



Integrated Report 2022

Annex I

Curricula



ANNEX I – CURRICULA

GRI 2-10, 2-17

CURRICULA OF THE MEMBERS OF THE MANAGEMENT AND SUPERVISORY BODIES AND REMUNERATION COMMITTEE

I. Members of the management and supervisory bodies

Raul Catarino Galamba de Oliveira

Chairman of the Board of Directors of CTT - Correios de Portugal, S.A. (CTT) (Non-Executive and Independent)

Date of birth and nationality	21 November 1964, born in Portugal
Date of 1 st appointment at CTT	29 April 2020
Term of office	2020-2022

Academic qualifications

- ✓ **1990:** MBA, Universidade Nova de Lisboa
- ✓ **1989:** MSc in Systems Engineering (Expert Systems), Instituto Superior Técnico (IST), Universidade de Lisboa
- ✓ **1987:** Degree in Mechanical Engineering, Instituto Superior Técnico (IST), Universidade de Lisboa

Management and supervisory positions held internally

- ✓ **2020-...:** Chairman (non-executive) of the Board of Directors of CTT

Other internal positions held

- ✓ **2020-...:** Chairman of the Selection and Remuneration Committee of Banco CTT, S.A.
- ✓ **2020-...:** Chairman of the Selection Committee of Payshop (Portugal), S.A.
- ✓ **2020-...:** Chairman of the Selection Committee of 321 Crédito - Instituição Financeira de Crédito, S.A.
- ✓ **2020-...:** Member of the Ethics Committee of CTT
- ✓ **2020-...:** Chairman of the Corporate Governance, Evaluation and Nominating Committee of CTT

Professional experience

- ✓ Started his professional career as Assistant Professor and Researcher in Control Systems and Informatics at Instituto Superior Técnico and at Universidade Católica Portuguesa.
- ✓ Between 1990 and 2017, held positions at McKinsey & Company, namely as Senior Partner for the Financial Institutions area, Managing Partner for Spain and Portugal, Managing Partner for Global Risk Management, and Member of the Global Board of Directors, of the Global Remunerations Committee and of the Partner Election and Evaluation Committees. Since September 2017, has been Director *Emeritus* of McKinsey & Company.
- ✓ Currently, holds positions on the Boards of Directors of several companies in Portugal and Spain, including BBVA, José de Mello Capital and CUF (formerly José de Mello Saúde).

Management and supervisory positions held in other companies (last 5 years)

- ✓ **2020-...:** Non-executive Member of the Board of Directors of Banco Bilbao Vizcaya Argentaria, S.A.
- ✓ **2019-...:** Non-executive Member of the Board of Directors of José de Mello Capital, S.A.
- ✓ **2017-...:** Non-executive Member of the Board of Directors of CUF, S.A. (formerly José de Mello Saúde, S.A.)

Other external positions held (last 5 years)

- ✓ **2004-...:** Chairman of the Board of Directors of Fundação Manuel Violante

João Afonso Ramalho Sopas Pereira Bento

Member of the Board of Directors and Chief Executive Officer (CEO) of CTT - Correios de Portugal, S.A. (CTT)

Date of birth and nationality	12 November 1960, born in Portugal
Date of 1st appointment at CTT	20 April 2017
Term of office	2020-2022

Academic qualifications

- ✓ **2018:** IDP-C, International Directors Programme - Certificate, INSEAD
- ✓ **1999:** Habilitation in Intelligent Systems at Instituto Superior Técnico (IST), Universidade de Lisboa
- ✓ **1992:** PhD in Civil Engineering, Imperial College, London and Doctoral equivalence awarded by Universidade de Lisboa
- ✓ **1987:** Master of Science in Structural Engineering, Instituto Superior Técnico (IST), Universidade de Lisboa
- ✓ **1983:** Degree in Civil Engineering, Instituto Superior Técnico (IST), Universidade de Lisboa

Management and supervisory positions held internally

- ✓ **2021-....:** Chairman of the Board of Directors of CTT IMO – Sociedade Imobiliária, S.A.
- ✓ **2020-....:** Chairman of the Board of Directors of CTT Soluções Empresariais, S.A.
- ✓ **2019-....:** Chairman of the Board of Directors of CTT Expresso – Serviços Postais e Logística, S.A. (appointed to the position of Chairman on June 27, 2019)
- ✓ **2017-....:** Member of the Board of Directors of CTT and Chief Executive Officer (“CEO”) (appointed to the position of CEO on May 13, 2019 effective May 22, 2019. Until that date and since 2017 held the position of non-executive member of the Board of Directors of CTT)
- ✓ **2021-2022:** Chairman of the Board of Directors of HCCM Outsourcing Investment, S.A.

Other internal positions held

- ✓ **2019-....:** Member of the Selection and Remuneration Committee of Banco CTT, S.A.
- ✓ **2019-....:** Member of the Selection Committee of Payshop (Portugal), S.A.
- ✓ **2019-....:** Member of the Selection Committee of 321 Crédito - Instituição Financeira de Crédito, S.A.
- ✓ **2019-....:** Chairman of the Board of the General Meeting of Correio Expresso de Moçambique, S.A. (CORRE)
- ✓ **2019-19:** Chairman of the Remuneration Committee of Banco CTT, S.A.
- ✓ **2019-19:** Member of the Selection Committee of Banco CTT, S.A.
- ✓ **2017-19:** Member of the Committee for the Monitoring of the Implementation of the Operational Transformation Plan of CTT
- ✓ **2017-19:** Member of the Corporate Governance, Evaluation and Nominating Committee of CTT

Professional experience

- ✓ Vice-Chairman of the Board and CEO at Gestmin SGPS, S.A. (now Manuel Champalimaud SGPS, S.A.) between 2015 and 2019, having been appointed in 2017 as non-executive member of the Board of Directors of CTT. In 2019 was appointed CEO of CTT having ceased, from that date on, all his functions at the Manuel Champalimaud Group.
- ✓ At CTT, as Chairman of the Executive Committee, he is responsible for the general coordination of the executive activity, P&L and Business Development, with direct oversight of the areas of Support to the Executive Committee, Sustainability, Innovation, Regulation and Competition, Company Secretary and Legal Department, Institutional Relations and Philately, which he cumulates with the positions of Chairman

of the Board of Directors of the subsidiaries CTT Expresso - Serviços Postais e Logística, S.A., CTT Soluções Empresariais, S.A., and CTT IMO - Sociedade Imobiliária, S.A.

- ✓ Has a vast professional experience in executive and non-executive positions in large, listed companies in Portugal and Brazil, particularly in the infrastructure and energy sectors. Between 2011 and 2015 was CEO of Efacec, an industrial company recognised for its innovation in equipment and automation in the power sector, at that time present in 22 countries, being responsible for areas such as risk management, human resources, communication, innovation and international business development.
- ✓ In the same period, became a member of the Board and of the Executive Committee of the José de Mello Group and was President of COTEC Portugal, the association of corporates for innovation.
- ✓ Was an executive member of the Board of Directors of Brisa for 11 years (at the time operating in 5 countries), being responsible, among others, for the areas of operations, innovation, business development and international development, chairing several infrastructure concessionaires and other Brisa participated companies.
- ✓ From 2000 to 2003, he was a non-executive member of the Board of Directors of EDP, then the largest listed company in Portugal.
- ✓ Started his professional career as an academic, being a tenured Full Professor at Instituto Superior Técnico (IST) since 2000. Started a long-term leave of absence in 2002 in order to carry out full-time functions in business management positions.

