

**RAMADA INVESTIMENTOS E INDÚSTRIA, S.A.**

*(translation of a document originally issued in Portuguese)*

**APRIL 2023**

**BOARD OF THE SHAREHOLDERS' GENERAL MEETING**

**APRIL 2023**

**MANUEL EUGÉNIO PIMENTEL CAVALEIRO BRANDÃO**

**APRIL 2023**

## **MANUEL EUGÉNIO PIMENTEL CAVALEIRO BRANDÃO**

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

Professional Curriculum: Lawyer (admitted to the Bar Association in 1972).  
Partner of "Vieira de Almeida e Associados – Sociedade de Advogados, SP, R.L."

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

- In other companies: Chairman of the Shareholders' General Meeting of "LEICA – APARELHOS ÓPTICOS DE PRECISÃO, S.A." (since 2006);  
Chairman of the Shareholders' General Meeting of "DELABIE PORTUGAL, SA";  
Chairman of the Shareholders' General Meeting of "SONAECOM, SGPS, SA";  
Chairman of the Shareholders' General Meeting of "SONAE MC, SPGS, S.A.";  
Chairman of the Shareholders' General Meeting of "ALTRI, SGPS, S.A.";  
Chairman of the Shareholders' General Meeting of "COFINA - SGPS, S.A.";  
Chairman of the Shareholders' General Meeting of "APFS – Associação Portuguesa de Facility Services";  
Chairman of the Shareholders' General Meeting of "SONAE CAPITAL, SGPS, SA" (until 2021);  
Chairman of the Shareholders' General Meeting of "SONAE INVESTIMENTOS, SA" (until 2021);  
Chairman of the Shareholders' General Meeting of "SONAE, SGPS, SA" (2013-2019).
  
- Several Activities: 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 District Council (1984-1989) and of the General Council (1990-1992 and 2002-2004) of the Bar Association;  
Vice-President (2004 and 2005) and President (2006) of the CCBE (Council of European Bar Associations);  
He is a member of several national and international professional organizations.

Exercises or exercised functions in Institutions of a professional nature (various national and international entities, namely in the field of arbitration); of social solidarity (Mesário da Ordem da Trindade, since 1981); of an economic nature (Direction of the Commercial Association of Porto - 1992-2004); of a sporting nature (Club de Golf de Miramar, Portuguese Golf Federation and Golf Association of Northern Portugal); of a cultural nature (FUNDAÇÃO DE SERRALVES; Administration of Sociedade PORTO 2001; President of the General Council of CULTURPORTO until 2005).

### **Shares held**

Does not hold any shares of Ramada Investimentos e Indústria, S.A..

To  
Ramada Investimentos e Indústria, S.A.  
Rua Manuel Pinto de Azevedo, 818  
4100-320 PORTO

#### STATEMENT

I hereby declare, as required by law, that I do not incur in any of the incompatibilities envisaged in number 1 of article 414-A of the Portuguese Companies Act, nor I am involved in any circumstance capable of affecting my independence under the terms of number 5 of Article 414 of the Portuguese Companies Act.

I will immediately inform the company of any event that, in the course of the mandate, causes incompatibilities or loss of independence under the terms of the legal requirements.

3 March 2023

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Manuel Eugénio Pimentel Cavaleiro Brandão

**MARIA CONCEIÇÃO HENRIQUES FERNANDES CABAÇOS**

**APRIL 2023**

## **MARIA DA CONCEIÇÃO** Henriques Fernandes **CABAÇOS**

Academic Curriculum: Degree in Law from the Oporto Portuguese Catholic University;  
Postgraduate degree in Securities Law, University of Lisbon Law School;  
Advanced Postgraduate in Banking Law (attendance) (Faculty of Law of the University of Lisbon).

Professional Curriculum: Lawyer (admitted to the Bar Association in 1988);  
Partner of “Vieira de Almeida e Associados – Sociedade de Advogados, SP, R.L.”;

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

– In other companies: Chairman of the Shareholders’ General Meeting of “O-PITBLAST, Lda.”;  
Secretary of the Board of the General Meeting of the company “ATEP - AMKOR TECHNOLOGY PORTUGAL S.A.”;  
Secretary of the Board of the General Meeting of the company “DELABIE PORTUGAL, S.A.”;  
Secretary of the General Meeting of “SONAECOM, SGPS, SA.”;  
Secretary of the General Meeting of “SONAE MC, SGPS, S.A.”;  
Secretary of the General Meeting of “ALTRI, SGPS, S.A.”;  
Secretary of the General Meeting of “COFINA - SGPS, S.A.”;  
Secretary of the General Meeting of “GRAHAM CHURCHILL, S.A.”;  
Secretary of the General Meeting of “QUINTA DA GRICHA, S.A.”;  
Secretary of the General Meeting of “SONAE CAPITAL, SGPS, SA.” (until 2021);  
Secretary of the General Meeting of “SONAE INVESTIMENTOS, S.A.” (until 2021);  
Secretary of the General Meeting of “SONAE, SGPS, S.A.” (2013 - 2019).

### **Shares held**

Does not hold any shares of Ramada Investimentos e Indústria, S.A..

