Agreement, that any party may find shall be volunteered or otherwise offered to the corporation, without the need for a demand or notice.
- 12.2.) Parties understand that they have assume the corporate duty to volunteer or otherwise offer, surrender, turn over, yield and provide to the corporation, without need of demand, any and all business opportunities that would and could be utilized or developed by the corporation in its line of business as defined and restricted by the articles of incorporation.
- 12.3.) Any and all profits, income and revenue from business opportunities that should have been given or otherwise turned over to the corporation being in the same line of business, shall be disgorged and turned over to the corporation;

SECTION 13: RECORDS AND ACCOUNTING.

IC shall maintain or cause to be maintained a complete set of records, statements, and accounts concerning her/his work, tasks or operations in compliance with the requirements of applicable regulatory agencies, in which books shall be entered, fully and accurately, each transaction pertaining to all the activities undertaken by her or him or those under her/his direction or supervision. All the books shall be open during reasonable business hours for inspection and examination by the CGC, GBA or the auditors of the company. However, these records shall be held and kept and treated with confidentiality and may not be duplicated and copied or otherwise disclosed to third party or persons.

Parties stipulate that these records are confidential and cannot be brought outside of the office or otherwise duplicated, copied or in any way reproduced without the prior express consent of AVIS or the parent company. IC shall not use any of these records for personal purposes or for purposes other than for the parent or the San Diego subsidiary corporation.

SECTION 14. SURVIVAL OF REPRESENTATIONS AND COVENANTS.

In the unlikely event that parties at a later time should disagree to a point that they have to part ways without any conflicts but without the purpose of circumventing or otherwise preventing the other parties from receiving their equal share in the business opportunities and the future expectancies in the profits of the corporation. This agreement shall survive and shall be enforceable after the date of the formal break up for a period of THREE (3) years. Such restrictive covenants shall apply only to activities conducted in the line of business of AVIS. This period is intended to ensure that the parties and each of them are given adequate deterrence of breaking their Agreement, the intent and language of this Agreement.

If it should be determined that a party has directly or indirectly caused the break-up of the corporation and/or the businesses or affairs thereof for the purpose of creating, supporting or in any way benefiting a competitive business or a business in the same line of the corporation, such breaching party shall be liable for any and all damages, including punitive damages, sustained by the corporation and the stockholders; and such stockholder, officer or director shall disgorge any and all of her or her shares, profits, equity or interests in the business that is competitive or in the line of business of the corporation.

SECTION 15. FULL & FINAL INTEGRATION OF PARTIES' AGREEMENT.

15.1.) Parties stipulate and admit that this Agreement is the full and final integration of their agreement. No previous, contemporaneous, oral or written agreement shall be admissible to modify, alter or vary the terms and conditions set forth in this Agreement. It is understood that this Agreement have incorporated or otherwise included any and all provisions, agreements, conditions and stipulations agreed upon, negotiated and compromised by parties and all of them. They cannot later challenge or otherwise question any provision or condition based on lack of understanding, devoid of consideration or inadequate expression of the intents of the parties. It is presumed that when parties affix their signatures, they have read and fully understood each and every provision written, and that by signing they manifest to be bound and will follow in good faith, without purpose of evasion, the Agreement and each and every provision herein.

15.2.) The specific enumeration of the provisions and the issues and matters covered by this Agreement is intended to exclude those not specifically covered or dealt with in this Agreement. Hence, any and all omissions in this Agreement is intentional, and no argument can be made that there was oversight, omission or failure to incorporate an issue or subject matter not written in this Agreement.

15.3.) Any changes, modification or alternation of this Agreement must be made in writing and to be signing by all parties.

SECTION 16. COVENANT OF GOOD FAITH AND FAIR DEALING.

Parties stipulate and admit that, in entering into and in executing this Agreement, each of them have assumed the covenant of good faith and fair dealing; that each of them shall volunteer, participate, accept and discharge their duties, tasks and responsibilities and rights without purpose of evasion so as achieve the collective and common purpose of this Agreement such that parties will receive their respective expectancies stipulated herein; and devoid of any intention of depriving, directly or indirectly, any party from her or his expectancies, compensation or remuneration.