Management and supervisory positions held in other companies (last 5 years)

- ✓ **2022-...:** Manager of Método Motriz, Unipessoal, Lda.
- ✓ **2020-...:** Member of the Board of Directors of International Post Corporation (IPC)
- ✓ **2015-...:** Managing Partner of QPDM Consulting, Lda. (previously S.A.; between 2019 and 2020 held the position of Chairman of the Board of Directors and in 2020 became managing partner)
- ✓ **2019-19:** Chairman of the Board of Directors of I.-Charging, Mobilidade Eléctrica, S.A.
- ✓ **2016-19:** Chairman of the Board of Directors of OZ Energia, S.A.
- ✓ **2016-19:** Manager of Manuel Champalimaud Serviços, Unipessoal, Lda.
- ✓ **2015-19:** Vice-Chairman of the Board of Directors and Chief Executive Officer of Manuel Champalimaud, SGPS, S.A.
- ✓ **2016-16:** Member of the Board of Directors of Sogestão, S.A.
- ✓ **2014-16:** Member of the Board of Directors of CCB - Fundação Centro Cultural de Belém
- ✓ **2012-15:** Member of the Board of Directors and of the Executive Committee of Grupo José de Mello, SGPS, S.A.
- ✓ **2011-15:** Member of the Board of Directors and Chief Executive Officer of Efacec Capital, SGPS, S.A.
- ✓ **2011-15:** Chairman of several subsidiaries of Efacec: Efacec-Sistemas de Gestão (PT), Efacec Energia - Máquinas e Equipamentos Eléctricos (PT), Efacec Engenharia e Sistemas (PT), Efacec-Serviços de Manutenção e Assistência (PT), Efacec Marketing Internacional (PT), Gemp - Empreendimentos Imobiliários (PT), Empovar (PT), Efacec USA, Inc. (US), Efacec India Private Limited (IN), Efacec Handling Solutions (PT), Efacec Moçambique (MZ), Efasa (ZA).

Other external positions held (last 5 years, *pro bono*)

- ✓ **2019-...:** Member of the Board of Trustees of Fundação Alfredo de Sousa
- ✓ **2019-...:** Member of the Advisory Council of Reshape (formerly, APAC Portugal – Associação de Apoio ao Preso)
- ✓ **2018-...:** Member of the Board of ICF – Inclusive Community Forum – Nova SBE
- ✓ **2017-...:** Member of the Strategic Innovation Council of Vda - Vieira de Almeida & Associados, Sociedade de Advogados, RL
- ✓ **2016-...:** Member of the General Council of IPCG (Portuguese Institute of Corporate Governance) in an individual capacity

- ✓ **2013-....:** Permanent member of the Advisory Council of AICEP (Agency for Investment and External Trade of Portugal)
- ✓ **2011-....:** Vice-President and Acting President of Academia de Engenharia
- ✓ **2015-20:** President of Quinta do Perú Golf Club
- ✓ **2014-20:** Member of the Advisory Council of ANI (National Innovation Agency)
- ✓ **2014-19:** Member of the General Council of Universidade de Lisboa
- ✓ **2012-18:** President of COTEC Portugal, the Business Association for Corporate Innovation (2012-15) and Member of the Board (2015-18)
- ✓ **2014-15:** Chairman of the General Meeting of APGEI (Portuguese Association of Industrial Management and Engineering)
- ✓ **2012-15:** Member and coordinator of CNEI (National Council for Entrepreneurship and Innovation)

Distinctions

- ✓ Honorary President of ASECAP (European Association of Operators of Toll Road Infrastructures), since 2007
- ✓ Was awarded the *Grã Cruz da Ordem do Infante D. Henrique* (Grand Cross of Order of Prince Henry the Navigator), by the President of the Portuguese Republic in 2016

Guy Patrick Guimarães de Goyri Pacheco

Member of the Board of Directors and Chief Financial Officer (CFO) of CTT - Correios de Portugal, S.A. (CTT)

Date of birth and nationality	25 May 1977, born in Portugal
Date of 1 st appointment at CTT	19 December 2017
Term of office	2020-2022

Academic qualifications

- ✓ **2011:** Leaders who transform, Universidade Católica Portuguesa | Universidade Nova of Business and Economics
- ✓ **2010:** Leadership Executive Program, Universidade Católica Portuguesa
- ✓ **2000:** Degree in Economics, Faculdade de Economia, Universidade do Porto

Management and supervisory positions held internally

- ✓ **2022-....:** Member of the Board of Directors of Medspring, S.A.
- ✓ **2021-....:** Member of the Board of Directors of CTT IMO – Sociedade Imobiliária, S.A.
- ✓ **2021-....:** Member of the Board of Directors of Newspring Services, S.A.
- ✓ **2020-....:** Member of the Board of Directors of CTT Soluções Empresariais, S.A.
- ✓ **2018-....:** Non-executive Member of the Board of Directors of Banco CTT, S.A.
- ✓ **2017-....:** Member of the Board of Directors and Chief Financial Officer (CFO) of CTT
- ✓ **2017-....:** Member of the Board of Directors of CTT Expresso - Serviços Postais e Logística, S.A.
- ✓ **2021-2022:** Member of the Board of Directors of HCCM Outsourcing Investment, S.A.
- ✓ **2018-2019:** Member of the Board of Directors of Tourline Express Mensajería, S.L.U.

Other internal positions held

- ✓ ---

Professional experience

- ✓ As member of the Executive Committee (CFO) of CTT, he is currently responsible for Cost, Transformation and Operations Planning, and is also a member of the Boards of Directors of the subsidiaries CTT Expresso - Serviços Postais e Logística, S.A., Banco CTT, S.A., CTT Soluções Empresariais, S.A., Newspring Services, S.A., CTT IMO - Sociedade Imobiliária, S.A. and Medspring, S.A.
- ✓ Between 2015 and 2017 he had as main occupation the functions of CFO of PT Portugal, SGPS, S.A. and between 2011 and 2015 the functions of Head of Planning and Control of Portugal Telecom, SGPS, S.A. (listed company).
- ✓ Financial, planning and control and financial and operational reporting are his core expertise areas, having performed top management functions in these domains over 17 years in PT Group.
- ✓ With an extensive experience and transformational profile in functions related to strategic transformation of the telecommunications and digital business sector both nationally and internationally (having worked between 2001 and 2017 in markets marked by a challenging regulatory, technological and competitive context, having been, between 2007 and 2011, specially involved in transformation and continuous improvement projects), he led, as CFO, plans for the optimisation and cost reduction in the same sector.

Management and supervisory positions held in other companies (last 5 years)

- ✓ **2017-....:** Member of the Board of Directors of Finerge, S.A.

- ✓ **2017-2019:** Member of the Board of Directors of Âncora Wind – Energia Eólica, S.A.
- ✓ **2017-2018:** Member of the Board of Directors of First State Wind Energy Investments, S.A.
- ✓ **2017-2017:** Non-executive Member of the Board of Directors of Sport TV Portugal, S.A.
- ✓ **2016-2017:** Chairman of the Board of Directors of Janela Digital – Informática e Telecomunicações, S.A.
- ✓ **2016-2017:** Non-executive Member of the Board of Directors of Capital Criativo, SCR, S.A.
- ✓ **2015–2017:** Member of the Executive Committee (Chief Financial Officer) of PT Portugal, SGPS, S.A.
- ✓ **2015-2017:** Chairman of the Fiscal Board of Hungaro Digital Plc.
- ✓ **2015-2017:** Member of the Board of Directors of PT Pay, S.A.
- ✓ **2015-2016:** Chairman of the Fiscal Board of Fibroglobal – Comunicações Electrónicas, S.A.
- ✓ **2013-2015:** Member of the Board of Directors of PT Centro Corporativo, S.A.
- ✓ **2013-2015:** Member of the Fiscal Board of Fundação Portugal Telecom
- ✓ **2011-2014:** Non-executive Member of the Board of Directors of PT PRO – Serviços Administrativos e de Gestão Partilhados, S.A.