To  
Ramada Investimentos e Indústria, S.A.  
Rua Manuel Pinto de Azevedo, 818  
4100-320 PORTO

#### STATEMENT

I hereby declare, as required by law, that I do not incur in any of the incompatibilities envisaged in number 1 of article 414-A of the Portuguese Companies Act, nor I am involved in any circumstance capable of affecting my independence under the terms of number 5 of Article 414 of the Portuguese Companies Act.

I will immediately inform the company of any event that, in the course of the mandate, causes incompatibilities or loss of independence under the terms of the legal requirements.

3 March 2023

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Maria Conceição Henriques Fernandes Cabaços



**BOARD OF DIRECTORS**

**APRIL 2023**

**JOÃO MANUEL MATOS BORGES DE OLIVEIRA**

**APRIL 2023**

## **JOÃO Manuel Matos BORGES DE OLIVEIRA**

Graduated from the Porto University with a degree in Chemical Engineering, holds an MBA from INSEAD.

He is one of the founders of RAMADA INVESTIMENTOS E INDÚSTRIA, the current holding company of the Ramada group, a group that was acquired in the 1990s, of which he has been a shareholder and executive director (Chairman and CEO) since then. Ramada Investimentos' activity includes, within the industrial area, which is its core area of activity, steel, machining and manufacturing of structures for molds and wire drawing. It also develops a strong activity in the Real Estate area, focused on the management of real estate assets, especially forestry, and on the management of financial investments.

He is also one of the founders of COFINA, a group of which he is a shareholder and director, having been directly involved in the construction and management of the group since its creation, which is a reference in the media sector in Portugal.

He is also one of the founders of ALTRI, which resulted from a process of spin-off of Cofina, being also a shareholder and director (Vice-President), assuming executive functions in the construction of the group since its foundation, a group that has registered a remarkable growth through the realization of large and complex M&A transactions. Its industrial units are today a world benchmark for technology and innovation and operate in the cellulosic fiber production sector and in the forest-based renewable energy sector, namely industrial cogeneration through black liquor and biomass.

More recently, and also as one of the founders, he promoted the Initial Public Offering (IPO) of the ALTRI subsidiary, then called Bioelétrica da Foz, currently GREENVOLT, through an extraordinarily successful operation with unique contours in the Portuguese capital market. He is also a shareholder and director. This group is dedicated to the production of renewable energy from biomass, sun, wind and decentralized.

In addition to the Companies which currently holds functions of director, his professional experience includes:

1982/1983	Assistant Director of Production of Cortal
1984/1985	Production Director of Cortal
1987/1989	Marketing Director of Cortal
1989/1994	General Director of Cortal
1989/1995	Vice President of the Board of Cortal
1989/1994	Director of Seldex
1992/1994	Vice-President of the General Assembly of the Industrial Association of Águeda
1995/2004	Chairman of the Supervisory Board of the Industrial Association of the District of Aveiro
1996/2000	Non-executive Director of Atlantis, S.A.
1997/2000	Non-executive Director of Vista Alegre, S.A.
1998/1999	Director of Efacec Capital, S.G.P.S., S.A.
2008/2015	Chairman of the Supervisory Council of Porto Business School
2008/2011	Non-executive director of Zon Multimédia, S.G.P.S., S.A.
2011/2013	Member of University Library CFO Advisory Forum
Since 2019	Member of the Remuneration Committee of the Serralves Foundation

As of 31<sup>st</sup> of December 2022, the other companies where he carries out management functions are as follows:

- Altri, S.G.P.S., S.A. (a)
- Caderno Azul, S.A. (a)
- Cofihold, S.A. (a)
- Cofina, S.G.P.S., S.A. (a)
- Cofina Media, S.A. (a)
- Elege Valor, Lda. (a)
- F. Ramada II Imobiliária, S.A.
- Greenvolt – Energias Renováveis, S.A. (a)
- Indaz, S.A. (a)

- Préstimo – Prestígio Imobiliário, S.A. (a)
- Ramada Aços, S.A.
- Universal – Afir, S.A.

a) – companies, at December 31<sup>st</sup>, 2022, that cannot be considered as part of Ramada Investimentos e Indústria, S.A. Group

**Shares held**

Ramada Investimentos e Indústria, S.A.

5,300,000 shares

**PAULO JORGE DOS SANTOS FERNANDES**

**APRIL 2023**

## **PAULO** Jorge dos Santos **FERNANDES**

Graduated from Porto University with a degree in Electronic Engineering, also has an MBA from the University of Lisbon.

He is one of the founders of RAMADA INVESTIMENTOS E INDÚSTRIA, the current holding company of the Ramada group, a group that was acquired in the 90s, of which he has been a shareholder and director since then. Ramada Investimentos' activity includes, within the industrial area, which is its core area of activity, steel, machining and manufacturing of structures for molds and wire drawing. It also develops a strong activity in the Real Estate area, focused on the management of real estate assets, especially forestry, and on the management of financial investments.

He is also one of the founders of COFINA, a group of which he is a shareholder and director, having been directly involved, always with executive functions (Chairman and CEO), in the construction and management of the group since its creation, which is a reference in the media sector in Portugal.