SECTION 17. NOTIFICATION OF NEW EMPLOYER. In the event that IC should per-terminate this Agreement, she or he hereby grant consent to notification by the Company to IC's new employer about her or his rights and obligations under this Agreement.

SECTION 18. SOLICITATION OF EMPLOYEES. The IC agree that for a period of twelve (12) months immediately following the termination of this Agreement and/or of my business relationship with AVIS for any reason, whether with or without cause, the IC shall not either directly or indirectly solicit, induce, recruit or encourage any of the Company's employees to leave their employment, or take away such employees, or attempt to solicit, induce, recruit, encourage or take away employees of the Company,

SECTION 19. REPRESENTATIONS. IC agrees to execute any proper oath or verify any proper document required to carry out the terms of this Agreement. IC represents that her or his performance of all the terms of this Agreement will not breach any agreement to keep in confidence proprietary information

acquired by her or him in confidence or in trust prior to employment by the Company. IC has not entered into, and agree she/he will not enter into, any oral or written agreement in conflict herewith.

SECTION 20. ARBITRATION AND EQUITABLE RELIEF. PARTIES AGREE THAT ANY DISPUTE OR CONTROVERSY ARISING OUT OF, RELATING TO, OR CONCERNING ANY INTERPRETATION, CONSTRUCTION, PERFORMANCE OR BREACH OF THIS AGREEMENT, SHALL BE SETTLED BY ARBITRATION TO BE HELD IN LONDON IN ACCORDANCE WITH THE RULES THEN IN EFFECT OF THE JURISDICTION. THE ARBITRATOR MAY GRANT INJUNCTIONS OR OTHER RELIEF IN SUCH DISPUTE OR CONTROVERSY. THE DECISION OF THE ARBITRATOR SHALL BE FINAL, CONCLUSIVE AND BINDING ON THE PARTIES TO THE ARBITRATION. JUDGMENT MAY BE ENTERED ON THE ARBITRATOR'S DECISION IN ANY COURT HAVING JURISDICTION. THE COMPANY AND PARTIES SHALL EACH PAY ONE-HALF OF THE COSTS AND EXPENSES OF SUCH ARBITRATION, AND EACH OF US SHALL SEPARATELY PAY OUR COUNSEL FEES AND EXPENSES. THIS ARBITRATION CLAUSE CONSTITUTES A WAIVER OF ANY RIGHT TO A JURY TRIAL AND RELATES TO THE RESOLUTION OF ALL DISPUTES RELATING TO ALL ASPECTS OF THE EMPLOYER/EMPLOYEE RELATIONSHIP, INCLUDING, BUT NOT LIMITED TO, THE FOLLOWING CLAIMS: ANY AND ALL CLAIMS FOR WRONGFUL DISCHARGE OF EMPLOYMENT; BREACH OF CONTRACT, BOTH EXPRESS AND IMPLIED; BREACH OF THE COVENANT OF GOOD FAITH AND FAIR DEALING, BOTH EXPRESS AND IMPLIED; NEGLIGENT OR INTENTIONAL INFLECTION OF EMOTIONAL DISTRESS; NEGLIGENT OR INTENTIONAL MISREPRESENTATION; NEGLIGENT OR INTENTIONAL INTERFERENCE WITH CONTRACT OR PROSPECTIVE ECONOMIC ADVANTAGE; AND DEFAMATION; ii. ANY AND ALL CLAIMS FOR VIOLATION OF ANY FEDERAL, STATE OR MUNICIPAL STATUTE OF THE JURISDICTION, I UNDERSTAND THAT EACH PARTY'S PROMISE TO RESOLVE CLAIMS BY ARBITRATION IN ACCORDANCE WITH THE PROVISIONS OF THIS AGREEMENT, RATHER THAN THROUGH THE COURTS, IS CONSIDERATION FOR OTHER PARTY'S LIKE PROMISE. I FURTHER UNDERSTAND THAT I AM OFFERED EMPLOYMENT IN CONSIDERATION OF MY PROMISE TO ARBITRATE CLAIMS.