Other external positions held (last 5 years)

- ✓ **2018 -...:** Member of the Board of AEM (Portuguese Issuers Association)

António Pedro Ferreira Vaz da Silva

Member of the Board of Directors and of the Executive Committee of CTT - Correios de Portugal, S.A. (CTT)

Date of birth and nationality	13 November 1966, born in Portugal
Date of 1 st appointment at CTT	20 April 2017
Term of office	2020-2022

Academic qualifications

- ✓ **2020:** Qualification course for Insurance Agent, Insurance Broker or Reinsurance Mediator - Non-Life and Life Branches, APS – Associação Portuguesa de Seguradores
- ✓ **2016:** Banco CTT, S.A. Top Management Training Programme, Instituto Superior de Gestão Bancária and Associação Portuguesa de Bancos
- ✓ **2014:** Corporate Management Programme, AESE Business School
- ✓ **1984:** High School degree, Escola Secundária da Amadora

Management and supervisory positions held internally

- ✓ **2022-...:** Member of the Board of Directors of Medspring, S.A.
- ✓ **2021-...:** Member of the Board of Directors of CTT IMO – Sociedade Imobiliária, S.A.
- ✓ **2020-...:** Member of the Board of Directors of CTT Soluções Empresariais, S.A.
- ✓ **2018-...:** Member of the Board of Directors of Payshop (Portugal), S.A.
- ✓ **2017-...:** Member of the Board of Directors and of the Executive Committee of CTT
- ✓ **2017-...:** Member of the Board of Directors of CTT Expresso – Serviços Postais e Logística, S.A.
- ✓ **2017-...:** Non-executive Member of the Board of Directors of Banco CTT, S.A.
- ✓ **2021-2022:** Member of the Board of Directors of HCCM Outsourcing Investment, S.A.

Other internal positions held

- ✓ ---

Professional experience

- ✓ As member of the Executive Committee of CTT (COO) he is currently responsible for Operations Execution and Human Resources Management, and is also a member of the Boards of Directors of the subsidiaries Banco CTT, S.A. (non-executive), CTT Expresso - Serviços Postais e Logística, S.A., Payshop (Portugal), S.A., CTT Soluções Empresariais, S.A., CTT IMO - Sociedade Imobiliária, S.A. and Medspring, S.A.
- ✓ With a 20-year professional career in commercial and retail banking at Millennium BCP, he held several roles within the group in Portugal. He joined the Private and Business team of Millennium BCP in 2000.
- ✓ In 2004, he joined CTT as Senior Sales Manager, being responsible for the operational and sales on the south area at Retail Network. He successfully developed his career at CTT, becoming the Head of the Retail Network in 2013, acquiring a vast experience in managing and motivating teams and Human Resources, and in sales and marketing of the various products placed through the Retail Network (from Mail and Express & Parcels to Financial Services, as well as services of general interest). Throughout this 16-year period at CTT he has been engaged in several key initiatives and projects related to the optimisation and rationalisation of the Retail Network and its portfolio, as well as in the promotion of the proximity and capillarity associated with this network.
- ✓ His background at CTT contributed to make the Retail Network an increasingly important sales and services channel in CTT's revenue growth in all business units and a national wide platform of convenience and multi-services, having played an active role in the launching in 2016 of Banco CTT which is supported by the CTT's Retail Network.

Management and supervisory positions held in other companies (last 5 years)

✓ ---

Other external positions held (last 5 years)

✓ ---

João Carlos Ventura Sousa

Member of the Board of Directors and of the Executive Committee of CTT - Correios de Portugal, S.A. (CTT)

Date of birth and nationality	26 March 1975, born in Portugal
Date of 1 st appointment at CTT	18 September 2019
Term of office	2020-2022

Academic qualifications

- ✓ **2011:** Leadership and Innovation Programme, Católica School of Business & Economics
- ✓ **1999:** Master of Business Administration, INDEG/ISCTE
- ✓ **1998:** Degree in Management and Marketing, Instituto Superior de Línguas e Administração

Management and supervisory positions held internally

- ✓ **2022-....:** Chairman of the Board of Directors of CTT Services, S.A.
- ✓ **2022-....:** Chairman of the Board of Directors of Medspring, S.A.
- ✓ **2021-....:** Member of the Board of Directors of CTT IMO – Sociedade Imobiliária, S.A.
- ✓ **2021-....:** Chairman of the Board of Directors of Newspring Services, S.A.
- ✓ **2020-....:** Member of the Board of Directors of CTT Soluções Empresariais, S.A.
- ✓ **2020-....:** Chairman of the Board of Directors of CTT Contacto, S.A.
- ✓ **2019-....:** Member of the Board of Directors of Correio Expresso de Moçambique, S.A. (CORRE)
- ✓ **2019-....:** Member of the Board of Directors and of the Executive Committee of CTT
- ✓ **2019-....:** Member of the Board of Directors of CTT Expresso - Serviços Postais e Logística, S.A.
- ✓ **2021-2022:** Member of the Board of Directors of HCCM Outsourcing Investment, S.A.
- ✓ **2019-2019:** Chairman of the Board of Directors of Tourline Express Mensajería, S.L.U.

Other internal positions held

- ✓ ---

Professional experience

- ✓ Since 2015, he has been performing management functions, in particular as executive member of the Board of Directors (Chief Sales and Marketing Officer) of Altice Portugal (formerly Portugal Telecom), member of the Board of Directors and Chief Executive Officer (CEO) of PT Cloud and Data Centers and Portugal Telecom Data Center, having been appointed, as from September 2019, executive member of the Board of Directors of CTT.
- ✓ As member of the Executive Committee of CTT(CMO), he is currently responsible for revenue, as well as for the commercial areas, B2B and B2C segments and CTT Expresso's business (Spanish Branch), which he combines with the positions of member of the Board of Directors of Group companies CTT Expresso - Serviços Postais e Logística, S.A., Correio Expresso de Moçambique, S.A. (CORRE), CTT Soluções Empresariais, S.A., and CTT IMO - Sociedade Imobiliária, S.A., and Chairman of the Board of Directors of subsidiaries CTT Contacto, S.A., Newspring Services, S.A., Medspring, S.A. and CTT Services, S.A.
- ✓ He started his professional career at Marconi as a Product and Market Manager responsible for the management of international products and tariffs and business development, having joined, two years later, Teleweb as New Businesses and Tariffs Manager being one of the members of the original team that launched this operator.
- ✓ He joined Portugal Telecom Group (currently Altice Portugal) from 2001 on, as a SME manager at TMN, in charge of product development, sales channels and business development. During this period, he achieved market leadership in the B2B segment and launched the first convergent solution (Officebox). In 2004 he was the corporate market manager for TMN and in 2007 he was the director of the B2B segment of Portugal Telecom where he was responsible, among others, for the implementation of the sales strategy

and for the management and operational development of several sales channels, namely for the management of the marketing plan and pricing strategy of the B2B offer (Wireline, Wireless and ICT) in all variables and for the Up & Cross Sell, having then played a fundamental role in the automation of the commercial processes.

- ✓ Throughout his professional career at the Portugal Telecom Group (currently Altice Portugal), he was also responsible for the development and implementation of several organic restructuring programmes and, in this context, for mergers and acquisitions initiatives, having actively participated in the launch of new technological services and in the outsourcing of business processes in which he was responsible for the definition, communication and implementation of a medium and long-term strategy for customers, partners and employees.

Management and supervisory positions held in other companies (last 5 years)

- ✓ **2017-2019:** Member of the Board of Directors and Chief Executive Officer (CEO) of PT Cloud and Data Centers, S.A.
- ✓ **2017-2019:** Member of the Board of Directors and Chief Executive Officer (CEO) of Portugal Telecom Data Center, S.A.
- ✓ **2015-2019:** Member of the Board of Directors and of the Executive Committee (CMO) of Altice Portugal, S.A.