He is also one of the founders of ALTRI, which resulted from a process of spin-off of Cofina, being also a shareholder and director (Vice-President), assuming executive functions in the construction of the group since its foundation, a group that has registered a remarkable growth through the realization of large and complex M&A transactions. Its industrial units are today a world benchmark for technology and innovation and operate in the cellulosic fiber production sector and in the forest-based renewable energy sector, namely industrial cogeneration through black liquor and biomass.

More recently, and also as one of the founders, he promoted the Initial Public Offering (IPO) of the ALTRI subsidiary, then called Bioelétrica da Foz, currently GREENVOLT, through an extraordinarily successful operation with unique contours in the Portuguese capital market. He is also a shareholder and director. This group is dedicated to the production of renewable energy from biomass, sun, wind and decentralized.

In addition to the Companies which currently holds functions of director, his professional experience includes:

1982/1994	He began his professional activity at CORTAL, becoming President in 1994
1995	Director of CRISAL – CRISTAIS DE ALCOBAÇA, S.A.
1997	Director of the Group Vista Alegre, S.A.
1997	Director of the Board of ATLANTIS - Cristais de Alcobaca, S.A.
2000/2001	Director of SIC

Throughout his career, also played roles in several associations:

1989/1994	President of FEMB (Fédération Européene de Mobilier de Bureau) for Portugal
1989/1990	President of the General Assembly Assoc. Industr. Águeda
1991/1993	Member of the Advisory Board Assoc. Ind. Portuense
Since 2005	Board Member of the Association of Former Students of MBA
2013/2016	Chairman of the Supervisory Board of BCSD
Since 2006	Advisory Board Member for Engineering and Management IST
2016/2020	Board Member of CELPA - Paper Industry Association

As of 31<sup>st</sup> of December 2022, the other companies where he carries out management functions are as follows:

- Actium Capital, S.A. (a)
- Altri, S.G.P.S, S.A. (a)
- Articulado – Actividades Imobiliárias, S.A. (a)
- Cofihold, S.A. (a)
- Cofina, S.G.P.S., S.A. (a)
- Cofina Media, S.A. (a)
- Elege Valor, Lda. (a)
- F. Ramada II Imobiliária, S.A.
- Greenvolt – Energias Renováveis, S.A. (a)
- Préstimo – Prestígio Imobiliário, S.A. (a)

- Ramada Aços, S.A.
- Santos Fernandes & Vieira Matos, Lda. (a)

As of 31<sup>st</sup> of December 2022, the other companies where he carries out supervision functions are as follows:

- Físio Share - Gestão De Clínicas, S.A. (a)

(a)– companies, at December 31<sup>st</sup>, 2022, that cannot be considered as part of Ramada Investimentos e Indústria, S.A. Group

#### **Shares held**

Ramada Investimentos e Indústria, S.A.

4,009,402 shares

**DOMINGOS JOSÉ VIEIRA DE MATOS**

**APRIL 2023**



## **DOMINGOS José Vieira de MATOS**

Holds a degree in Economics from the Faculty of Economy of the University of Porto. Initiated his carrier in management in 1978.

He is one of the founders of RAMADA INVESTIMENTOS E INDÚSTRIA, the current holding company of the Ramada group, a group that was acquired in the 90s, of which he has been a shareholder and director since then. The activity of Ramada Investimentos e Indústria includes, within the industrial area, which is its core area of activity, steel, machining and fabrication of structures for molds and wire drawing. It also develops a strong activity in the Real Estate area, focused on the management of real estate assets, especially forestry, and on the management of financial investments.

He is also one of the founders of COFINA, a group of which he is a shareholder and director, having been directly involved in the construction and management of the group since its foundation, which is a reference in the media sector in Portugal.

He is also one of the founders of ALTRI, which resulted from a process of spin-off of Cofina, being also a shareholder and director, and having participated in the construction of the group since its foundation, a group that has registered a remarkable growth through the completion of large and complex operations. of M&A. Its industrial units are today a world benchmark for technology and innovation and operate in the cellulosic fiber production sector and in the forest-based renewable energy sector, namely industrial cogeneration through black liquor and biomass.

More recently, and also as one of the founders, he promoted the Initial Public Offering (IPO) of the ALTRI subsidiary, then called Bioelétrica da Foz, currently GREENVOLT, through an extraordinarily successful operation with unique contours in the Portuguese capital market. He is also a shareholder and director. This group is dedicated to the production of renewable energy from biomass, sun, wind and decentralized.

In addition to the Companies which currently holds functions of director, his professional experience includes:

1978/1994	Director of CORTAL, S.A.
1983	Founding Partner of PROMEDE – Produtos Médicos, S.A.
1998/2000	Director of ELECTRO CERÂMICA, S.A.

