

*Non-binding translation  
For information purposes only*

# **Appendix to Proposal n.º 5**

**Preparatory Information Shareholders' General Meeting**

**(Article 289, paragraph 1 d) of the Portuguese Companies Act)**

# BOARD OF THE SHAREHOLDERS' GENERAL MEETING

## Manuel Eugénio Pimentel Cavaleiro Brandão

### Date of Birth

June of 1946.

### Educational qualifications Academic Curriculum

- Degree in law from the University of Coimbra;
- Attendance of the postgraduate Course in European Studies (University of Coimbra).

### Professional experience

Lawyer (admitted to the Bar Association in 1972)

Partner of “Vieira de Almeida e Associados – Sociedade de Advogados, S.P., R.L.”

### Offices held in other entities

Has carried on during the past 5 years, or still carries on, the following activities:

- Chairman of the Shareholders' General Meeting of MCretail, SGPS, S.A.;
  - Chairman of the Shareholders' General Meeting of “LEICA – APARELHOS ÓPTICOS DE PRECISÃO, S.A.”;
  - Chairman of the Shareholders' General Meeting of DELABIE PORTUGAL, S.A.;
  - Chairman of the Shareholders' General Meeting of “APFS – ASSOCIAÇÃO PORTUGUESA DE FACILITY SERVICES”;
  - Chairman of the Shareholders' General Meeting of “ALTRI – SGPS, S.A.”;
  - Chairman of the Shareholders' General Meeting of “F. Ramada – INVESTIMENTOS, SGPS, S.A.”;
  - Chairman of the Shareholders' General Meeting of “SONAE, SGPS, S.A.” (2008-2019);
  - Chairman of the Shareholders' General Meeting of “COFINA – SGPS, S.A.” (until 2023);
  - Member of the Board of FUNDAÇÃO DE SERRALVES (until 31.12.2018);
  - Member of the European Economic and Social Committee (1990 - 2011).
  - Member of the Ministry of Labour's Labour Relations White Paper Commission (Comissão do Livro Branco das Relações Laborais - CLBRL) – 2006-2007.
  - Member of Oporto Council of the Bar Association (1984-1989) and of the General Council of the Bar Association (1990-1992 e 2002-2004).
  - Chairman (2006) and Vice-Chairman (2004 e 2005) of CCBE (Council of Bars and Law Societies of Europe).
- Has carried on or still carries on functions in social solidarity institutions (Board Member of the “Ordem da Trindade”, since 1981); of economical nature (Board of the Commercial Association

of Oporto – 1992-2004); of sportive nature (“Club de Golf de Miramar”, Portuguese Golf Federation and Golf Association of the North of Portugal); of cultural nature (Board of “FUNDAÇÃO DE SERRALVES”; Board of “Sociedade PORTO 2001”; Chairman of the General Board of “CULTURPORTO” until 2005).

Does not hold any shares of Sonaecom, S.G.P.S., S.A.

**Annex I**  
**Assessment of the Independence Criteria<sup>1</sup>**

Identify the member and the respective body to which the data of this questionnaire refers to:

**Manuel Eugénio Pimentel Cavaleiro Brandão** - Chairman of the Shareholders' General Meeting

1. Are you holder of a qualified shareholding of 2% or more of share capital of the company?  
No.
  2. Were you re-elected for two or more mandates, either consecutive or otherwise? If the answer is yes please detail the mandates.  
No.
  3. Do you act for, or on behalf<sup>2</sup>, of any person or entity holding a qualified shareholding of 2% or more of the share capital of the company? If the answer is yes, please identify the holder of the qualified shareholding.  
No.
  4. The Board of Directors, or any of its members, has knowledge that the ~~member of the statutory audit board~~/member of the board of the shareholders' general meeting [delete the non-applicable] is, in any way, connected with any specific group of interests in the company or is in any circumstance which may affect his/her independent analysis within the decision-making process<sup>3</sup>? If the answer is yes, please detail.  
No.
  5. The Board of Directors, or any of its members, has knowledge of any other fact that, in any manner, can or may affect the independence of the ~~member of the statutory audit board~~/member of the board of the shareholders' general meeting [delete the nonapplicable] to which this questionnaire refers to? If the answer is yes, please detail.  
No.
- 
1. It should be mentioned any relevant facts for CMVM's assessment even if the board of directors has doubts on the consequences applicable to any such facts.
  2. As way of example, it should be disclosed the existence of any actual or past existence of any mandate relationship with or without representation between the member of the statutory governing body and any holder of a qualified shareholding or any individual or legal person who acts on his/her/it behalf or that renders him/her/it the services provided in the following note.
  3. By way of example, it should be reported any other type of relationships, the actual or past existence of a labour contract, or provision of services, namely economic, financial or legal as well as any other type of services, mediation, agency, commercial representation or franchise between, on one hand, the member of the statutory governing body and, on the other, any shareholder holder of a qualified shareholding or any other individual or legal person who acts on behalf or for the interest of such participant or provide him/her/it the services referred to in this note.

**Annex II**  
**Assessment of the incompatibility regime**

Identify the member and the respective body to which the data of this questionnaire refers to:  
**Manuel Eugénio Pimentel Cavaleiro Brandão** – Chairman of the Shareholders' General Meeting

1. Are you a member of the company's management body?  
No.
2. Are you member of the management body of any company that controls or that is controlled by the Company? If the answer is yes, please identify the company(ies).  
No.
3. Do you hold any positions as a member of the management or supervisory bodies in five or more companies<sup>4</sup>?  
No.
4. Are you a shareholder of a company ("sociedade em nome coletivo") that controls or that is controlled by the Company?  
No.
5. Are you a public certified accountant in relation to which there is an incompatibility arising from the applicable law?  
No.
6. Have you been interdicted, inhibited, declared insolvent or bankrupt, or convicted to a penalty that leads to the interdiction, even if temporary, of the exercise of public roles?  
No.
7. Do you exercise functions in a competing company, or do you act in the name or on behalf of a competing company or are you in way bound by the interests of the competing company? If the answer is yes, please detail.  
No.
8. Do you provide, directly or indirectly, services or do you maintain a significant commercial relationship with the Company or with any company which controls or is controlled by the Company? If the answer is yes, please detail.  
No.
9. Law firms, statutory external auditors' companies and statutory external auditors should not be considered. 9. Have you received any particular advantage from the Company? If the answer is yes, please detail.  
No.
10. Are you married or do you hold any family relationship, as relative or as a kind, up to third degree, to any person who is included in numbers 1,2,4,7 and 9 above or are you married to a person be included in number 8?  
No.

4. Law firms, statutory external auditors' companies and statutory external auditors should not be considered.

28th March 2024

Manuel Eugénio Pimentel Cavaleiro Brandão

# Maria da Conceição Henriques Fernandes Cabaços

## Date of Birth

August of 1963.

## Educational qualifications

Degree in Law from the Oporto Portuguese Catholic University;  
Postgraduate degree in Securities Law, University of Lisbon Law School.

## Professional experience

Lawyer (admitted to the Bar Association in 1988)

Partner of “Vieira de Almeida e Associados – Sociedade de Advogados, S.P., R.L.”

## Offices held in other entities

Has carried on during the past 5 years, or still carries on, the following activities:

- Chair of the Shareholders' General Meeting of O-Pitblast, Lda.;
- Secretary of the Shareholders' General Meeting of MCretail, SGPS, S.A.;
- Secretary of the Shareholders' General Meeting of ATEP – Amkor Technology Portugal, S.A.;
- Secretary of the Shareholders' General Meeting of DELABIE PORTUGAL, S.A.;
- Secretary of the Shareholders' General Meeting of ALTRI – SGPS, S.A.;
- Secretary of the Shareholders' General Meeting of F. Ramada – Investimentos, SGPS, S.A.;
- Secretary of the Shareholders' General Meeting of Churchill Graham, S.A.;
- Secretary of the Shareholders' General Meeting of Quinta da Gricha, S.A.;
- Secretary of the Shareholders' General Meeting of SONAE, SGPS, S.A. (2008-2019);
- Secretary of the Shareholders' General Meeting of SONAE Capital, SGPS, S.A. (2016-2020)
- Secretary of the Shareholders' General Meeting of COFINA – SGPS, S.A. (until 2023)

Does not hold any shares of Sonaecom, S.G.P.S., S.A.

