

Bogota, Thursday 23<sup>th</sup> of May, 2014.

Dear Mr. Giancarlo Russo and Mr. Daniele Milan,

As we discussed personally in our meeting in Istanbul the last couple of days, I am very pleased to accept the position of FIELD APPLICATION ENGINEER / SECURITY SPECIALIST with HACKING TEAM. I thank you for the opportunity and I am eager to make a positive contribution to the company and to work with everyone on the team.

As we discussed, I will receive a salary of \$45,000 US DOLLARS per year, VAT excluded where applicable. I look forward to starting employment on June 2014.

Again, I thank you for your time, for the confidence you have placed in me, and for this wonderful opportunity to join the team. I look forward to a long and mutually profitable relationship, and will do my best to live up to the faith that you have shown in me through your decision to invite me to become a part of the team.

Sincerely,

A handwritten signature in black ink, appearing to read 'Eduardo Pardo'.

Eduardo Pardo Carvajal.  
C.C. 91.528.446.