As of 31<sup>st</sup> of December 2022, the other companies where he carries out management functions are as follows:

- Altri, S.G.P.S., S.A. (a)
- Cofihold, S.A. (a)
- Cofina, S.G.P.S., S.A. (a)
- Elege Valor, Lda. (a)
- F. Ramada II Imobiliária, S.A.
- Greenvolt – Energias Renováveis, S.A. (a)
- Livrefluxo, S.A. (a)
- Préstimo – Prestígio Imobiliário, S.A. (a)
- Ramada Aços, S.A.
- Santos Fernandes & Vieira Matos, Lda. (a)
- Sociedade Imobiliária Porto Seguro – Investimentos Imobiliários, S.A. (a)
- Universal - Afir, S.A.

a) – companies, at December 31<sup>st</sup>, 2022, that cannot be considered as part of Ramada Investimentos e Indústria, SA Group

### **Shares**

#### Ramada Investimentos e Indústria, S.A.

3,118,408 shares

**PEDRO MIGUEL MATOS BORGES DE OLIVEIRA**

**APRIL 2023**

## **PEDRO Miguel Matos BORGES DE OLIVEIRA**

Holds a degree in Financial Management by the Institute of Administration and Management of Porto. In 2000 completed the Executive MBA in the Enterprise Institute Porto in partnership with ESADE Business School, Barcelona, currently Catholic Porto Business School. In 2009 completed the Business Valuation Course in EGE-Business Management School.

He is a shareholder and director of RAMADA INVESTIMENTOS E INDÚSTRIA, the current holding company of the Ramada group, a group that was acquired in the 90s. The activity of Ramada Investimentos e Indústria includes, within the industrial area, which is its core area of activity, steel, machining and fabrication of structures for molds and wire drawing. It also develops a strong activity in the Real Estate area, focused on the management of real estate assets, especially forestry, and on the management of financial investments.

He is also a shareholder and director of COFINA, a group that is a reference in the media sector in Portugal.

He is also a shareholder and director of ALTRI, which resulted from a spin-off process from Cofina, a group that has recorded remarkable growth through the completion of large and complex M&A operations. Its industrial units are today a world benchmark for technology and innovation and operate in the cellulosic fiber production sector and in the forest-based renewable energy sector, namely industrial cogeneration through black liquor and biomass.

More recently, and as one of the founders, he promoted the Initial Public Offering (IPO) of the ALTRI subsidiary, then called Bioelétrica da Foz, currently GREENVOLT, through an extraordinarily successful operation with unique contours in the Portuguese capital market. He is also a shareholder and director. This group is dedicated to the production of renewable energy from biomass, sun, wind and decentralized.

In addition to the Companies which currently exercise functions of administration, his professional experience includes:

1986/2000	Management advisor of FERÁGUEDA, Lda.
1992	Manager of Bemel, Lda.
1997/1999	Director's assistant of GALAN, Lda.
1999/2000	Director's assistant of the Department of Saws and Tools of F. RAMADA, AÇOS E INDÚSTRIAS, S.A.
2000	Director of the Department of Saws and Tools of F. RAMADA, AÇOS E INDÚSTRIAS, S.A.
2006	Board member of UNIVERSAL AFIR, AÇOS ESPECIAIS E FERRAMENTAS, S.A.
2009	Board member of F. Ramada - Investimentos, S.G.P.S., S.A.

As of 31<sup>st</sup> of December 2022, the other companies where he carries out management functions are as follows:

- Altri, S.G.P.S., S.A. (a)
- Cofihold, S.A. (a)
- Cofina, S.G.P.S., S.A. (a)
- F. Ramada II Imobiliária, S.A.
- Greenvolt – Energias Renováveis, S.A. (a)
- Préstimo – Prestígio Imobiliário, S.A. (a)
- Ramada Aços, S.A.
- Universal - Afir, S.A.
- Valor Autêntico, S.A. (a)
- Título Singular, S.A. (a)
- 1 Thing, Investments, S.A. (a)

a) – companies, at December 31<sup>st</sup>, 2022, that cannot be considered as part of Ramada Investimentos e Indústria, S.A. Group

### **Shares held**

Ramada Investimentos e Indústria, S.A.

2,565,293 shares

**ANA REBELO DE CARVALHO MENÉRES DE MENDONÇA**

**APRIL 2023**

## **ANA Rebelo de Carvalho Menéres de MENDONÇA**

Holds a degree in Economics by the Universidade Católica Portuguesa of Lisbon.

She is a shareholder and manager of RAMADA INVESTIMENTOS E INDÚSTRIA, the current holding of the Ramada group, a group that was acquired in the 90s. The activity of Ramada Investimentos e Indústria includes, within the industrial area, which is its core area of activity, steel, machining and fabrication of structures for molds and wire drawing. It also develops a strong activity in the Real Estate area, focused on the management of real estate assets, especially forestry, and on the management of financial investments.

She is also a shareholder and director of COFINA, a group that is a reference in the media sector in Portugal.

She is as well a shareholder and director of ALTRI, which resulted from a spin-off process from Cofina, a group that has registered remarkable growth through the completion of large and complex M&A operations. Its industrial units are today a world benchmark for technology and innovation and operate in the cellulosic fiber production sector and in the forest-based renewable energy sector, namely industrial cogeneration through black liquor and biomass.

More recently, and as one of the founders, she promoted the Initial Public Offering (IPO) of the ALTRI subsidiary, then called Bioelétrica da Foz, currently GREENVOLT, through an extraordinarily successful operation with unique contours in the Portuguese capital market. She is also a shareholder and administrator. This group is dedicated to the production of renewable energy from biomass, sun, wind and decentralized.