**Annex I**  
**Assessment of the Independence Criteria<sup>1</sup>**

Identify the member and the respective body to which the data of this questionnaire refers to:

**Maria da Conceição Henriques Fernandes Cabaços** – Secretary of the Shareholders' General Meeting

6. Are you holder of a qualified shareholding of 2% or more of share capital of the company?  
No.
7. Were you re-elected for two or more mandates, either consecutive or otherwise? If the answer is yes please detail the mandates.  
No.
8. Do you act for, or on behalf<sup>2</sup>, of any person or entity holding a qualified shareholding of 2% or more of the share capital of the company? If the answer is yes, please identify the holder of the qualified shareholding.  
No.
9. The Board of Directors, or any of its members, has knowledge that the ~~member of the statutory audit board~~/member of the board of the shareholders' general meeting [delete the non-applicable] is, in any way, connected with any specific group of interests in the company or is in any circumstance which may affect his/her independent analysis within the decision-making process<sup>3</sup>? If the answer is yes, please detail.  
No.
10. The Board of Directors, or any of its members, has knowledge of any other fact that, in any manner, can or may affect the independence of the ~~member of the statutory audit board~~/member of the board of the shareholders' general meeting [delete the nonapplicable] to which this questionnaire refers to? If the answer is yes, please detail.  
No.

1. It should be mentioned any relevant facts for CMVM's assessment even if the board of directors has doubts on the consequences applicable to any such facts.
2. As way of example, it should be disclosed the existence of any actual or past existence of any mandate relationship with or without representation between the member of the statutory governing body and any holder of a qualified shareholding or any individual or legal person who acts on his/her/it behalf or that renders him/her/it the services provided in the following note.
3. By way of example, it should be reported any other type of relationships, the actual or past existence of a labour contract, or provision of services, namely economic, financial or legal as well as any other type of services, mediation, agency, commercial representation or franchise between, on one hand, the member of the statutory governing body and, on the other, any shareholder holder of a qualified shareholding or any other individual or legal person who acts on behalf or for the interest of such participant or provide him/her/it the services referred to in this note.



**Annex II**  
**Assessment of the incompatibility regime**

Identify the member and the respective body to which the data of this questionnaire refers to:

**Maria da Conceição Henriques Fernandes Cabaços** – Secretary of the Shareholders' General Meeting

1. Are you a member of the company's management body?  
No
2. Are you member of the management body of any company that controls or that is controlled by the Company? If the answer is yes, please identify the company(ies).  
No.
3. Do you hold any positions as a member of the management or supervisory bodies in five or more companies<sup>4</sup>?  
No.
4. Are you a shareholder of a company ("sociedade em nome coletivo") that controls or that is controlled by the Company?  
No.
5. Are you a public certified accountant in relation to which there is an incompatibility arising from the applicable law?  
No.
6. Have you been interdicted, inhibited, declared insolvent or bankrupt, or convicted to a penalty that leads to the interdiction, even if temporary, of the exercise of public roles?  
No.
7. Do you exercise functions in a competing company, or do you act in the name or on behalf of a competing company or are you in way bound by the interests of the competing company? If the answer is yes, please detail.  
No.
8. Do you provide, directly or indirectly, services or do you maintain a significant commercial relationship with the Company or with any company which controls or is controlled by the Company? If the answer is yes, please detail.  
No.
9. Law firms, statutory external auditors' companies and statutory external auditors should not be considered. 9. Have you received any particular advantage from the Company? If the answer is yes, please detail.  
No.
10. Are you married or do you hold any family relationship, as relative or as a kind, up to third degree, to any person who is included in numbers 1,2,4,7 and 9 above or are you married to a person be included in number 8?

No.

4. Law firms, statutory external auditors' companies and statutory external auditors should not be considered.

28th March 2024

Maria da Conceição Henriques Fernandes Cabaços

## BOARD OF DIRECTORS

### Ângelo Gabriel Ribeirinho dos Santos Paupério

#### Date of Birth

September 1959

#### Educational qualifications

Degree in Civil Engineering - University of Porto

MBA by Porto Business School

#### Professional experience

|            |  |
|------------|--|
| 1982-1984  | Structural Design Project Manager at Tecnopor (Civil Engineering)  |
| 1984-1989  | Manager at EDP (Energy)  |
| 1989-1991  | Leader of the Television Project Team at Sonae Tecnologias de Informação, SA   |
| 1991-1994  | Head of Planning and Management Control at Sonae Investimentos – SGPS, SA (currently Sonae - SGPS, SA)               |
| 1994-1996  | Director of several companies within Sonae Distribuição, SGPS, SA (currently Sonae MC, SGPS, SA) – Retail            |
| 1994-2007  | Member of the Board of Directors of Modelo Continente Hipermercados, S.A.  |
| 1996-2007  | CFO of Sonae Distribuição, SGPS, SA (currently Sonae MC, SGPS, SA) and director of many of its subsidiaries (Retail) |
| 1996-2007  | Executive Member of the Board of Directors of Sonae Capital, SGPS, SA  |
| 2000-2007  | Executive Member of the Board of Directors, CFO and Chair of the Finance Committee of Sonae – SGPS, SA               |
| 2004-2009  | Member of the Board of Directors of MDS – Corretor de Seguros, SA  |
| 2005-2016  | Member of the Board of Directors of Sonae Investments BV   |
| 2006-2016  | Member of the Board of Directors of Sontel BV  |
| 2007- 2015 | Executive Vice-Chair of Sonae – SGPS, SA   |
| 2007- 2018 | Member of the Board of Directors of MDS, SGPS, SA (Chair of the Board of Directors since October 2014)               |
| 2009-2019  | Member of the Board of Directors of Modelo Continente, SGPS, SA (Chair of the Board of Directors since January 2019) |
| 2010-2016  | Vice-Chair of the Board of Directors of Sonae – Specialized Retail, SGPS, SA   |
| 2010-2016  | Vice-Chair of the Board of Directors of Sonaerp – Retail Properties, SA  |
| 2010-2016  | Chair of the Board of Directors of MDS Auto, Mediação de Seguros, SA   |
| 2010-2016  | Member of the Supreme Counsel of Universidade Católica Portuguesa  |
| 2010-2018  | Member of the Board of Directors Sonae Center Serviços II, SA (currently Sonae MC – Serviços Partilhados)            |