20.1.) To discourage litigation, parties shall not be awarded punitive damages, as parties hereto knowingly waive and surrender such awards.

20.2.) In the event that disputes cannot be resolved by parties, the prevailing party shall be awarded reasonable attorney's fees (computed at \$150.00 per hour and not over \$10,000.00) and costs of litigation.

20.3.) Parties agree that no injunction shall be applied for to suspend, prohibit or interfere with or interrupt the operations and business of the company, and this Agreement shall be an effective bar to prohibit or otherwise restrain the issuance of injunctive reliefs.

SECTION 21. GENERAL PROVISIONS.

GOVERNING LAW; CONSENT TO PERSONAL JURISDICTION. This Agreement will be governed by the laws of United Kingdom. Parties and each of them hereby expressly consent to the personal jurisdiction of the state and federal courts located in United Kingdom for any lawsuit filed there against me by the Company arising from or relating to this Agreement. Any and all challenges on personal jurisdiction of the courts in London are hereby expressed waived and abandoned.

SECTION 22. MISCELLANEOUS.

22.1.) Severability. If one or more of the provisions in this Agreement are deemed void by law, then the remaining provisions will continue in full force and effect.

22.2.) SUCCESSORS AND ASSIGNS. This Agreement will be binding upon my heirs, executors, administrators and other legal representatives and will be for the benefit of the Company, its successors, and its assigns.

22.3.) Parties admit and submit to the jurisdiction of the courts in London, and hereby waive, abandon any challenges to personal jurisdiction.

SECTION 23. DUE UNDERSTANDING AND NOTICE TO SEEK ADVICE OF INDEPENDENT COUNSEL

Upon signing this agreement, the signing party represents that s/he has understood the contents and legal implications of this Agreement. Parties and each of them have been made fully aware of their right to seek independent counsel to review and advise each of them as to the legal consequences of this Agreement, and she or has been advised to and, in fact, encouraged to seek advice of independent counsel: (a) to advise each of them as to the implications, the consequences and import of this Agreement and the stipulations provided and (b) as to the appropriateness, fairness and reasonableness of this Agreement and the terms and conditions therefor.

SECTION 24. English is the Controlling Language. In the event of litigation arising from this Agreement, the English language shall be the controlling language in interpreting and giving meaning to the intent and meaning of the provisions herein.

IN WITNESS WHEREOF, parties hereto set their hands on this

AVIS GLOBAL ENERGY LTD

R. Schell
CGC

Independent Contractor

H.J.Koenig
GBA



ANNEX I: COMPENSATION

The IC receive a monthly compensation of:

Start of Compensation Remarks:

(Usual will be the day of IC department capital flow)

The IC receive Number of Shares as:

from AVIS Global Energy:

from IC AVIS Subsidiary Name:

Numbers of shares and description:

Business SPV Participation %:



HONORED



AMBASSADOR OF THE AVIS GLOBAL GROUP

THE AVIS GLOBAL GROUP PLC CERTIFY THAT THE HOLDER OF THIS
CERTIFICATION HAS AUTHORITY TO REPRESENT THE GROUP
INTERNATIONAL IN ITS AFFAIRS
AS HONORED AMBASSADOR

Don:
Address:
Phone extension:
Email:
Personal ID:

The unique coded AVIS ID (signatory rights) must be reconfirmed by
telephone +34 903 939 934 ext. 120 or by email info@webank.com
ATTENTION: Any AVIS Global enterprise representation without a valid AVIS ID
has no value and is an act of offence.

Signatory rights:

Individual
Jointly

AVIS GLOBAL GROUP PLC. a United Kingdom Public Corporation

Date:

R. Schell (CGC)

H.J.Koenig (GBA)