In addition to the Companies which currently holds functions of director, her professional experience includes:

1995 Journalist in the economic newspaper SEMANÁRIO ECONOMICO

1996 Commercial Department of CITIBANK

1996 Board member of PROMENDO, S.A.

2009 Board member of PROMENDO, S.G.P.S., S.A.

As of 31<sup>st</sup> of December 2022, the other companies where she carries out management functions are as follows:

- Altri, S.G.P.S., S.A. (a)
- Cofihold, S.A. (a)
- Cofina, S.G.P.S., S.A. (a)
- F. Ramada II Imobiliária, S.A.
- Greenvolt – Energias Renováveis, S.A. (a)
- Promendo Investimentos, S.A. (a)
- Préstimo – Prestígio Imobiliário, S.A. (a)
- Ramada Aços, S.A.

a) – companies, at December 31<sup>st</sup>, 2022, that cannot be considered as part of Ramada Investimentos e Indústria, S.A. Group

### **Shares held**

Ramada Investimentos e Indústria, S.A.

4,845,383 shares

**LAURENTINA DA SILVA MARTINS**

**APRIL 2023**

## **LAURENTINA da Silva MARTINS**

With formation in Finance and Administration from Instituto Superior do Porto and is connected with Altri Group since its incorporation. She was designated Director in May 2009.

Her professional experience includes:

1965-1990	Finance Director Assessor of Companhia de Celulose do Caima, S.A.
1990-2011	Finance Director of Companhia de Celulose do Caima, S.A.
2001-2012	Director of Cofina Media, S.G.P.S., S.A.
2001-2011	Director of Caima Energia – Empresa de Gestão e Exploração de Energia, S.A.
2004-2012	Director of Grafedisport – Impressão e Artes Gráficas, S.A.
2005-2011	Director of Silvicaima – Sociedade Silvícola do Caima, S.A. (current Altri Florestal, S.A.)
2006-2020	Director of EDP – Produção Bioelétrica, S.A. / Bioelétrica da Foz

As of 31<sup>st</sup> of December 2022, the other companies where she carries out management functions are as follows:

- Altri, S.G.P.S., S.A. (a)
- Cofina, S.G.P.S., S.A. (a)

a) – companies, at December 31<sup>st</sup>, 2022, that cannot be considered as part of Ramada Investimentos e Indústria, S.A. Group

### **Shares**

Does not hold any shares of Ramada Investimentos e Indústria, S.A..

**SUPERVISORY BOARD**

**APRIL 2023**



**CARLOS MANUEL PORTELA ENES EPIFÂNIO**

**APRIL 2023**

## Carlos Manuel Portela Enes Epifânio

### Qualifications:

1976-1981	Graduation in Economics at FEP, Eng. António de Almeida award for the best student in 1980-1981
1981-1982	Partial attendance of Master in Economics at Universidade Nova de Lisboa
1993	General Management Course at Universidade do Porto ISEE
1996	The Inter-Alpha Banking Programme INSEAD
2022	Advanced Programme for Non-Executive Directors IPCG

### Professional Activity:

1981-1982	Trainee Assistant Professor at the School of Economics of Universidade Nova de Lisboa
1982-1983	Trainee Assistant at the School of Economics, Porto
1983-1984	Commercial at Time-Sharing Sociedade Portuguesa de Computadores
1984-1985	Compulsory Military Service
1985-1988	Technician at Banco de Fomento Nacional - Analysis and negotiation of investment credit operations
1986-1990	Guest lecturer at Faculdade de Economia do Porto
1988-1990	Deputy Head of Northern Operations Department of BES - Responsible for the overall management of a number of branches
1990-1993	Head of the Northern Branch of Deutsche Bank de Investimento
1993-1996	Deputy Head of BES's Northern Branch
1996-2001	Head of Northern Corporate Department of Banco Espírito Santo
1994-2004	Lecturer at Instituto Superior de Gestão Bancária
2004-2007	Chairman of the Supervisory Board of PME Capital - Sociedade Portuguesa de Capital de Risco
2001-2009	Director of the Northern Companies Department Banco Espírito Santo SA - Commercial follow-up of the large companies segment in the north of Portugal; - Coordination of the credit desk responsible for credit analysis and decisions in the medium-sized companies segment in northern Portugal
2005-2015	Executive Director of Norgarante - Sociedade Portuguesa de Garantia Mútua, SA
2009-2014	Coordinating Director Corporate Banking Department Banco Espírito Santo - Coordination of the commercial teams responsible for the follow-up of clients in the large companies segment in the north of Portugal - Responsible for representing the Department in several commercial and credit risk decision committees
2014-2018	Coordinating Director Credit Department Novo Banco SA - Coordination of the teams that analyse, opine and decide on operations subject to credit risk or counterparty risk; - Department representative on the Bank's Credit Council and various other committees
2016-2019 N	Non-executive Director Best - Banco Eletrónico Serviço Total SA

### Other companies where he carries out functions:

Non-Executive Director Banco Português de Fomento, S.A. (a)

a) – companies that, at December 31st, 2022, cannot be considered as part of Ramada Investimentos e Indústria, S.A. Group

To  
Ramada Investimentos e Indústria, S.A.  
Rua Manuel Pinto de Azevedo, 818  
4100-320 PORTO

#### STATEMENT

I hereby declare, as required by law, that I do not incur in any of the incompatibilities envisaged in number 1 of article 414-A of the Portuguese Companies Act, nor I am involved in any circumstance capable of affecting my independence under the terms of number 5 of Article 414 of the Portuguese Companies Act.