|            |  |
|------------|--|
| 2011-2015  | Member of the Supreme Counsel of Porto Business School   |
| 2012-2016  | Chair of the Board of Directors of Sonaecom – Serviços Partilhados, SA   |
| 2012-2022  | Member of the Board of Directors of ZOPT, SGPS, SA   |
| 2013-2016  | Chair of the Board of Directors of Sonae RE, SA  |
| 2013-2016  | "Chair of the Board of Directors of Sonaegest – Sociedade Gestora de Fundos de Investimento, SA (currently named SFS – Gestão de Fundos, SGFI, SA) "                   |
| 2014-2019  | Chair of the Board of Directors of Sonae Financial Services, SA  |
| 2015-2019  | Co-CEO of Sonae – SGPS, SA   |
| 2016-2019  | Chair of the Board of Directors of SFS, Gestão e Consultoria, SA   |
| 2018-2019  | Member of the Board of Directors of Sonae Corporate, SA  |
| 2018-2020  | Vice-Chair of the Board of Directors of Iberian Sports Retail Group, S.L.  |
| Since 2007 | Member of the Board of Directors of Sonae Sierra, SGPS, SA   |
| Since 2007 | Member of the Board of Directors of Sonae MC, SGPS, SA (currently MCRETAIL, SGPS, SA)  |
| Since 2007 | Chair of the Board of Directors of Sonaecom, SGPS, SA  |
| Since 2007 | Chair of the Board of Directors of Sonae Investment Management – Software and Technology, SGPS, SA   |
| Since 2007 | Chair of the Board of Directors of Público – Comunicação Social, SA  |
| Since 2013 | Chair of the Board of Directors of NOS, SGPS, SA (from 2013-April 2020 - Member of the Board of Directors)   |
| Since 2018 | Chair of the Board of Directors of Sonae Holdings, SA  |
| Since 2018 | Member of the Board of Directors of Efanor Investimentos, SGPS, SE   |
| Since 2019 | Member of the Board of Directors of Sonae – SGPS, SA   |
| Since 2019 | Chair of the Board of Directors of Sonae FS, SA (currently Universo Sonae, SA)   |
| Since 2019 | Chair of the Board of Directors of Sonae Capital, SGPS, SA (currently named SC – Sonae Capital Investments, SGPS, SA) (Member of the Board of Directors to April 2023) |
| Since 2019 | Member of the Board of Directors of Fundação Manuel Cargaleiro   |
| Since 2021 | Member of the Board of Directors of Sonae Indústria, SGPS, SA  |

### **Offices held in companies in which Sonaecom is a shareholder**

Chair of the Board of Directors of SONAE INVESTMENT MANAGEMENT - SOFTWARE AND TECHNOLOGY, SGPS, SA

Chair of the Board of Directors of Público - Comunicação Social, SA

Chair of the Board of Directors of NOS, SGPS, SA

### **Offices held in other entities**

Since 2019 - Non-Executive Member of the Board of Directors of Sonae, SGPS, S.A. (Co-CEO - April 2015 to April 2019)

Since 2018 - Member of the Board of Directors of Efanor Investimentos, SGPS, SA

Since 2018 - Chairman of the Board of Directors of Sonae Holdings, SA (previously Sonaecenter, Serviços SA)

Since 2009 - Chairman of the Board of Directors of MODELO CONTINENTE, SGPS, S.A.

Since 2018 - Chairman of the Board of Directors of Sonae MC, SGPS, S.A. (since 2017 Member of the Board of Directors)

Since 2007 - Membro não executivo do Conselho de Administração da Sonae Sierra, SGPS, S.A.

Since 2018 - Vice-Presidente do Conselho de Administração da Iberian Sports Retail Group, S.L.

Since 2019 - Membro Não-Executivo do Conselho de Administração da Sonae Capital SGPS, S.A.

Since 2019 - Member of the Board of Directors of Sonae FS, S.A.

Since 2009 - Member of the Board of Directors of Love Letters – Galeria de Arte, S.A.

Since 2008 - Chairman of the Board of Directors of Enxomil - Consultoria e Gestão, S.A.

Since 2004 - Chairman of the Board of Directors of Enxomil - Sociedade Imobiliária, S.A.

Since 2019 - Member of the Board of Directors of Fundação Manuel Cargaleiro

Does not hold any shares of Sonaecom, S.G.P.S., S.A.

## **Maria Cláudia Teixeira de Azevedo**

### **Date of Birth**

January 1970

### **Educational qualifications**

Degree in Management - Catholic University of Porto

MBA by INSEAD

### **Professional experience and Positions Currently Held**

- Since 1990 Chair of the Board of Directors Imparfin – Investimentos e Participações Financeiras, SA
- Since 1992 Member of the Board of Directors of Efanor Investimentos, SGPS, SE
- Since 2000 Chair of the Board of Directors of Linhacom, SA
- Since 2000 Member of the Board of Directors of Sonaecom – SGPS, SA
- Since 2000 Member of the Board of Directors of Sonae Investment Management – Software and Technology, SGPS, SA
- Since 2002 Chair of the Board of Directors of Praça Foz – Sociedade Imobiliária, SA
- Since 2008 Member of the Board of Directors of Efanor – Serviços de Apoio à Gestão, SA
- Since 2009 Member of the Board of Directors Público – Comunicação Social, SA
- Since 2011 Member of the Board of Directors of Sonae Capital, SGPS, SA (currently named SC – Sonae Capital Investments, SGPS, SA)
- Since 2013 Non-Executive Member of the Board of Directors of NOS, SGPS, SA
- Since 2018 Chair of the Board of Directors of Sonae MC, SGPS, SA (currently named by MCRETAIL, SGPS, SA)
- Since 2018 Member of the Board of Directors of Sonae Holdings, SA
- Since 2018 Chair of the Board of Directors of Sonae Sierra, SGPS, SA
- Since 2018 Member of the Board of Directors of Setimanale, SGPS, SA
- Since 2018 Member of the Board of Directors of Casa Agrícola de Ambrães, SA
- Since 2018 Member of the Board of Directors of Realejo – Sociedade Imobiliária, SA
- Since 2019 CEO da Sonae – SGPS, SA
- Since 2019 Member of the Board of Directors of Sonae FS, SA (currently named by Universo Sonae, SA)
- Since 2020 Manager Tangerine Wish, Lda.
- Since 2021 Member of the Board of Directors of Sonae Indústria, SGPS, SA
- Since 2021 Member of the Board of Directors of Sonae Food4Future, SA (currently named by Sparkfood, SA)

### **Offices held in companies in which Sonaecom is a shareholder**

Member of the Board of Directors of SONAE INVESTMENT MANAGEMENT - SOFTWARE AND TECHNOLOGY, SGPS, SA

Member of the Board of Directors of Público - Comunicação Social, SA  
Non-Executive Member of the Board of Directors of NOS, SGPS, SA

### **Offices held in other entities**

Member of the Board of Directors and CEO of SONAE - SGPS, SA  
Member of the Board of Directors of Efanor - Serviços de Apoio à Gestão, SA  
Member of the Board of Directors of Efanor Investimentos, SGPS, SE  
Member of the Board of Directors of Sonae Capital, SGPS, SA (currently named SC – Sonae Capital Investments, SGPS, SA)  
Chair of the Board of Directors of Sonae MC - SGPS, SA (currently named by MCRETAIL, SGPS, SA)  
Member of the Board of Directors of Sonae Holdings, SA  
Chair of the Board of Directors of Sonae Sierra, SGPS, SA  
Member of the Board of Directors of Sonae FS, SA (currently named by Universo Sonae, SA)  
Member of the Board of Directors of Sonae Indústria, SGPS, SA  
Chair of the Board of Directors of Sonae Food4Future, SA (currently named by Sparkfood, SA)  
Chair of the Board of Directors of IMPARFIN - Investimentos e Participações Financeiras, SA  
Chair of the Board of Directors of Linhacom, SA  
Chair of the Board of Directors of Praça Foz - Sociedade Imobiliária, SA  
Member of the Board of Directors of SETIMANALE, SGPS, SA  
Member of the Board of Directors of Casa Agrícola de Ambrães, SA  
Member of the Board of Directors of Realejo – Sociedade Imobiliária, SA  
Director of Tangerine Wish, Lda  
Vice-Chair of the Board of BRP - Associação Business Roundtable Portugal

Does not hold any shares of Sonaecom, S.G.P.S., S.A.