Other external positions held (last 5 years)

- ✓ **2022-....:** Vice-Chairman of the Board of APOE - Associação Portuguesa de Operadores Expresso

João Miguel Gaspar da Silva

Member of the Board of Directors and of the Executive Committee of CTT - Correios de Portugal, S.A. (CTT)

Date of birth and nationality	1 June 1976, born in Portugal
Date of 1 st appointment at CTT	6 January 2020
Term of office	2020-2022

Academic qualifications

- ✓ **2004:** MBA, Kellogg School of Management, Northwestern University (Evanston-IL, USA)
- ✓ **2000:** Degree in Electrical Engineering, Instituto Superior Técnico, Lisboa

Management and supervisory positions held internally

- ✓ **2022-...:** Member of the Board of Directors of CTT Services, S.A.
- ✓ **2022-...:** Member of the Board of Directors of Medspring, S.A.
- ✓ **2021-...:** Member of the Board of Directors of CTT IMO – Sociedade Imobiliária, S.A.
- ✓ **2021-...:** Member of the Board of Directors of Newspring Services, S.A.
- ✓ **2020-...:** Member of the Board of Directors of CTT Soluções Empresariais, S.A.
- ✓ **2020-...:** Member of the Board of Directors of CTT Expresso - Serviços Postais e Logística, S.A.
- ✓ **2020-...:** Member of the Board of Directors and of the Executive Committee of CTT
- ✓ **2018-...:** Member of the Board of Directors of CTT Contacto, S.A.
- ✓ **2021-2022:** Member of the Board of Directors of HCCM Outsourcing Investment, S.A.
- ✓ **2018-2019:** Member of the Board of Directors of Transporta – Transportes Porta a Porta, S.A.
- ✓ **2018-2018:** Member of the Board of Directors of Mailtec Comunicação, S.A.

Other internal positions held

- ✓ ---

Professional experience

- ✓ His professional activity has been focused on areas of operations in different sectors, namely Strategic Consulting, Logistics and Transport of Valuables, as well as Courier and Express and Parcels. He joined CTT in 2018 as Head of Operations having been appointed, still in 2018, as member of the Board of Directors of CTT Contacto, S.A., Mailtec Comunicação, S.A. and Transporta – Transportes Porta a Porta, S.A., all companies of the CTT Group. As CTT's Head of Operations, he managed all operations of collection, printing and finishing, handling and distribution of mail, parcels and express and cargo, with direct responsibilities in the definition and execution of CTT's Modernisation and Investment Plan.
- ✓ Currently, as member of the Executive Committee of CTT he is responsible for the Strategy, Talent and Risk areas, in addition to the positions of member of the Board of Directors of the subsidiaries CTT Contacto, S.A., CTT Expresso - Serviços Postais e Logística, S.A., CTT Soluções Empresariais, S.A., Newspring Services, S.A., CTT IMO - Sociedade Imobiliária, S.A., Medspring, S.A. and CTT Services, S.A.
- ✓ Having started his professional career as a Junior Teaching Assistant (1998-1999) at the mathematics department of Instituto Superior Técnico, he joined Motorola in 1999 as a Junior Researcher, where he took part in the UMTS radio interface development team.
- ✓ In 2000 he joined McKinsey & Company as Business Analyst (2000-2002) and later as Associate (2004-2006), during which he developed various skills as a consultant in different areas of this company's activity. From 2007 to 2009, he served as Engagement Manager, leading various operations projects in the services sector and gaining experience in implementing Lean Operations programmes in various business sectors.
- ✓ In 2009, he joined Prosegur as Managing Director of the Logistics and Values Unit and later accumulated the duties of Managing Director of the security technology unit. In 2013, he was appointed Country

Manager of Prosegur in Portugal, taking under his responsibility the entire P&L of the Prosegur Group in the country. Two years later and following the separation of the businesses carried out by this multinational company in the various geographies in which it operates, he was appointed Managing Director of Prosegur Security Portugal, the company's human, and technological surveillance area.

Management and supervisory positions held in other companies (last 5 years)

- ✓ **2022-...:** Manager of Gravity and Vibes, Lda.
- ✓ **2013-2018:** Manager of Prosegur – Companhia de Segurança, Lda.

Other external positions held (last 5 years)

- ✓ ---

Maria Luísa Coutinho Ferreira Leite de Castro Anacoreta Correia

Non-Executive Member of the Board of Directors and Chairwoman of the Audit Committee of CTT - Correios de Portugal, S.A. (CTT) (Independent)

Date of birth and nationality	14 December 1967, born in Portugal
Date of 1 st appointment at CTT	20 April 2017
Term of office	2020-2022

Academic qualifications

- ✓ **2009:** PhD in Management, ISCTE-Instituto Universitário de Lisboa
- ✓ **2002:** Statutory Auditor, Ordem dos Revisores Oficiais de Contas (OROC)
- ✓ **1999:** Master in Economics, Universidade do Porto
- ✓ **1991:** Degree in Management, Universidade Católica Portuguesa (UCP)

Management and supervisory positions held internally

- ✓ **2017-....:** Non-executive Member of the Board of Directors of CTT
- ✓ **2017-....:** Chairwoman of the Audit Committee of CTT

Other internal positions held

- ✓ **2017-2019:** Member of the Committee for the Monitoring of the Implementation of the Operational Transformation Plan of CTT

Professional experience

- ✓ Her top-level academic activity and functions in supervisory bodies of large listed companies are her main occupation. She was elected in April 2017 as Chair of the Audit Committee of CTT, having been re-elected for the term of office 2020-2022.
- ✓ She has over 25 years of academic experience, being a Professor at the UCP (since 1993) in the areas of Accounting and Tax. Between 2010 and 2017, she was Director of Msc in Audit and Tax of the Faculdade de Economia e Gestão of the UCP and Scientific Coordinator of the Católica Porto Business School of the UCP. She was also a Deputy Director of the Presidency of Centro Regional do Porto of the UCP for management and entrepreneurship.
- ✓ Being a Statutory Auditor for more than 15 years, she became Chairwoman of the Fiscal Board of Ordem dos Revisores Oficiais de Contas (Statutory Auditors Bar (OROC)) in 2012 and became a member of the Management Board in November 2017. She was the representative of OROC in the Comissão de Normalização Contabilística (Commission of Accounting Standards). Since 2008 she is a member of the management and supervisory bodies of large listed and non-listed companies in Portugal, having been Chairwoman of the Fiscal Board of Centro Hospitalar Universitário de São João, EPE from 2017 to 2021. In August 2021 she was elected as non-executive Member of the Board of Directors and as Member of the Audit Committee of Banco Português de Fomento, S.A.

Management and supervisory positions held in other companies (last 5 years)

- ✓ **2022-....:** Non-executive Member of the Board of Directors of Sierra IG – Gestão de Fundos, SGOIC, S.A.
- ✓ **2021-....:** Non-executive Member of the Board of Directors and Member of the Audit Committee of Banco Português de Fomento, S.A.
- ✓ **2016-....:** Non-executive Member of the Board of Directors of SierraGest – Gestão de Fundos, SGOIC, S.A. (formerly SFS – Gestão de Fundos, SGOIC, S.A. and Sonaegest - Sociedade Gestora de Fundos de Investimento, S.A.)
- ✓ **2016-....:** Chairwoman of the Fiscal Board of Sogrape, SGPS, S.A.
- ✓ **2008-....:** Non-executive Member of the Board of Directors and Member of the Audit Committee of Impresa, SGPS, S.A.
- ✓ **2017-2021:** Chairwoman of the Fiscal Board of Centro Hospitalar Universitário de S. João, EPE

- ✓ **2012-2018:** Chairwoman of the Fiscal Board of Ordem dos Revisores Oficiais de Contas (Portuguese Statutory Auditors Bar) and its representative in the Fédération des Experts-Comptables Européens

Other external positions held (last 5 years)

- ✓ **2021-...:** Invited member of the Executive Committee of Comissão de Normalização Contabilística (Commission of Accounting Standards)
- ✓ **2014-...:** Managing Partner of Novais, Anacoreta & Associado, SROC
- ✓ **2011-...:** Member of the Scientific Council of Associação Fiscal Portuguesa
- ✓ **2011-...:** Tax Arbitrator at CAAD (Portuguese Administrative Arbitration Centre)
- ✓ **2009-...:** Assistant Professor at Católica Porto Business School
- ✓ **2017-Feb.2021:** Member of the General Council and of the Executive Committee of Comissão de Normalização Contabilística (Commission of Accounting Standards), representing Ordem dos Revisores Oficiais de Contas (Portuguese Statutory Auditors Bar)
- ✓ **2018-2020:** Member of the Management Board of Ordem dos Revisores Oficiais de Contas (Portuguese Statutory Auditors Bar) and its representative in the Accountancy Europe