I will immediately inform the company of any event that, in the course of the mandate, causes incompatibilities or loss of independence under the terms of the legal requirements.

31 March 2023

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Carlos Manuel Portela Enes Epifânio

**JORGE MANUEL DE SOUSA MARRÃO**

**APRIL 2023**

## **JORGE Manuel de Sousa MARRÃO**

Qualifications: He has a degree in Business Organization and Management from Instituto Superior de Economia (currently ISEG).

### Professional Activity:

He began his professional activity at Arthur Andersen in 1986 in the Audit division and in the Lisbon and Madrid offices. During this period he was Director in the Audit division and also in the Specialty Consulting Services division, being responsible for audits in the banking, insurance, construction and large industrial companies sectors. During this period he also supervised the main audit projects related to the privatizations of banking and insurance companies.

Between 1995 and 2000, he joined the staff of Mundial Confiança, S.A., first as General Manager of the Technical Department and later as General Manager of Products.

Between 2000 and 2001 he joined the staff of Investec, SGPS, SA, as General Director, and Managing Director of companies of the Investec group (Cofina).

In 2001 he joined Deloitte Portugal as Partner responsible for consulting the Tourism, Hospitality & Leisure industries. Later, and until his departure from Deloitte (2022) was the Partner responsible for the global Real Estate sector, developing his professional activity mainly in the financial services in the division (M & A). At the same time, he also led the Marketing, Communications & Business Development, and Knowledge Management division where he was responsible for the strategic, operational, and knowledge management marketing of Deloitte in Portugal. He was also responsible for the innovation programs, the Business Development team of the organization's major accounts, and the internal programs dedicated to large businesses, having participated, on behalf of Deloitte Portugal, in projects related to the revision of audit laws.

He is currently a Retired Partner at Deloitte Portugal.

He was also a guest professor at the Post-Graduation in Foresight, Strategy and Innovation at the Instituto Superior de Economia e Gestão (ISEG). He was a member of the panel of experts of the World Travel Tourism Council (WTTC). He was also a Fiscal Board Member of the American Club of Lisbon and a representative on the Superior Council for Sustainable Development.

He was Chairman of the Executive Committee of Projeto Farol, an initiative launched by Deloitte think tank (Deloitte Circle), focused on the presentation of a set of proposals on Portuguese society and economy. He was also President of the Executive Committee of Missão Crescimento, a civic association founded by the Order of Economists, the Order of Engineers, CIP and Projeto Farol.

He is a speaker in several public conferences in associations, universities and forums on topics related to his professional experience and writes several articles in business and political newspapers and magazines.

He is currently President of the civic association MEL - Movimento Europa e Liberdade.

### **Shares held**

Does not hold any shares of Ramada Investimentos e Indústria, S.A..

To  
Ramada Investimentos e Indústria, S.A.  
Rua Manuel Pinto de Azevedo, 818  
4100-320 PORTO

#### STATEMENT

I hereby declare, as required by law, that I do not incur in any of the incompatibilities envisaged in number 1 of article 414-A of the Portuguese Companies Act, nor I am involved in any circumstance capable of affecting my independence under the terms of number 5 of Article 414 of the Portuguese Companies Act.

I will immediately inform the company of any event that, in the course of the mandate, causes incompatibilities or loss of independence under the terms of the legal requirements.

31 March 2023

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Jorge Manuel de Sousa Marrão

**ANA PAULA DOS SANTOS E SILVA PINHO**

**APRIL 2023**

## **ANA PAULA dos Santos e Silva PINHO**

Qualifications: Degree in Economics – Faculdade de Economia do Porto  
Statutory Auditor (ROC nr. 1 374)  
Post Graduate in Finance and Tax – Porto Business School  
Post Graduate in Tax Law – Faculdade de Direito da Universidade do Porto

### Professional experience:

Between September 2001 and September 2010	Auditor at Deloitte & Associados, SROC, S.A. (initially as staff member and later as Manager)
Between October 2010 and October 2019	Manager at the Corporate Centre of the Altri Group with responsibility for financial reporting, consolidation of accounts and tax
Between November 2019 and February 2023	Head of accounting at MC Sonae's shared services center
Since February 2023	Senior Head of financial accounting & controllership at Farfetch

### Other companies where he carries out management functions:

Altri, S.G.P.S., S.A. (Member of the Supervisory board) (a)  
Cofina, S.G.P.S., S.A. (Member of the Supervisory board) (a)

a) – companies that, at December 31<sup>st</sup>, 2022, cannot be considered as part of Ramada Investimentos e Indústria, S.A. Group

### **Shares held**

Does not hold any shares of Ramada Investimentos e Indústria, S.A..