# João Pedro Magalhães da Silva Torres Dolores

## Date of Birth

December 1980

## Educational qualifications

MBA - London Business School, London (United Kingdom)

Certificate in Business Management - New York University, New York City (United States)

Degree in Economics - FEP - Faculdade de Economia (University of Porto), Porto (Portugal)

## Professional experience

- 2003-2004 Brand manager – JW Burmester, S.A., New York (United States)
- 2005-2007 Business Analyst at McKinsey & Company
- 2009-2011 Associate at McKinsey & Company
- 2011-2013 Deputy manager of Innovation management at Portugal Telecom
- 2013-2014 Head of Cloud Business Unit at Portugal Telecom
- 2014-2015 Head of Corporate Strategy at Sonae – SGPS, SA
- 2015-2018 Head of Group Strategy, Planning and Control at Sonae – SGPS, SA
- 2016-2018 Professor of the Strategy Course at Porto Business School's Executive MBA
- 2018-2019 Director of Sonae – SGPS, SA Corporate Center
- 2018-2022 Non-Executive Chair of the Board of Directors of MKTPlace – Comércio Eletrónico, SA
- 2020-2023 Member of the Board of Directors of Iberian Sports Retail Group, S.L.
- Since 2016 Non-Executive Member of the Board of Directors of NOS, SGPS, SA
- Since 2018 Non-Executive Member of the Board of Directors of Sonae MC, SGPS, SA (currently named MCRETAIL, SA)
- Since 2018 Chair of the Board of Directors of Sonae Corporate, SA (from 2018 until December 2019, join this body as member)
- Since 2018 Member of the Board of Directors of Sonae Holdings, SA
- Since 2018 Executive Member of the Board of Directors of Sonae Investments, BV
- Since 2018 Executive Member of the Board of Directors of Sontel, BV
- Since 2019 Member of the Board of Directors of Sonaecom, SGPS, SA
- Since 2019 Member of the Board of Directors and the Executive Committee of Sonae – SGPS, SA
- Since 2019 Non-Executive Member of the Board of Directors of Sonae Sierra, SGPS, SA
- Since 2019 Member of the Board of Directors of Sonae FS, SA (currently named Universo Sonae, SA)
- Since 2020 Membro do Conselho de Administração da Sonae Investment Management - Software and Technology, SGPS, SA
- Since 2021 Chair of the Board of Directors of Sonae RE, SA



Since 2021 Member of the Board of Directors of Sonae Food4Future, SA (currently named Sparkfood, SA)

Since 2023 Chair of the Board of Directors of Sparkfood Ingredients, SA

Since 2023 Chair of the Board of Directors of Flybird Holding Oy

Since 2023 Member of the Board of Directors of Universo, IME, SA

### **Offices held in companies in which Sonaecom is a shareholder**

Non-Executive Board Member of NOS - SGPS, SA

Member of the Board of Directors of Sonae Investment Management – Software and Technology, SGPS, SA

### **Offices held in other entities**

Executive Board Member of Sonae - SGPS, SA

Executive Board Member of Sontel BV

Executive Board Member of Sonae Investments BV

Member of the Board of Directors of Sonae Holdings, SA

Chair of the Board of Directors of Sonae Corporate, SA

Non-Executive Board Member of Sonae MC, SGPS, SA (currently MCRETAIL, SGPS, SA)

Non-Executive Board Member of Sonae Sierra, SGPS, SA

Member of the Board of Directors of Iberian Sports Retail Group, SL

Member of the Board of Directors of Sonae Food4Future, SA (currently Sparkfood, SA)

Member of the Board of Directors of Sonae FS, SA (currently Universo Sonae, SA)

Member of the Board of Directors of Sparkfood Ingredients, SA

Chair of the Board of Directors of Flybird Holding Oy

Member of the Board of Directors of Universo, IME, SA

Does not hold any shares of Sonaecom, S.G.P.S., S.A.

## **Eduardo Humberto dos Santos Piedade**

### **Date of Birth**

April 1978

### **Educational qualifications**

Degree in Business Administration, Faculdade de Economia da Universidade do Porto  
MBA Degree with distinction – Concentration in Strategy, London Business School.

### **Professional experience**

Mergers & Acquisitions Manager, Portugal / Brazil - MODELO CONTINENTE – SONAE's sub-holding for the Retail Sector

Corporate Strategy Senior Analyst, Portugal - MODELO CONTINENTE – SONAE's sub-holding for the Retail Sector

Controller – Brazilian Division, Portugal / Brazil - MODELO CONTINENTE – SONAE's sub-holding for the Retail Sector

Strategic Planning Manager, Portugal of Sonae – SGPS, S.A.

Member of the Board of Directors of GeoStar

Member of the Board of Directors of Maxmat

Member of the Board of Directors of Tlantic B.V.

Secretary to the Board of Directors and Executive Committee Head of Investment Management, Portugal - Sonae – SGPS, S.A.

Gerente General - Saphety – Transacciones Electrónicas S.A.S.

Chairman of the Board of Directors of Saphety Level – Trusted Services, S.A.

Chairman of the Board of Directors of WE DO TECHNOLOGIES MÉXICO S.DE R.L. DE C.V.

Chairman of the Board of Directors of WE DO TECHNOLOGIES ESPAÑA - SISTEMAS DE INFORMACIÓN S.L.

Chairman of the Board of Directors of WE DO TECHNOLOGIES LIMITED (UK)

Chairman of the Board of Directors of WE DO TECHNOLOGIES EGYPT LLC

Chairman of the Board of Directors of WE DO TECHNOLOGIES AMERICAS, INC

Chairman of the Board of Directors of WE DO CONSULTING - SISTEMAS DE INFORMAÇÃO, S.A.

Chairman of the Board of Directors of Digitmarket - Sistemas de Informação, S.A.

Member of the Board of Directors of CIValue Systems Ltd

Chairman of the Board of Directors of SONAECOM – SERVIÇOS PARTILHADOS, S.A.

Chairman of the Board of Directors of BRIGHT DEVELOPMENT STUDIO, S.A.

Member of the Board of Directors of Style Sage, Inc.

Member of the Board of Directors of - Context-based 4 Casting (C-B4) LTD

Chairman of the Board of Directors of Mxtel, S.A.

Chairman of the Board of Directors of NEXTEL, S.A.

Chairman of the Board of Directors of S21 SEC, S.A. DE C.V.  
Chairman of the Board of Directors of S21 SEC INFORMATION SECURITY LABS, S.U.L.  
Chairman of the Board of Directors of GRUPO S21 SEC GESTION, S.A.  
Chairman of the Board of Directors of S21SEC PORTUGAL - CYBER SECURITY SERVICES, S.A.  
Chairman of the Board of Directors of EXCELLIUM, GROUP, S.A.  
Member of the Board of Directors of EXCELLIUM, SERVICES, S.A.  
Member of the Board of Directors of Sales Layer Tech, S.L.  
Chairman of the Board of Directors of MAXIVE - CIBERSECURITY, SGPS, S.A.

### **Offices held in companies in which Sonaecom is a shareholder**

CEO of SONAE INVESTMENT MANAGEMENT - SOFTWARE AND TECHNOLOGY, SGPS, S.A.  
Chairman of the Board of Directors of INOVRETAIL, S.A.  
Director of INOVRETAIL ESPAÑA, S.L.  
Director of PRAESIDIUM SERVICES LIMITED  
Member of the Board of Directors of Visenze, Pte LTD  
Member of the Board of Directors of OMETRIA, LTD.  
Board Observer of NEXTAIL Labs Inc.  
Member of the Board of Directors of Daisy Intelligence Corporation  
Board Observer of SIXGILL,LTD.  
Member of the Board of Directors of Reblaze Technologies, LTD  
Member of the Board of Directors of Hackuity, SAS  
Member of the Board of Directors of Safebreach, LTD  
Member of the Board of Directors of Bright Ventures Capital, SCR, SA  
Member of the Board of Directors of Sonae Food4Future, S.A. (currently Sparkfood, SA)  
Board Observer of Vicarius LTD.  
Board Observer of Iriusrisk, S.L.  
Board Observer off Deepfence, Inc.  
Board Observer of Sekoia.IO

Does not hold any shares of Sonaecom, S.G.P.S., S.A.