Steven Duncan Wood

Non-Executive Member of the Board of Directors and Member of the Audit Committee of CTT - Correios de Portugal, S.A. (CTT)

Date of birth and nationality	17 December 1982, born in the USA
Date of 1 st appointment at CTT	23 April 2019
Term of office	2020-2022

Academic qualifications

- ✓ **2005:** BA in Economics, Political Economy and International Relations, Tulane University, USA

Management and supervisory positions held internally

- ✓ **2020-....:** Member of the Audit Committee of CTT
- ✓ **2019-....:** Non-executive Member of the Board of Directors of CTT

Other internal positions held

- ✓ **2019-2019:** Member of the Committee for the Monitoring of the Implementation of the Operational Transformation Plan of CTT

Professional experience

- ✓ He is a Chartered Financial Analyst (“CFA”), who focuses on distressed, deep value and special situations investment strategies, having founded Greenwood Investors in 2010.
- ✓ He began his career with the special situations team at Kellogg Capital Group, and later worked as an Investment Banking Analyst for RBC Capital Markets in the Syndicated and Leveraged Finance group, having deepened his knowledge of distressed, deep value, and special situations strategies as a Research Analyst at Carr Securities from 2009 to 2013. Walter Carucci from Carr Securities provided the inspiration for founding Greenwood Investors.
- ✓ Since 2016, he has also served on the Investment Advisory Board of Cortland Associates, a value-oriented St. Louis (in USA)-based investment advisor.
- ✓ In 2017, he founded the Builders Institute Inc., an educational non-profit organisation that is dedicated to the field of long-term value creation, transparency of corporate strategy, and conscious capitalist principles.
- ✓ He is currently the Managing Member of the Greenwood Performance Investors, LLC and the General Partner of the Greenwood Global Micro Fund I, LP, a fund launched in February 2014, as well as of the Greenwood Builders Fund I, LP, Greenwood Offshore Builders Fund I, Greenwood Global Fund, Greenwood Builders Fund II, LP, Greenwood Offshore Builders Fund II and of the Greenwood Offshore Builders Fund III.

Management and supervisory positions held in other companies (last 5 years)

- ✓ **2017-....:** Founder and Managing Member of the Builders Institute, Inc.
- ✓ **2010-....:** Managing Member of Greenwood Performance Investors, LLC
- ✓ **2010-....:** Founder and Managing Member of Greenwood Investors, LLC

Other external positions held (last 5 years)

- ✓ **2016-....:** Advisory Board Member of Cortland Associates, Inc.

Duarte Palma Leal Champalimaud

Non-Executive Member of the Board of Directors of CTT - Correios de Portugal, S.A. (CTT)

Date of birth and nationality	5 December 1975, born in Brazil
Date of 1st appointment at CTT	19 June 2019
Term of office	2020-2022

Academic qualifications

- ✓ **2018:** OPM 51 Class, Harvard Business School, USA
- ✓ **2009:** Leading the Family Business Program, IMD, Switzerland
- ✓ **2008:** MBA International, Católica Porto Business School
- ✓ **2001:** Postgraduate studies in Business Management, Fundação Dom Cabral, Brazil
- ✓ **2000:** Degree in Mechanical Engineering, Kingston University, England

Management and supervisory positions held internally

- ✓ **2019-....:** Non-executive Member of the Board of Directors of CTT
- ✓ **2018-2019:** Member of the Board of Directors of Tourline Express Mensajería, S.L.U.

Other internal positions held

- ✓ **2020-....:** Member of the Corporate Governance, Evaluation and Nominating Committee of CTT
- ✓ **2019-2019:** Member of the Committee for the Monitoring of the Implementation of the Operational Transformation Plan of CTT

Professional experience

- ✓ His position as a member of the Board of Directors of Gestmin SGPS, S.A., which changed its corporate name in 2019 to Manuel Champalimaud SGPS, S.A., has been his main occupation since 2005.
- ✓ He joined the CTT Group in 2018 having then been appointed as a member of the Board of Directors of the subsidiary Tourline Express Mensajería, S.L.U., a position he held till July 2019. As of June 2019, he became a non-executive member of the Board of Directors of CTT, a position that he holds in addition to those of Vice-Chairman of the Board of Directors of Manuel Champalimaud SGPS, S.A.
- ✓ He has a vast professional background in management and senior management positions, with a large experience in the industrial and technological areas within the Manuel Champalimaud Group, having led the acquisition of some of its main assets and played an important role in the internationalisation of the Group, namely through the expansion of GLN to Mexico, an industrial company known for its technological innovation work in the sector of plastic moulds. He held within this company, from 2013 to 2016, the functions of Chief Executive Officer (CEO) having, during this period, been responsible for the development of the company IT systems and for the acquisition of Famolde, a company specialised in the design and production of high technical content moulds, particularly in micro-moulds. Throughout his professional career, he was also responsible for several operational areas including human resources and technological innovation areas and was co-founder of a digital startup directed to the healthcare area, the consultaclick.com, from which the first European online appointment booking platform was developed.

Management and supervisory positions held in other companies (last 5 years)

- ✓ **2022-....:** Chairman of the Board of Directors of Pentapack - Sistema de Embalagem, S.A.
- ✓ **2021-....:** Manager of Star Swan Unipessoal, Lda.
- ✓ **2005-....:** Member of the Board of Directors of Manuel Champalimaud SGPS, S.A.
- ✓ **2007-2021:** Manager of Sotaque – Assessoria de Comunicação e Traduções, Lda.
- ✓ **2016-2018:** Member of the Board of Directors of PIEP (Innovation in Polymer Engineering)
- ✓ **2014-2017:** Chairman of the Board of Directors of GLN, S.A., having also held the position of CEO between 2013 and 2016

Other external positions held (last 5 years)

- ✓ Chairman of the Strategy and Investment Committee of the Manuel Champalimaud Group
- ✓ **2016-....**: Chairman of the Board of the General Meeting of APIP (Portuguese Plastics Industry Association)

Isabel Maria Pereira Aníbal Vaz

Non-Executive Member of the Board of Directors of CTT - Correios de Portugal, S.A. (CTT) (Independent)

Date of birth and nationality	2 January 1966, born in Portugal
Date of 1 st appointment at CTT	29 April 2020
Term of office	2020-2022

Academic qualifications

- ✓ **1994:** MBA with specialisation in Management, Universidade Nova de Lisboa
- ✓ **1990:** Degree in Chemical Engineering (Processes and Industry Branch), Instituto Superior Técnico de Lisboa (IST), Universidade de Lisboa

Management and supervisory positions held internally

- ✓ **2020-...:** Non-executive Member of the Board of Directors of CTT

Other internal positions held

- ✓ **2020-...:** Member of the Corporate Governance, Evaluation and Nominating Committee of CTT

Professional experience

- ✓ Began her professional career as a researcher at Instituto de Biologia Experimental e Tecnológica and worked as a factory project engineer at the pharmaceutical group Atral Cipan (between 1990 and 1992). From 1992 to 1999, she was a Senior Consultant at McKinsey & Company, in the banking and insurance area.
- ✓ Over the past 20 years, she has held management positions in several companies in Portugal, mainly in the Luz Saúde Group, among which those of Vice-Chairwoman and Chairwoman of the Executive Committee of Luz Saúde, S.A., and Chairwoman of the Boards of Directors of Hospital da Luz, S.A., Hospital da Arrábida - Gaia, S.A. and SGHL - Sociedade Gestora do Hospital de Loures, S.A. stand out.
- ✓ She was a member of the Faculty Board of the Nova School of Business and Economics of the Universidade Nova de Lisboa and is currently a member of the International Advisory Board of The Lisbon MBA, of the same Faculty.