To  
Ramada Investimentos e Indústria, S.A.  
Rua Manuel Pinto de Azevedo, 818  
4100-320 PORTO

#### STATEMENT

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31 March 2023

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Ana Paula dos Santos e Silva Pinho

**ANDRÉ SEABRA FERREIRA PINTO**

**APRIL 2023**

## **ANDRÉ Seabra Ferreira PINTO**

Qualifications: Degree in Economics at University Portucalense  
Chartered Accountant (ROC no. 1,243)  
Executive MBA - Management School of Porto - University of Porto Business School

Professional Activity: Between September 1999 and May 2008, worked in the Audit Department of Deloitte & Associados, SROC, S.A. (initially as a member of staff and since September 2004 as Manager).

Between June 2008 and December 2010, Senior Manager of Corporate Finance department - Transaction Services at Deloitte Consultores.

Between January 2011 and March 2013, CFO of companies of the WireCoWorld Group in Portugal.

Between April 2013 and February 2022, Director (CFO) of the Mecwide Group

Since March 2022, he has assumed the role of CEO of the Mecwide Group (a)

Director of MWIDE, SGPS, S.A., as well as the other companies that make up the Mecwide Group (a)

Other companies where he carries out management functions:

Altri, S.G.P.S., S.A. (Member of the Remuneration Committee) (a)

Cofina, S.G.P.S., S.A. (Member of the Remuneration Committee) (a)

Altri, S.G.P.S., S.A. (Substitute Member of the Supervisory board) (a)

Cofina, S.G.P.S., S.A. (Substitute Member of the Supervisory board) (a)

Medicina Laboratorial Dr. Carlos Silva Torres (MLCT), S.A. (Member of the Supervisory Board) (a)

a) – companies that, at December 31<sup>st</sup>, 2022, cannot be considered as part of Ramada Investimentos e Indústria, S.A. Group

### **Shares held**

Does not hold any shares of Ramada Investimentos e Indústria, S.A..

To  
Ramada Investimentos e Indústria, S.A.  
Rua Manuel Pinto de Azevedo, 818  
4100-320 PORTO

#### STATEMENT

I hereby declare, as required by law, that I do not incur in any of the incompatibilities envisaged in number 1 of article 414-A of the Portuguese Companies Act, nor I am involved in any circumstance capable of affecting my independence under the terms of number 5 of Article 414 of the Portuguese Companies Act.

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31 March 2023

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André Seabra Ferreira Pinto

**REMUNERATION COMMITTEE**

**APRIL 2023**

**JOÃO DA SILVA NATÁRIA**

**APRIL 2023**

## **JOÃO da Silva NATÁRIA**

Qualifications: Degree in Law from the University of Lisbon

### Work Experience:

1979	Managing Director of the Luanda/Viana branch of F. Ramada, by joint nomination of the Board and the Ministry of Industry in Angola
1983	Director of the Polyester and Buttons Department at F. Ramada, Aços e Indústrias, S.A.
1984/2000	Human Resources Director at F. Ramada, Aços e Indústrias, S.A.
1993/1995	Board Member of Universal – Aços, Máquinas e Ferramentas, S.A.
2000/2018	Lawyer with an independent practice, specialised in labour law and family law
	Retired

### Other posts held:

President of the Supervisory Board of Celbi, S.A. (a)  
President of the Remuneration Commission of Altri, SGPS, S.A. (a)  
President of the Remuneration Commission of Cofina, S.G.P.S., S.A. (a)

(a) – companies that, at December 31st, 2022, cannot be considered as part of Ramada Investimentos e Indústria, SA Group

### **Shares held**

Does not hold any shares of Ramada Investimentos e Indústria, S.A..

**PEDRO NUNO FERNANDES DE SÁ PESSANHA DA COSTA**

**APRIL 2023**



**PEDRO** Nuno Fernandes de Sá **PESSANHA** da Costa

Qualifications: Degree in Law from the Faculty of Law of the University of Coimbra in 1981  
Complementar training in Company Management and Economic and Financial Analysis at the School of Law of the Portuguese Catholic University, Porto, 1982 and 1983

Professional Activity: Member of the Bar Association since 1983  
Chairman of the General and Supervisory Board of a public company from 1996 to 2010  
Chairman of the Fiscal Council of Banco Português de Investimento SA since 2016 and BPI Private Equity - Sociedade de Capital de Risco, S.A. from 2018 to August 2019, the date on which both companies were extinguished by merger into Banco BPI, S.A.  
Chairman of the board of the general meeting of several listed and unlisted companies  
Continuous law practice since 1983, with a special focus on commercial law and corporate law, mergers and acquisitions, foreign investment and international contracts  
Co-author of the chapter on Portugal in “Handbuch der Europäischen Aktiengesellschaft – Societas Europaea” by Jannot / Frodermann, published by C.F. Müller Verlag

Other companies where he carries out functions:

Altri, S.G.P.S., S.A. (President of the Supervisory board) (a)  
Cofina, S.G.P.S., S.A. (Member of the Supervisory Board) (a)  
Altri, S.G.P.S., S.A. (Member of the Remuneration Committee) (a)  
Cofina, S.G.P.S., S.A. (Member of the Remuneration Committee) (a)  
SOGRAPE S.G.P.S., S.A. (Chairman of the General Shareholders Meeting) (a)  
SOGRAPE Vinhos, S.A. (Chairman of the General Shareholders Meeting) (a)  
SOGRAPE Distribuição S.A. (Chairman of the General Shareholders Meeting) (a)  
Sandeman & CA, S.A. (Chairman of the General Shareholders Meeting) (a)  
SOGRAPE S.G.P.S., S.A. (Member of the Remuneration Committee) (a)  
Adriano Ramos Pinto, S.A. (Chairman of the General Shareholders Meeting) (a)  
Aquitex – Acabamentos Químicos Têxteis, S.A. (Chairman of the General Shareholders Meeting) (a)

Honorary Consul of Belgium in Porto (a)  
Partner at Abreu Advogados – Sociedade de Advogados, SP, RL. (a)

a) – companies that, at December 31<sup>st</sup>, 2022, cannot be considered as part of Ramada Investimentos e Indústria, S.A. Group

**Shares held**

Does not hold any shares of Ramada Investimentos e Indústria, S.A..