# Cristina Maria de Araújo de Freitas Novais

## Date of Birth

May 1977

## Educational qualifications

2000 Degree in Economics at Faculdade de Economia da Universidade do Porto

## Professional experience

2000 - 2004 Financial auditor - Arthur Andersen/ Deloitte

2004 - 2008 Financial Controller - Optimus Comunicações, S.A.

2008 - 2013 Manager of Planning and Control department in Sonaecom Group

2013 - 2019 Head of Planning and Control department in Sonaecom Group

2018 - 2019 Head of Financial Department in Sonaecom Group

2018-2022 Board member of S21Sec Portugal - Cybersecurity Services, S.A.

Mar-Out2019 Secretary of the General Meeting of DIGITMARKET - Sistemas de Informação, S.A.

2019-2021 Board member of DIGITMARKET - Sistemas de Informação, S.A.

Mar-Out2019 Secretary of the General Meeting of Bright Development Studio, S.A.

2019-2022 Board member of Bright Development Studio, S.A.

2019-2020 Secretary of the General Meeting of Sonae IM - Software and Technology, SGPS, S.A.

2019-2022 Secretary of the General Meeting of Maxive - Cybersecurity, SGPS, S.A.

2019-2022 Secretary of the General Meeting of PÚBLICO - Comunicação Social, S.A.

2019-2022 Secretary of the General Meeting of PCJ - Publico, Comunicação e Jornalismo, S.A.

2019-2022 Secretary of the General Meeting of SIRS - Sociedade Independente de Radiodifusão Sonora, S.A.

2019-2022 Secretary of the General Meeting of SONAECOM - Serviços Partilhados, S.A.

2022 Board member of Sonaecom - Serviços Partilhados, S.A.

## Offices held in companies in which Sonaecom is a shareholder

Since 2018 Board member of INOVRETAIL, S.A.

Since 2018 Board member of INOVRETAIL ESPAÑA, S.L.

Since 2020 Board member of Sonae Investment Management - Software and Technology, SGPS, S.A.

Since 2020 President of the Board of Directors of Bright Ventures Capital, SCR, S.A.

Does not hold any shares of Sonaecom, S.G.P.S., S.A.

# STATUTORY AUDIT COMMITTEE

## João Manuel Gonçalves Bastos

### Date of Birth

April 1958

### Curriculum Académico

1981 Degree in Economics at Faculdade de Economia da Universidade do Porto

### Professional experience

1981-1984 Teacher of Macroeconomics at Faculdade de Economia da Universidade do Porto

1982-1984 Commercial department in Crédit Lyonnais

1984-1986 Development and Planning department in Sonae Group

1986-1987 Assistant of the Board in Focor Group

1987 – 1998 CFO and member of the Board of several participated companies in Figest Group

1998 – 2007 Senior Manager and member of the Board of several participated companies in Sonae Group

### Offices held in other entities in the last five years

Shareholder and President of the Board of Arcádia Group

Does not hold any shares of Sonaecom, S.G.P.S., S.A.

**Annex I**  
**Assessment of the Independence Criteria<sup>1</sup>**

Identify the member and the respective body to which the data of this questionnaire refers to:

João Manuel Gonçalves Bastos - Chairman of the Statutory Audit Committee

1. Are you holder of a qualified shareholding of 2% or more of share capital of the company?

No.

2. Were you re-elected for two or more mandates, either consecutive or otherwise? If the answer is yes please detail the mandates.

No.

3. Do you act for, or on behalf<sup>2</sup>, of any person or entity holding a qualified shareholding of 2% or more of the share capital of the company? If the answer is yes, please identify the holder of the qualified shareholding.

No.

4. The Board of Directors, or any of its members, has knowledge that the member of the statutory audit board/~~member of the board of the shareholders' general meeting~~ [delete the non-applicable] is, in any way, connected with any specific group of interests in the company or is in any circumstance which may affect his/her independent analysis within the decision-making process<sup>3</sup>? If the answer is yes, please detail.

No.

5. The Board of Directors, or any of its members, has knowledge of any other fact that, in any manner, can or may affect the independence of the member of the statutory audit board/~~member of the board of the shareholders' general meeting~~ [delete the nonapplicable] to which this questionnaire refers to? If the answer is yes, please detail.

No.

1. It should be mentioned any relevant facts for CMVM's assessment even if the board of directors has doubts on the consequences applicable to any such facts.

2. As way of example, it should be disclosed the existence of any actual or past existence of any mandate relationship with or without representation between the member of the statutory governing body and any holder of a qualified shareholding or any individual or legal person who acts on his/her/it behalf or that renders him/her/it the services provided in the following note.

3. By way of example, it should be reported any other type of relationships, the actual or past existence of a labour contract, or provision of services, namely economic, financial or legal as well as any other type of services, mediation, agency, commercial representation or franchise between, on one hand, the member of the statutory governing body and, on the other, any shareholder holder of a qualified shareholding or any other individual or legal person who acts on behalf or for the interest of such participant or provide him/her/it the services referred to in this note.

**Annex II**  
**Assessment of the incompatibility regime**

Identify the member and the respective body to which the data of this questionnaire refers to:

**João Manuel Gonçalves Bastos – Chairman of the Statutory Audit Committee**

1. Are you a member of the company's management body?

No.

2. Are you member of the management body of any company that controls or that is controlled by the Company? If the answer is yes, please identify the company(ies).

No.

3. Do you hold any positions as a member of the management or supervisory bodies in five or more companies<sup>4</sup>?

No.

4. Are you a shareholder of a company ("sociedade em nome coletivo") that controls or that is controlled by the Company?

No.

5. Are you a public certified accountant in relation to which there is an incompatibility arising from the applicable law?

No.

6. Have you been interdicted, inhibited, declared insolvent or bankrupt, or convicted to a penalty that leads to the interdiction, even if temporary, of the exercise of public roles? No.

7. Do you exercise functions in a competing company, or do you act in the name or on behalf of a competing company or are you in way bound by the interests of the competing company? If the answer is yes, please detail.

No.

8. Do you provide, directly or indirectly, services or do you maintain a significant commercial relationship with the Company or with any company which controls or is controlled by the Company? If the answer is yes, please detail.

No.

9. Have you received any particular advantage from the Company? If the answer is yes, please detail.

No.

10. Are you married or do you hold any family relationship, as relative or as a kind, up to third degree, to any person who is included in numbers 1,2,4,7 and 9 above or are you married to a person be included in number 8?

No.

4. Law firms, statutory external auditors' companies and statutory external auditors should not be considered.

20th March 2024

João Manuel Gonçalves Bastos

# Maria José Martins Lourenço da Fonseca

## Date of Birth

September 1957

## Educational qualifications

- 1984 Graduate Degree in Economics at Oporto University, Faculty of Economics – Prize Doutor António José Sarmento
- 1987 Postgraduate Program in European Studies at European Studies Center, Universidade Católica Portuguesa (Centro Regional do Porto)
- 1992 Participation in Young Managers Programme at INSEAD – European Institute of Business Administration, Fontainebleau
- 2002 Master in Business Administration, with specialisation in Accounting and Management Control at Oporto University, Faculty of Economics
- 2015 PhD in Business Administration, with specialisation in Accounting and Management Control at Oporto University, Faculty of Economics