Management and supervisory positions held in other companies (last 5 years)

- ✓ **2021-...:** Member of the Board of Directors of Mota-Engil, SGPS, S.A.
- ✓ **2018-...:** Chairwoman of the Board of Directors of Capital Criativo HealthCare Investments II, S.A.
- ✓ **2018-...:** Chairwoman of the Board of Directors of Hospital da Luz - Coimbra S.A.
- ✓ **2017-...:** Chairwoman of the Board of Directors of H.M.E. – Gestão Hospitalar, S.A.
- ✓ **2017-...:** Member of the Board of Directors of Hospital da Luz Funchal, S.A. (formerly called S.C.H. - Sociedade de Clínica Hospitalar S.A.)
- ✓ **2015-...:** Chairwoman of the Board of Directors of Hospital da Luz - Guimarães, S.A.
- ✓ **2015-...:** Chairwoman of the Board of Directors of GLSMED Learning Health, S.A.
- ✓ **2011-...:** Chairwoman of the Board of Directors of Luz Saúde – Serviços, A.C.E.
- ✓ **2009-...:** Chairwoman of the Board of Directors of Hospital da Luz – Centro Clínico da Amadora, S.A.
- ✓ **2009-...:** Chairwoman of the Board of Directors of SGHL – Sociedade Gestora do Hospital de Loures, S.A.
- ✓ **2009-...:** Chairwoman of the Board of Directors of Casas da Cidade – Residências Sénior, S.A.
- ✓ **2009-...:** Chairwoman of the Board of Directors of CRB – Clube Residencial da Boavista, S.A.
- ✓ **2006-...:** Chairwoman of the Board of Directors of Hospital da Luz - Oeiras, S.A.
- ✓ **2005-...:** Chairwoman of the Board of Directors of Hospital da Luz, S.A. (LISBOA)
- ✓ **2005-...:** Chairwoman of the Board of Directors of Surgicare – Unidades de Saúde, S.A.

- ✓ **2005-...:** Chairwoman of the Board of Directors of Vila Lusitano – Unidades de Saúde, S.A.
- ✓ **2005-...:** Chairwoman of the Board of Directors of Hospital Residencial do Mar, S.A.
- ✓ **2005-...:** Chairwoman of the Board of Directors of Hospor – Hospitais Portugueses, S.A.
- ✓ **2003-...:** Chairwoman of the Board of Directors of RML – Residência Medicalizada de Loures, SGPS, S.A.
- ✓ **2001-...:** Chairwoman of the Board of Directors of Hospital da Luz Arrábida, S.A.
- ✓ **2001-...:** Chairwoman of the Board of Directors of Luz Saúde – Unidades de Saúde e de Apoio à Terceira Idade, S.A.
- ✓ **2000-...:** Chairwoman of the Board of Directors of Hospital da Luz - Aveiro, S.A.
- ✓ **2000-...:** Vice -Chairwoman the Board of Directors and Chairwoman of the Executive Committee of Luz Saúde, S.A.
- ✓ **2004-2022:** Chairwoman of the Board of Directors of Casas da Cidade – Residências Sénior de Carnaxide, S.A.
- ✓ **2004-2022:** Member of the Board of Directors of Genomed - Diagnósticos de Medicina Molecular, S.A.
- ✓ **2000-2021:** Member of the Board of Directors of Sonae Capital, SGPS, S.A.

Other external positions held (last 5 years)

- ✓ **2009-...:** Member of the International Advisory Board of The Lisbon MBA of Nova School of Business and Economics of Universidade Nova de Lisboa
- ✓ **2009-2018:** Member of the Faculty Council of Nova School of Business and Economics of Universidade Nova de Lisboa

Jürgen Schröder

Non-Executive Member of the Board of Directors of CTT - Correios de Portugal, S.A. (CTT) (Independent)

Date of birth and nationality	2 October 1963, born in Germany
Date of 1 st appointment at CTT	29 April 2020
Term of office	2020-2022

Academic qualifications

- ✓ **1993:** PhD in Economics, Ruhr-Universität Bochum, Germany
- ✓ **1988:** Degree in Economics, Ruhr-Universität Bochum, Germany

Management and supervisory positions held internally

- ✓ **2020-...:** Non-executive Member of the Board of Directors of CTT

Other internal positions held

- ✓ ---

Professional experience

- ✓ He started his professional career at McKinsey & Company in 1994, and since 2007 he has been a Senior Partner at the Düsseldorf office. Throughout his career at McKinsey & Company, he has assumed management and supervisory functions as responsible for the Travel, Transport and Logistics practice in Germany, as well as Chairman of the Regional Pricing Committee Europe, of the German Finance and Infrastructure Committee and of the Orphoz Board in Germany and Member of the Boards of eFellows.net and Lumics GmbH & Co. KG. He is also a member of the German Client Committee and the German OpCo (Board).
- ✓ Currently, he is responsible for the Global Marketing and Sales practice at McKinsey & Company and the transport and logistics sector in Germany and is the founder of the Digital Marketing Factory, with extensive experience in the Postal and Logistics sectors, in the Marketing and Sales areas and Digital Marketing, as well as in transformational programs that contribute to improving the performance of companies through the use of agile methods and digital technologies to improve their commercial transformation.

Management and supervisory positions held in other companies (last 5 years)

- ✓ **2020-...:** Executive Partner of JS-Rat&Tat GmbH

Other external positions held (last 5 years)

- ✓ **2015-...:** Member of the Board of ISR (International School on the Rhine) (Germany)
- ✓ **2014-...:** Member of the Board of Marketing Club Düsseldorf (Germany)

Margarida Maria Correia de Barros Couto

Non-Executive Member of the Board of Directors of CTT - Correios de Portugal, S.A. (CTT)

Date of birth and nationality	16 September 1964, born in Portugal
Date of 1st appointment at CTT	29 April 2020
Term of office	2020-2022

Academic qualifications

- ✓ **1988:** Postgraduate studies in European Studies, Faculdade de Direito, Universidade Católica de Lisboa
- ✓ **1987:** Degree in Law, Faculdade de Direito, Universidade Católica de Lisboa

Management and supervisory positions held internally

- ✓ **2020-...:** Non-executive Member of the Board of Directors of CTT

Other internal positions held

- ✓ **2020-...:** Chairwoman of the Ethics Committee of CTT

Professional experience

- ✓ Founding Partner at Vieira de Almeida & Associados (VdA), being part of this law firm since 1988, she has as main professional occupation the practice of law in regulated sectors and in social economy.
- ✓ She is IP & Digital Group Senior Partner and Partner of the ICT practice area (Information, Communications and Technology), having been involved, in her professional activity, in the main transactions related to communications, media and data privacy sectors, working on both economic and transactional regulation matters. She has also developed a vast activity in infrastructure projects and worked on public tenders in regulated and non-regulated sectors.
- ✓ She is the Partner responsible for the Social Economy practice area, providing legal and strategic advice to the most relevant Foundations and Associations operating in Portugal and to several projects of social impact, being also responsible for the *Pro Bono* Program of VdA, leading the *Pro Bono* Committee of the firm, and leading its Sustainability Program. Currently she is the Chairwoman of Associação VdA Academia, the firm's corporate academy, in which she is responsible for the executive program Women on Boards.
- ✓ As lecturer at the Universidade Católica, she has been teaching in matters related to her practice areas, namely Telecommunications Law, Economic Regulation and Social Economy.
- ✓ Author of several articles on economic regulation, telecommunications, social economy and social responsibility/sustainability published in national and international publications, she is frequently invited to speak at conferences related to her practice areas in Portugal and abroad, having been distinguished throughout her career by the main international law directories as a leading lawyer in these areas.