**ANDRÉ SEABRA FERREIRA PINTO**

**APRIL 2023**

## **ANDRÉ Seabra Ferreira PINTO**

Qualifications: Degree in Economics at University Portucalense  
Chartered Accountant (ROC no. 1,243)  
Executive MBA - Management School of Porto - University of Porto Business School

Professional Activity: Between September 1999 and May 2008, worked in the Audit Department of Deloitte & Associados, SROC, S.A. (initially as a member of staff and since September 2004 as Manager).

Between June 2008 and December 2010, Senior Manager of Corporate Finance department - Transaction Services at Deloitte Consultores.

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Director of MWIDE, SGPS, S.A., as well as the other companies that make up the Mecwide Group (a)

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Cofina, S.G.P.S., S.A. (Member of the Remuneration Committee) (a)

Altri, S.G.P.S., S.A. (Substitute Member of the Supervisory board) (a)

Cofina, S.G.P.S., S.A. (Substitute Member of the Supervisory board) (a)

Medicina Laboratorial Dr. Carlos Silva Torres (MLCT), S.A. (Member of the Supervisory Board) (a)

a) – companies that, at December 31<sup>st</sup>, 2022, cannot be considered as part of Ramada Investimentos e Indústria, S.A. Group

### **Shares held**

Does not hold any shares of Ramada Investimentos e Indústria, S.A..

**STATUTORY AUDITOR**

**APRIL 2023**

To  
Ramada Investimentos e Indústria, S.A.  
Rua Manuel Pinto de Azevedo, 818  
4100-320 PORTO

Dear Sirs,

Under the terms of and for the purposes of article 289, number 1, subparagraph d) of Portuguese Companies Act (“Código das Sociedades Comerciais”) we hereby declare that Deloitte & Associados, SROC, S.A., its partners and the members of the Board of Directors do not own shares of Ramada Investimentos e Indústria, S.A. nor of any of its dominated or group companies.

During the last five years our company has performed the functions of statutory auditor and sole Statutory Auditor in a significant number of companies, in accordance with articles 262-A and 420 and following of the above mentioned code. The identification of the companies was provided to the Certified Auditors' Association, approved by Law no. 148/2015, of September 9. The number of companies in question is high, and those designated as "Entities of public interest" are disclosed in our transparency report available in Transparency Report I Deloitte Portugal I About Us.

Attached we send the CV of our partner, António Manuel Martins Amaral, for nomination as representative of our company as well as his declaration of independence.

Best regards,

Deloitte & Associados, SROC, S.A.

Represented by:

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António Manuel Martins Amaral - ROC nr. 1130  
Registered at CMVM under nr. 20160742

**ANTÓNIO MANUEL MARTINS AMARAL**

**APRIL 2023**

## **ANTÓNIO Manuel Martins AMARAL**

**Qualifications:** Graduated in Economics by Universidade Portucalense Infante D. Henrique. Qualified as Chartered Accountant in 2002 and is a member of the Chartered Accountant Order. He participated and lectured in several training courses in Portugal, Madrid and Chicago.

**Professional Activity:** Joined ex-Arthur Andersen, S.A. in 1989, in the Audit and Financial Consulting Division. His professional experience has been focused on audits of major industrial companies, public and private.

He was promoted to Manager in 1994 and to Partner in 2002.

He is member of the Fiscal Board of several national companies.

**Projects:** His experience has developed mainly in large industrial and service companies, and the Partner is responsible for auditing several prestigious companies and groups in Portugal, as well as international groups, with headquarters in other countries.

He participated in several Due Diligence projects, namely in companies in the retail and health area.

He was directly involved in the listing process for Sonae Capital, Altri Group, F. Ramada Group and Martifer Group.

Among the main projects in which he participated more recently, it is worth mentioning those related to the following entities:

**Customers:**

- Mota-Engil Group
- Sonae Group
- Cofina Group
- Lactogal Group
- Altri Group
- Unilabs Group
- Ascendi Group
- Base Holding Group
- Futebol Clube do Porto Group
- F. Ramada Group
- Indáqua Group

To  
Ramada Investimentos e Indústria, S.A.  
Rua Manuel Pinto de Azevedo, 818  
4100-320 PORTO

#### STATEMENT

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I will immediately inform the company of any event that, in the course of the mandate, causes incompatibilities or loss of independence under the terms of the legal requirements.

6 April 2023

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António Manuel Martins Amaral - ROC nr. 1130  
Registered at CMVM under nr. 20160742