## Professional experience

- 1984-1985 Invited Assistant at Oporto University, Faculty of Economics
- 1985-1990 Technician in the Department of Economics Studies and Planning of BPI – Banco Português de Investimentos, SA
- 1990-1992 Senior Analyst at the Corporate Banking Department of BPI – Banco Português de Investimento, SA
- 1991-1999 Invited Assistant at Oporto University, Faculty of Economics, in the Accounting area
- 1992-1996 Vice-Manager at the Corporate Banking Department of BPI – Banco Português de Investimento, SA
- 1996-2006 Cooperation with the Portuguese Institute of Statutory Auditors (OROC), as trainer for the External Auditor Preparatory Course
- 2002-2008 Cooperation with the Certified Public Accountant Association (OTOC), in the field of professional formation
- 2008-2009 Cooperation with the Portuguese Institute of Statutory Auditors (OROC), in the field of professional formation
- 2015 Member of the Selection Board of the Oral Test for External Auditor (ROC)
- 2015-2023 Cooperation with the Portuguese Institute of Statutory Auditors (OROC), as trainer for the External Auditor Preparatory Course
- 2017-2023 Director of the Master's Degree in Auditing and Taxation at Católica Porto Business School - Portuguese Catholic University (UCP)
- Since 1996 Lecturer at Católica Porto Business School (UCP), in the Accounting area  
Responsible for the Master Course Degree in Auditing and Taxation



|            |   |
|------------|---|
| Since 2008 | Consulting activity through the Centro de Estudos de Gestão e Economia Aplicada (CEGEA) of Católica Porto Business School (UCP) |
| Since 2016 | Member of the Statutory Audit Board of Sonaecom, SGPS, SA   |
| Since 2017 | Chair of the Statutory Audit Board of AEGE – Associação para a Escola de Gestão Empresarial                                     |
| Since 2017 | Member of the Statutory Audit Board of Ibersol, SGPS, SA  |
| Since 2018 | Member of the Statutory Audit Board of Sonae MC, SGPS, SA (currently named MCRETAIL, SA)  |
| Since 2018 | Chair of the Statutory Audit Board of SDSR – Sports Division SR, SA   |

### **Offices held in other entities in the last five years**

Chair of the Statutory Audit Board of Sonae - SGPS, S.A.

Member of the Statutory Audit Board of Sonae MC, SGPS, SA (currently named MCRETAIL, SA)

Member of the Statutory Audit Board of Ibersol, SGPS, SA

Chair of the Statutory Audit Board of SDSR – Sports Division, SR, SA

Chair of the Statutory Audit Board of AEGE – Associação para a Escola de Gestão Empresarial

Does not hold any shares of Sonaecom, S.G.P.S., S.A.

**Annex I**  
**Assessment of the Independence Criteria<sup>1</sup>**

Identify the member and the respective body to which the data of this questionnaire refers to:

**Maria José Martins Lourenço da Fonseca** – Member of the Statutory Audit Committee

1. Are you holder of a qualified shareholding of 2% or more of share capital of the company?  
No.
2. Were you re-elected for two or more mandates, either consecutive or otherwise? If the answer is yes please detail the mandates.  
No.
3. Do you act for, or on behalf<sup>2</sup>, of any person or entity holding a qualified shareholding of 2% or more of the share capital of the company? If the answer is yes, please identify the holder of the qualified shareholding.  
No.
4. The Board of Directors, or any of its members, has knowledge that the member of the statutory audit board/~~member of the board of the shareholders' general meeting~~ [delete the non-applicable] is, in any way, connected with any specific group of interests in the company or is in any circumstance which may affect his/her independent analysis within the decision-making process<sup>3</sup>? If the answer is yes, please detail.  
No.
5. The Board of Directors, or any of its members, has knowledge of any other fact that, in any manner, can or may affect the independence of the member of the statutory audit board/~~member of the board of the shareholders' general meeting~~ [delete the nonapplicable] to which this questionnaire refers to? If the answer is yes, please detail.  
No.
  1. It should be mentioned any relevant facts for CMVM's assessment even if the board of directors has doubts on the consequences applicable to any such facts.
  2. As way of example, it should be disclosed the existence of any actual or past existence of any mandate relationship with or without representation between the member of the statutory governing body and any holder of a qualified shareholding or any individual or legal person who acts on his/her/it behalf or that renders him/her/it the services provided in the following note.
  3. By way of example, it should be reported any other type of relationships, the actual or past existence of a labour contract, or provision of services, namely economic, financial or legal as well as any other type of services, mediation, agency, commercial representation or franchise between, on one hand, the member of the statutory governing body and, on the other, any shareholder holder of a qualified shareholding or any other individual or legal person who acts on behalf or for the interest of such participant or provide him/her/it the services referred to in this note.

**Annex II**  
**Assessment of the incompatibility regime**

Identify the member and the respective body to which the data of this questionnaire refers to:  
**Maria José Martins Lourenço da Fonseca** - Member of the Statutory Audit Committee

1. Are you a member of the company's management body?  
No
2. Are you member of the management body of any company that controls or that is controlled by the Company? If the answer is yes, please identify the company(ies).  
No.
3. Do you hold any positions as a member of the management or supervisory bodies in five or more companies<sup>4</sup>?  
No.
4. Are you a shareholder of a company ("sociedade em nome coletivo") that controls or that is controlled by the Company?  
No.
5. Are you a public certified accountant in relation to which there is an incompatibility arising from the applicable law?  
No.
6. Have you been interdicted, inhibited, declared insolvent or bankrupt, or convicted to a penalty that leads to the interdiction, even if temporary, of the exercise of public roles?  
No.
7. Do you exercise functions in a competing company, or do you act in the name or on behalf of a competing company or are you in way bound by the interests of the competing company? If the answer is yes, please detail.  
No.
8. Do you provide, directly or indirectly, services or do you maintain a significant commercial relationship with the Company or with any company which controls or is controlled by the Company? If the answer is yes, please detail.  
No.
9. Have you received any particular advantage from the Company? If the answer is yes, please detail.  
No.
10. Are you married or do you hold any family relationship, as relative or as a kind, up to third degree, to any person who is included in numbers 1,2,4,7 and 9 above or are you married to a person be included in number 8?  
No.

4.Law firms, statutory external auditors' companies and statutory external auditors should not be considered.

20th March 2024

Maria José Martins Lourenço da Fonseca

# Óscar José Alçada da Quinta

## Date of Birth

December 1957

## Educational qualifications

1982 Degree in Economics at Faculdade de Economia da Universidade do Porto

1990 Statutory auditor

## Professional experience

1982-1986 Administrative and financial responsibilities in the area of textile companies, construction and office equipment

Since 1986 Provision of services related to external audit for Statutory Auditors and for companies in the previous activities

1990-1992 Independent Statutory Auditor

Since 1992 Statutory Auditor and Partner of Óscar Quinta, Canedo da Mota & Pires Fernandes, SROC

## Offices held in other entities in the last five years

Member of the Board of Directors of Óscar Quinta, Canedo da Mota & Pires Fernandes, SROC

Member of the Statutory Audit Board of Caetano-Baviera - Comércio de Automóveis, S.A.

Member of the Statutory Audit Board of BA GLASS I - Serviços de Gestão e Investimentos, SA

Member of the Statutory Audit Board of Sonae Arauco Portugal S.A.

Member of the Statutory Audit Board of Cerealis, SGPS, S.A.

Does not hold any shares of Sonaecom, S.G.P.S., S.A.