Management and supervisory positions held in other companies (last 5 years)

- ✓ ---

Other external positions held (last 5 years)

- ✓ **2018-...:** Chairwoman of GRACE - Empresas Responsáveis – Associação (Association of Responsible Business)
- ✓ **2017-...:** Member of the Board of Directors and Chief Executive Officer (CEO) of Fundação Vasco Vieira de Almeida
- ✓ **2017-...:** Secretary of the General Assembly of Fórum Oceano - Associação da Economia do Mar (Association of Maritime Economy)
- ✓ **2016-...:** Secretary of the General Assembly of BCSD Portugal – *Business Council for Sustainable Development*
- ✓ **2015-...:** Chairwoman of the Board of Associação VdA Academia
- ✓ **2013-2017:** Vice-President of GRACE (Group for Reflection and Support for Corporate Citizenship)

María del Carmen Gil Marín

Non-Executive Member of the Board of Directors and Member of the Audit Committee of CTT - Correios de Portugal, S.A. (CTT) (Independent)

Date of birth and nationality	11 February 1973, born in Spain
Date of 1st appointment at CTT	29 April 2020
Term of office	2020-2022

Academic qualifications

- ✓ **2021-....:** Enrolled in International Directors Programme (IDP), INSEAD, France
- ✓ **2020:** Cyber Security and Executive Strategy, Stanford University, USA
- ✓ **2019:** Santander-UCLA W50, UCLA Anderson School of Management, USA
- ✓ **2019:** Corporate Governance: The leadership of the Boards, Nova School of Business & Economics Executive Education
- ✓ **2019:** The Women's Leadership Forum, Harvard Business School, USA
- ✓ **1999:** MBA Programme, INSEAD, France (Dean's List)
- ✓ **1999:** Academic cycle in Environment and Alternative Energies PhD, UNED, Spain
- ✓ **1996:** Degree in Electronic Engineering, Universidad Pontificia Comillas (ICAI), Spain (National Honours)

Management and supervisory positions held internally

- ✓ **2020-....:** Non-executive Member of the Board of Directors of CTT
- ✓ **2020-....:** Member of the Audit Committee of CTT

Other internal positions held

- ✓ ---

Professional experience

- ✓ She began her professional career in 1996 as a consultant at The Boston Consulting Group, office in Madrid, having participated in several strategic projects related to sectors such as electrical, telecommunications, oil & gas, and retail. Between 1999 and 2000 she was a Professor of Industrial Marketing at the Industrial Management Engineer degree at the Universidad Pontificia Comillas (ICAI) in Madrid. In 1999, she was an Associate at Lehman Brothers, Investment Banking in London and New York, where she performed functions related to acquisitions and IPO operations in different economic sectors.
- ✓ Leadership positions have been her main professional occupation since 2001, having initiated her professional career as from this date at Grupo Novabase as responsible for the launching of the Venture Capital area with a technological focus, within the scope of her functions as a Member of the Board of Directors of Novabase Capital, Sociedade de Capital de Risco, S.A., with a direct participation in the innovation and M&A processes of the Group. At the same time, she has been coordinating the processes of investment and valuation, financial supervision, risk assessment and operational monitoring of the participated entities. In 2018, she became a member of the Executive Committee of Novabase, SGPS, S.A. as COO, CIO and CISO.
- ✓ Currently, she carries out the duties of Member of the Board of Directors of Novabase, SGPS, S.A., and independent and non-executive Member of the Board of Directors of Caixa Geral de Depósitos, S.A. where she is also a Member of the Audit Committee and the Appointments, Assessment and Remunerations Committee.

Management and supervisory positions in other companies (last 5 years)

- ✓ **2021-....:** Non-executive Member of the Board of Directors and Member of the Audit Committee and the Appointments, Assessment and Remunerations Committee of Caixa Geral de Depósitos, S.A.
- ✓ **2021-....:** Member of the Board of Directors of Novabase, SGPS, S.A. and former executive Member of the Board of Directors (2018-2020)

- ✓ **2021-...:** Board Member in companies of the Novabase Group, namely Chairwoman of the Board of Directors of Novabase Capital, Sociedade de Capital de Risco, S.A., and former executive Member of the Board of Directors (2001-2021), and Member of the Board of Directors of Celfocus -Soluções Informáticas para Telecomunicações, S.A.
- ✓ **2018-2021:** Executive Member of the Board of Directors of Novabase IMS2, S.A.
- ✓ **2014-2020:** Manager of Radical Innovation, Lda.
- ✓ **2014-2020:** Manager of Tópico Sensível, Lda.
- ✓ **2012-2020:** Manager of Bright Innovation, Lda.
- ✓ **2018-2019:** Executive Member of the Board of Directors of Novabase Serviços – Serviços de Gestão e Consultoria, S.A.
- ✓ **2008-2019:** Executive Member of the Board of Directors of COLLAB – Soluções Informáticas de Comunicação e Colaboração, S.A.

Other external positions held (last 5 years)

- ✓ **2020-...:** Member of the General Board of AEM (Portuguese Issuers Association)
- ✓ **2018-...:** Chairwoman of the Board of the General Meeting of Novabase Enterprise Applications - Sistemas de Informação de Gestão Empresarial, S.A.
- ✓ **2015-...:** Chairwoman of the Board of the General Meeting of GLOBALEDA - Telecomunicações e Sistemas de Informação, S.A.
- ✓ **2012-...:** Member of the Advisory Committee of FCR ISTART I
- ✓ **2018-2021:** Chairwoman of the Board of the General Meeting of Celfocus - Soluções Informáticas para Telecomunicações, S.A.
- ✓ **2014-2021:** Member of the Board of Fórum de Investor Relations (FIR) (Portuguese Association of Investor Relations) and former Member of its Supervisory Board (2011-2013)
- ✓ **2014-2015:** Member of the Supervisory Board of AEM (Portuguese Issuers Association)

Susanne Ruoff

Non-Executive Member of the Board of Directors of CTT - Correios de Portugal, S.A. (CTT) (Independent)

Date of birth and nationality	29 September 1958, born in Switzerland
Date of 1st appointment at CTT	29 April 2020
Term of office	2020-2022

Academic qualifications

- ✓ **2022:** Certification ESG Competent Boards
- ✓ **2018:** Certification of the International Director Program, INSEAD, France/Singapore
- ✓ **2010:** Corporate Finance in Multinational Companies, ZfU, Switzerland
- ✓ **2007:** Corporate Governance in Executive Boards, Universität St. Gallen (HSG), Switzerland
- ✓ **2004 :** MBA, Université de Fribourg, Switzerland
- ✓ **2003:** Degree in Economics, Université de Fribourg, Switzerland

Management and supervisory positions held internally

- ✓ **2020-....:** Non-executive Member of the Board of Directors of CTT

Other internal positions held

- ✓ ---

Professional experience

- ✓ She has a long career with more than 30 years of experience in management positions at international companies, standing out the more than 12 years in CEO positions as CEO of BT Switzerland, and IBM Global Technology Services and more recently as CEO of Swiss Post. She was also a member of the Boards of Directors of companies such as Postbank, Geberit International (Sanitary Leader in Europe), and BEDAG (Software Company) and a member of the Board of the International Post Corporation.
- ✓ Throughout her career, she acquired a vast knowledge of technologies in terms of change and transformation management, (IBM and BT) and solid experience in implementing digital transformation (Swiss Post), mainly in logistics, banking, services, telecommunications, as well as in the technology industry in general.
- ✓ Founded her own company Ruoff Advisory GmbH and as CEO of the company, she is dedicated to the activity of consultant and support international and national companies in the Digital Transformation and Digital Business Modeling in the Telecommunications, ICT and postal sectors, mainly (Board advisor for different companies).