**Annex I**  
**Assessment of the Independence Criteria<sup>1</sup>**

Identify the member and the respective body to which the data of this questionnaire refers to:

**Óscar José Alçada da Quinta** – Member of the Statutory Audit Committee

1. Are you holder of a qualified shareholding of 2% or more of share capital of the company?  
No.
2. Were you re-elected for two or more mandates, either consecutive or otherwise? If the answer is yes please detail the mandates.  
Yes, he was elected as a Member of the Statutory Audit Board for the terms of 2004/2007, 2008/2011, 2012-2015, 2016/2019, and 2020/2023.
3. Do you act for, or on behalf<sup>2</sup>, of any person or entity holding a qualified shareholding of 2% or more of the share capital of the company? If the answer is yes, please identify the holder of the qualified shareholding.  
No.
4. The Board of Directors, or any of its members, has knowledge that the member of the statutory audit board/~~member of the board of the shareholders' general meeting~~ [delete the non-applicable] is, in any way, connected with any specific group of interests in the company or is in any circumstance which may affect his/her independent analysis within the decision-making process<sup>3</sup>? If the answer is yes, please detail.  
No.
5. The Board of Directors, or any of its members, has knowledge of any other fact that, in any manner, can or may affect the independence of the member of the statutory audit board/~~member of the board of the shareholders' general meeting~~ [delete the nonapplicable] to which this questionnaire refers to? If the answer is yes, please detail.  
No.
  1. It should be mentioned any relevant facts for CMVM's assessment even if the board of directors has doubts on the consequences applicable to any such facts.
  2. As way of example, it should be disclosed the existence of any actual or past existence of any mandate relationship with or without representation between the member of the statutory governing body and any holder of a qualified shareholding or any individual or legal person who acts on his/her/it behalf or that renders him/her/it the services provided in the following note.
  3. By way of example, it should be reported any other type of relationships, the actual or past existence of a labour contract, or provision of services, namely economic, financial or legal as well as any other type of services, mediation, agency, commercial representation or franchise between, on one hand, the member of the statutory governing body and, on the other, any shareholder holder of a qualified shareholding or any other individual or legal person who acts on behalf or for the interest of such participant or provide him/her/it the services referred to in this note.

## Annex II

### Assessment of the incompatibility regime

Identify the member and the respective body to which the data of this questionnaire refers to:

**Óscar José Alçada da Quinta** - Member of the Statutory Audit Committee

1. Are you a member of the company's management body?

No

2. Are you member of the management body of any company that controls or that is controlled by the Company? If the answer is yes, please identify the company(ies).

No.

3. Do you hold any positions as a member of the management or supervisory bodies in five or more companies<sup>4</sup>?

No.

4. Are you a shareholder of a company ("sociedade em nome coletivo") that controls or that is controlled by the Company?

No.

5. Are you a public certified accountant in relation to which there is an incompatibility arising from the applicable law?

No.

6. Have you been interdicted, inhibited, declared insolvent or bankrupt, or convicted to a penalty that leads to the interdiction, even if temporary, of the exercise of public roles?

No.

7. Do you exercise functions in a competing company, or do you act in the name or on behalf of a competing company or are you in way bound by the interests of the competing company? If the answer is yes, please detail.

No.

8. Do you provide, directly or indirectly, services or do you maintain a significant commercial relationship with the Company or with any company which controls or is controlled by the Company? If the answer is yes, please detail.

No.

9. Have you received any particular advantage from the Company? If the answer is yes, please detail.

No.

10. Are you married or do you hold any family relationship, as relative or as a kind, up to third degree, to any person who is included in numbers 1,2,4,7 and 9 above or are you married to a person be included in number 8?

No.

4.Law firms, statutory external auditors' companies and statutory external auditors should not be considered.

20th March 2024

Óscar José Alçada da Quinta



# António Augusto Almeida Trabulo

## Date of Birth

November 1954

## Curriculum Académico

Degree in Economics at Faculdade de Economia da Universidade do Porto

Attendance in a Post Graduate Course in Financial Analysis, in Economics Faculty of the University of Oporto

Attendance in a Post Graduate Course in International Financial Management, in Economics Faculty of the University of Oporto

Post Graduate Course in Accounting and Corporate Finance from Universidade Aberta

Sufficiency Researcher Diploma in Economía Financiera y Contabilidad area from Valladolid University

Statutory Auditor

## Professional experience

- 1980-1999 Teacher of Secondary Education
- 1986-1987 Administrative Head of Guimar Footwear Factory
- 1987-1988 Administrative - Financial Director of Polystar Footwear Factory
- 1989 Administrative-Financial Director of Sociedade de Construções Alberto Leal, SA (SCAL), and administration advisory in new investments, tax and organization areas
- 1990 -1993 Responsible for the Management Control of the Real State Sector in Sonae Group
- 1993 -1998 Responsible by Management Control, Administrative Business and Tax Direction of Sonae Imobiliária, SGPS, S.A
- 1998 -1999 Teaching the Subject of Financial Management of Cultural Management Course in Instituto Empresarial Português
- 1998 -1999 Teaching the Subject of Tax in Training Course for Statutory Auditors in the Statutory Auditors Chamber
- 1998 - 2001 Administrator responsible for the tax consultancy department of the Oporto Ernst & Young office
- 1998 - 2001 Teaching the Subject of Advanced Accounting Topics of Post Graduate Course in Corporate Finance of Lusíada University
- 1999 - 2002 Statutory Auditor and Partner of A. Santos, J. Alves e Associados, SROC
- 2002 - 2012 Statutory Auditor and Partner of UHY & Associados, SROC, Ltd<sup>a</sup>
- 2006-2012 Member of the Comissão Técnica dos Valores Mobiliários of Portuguese Institute of Statutory Auditors
- 2007-2008 Teaching Taxation Subject of Tax of Post Graduate Course of Management Oporto School of University of Oporto

2007 - 2011 Controller - reporter of the Quality Control Commission of Portuguese Institute of Statutory Auditors

**Offices held in other entities in the last five years**

Statutory Auditor and Partner of Velosa, Silva, Marques e Trabolol, SROC

Chair of the Statutory Audit Board of Sonae MC, SGPS, SA

Chair of the Statutory Audit Board of Sonae Indústria, SGPS, SA

Member of the Statutory Audit Board of Visabeira Infraestruturas, Lda

Chair of the Statutory Audit Board of Fundação Visabeira – Instituição de Solidariedade Social

President of the Superior Council of Fundação João e Fernanda Garcia, IPSS

Does not hold any shares of Sonaecom, S.G.P.S., S.A.

## Annex I

### Assessment of the Independence Criteria<sup>1</sup>

Identify the member and the respective body to which the data of this questionnaire refers to:

**António Augusto Almeida Trabulo** – Substitute Member of the Statutory Audit Committee

1. Are you holder of a qualified shareholding of 2% or more of share capital of the company? No.
2. Were you re-elected for two or more mandates, either consecutive or otherwise? If the answer is yes please detail the mandates.  
No.
3. Do you act for, or on behalf<sup>2</sup>, of any person or entity holding a qualified shareholding of 2% or more of the share capital of the company? If the answer is yes, please identify the holder of the qualified shareholding.  
No.
4. The Board of Directors, or any of its members, has knowledge that the member of the statutory audit board/~~member of the board of the shareholders' general meeting~~ [delete the non-applicable] is, in any way, connected with any specific group of interests in the company or is in any circumstance which may affect his/her independent analysis within the decision-making process<sup>3</sup>? If the answer is yes, please detail.  
No.
5. The Board of Directors, or any of its members, has knowledge of any other fact that, in any manner, can or may affect the independence of the member of the statutory audit board/~~member of the board of the shareholders' general meeting~~ [delete the nonapplicable] to which this questionnaire refers to? If the answer is yes, please detail. No.
  1. It should be mentioned any relevant facts for CMVM's assessment even if the board of directors has doubts on the consequences applicable to any such facts.
  2. As way of example, it should be disclosed the existence of any actual or past existence of any mandate relationship with or without representation between the member of the statutory governing body and any holder of a qualified shareholding or any individual or legal person who acts on his/her/it behalf or that renders him/her/it the services provided in the following note.
  3. By way of example, it should be reported any other type of relationships, the actual or past existence of a labour contract, or provision of services, namely economic, financial or legal as well as any other type of services, mediation, agency, commercial representation or franchise between, on one hand, the member of the statutory governing body and, on the other, any shareholder holder of a qualified shareholding or any other individual or legal person who acts on behalf or for the interest of such participant or provide him/her/it the services referred to in this note.

**Annex II**  
**Assessment of the incompatibility regime**

Identify the member and the respective body to which the data of this questionnaire refers to:  
**António Augusto Almeida Trabulo** – Substitute Member of the Statutory Audit Committee

1. Are you a member of the company's management body?  
No
2. Are you member of the management body of any company that controls or that is controlled by the Company? If the answer is yes, please identify the company(ies).  
No.
3. Do you hold any positions as a member of the management or supervisory bodies in five or more companies<sup>4</sup>?  
No.
4. Are you a shareholder of a company ("sociedade em nome coletivo") that controls or that is controlled by the Company?  
No.
5. Are you a public certified accountant in relation to which there is an incompatibility arising from the applicable law?  
No.
6. Have you been interdicted, inhibited, declared insolvent or bankrupt, or convicted to a penalty that leads to the interdiction, even if temporary, of the exercise of public roles? No.
7. Do you exercise functions in a competing company, or do you act in the name or on behalf of a competing company or are you in way bound by the interests of the competing company? If the answer is yes, please detail.  
No.
8. Do you provide, directly or indirectly, services or do you maintain a significant commercial relationship with the Company or with any company which controls or is controlled by the Company? If the answer is yes, please detail.  
No.
9. Have you received any particular advantage from the Company? If the answer is yes, please detail.  
No.
10. Are you married or do you hold any family relationship, as relative or as a kind, up to third degree, to any person who is included in numbers 1,2,4,7 and 9 above or are you married to a person be included in number 8?  
No.

4.Law firms, statutory external auditors' companies and statutory external auditors should not be considered.

20th March 2024

António Augusto Almeida Trabulo

## SHAREHOLDERS' REMUNERATION COMMITTEE

Sonae SGPS, S.A., represented by João Nonell Günther Amaral

Sontel BV, represented by Frederico José Ortigão da Silva Pinto

### João Nonell Günther Amaral

#### Date of Birth

July 1969

#### Educational Qualifications

|             |   |
|-------------|---|
| 1988 – 1933 | Master's in electrical and computer engineering - University of Porto, Porto Portugal   |
| 2000-2001   | MBA Executive – Porto Business School<br>Retail Strategic Management – Babson College<br>Accelerated Development Program – London Business School |
| 2015        | Logistics, Materials and Supply Chain Management - Stanford University  |

#### Professional Experience

|             |  |
|-------------|--|
| 1994 - 1996 | Innovation and Systems Analyst - Agência de Inovação, S.A.   |
| 1996 - 1997 | Director for Business Development and Innovation - Agência de Inovação, S.A.                       |
| 1997 - 2001 | IT Director - Leica Portugal in straight collaboration with Leica AG in Germany                    |
| 2001-2014   | IT Director/Innovation Director - Sonae Distribuição   |
| Since 2014  | Member of the Board of Directors - MCRETAIL, SGPS, SA  |
| Since 2019  | Deputy Chief Development Officer - Sonae - SGPS, SA  |
| Since 2019  | Member of the Board of Directors - Sonae Holdings, S.A.  |
| Since 2019  | Member of the Board of Directors - Sonae Corporate, S.A.   |
| Since 2019  | Member of the Board of Directors - Público – Comunicação Social, SA                                |
| Since 2019  | Chair of the Board of Directors PCJ – Público – Comunicação e Jornalismo, S.A.                     |
| Since 2019  | Member of the Board of Directors - Universo Sonae, S.A.  |
| Since 2020  | Member of the Board of Directors - SIRS – Sociedade Independente de Radiodifusão Sonora, S.A.      |
| Since 2020  | Member of the Board of Directors - Sonae Investment Management – Software and Technology, SGPS, SA |
| Since 2021  | Member of the Board of Directors - Sparkfood, S.A.   |
| Since 2023  | Executive Board Member - Sonae - SGPS, SA  |

Since 2023 Member of the Board of Directors - Sparkfood Ingredients, S.A.  
Since 2023 Deputy Member of the Board of Directors - Flybird Holding Oy  
Since 2023 Member of the Shareholders Remuneration Committee – NOS, SGPS, S.A.

### Offices held in other entities

Since 2014 Member of the Board of Directors - MCRETAIL, SGPS, SA  
Since 2019 Deputy Chief Development Officer - Sonae - SGPS, SA  
Since 2019 Member of the Board of Directors - Sonae Holdings, S.A.  
Since 2019 Member of the Board of Directors - Sonae Corporate, S.A.  
Since 2019 Member of the Board of Directors - Público – Comunicação Social, SA  
Since 2019 Chair of the Board of Directors PCJ – Público – Comunicação e Jornalismo, S.A.  
Since 2019 Member of the Board of Directors - Universo Sonae, S.A.  
Since 2020 Member of the Board of Directors - SIRS – Sociedade Independente de Radiodifusão Sonora, S.A.  
Since 2020 Member of the Board of Directors - Sonae Investment Management – Software and Technology, SGPS, SA  
Since 2021 Member of the Board of Directors - Sparkfood, S.A.  
Since 2023 Executive Board Member - Sonae - SGPS, SA  
Since 2023 Member of the Board of Directors - Sparkfood Ingredients, S.A.  
Since 2023 Deputy Member of the Board of Directors - Flybird Holding Oy  
Since 2023 Member of the Shareholders Remuneration Committee – NOS, SGPS, S.A.

Does not hold any shares of Sonaecom, S.G.P.S., S.A.

# Frederico José Ortigão da Silva Pinto

## Date of Birth

February 1957

## Educational qualifications

|           |  |
|-----------|--|
| 1977-1982 | Bachelor's degree in Economics from Portuguese Catholic University - Lisbon<br>Several training courses in London on Financial Market Risks (Manufacturers Hanover):                 |
| Set. 1999 | Origination and Distribution (3 days)  |
| mar/99    | Principals of Capital Markets (3 dias)   |
| Set. 1998 | Credit Risk I e II (8 dias)<br>Executive Program at Stanford University/Palo Alto/California/USA   |
| 2005      | Graduate School of Business – Stanford Executive Program (6 weeks)<br>Courses on various banking areas, namely on Compliance, Prevention of Money Laundering and Terrorist Financing |

## Professional Experience

|           |  |
|-----------|--|
| 1983-1984 | AMBAR - financial systems analyst  |
| 1984-1986 | RIMA - analysis and installation of integrated management software.  |
| 1986-1988 | BCI – Banco Comércio e Indústria (BPI principal shareholder)<br>Commercial Manager for Clients – medium and large companies<br>Assistant Director with commercial responsibilities   |
| 1988-1991 | Manufacturers Hanover (branch of a USA Bank, merged with Chemical Bank):   |
| mar/88    | Client Manager – medium and large companies and institutions.  |
| jul/90    | Appointed North Regional Commercial Director.  |
| Set. 1990 | Appointed Vice President.  |
| mar/91    | Named CEO of a Factoring Company (Manufacturing)   |
| 1991-2020 | Banco BPI  |
| 1992-1998 | Worked in the network of medium-sized companies as responsible for the Business Centers of Porto, Aveiro, and Viseu, being appointed Coordinator Director.   |
| 1998-2008 | Commercial Director and 1st Responsible of the northern retail network of BPI (about 220 branches and 1,300 employees), being appointed Central Director in 2001.  |
| 2008-2011 | Central Director of the Marketing Directorate for Companies and Businesses.  |
| 2011-2020 | Central Director of the Credit Risk Directorate - responsible for credit risk for all segments of Companies and Individuals, Entrepreneurs and Businesses, Project Finance, Structured Financing, Institutional, Country Risk, and Financial Institutions. |



Since 2022 Chairman of the Fiscal Council of Banco Comercial e de Investimentos SA.  
Since 2022 Non-executive Director of the Cerealis Group (Milaneza).

### **Offices held in other entities**

Since 2022 Chairman of the Fiscal Council of Banco Comercial e de Investimentos SA.  
Since 2022 Non-executive Director of the Cerealis Group (Milaneza).

Does not hold any shares of Sonaecom, S.G.P.S., S.A.