Management and supervisory positions held in other companies (last 5 years)

- ✓ **2023-....:** Member of the Board of Createq, Software Company (Switzerland)
- ✓ **2020-....:** Member of the Board and of Organisation & Compensation Committee of Eldora AG (Gastronomy Companies in Switzerland)
- ✓ **2019-....:** Chief Executive Officer (CEO) of Ruoff Advisory GmbH (Switzerland)
- ✓ **2012-2018:** Chief Executive Officer (CEO) of Swiss Post, LTD (Switzerland)
- ✓ **2013-2018:** Member of the Board of Directors and Chairwoman of the Corebanking Transformation Committee of PostBank (Switzerland)

Other external positions held (last 5 years)

- ✓ **2022-....:** Member of the Explore-it Foundation
- ✓ **2017-....:** Member of the Strategic Advisory Board of EPFL - École Polytechnique Fédérale de Lausanne (Switzerland)
- ✓ **2021:** Board Advisor of Emirates Post, Dubai (UAE)

- ✓ **2017-2018:** Member of the Advisory Council for Swiss Federal Government for Digital Transformation (Switzerland)
- ✓ **2012-2016:** Member of the Board of the International Post Corporation (Belgium)
- ✓ Formerly, she was an independent member of the Board of Directors of Geberit International S.A. and Bedag S.A. (Switzerland)

II. Members of the Remuneration Committee

Fernando Paulo de Abreu Neves de Almeida

Chairman of the Remuneration Committee of CTT - Correios de Portugal, S.A. (CTT) (Independent)

Date of birth and nationality	13 July 1961, born in Portugal
Date of 1 st appointment at CTT	29 April 2020
Term of office	2020-2022

Academic qualifications

- ✓ **1994:** MBA, Faculdade de Gestão, Universidade Católica Portuguesa
- ✓ **1989:** Degree in Human Resources Management and Work Psychology, Universidade Europeia

Management and supervisory functions held internally

- ✓ ---

Other internal functions held

- ✓ **2020-....:** Chairman of the Remuneration Committee of CTT

Professional experience

- ✓ With a vast experience in management consulting specialized in Human Resources, he founded in 1993 the Neves de Almeida Consultores. Since 1998 he has been an International Partner and Managing Partner of the office in Lisbon of Boyden Global Executive Search. He is a member of the advisors' network LIORENTE E CUENTA, Iberian leader in business communication, and he is a member of the University Council of Universidade Europeia and of the Editorial Boards of the Executive Digest and Human Resources magazines. Since 2014 he has also been a member of REN's Remuneration Committee.
- ✓ He is also a teacher at the University since 1990 and was, until 2014, Executive Coordinator of the PhD's, Masters' and Bachelor's programmes in Human Resources Management at Universidade Europeia. He has written more than one hundred articles for a variety of economic publications and he is the author of the books "Psicologia para Gestores" and "Avaliação de Desempenho para Gestores" both by McGraw Hill publisher and of the book "O Gestor - A Arte de Liderar" by Editorial Presença. He is the co-author of the book "A Sorte dá Muito Trabalho" by Almedina and author of the books "Comandos para Liderar" published by Multipublicações and "Retribuições, Prémios e Incentivos" published by Almedina.

Management and supervisory functions held in other companies (last 5 years)

- ✓ **1993-....:** Manager of Neves de Almeida Consultores, Unipessoal, Lda.

Other external functions held (last 5 years)

- ✓ Member of the University Council of Universidade Europeia
- ✓ **2014-....:** Member of the Remuneration Committee of REN - Redes Energéticas Nacionais, SGPS, S.A.
- ✓ **1998-....:** Partner of the Lisbon office of Boyden Global Executive Search

Manuel Carlos de Melo Champalimaud

Member of the Remuneration Committee of CTT - Correios de Portugal, S.A. (CTT)

Date of birth and nationality	14 April 1946, born in Portugal
Date of 1st appointment at CTT	28 April 2016
Term of office	2020-2022

Academic qualifications

- ✓ **2019:** Orchestrating Winning Performance, IMD, Lausanne, Switzerland
- ✓ **2010:** High Performance Boards, IMD, Lausanne, Switzerland
- ✓ **2009:** Orchestrating Winning Performance, IMD, Lausanne, Switzerland
- ✓ **1993:** General Management Programme, Escola de Gestão do Porto (currently Porto Business School), Universidade do Porto
- ✓ **1971-1973:** Attendance of the Economics degree at Instituto de Ciências Ultramarinas, Universidade Técnica de Lisboa (currently ISCSP)

Management and supervisory functions held internally

- ✓ **2016-2017:** Non-executive Member of the Board of Directors of CTT

Other internal functions held

- ✓ **2020-....:** Member of the Remuneration Committee of CTT

Professional experience

- ✓ An entrepreneur since 1972, he was a promoter, investor and director in various companies in Portugal, Spain and Brazil.
- ✓ Activities in the industrial area stand out – in particular in the cement industry, with Cimentos do Tejo – and, more recently, in the moulds and plastics industry. The latter investment was made through Gestmin, currently Manuel Champalimaud SGPS, S.A., and entailed creating the GLN Group. He also gained corporate and management experience in real estate promotion – through the companies Raso Empreendimentos Turísticos, DaPraia and Sogestão and, furthermore, in hunting and industrial agriculture with São Barão. He has also been involved in the commercial area, in particular for the construction sector, through Rolim Comercial.
- ✓ In representation of a relevant shareholding, he was a member of the Board of Directors of REN – SGPS., S.A. for 7 years until 2016 and of CTT, from 2016 to 2017.
- ✓ In 2005, he created Gestmin SGPS, S.A., a family holding company, currently Manuel Champalimaud SGPS, S.A., where he concentrated all his investments, which he has led and operated since then. The group is currently exposed to the areas of energy, port logistics and moulds and plastics, while also holding important listed assets, among which are the shareholdings in REN and CTT.

Management and supervisory functions held internally (last 5 years)

- ✓ **2022-....:** Vice - Chairman of the Brazilian law company Casa da Urca Limitada
- ✓ **2015-....:** Manager of Sealion Finance, Lda.
- ✓ **2007-....:** Deputy Manager of Cela - Agropecuária, Lda.
- ✓ **2005-....:** Chairman of the Board of Directors of Manuel Champalimaud SGPS, S.A.(formerly Gestmin SGPS, S.A.)
- ✓ **2005-....:** Deputy Manager of Agrícola São Barão – Unipessoal, Lda.
- ✓ **2021-2022:** Chairman of the Board of Directors of Dugal - Distribuição e Comércio, S.A.
- ✓ **1998-2017:** Chairman of the Board of Directors of Sogestão – Administração e Gerência, S.A.
- ✓ **1997-2017:** Deputy Manager of Sogolfe – Empreendimentos Turísticos, Sociedade Unipessoal, Lda.

- ✓ **2007-2016:** Non-executive Member of the Board of Directors of REN – Redes Energéticas Nacionais, SGPS, S.A.

Other external functions held (last 5 years)

- ✓ **2005-....:** Chairman of the Nominating and Remunerations Committee of Manuel Champalimaud Group

Christopher James Torino

Member of the Remuneration Committee of CTT - Correios de Portugal, S.A. (CTT) (Independent)

Date of birth and nationality	10 March 1986, born in the USA
Date of 1st appointment at CTT	29 April 2020
Term of office	2020-2022

Academic qualifications

- ✓ **2009:** MSc in Accountancy, Wake Forest University School of Business, USA
- ✓ **2008:** BSc in Analytical Finance, Wake Forest University, USA

Management and supervisory functions held internally

- ✓ ---

Other internal functions held

- ✓ **2020-....:** Member of the Remuneration Committee of CTT

Professional experience

- ✓ He started his professional career as a financial analyst monitoring a universe of about 30-50 funds with different strategies, and as a Senior Analyst at Morgan Creek Capital Management, LLC, where he worked in conjunction with the Private Investment Team to conduct diligence on numerous co-investment opportunities in private market transactions. In 2012 he joined LRV Capital Management, LLC where he deepened his skills, especially in the area of investments.
- ✓ He became Vice-President of Lazard Asset Management, LLC after the integration of the International Equity Value team of LRV Capital, a fundamental international-only long/short equity fund, by Lazard in 2018.
- ✓ In 2018, he joined GreenWood Investors and is currently a Partner at GreenWood Investors, LLC.

Management and supervisory functions held in other companies (last 5 years)

- ✓ **2018-2018:** Vice-President at Lazard Asset Management, LLC

Other external functions held (last 5 years)

- ✓ **2018-....:** Partner at GreenWood Investors, LLC
- ✓ **2012-2018:** Analyst at LRV Capital Management, LLC